

Dr. Radd Remarks
OU Professorship Launch
October 25, 2022

Dear Distinguished Leaders, Colleagues, and Guests,

Welcome! Special thanks for your kind words and for planning this event.

Thank you for joining us for today's celebration of **the Dr. Tommie Radd Professorship in School Counselor Education**. It is an honor to have each of you here today.

It's exciting to officially Launch this Professorship because we've been on hold for this moment due to the pandemic, but we've been hard at work with the help of Dr. Tom Davis, Timothy Binegar and Dr. Bhat. In 2020, the Professorship was established and the exceptional professional, Dr. Christine Suniti Bhat, was named the first Radd Professor with whom I've had the honor to work since that time. Our goals and mission are to expand and enhance the research and evidence-based Educational Systems Model based on over 40 years of development and research as reported in the **History, Development and Research of the Educational Systems Model: Grow With Guidance, Teaching and Counseling for Today's World, Pre-K 12 and Beyond**.

How did we get to this point and why is it important? I saw students and clients of all ages not able to function due to numerous factors but have NO understanding of how to prevent or stop their downward spiral or stop staying “stuck”. My journey began. I developed this Model because of my professional commitment and focus to make the lives of our students, staff, families, and communities better as a developmental school counselor and leader.

What is educating? Why not prevent self-destructive behaviors and empower all to have the skills needed via instruction and experience to make a significant difference in their lives? Why not prioritize Emotional Intelligence, EQ, that contributes to at least 80% of life success? Since research states that a deep understanding of Self, Other Awareness, Self-Control, Decision Making-Problem Solving, and Group Cooperation are the skills needed for prevention, learning and health, why aren't we developing those skills as a priority? How do we really address mental health, addiction challenges and career development across the lifespan? Why not work collaboratively out of silos? Why not see students as WHOLE and NOT HOLE and create an inviting learning environment and relationships? Why aren't we creating Life Labs in our classrooms and schools where students learn and practice these essential skills? Why not create the experiences for this to happen? Why not address the “hidden curriculum” that determines success? What is the way to integrate a solid understanding of Self-Concept based on Truth, Responsibility, and Accountability for everyone?

I asked many questions, and the Educational Systems Model is my researched and experienced response to those and many more questions.

Many have helped me along the way. My Mother, Sophia Radd, was always there as a supporter, encourager, cheerleader, and worker until her death 5 years ago. I'm forever grateful for her love, dedication, and belief in this work. Many fellow educators, colleagues, and my students worked by my side with input and research to help fine tune the Model we have today.

Mr. John Crail, Director of Pupil Services at Perry Local Schools, hired me in 1976 as the elementary school counselor with 7 buildings, 3000 students and no budget! Knowing this was my goal and focus before agreeing to take this position – to do something developmental and preventive for different student results - he offered me the position and partnership anyway. We did very innovative things that are included in this Model today. One Key colleague that joined the work is here today. John Thomas and I were VERY young educators in 1976 when I approached him to develop the diagnostic and evaluation computer scoring system and reports for the Children's Affect Needs Assessment for Perry Local Schools. John was at the Stark County Office with a very demanding list of responsibilities – yet he said YES! The work begun by John is the foundation of the research and the CANA, now offered at the Ohio University George E. Hill Center for Counseling and Research for all educators to use. John and his wife Teresa are here today. Thank you, John. I'm so grateful.

My dear friend and colleague whom I met in School Administration Courses at Kent State University, Jane Koch, engaged with me in many valuable conversations that added her unique perspective. Jane is here today. Thank you, Jane, for your ongoing support and your dedication to our profession.

Dr. William Purkey, co-founder of Invitational Education, worked with me to develop the Invitational Teaching Survey. The ITS is now offered at the Hill Center, too. Invitational Education, a theory of practice, is integrated throughout every component of the Systems Model to apply skills and experiences that invite the very best relationships needed for learning and best practice. We need to create learning communities where all are invited and respected for their unique, diverse contributions. We know that healthy relationships make all the difference in learning and in all environments.

