

Rodrick C. Johnson

Respect, Reflect, Re-Engage. | *Home of the T.E.A.C.H. Framework*

Literacy Coach | Behavior & Culture Strategist | CEO & Founder, Energized Educator

Doctoral Student | Author, *T.E.A.C.H. the Curriculum* | Expert in Literacy Instruction, Behavior & Cultural Competency in Education

Quick Introduction

Rodrick C. Johnson is a literacy coach, CEO, and founder of Energized Educator. He has spent almost a decade in education, teaching students and coaching teachers and school leaders on literacy instruction. Using the T.E.A.C.H. Framework, Rodrick helps educators teach reading with more clarity, consistency, and equity. Rodrick is also the author of *T.E.A.C.H. the Curriculum* and the founder of Joey's Story, a children's literacy brand.

Mission Statement

At Energized Educator, our mission is to raise literacy achievement and change how urban children are perceived and supported in academic settings. By equipping schools with strong literacy instruction and the tools to manage behavior effectively, while honoring students' unique identities and cultural backgrounds, we help schools build environments where every child can thrive, academically and personally.

Vision Statement

The vision is a school where a student's reading growth and their behavior record tell the same story: that they were taught well and treated with respect. We want educators equipped with both halves of that equation, strong instruction and a culture built on respect, responsibility, and readiness to learn, instead of having to choose which one to fix first.

The Problem

Urban schools, particularly those serving predominantly Black and minority student populations, are usually handed two separate problems and one PD budget. Reading scores are behind, and behavior referrals are up, and most schools end up buying a program for one and hoping it fixes the other. It rarely does. Teachers get a new curriculum with no support for the classroom culture required to actually teach it, or they get behavior training that never touches instruction. That gap, between what's being taught and how the room is being led, is where students, especially Black boys, get lost the fastest: misread as behavior problems when they're actually unsupported readers, or written off as low performers when what's really missing is a classroom culture where they feel safe enough to try.

The Solution

Energized Educator closes that gap with two frameworks built from real classrooms, not a binder.

T.E.A.C.H. Framework

A practical, equity-centered approach to literacy instruction. It gives teachers a clear way to plan, teach, and coach reading without adding one more thing to an already full plate. It's the foundation of my book, *T.E.A.C.H. the Curriculum*.

3R Method: Respect, Reflect, Re-Engage

The culturally responsive behavior framework I built from the ground up in my own classroom and later scaled district-wide. It's still the backbone of how I help schools move away from punitive discipline and toward restorative, relationship-first practices.

Schools can bring in either framework on its own, or both together. The schools that see the fastest turnaround are almost always the ones that address instruction and culture at the same time.

What the 3R Method Looks Like in Practice

Establish a Foundation of Respect

- **Conduct Cultural Competency Training:** Equip teachers with insight into the cultural identity and lived experience of their students.
- **Implement Student-Led Classroom Norms:** Collaborate with students to build shared expectations that foster respect, accountability, and inclusivity.

Encourage Reflection

- **Weekly Reflection Circles:** Create structured space for students to reflect on behavior and work through challenges in a restorative setting.
- **Self-Assessment Tools:** Give students simple tools to evaluate their own behavior and track their growth, reinforcing ownership.

Re-Engage Through Positive Reinforcement and Case Studies

- **Recognize and Reward Positive Behavior:** Use a tiered recognition system to celebrate improvement and sustained progress.
- **Integrate Real-Life Case Studies:** Give teachers real examples that show how the 3R Method plays out in situations their students actually face.

Continuous Data-Driven Improvement

- **Analyze Behavior Data Regularly:** Review referral and behavior data monthly to track impact and flag where more support is needed.
- **Adapt and Refine Strategies:** Use that data and staff feedback to keep adjusting the approach as the school community changes.

Experience

- 10 years of experience in public education, both as a literacy coach and classroom teacher
- 3 years as a Positive Behavior Interventions and Supports (PBIS) Chair
- Created a behavior system adopted by 2 Baltimore City Schools
- Facilitated over 1,500 hours of professional development for teachers and school leaders
- 40 hours of training in Restorative Practices
- Unsung Hero Award in Education, Joy of Baltimore
- Site Director, Summer Learning Arts Academy (behavior-focused programming)
- Author, *T.E.A.C.H. the Curriculum*

Results

- Led a school to Gold Recognition for Positive Behavior Interventions and Supports
- Increased student achievement by more than 20% across three Baltimore City schools through data-informed instructional practices
- Built comprehensive school improvement plans for multiple schools to strengthen sustainable student programming
- Implemented data-driven instruction and decision-making processes across multiple school settings, with measurable gains in targeted academic areas
- Designed and facilitated professional development programs that reached dozens of teachers and measurably improved instructional practice
- Strengthened teacher effectiveness through instructional coaching, contributing to higher teacher retention
- Improved school-wide data analysis and use, shaping decision-making across entire school communities

Skills

- Strategic planning and execution for comprehensive school improvement
- Data-driven decision-making and educational leadership
- Instructional coaching and teacher leadership development
- Literacy instruction design and reading intervention planning
- Framework design (T.E.A.C.H. Framework, 3R Method)
- Design and facilitation of high-impact professional development
- Collaborative team leadership and stakeholder engagement
- Strategic resource allocation and budgeting for school improvement
- Assessment systems and data-tracking implementation
- Curriculum development, alignment, and instructional best practices

- Change management and culture-building in educational settings
- School performance analysis and continuous improvement
- Educational policy and reform implementation

The Framework for Success

Every partnership with Energized Educator runs through two frameworks that work independently or together:

- **T.E.A.C.H. Framework:** the instructional side. What to teach, how to teach it, and how you know it's working.
- **3R Method:** the behavior and culture side. Respect, Reflect, Re-Engage: how students learn to take ownership of their behavior instead of just being punished for it.

Most of the schools I work with need both. That's usually the real reason past PD hasn't stuck. It only ever addressed half the problem.

Full Bio

Rodrick C. Johnson is a literacy coach, visionary leader, and the founder of Energized Educator, known for helping urban schools transform both how students are taught to read and how they are supported through behavior and discipline. Rodrick's journey into education began over a decade ago when he first entered the classroom, driven by a desire to create engaging, meaningful learning experiences for children. Working primarily in urban settings, he quickly recognized the unique challenges students and educators face, especially when it came to behavior management and the lack of culturally responsive approaches.

As a young teacher, Rodrick spent six years pouring his energy into innovative lesson planning, discovering his talent for engaging students who often felt disconnected from traditional school culture. But he noticed something that mattered just as much as the lesson plan: students, particularly Black boys, were struggling under disciplinary systems that neither understood nor valued their cultural identities. Watching that up close is what pulled him into professional development. He wanted to give teachers the tools to support these students well, before punitive measures did more damage than the original problem.

That commitment became formal when Rodrick took on the role of Positive Behavioral Interventions and Supports (PBIS) Chair, a position he held for three years. It gave him room to build strategies that actually matched students' social and emotional needs. When one school hesitated to adopt PBIS as written, he built his own approach instead: the 3R Method, Respect, Reflect, and Ready to Learn, later refined to Re-Engage. It became the cornerstone of his work, designed to help students take ownership of their behavior in a way that affirmed them instead of punishing them.

Under Rodrick's leadership, that school reached PBIS Gold status within two years, cutting office referrals and reshaping student behavior through restorative practices and culturally responsive management. Word spread, and he expanded into consulting, coaching, and professional development

for other schools and educators.

The longer Rodrick worked inside behavior data, the more a second pattern became impossible to ignore: a lot of what got