Dr. H. Gene Christman, my Akron University Doctoral Advisor and Encourager, believed in this research and guided me every step of the way through my doctoral program. The research begun then made a significant difference and helped me plan our continued research and development. John McIntosh my colleague, and teaching team member during my first teaching position, became the school administrator where my dissertation research was implemented.

Drs. Richard Blake, Joe Davis, and Ross Pilkington were treasured colleagues at The University of Nebraska Omaha. There I designed,

developed, and implemented the Elementary School Counselor Education Master's Degree Program to CACREP standards among other initiatives. This UNO Elementary School Counselor Education program was built on the Educational Systems Model Schoolhouse, so all graduate students had coursework in each area needed to implement a comprehensive developmental school counseling program for their school. Student research is included in the research report.

After moving back to Ohio in 2007, long time colleagues joined the Grow With Guidance Team. The team members are Dr. Lynn Kaszynski, administrator and Joyful learning specialist, Wanda Harewood- Jones, Ohio Department of Education School Counselor Consultant, Rita Tinner, School Counselor Specialist, George Lesser, Technology Specialist, Linda Jefferson, Education Specialist, and Dr. Doris Coy, fellow School Counselor and Counselor Education Professor. They all helped guide our work. Dr. Coy is here today. Thank you Dr. Coy for all you've done and continue to contribute!

On my journey I've worked in most positions in education from substitute teacher to school board member to full professor. I believe and understand that Education Is the Great Equalizer and that Personal, Emotional, Behavioral and Social skills are the only constant in every situation. I've learned that you cannot separate Who you are from What you Do, that using best practices across disciplines is essential for progress and that teamwork and collaboration and not getting "credit" are the basis for success. I learned that using a multidimensional systems approach is the

only way to create the experiential process for learning. My quote in the program is among our greatest challenges and bears the greatest results.

“As professional educators, a constant challenge is to assess and unconditionally accept the present while simultaneously energizing, supporting, developing, believing and seeing an optimum vision of the future within every student.” I’ve learned to trust the process, do the work. Students know where they are – our job is to help them move into their future.

This is an example. When the mandate of that time was “Just Say NO to Drugs” I went to the required training for the program. While in line to get into the room a colleague from a different school district noticed my name badge and said: “For years I’ve wanted to ask you what you said to my daughter that completely turned her around. She is graduating from high school with honors and doing great!” I was stunned because I worked with her as a Kindergartener in a classroom using the System and spoke with her a few times reviewing the Self-Concept Series we taught and how to apply it for her. She practiced, seemed happier then, the family moved. I NEVER KNEW until years later during this conversation the impact of the work. I did learn that without a comprehensive school counseling program the foundation needed for growth is lacking.

My job now is to carry on the work and Pay It Forward. I just had the experience of hearing Dr. Deepak Chopra answer the question about establishing life priorities over our life span. To summarize, the last stage

is helping others understand what you learned. To help others understand and know what you know to carry on the work. That is my goal and offer to you through my time, encouragement, books, workshops, and teaching videos. You and your success ARE MY PRIORITY.

My dear friend and poet Margaret Kadish answered the question when asked at 90 years old “what are you doing constructive?” She responded by finishing her poetry book. A poem in her book asks the question for all of us.

The Plan

What are you doing constructive

It rang out like a shot!

Do you have a plan you once began?

Are you going to do it or not?

I said YES! Those I referenced here said Yes! Please choose to say YES, too, so we can continue this important work!

Now YOU ARE INVITED to join the team and work to make a difference. With the opportunities to carry on the work through Ohio University and the Professorship you are positioned to make a significant difference in education and all those in our communities. We want all of you to be on the team to expand and enhance this work. To stand up and speak the truth about the critical necessity of the Systems Model and implementation of it. To stand up for school communities that address the whole student and

communicate acceptance for all within that community. What I know is that this work is more important than ever, and we need you on the team.

We have a gift for all educators here today who can put it to use. The Activity Book, **Classroom and Small Group Activities for Teachers, Counselors and Other Helping Professionals.** I can tell you more about it. It's different from the System Level books on display. Please pick up your copy at the table before you leave today.

Enjoy and let's celebrate this new beginning of the journey via the Ohio University Professorship.

Thank you!

Dr. Bhat will tell you ways you can get involved.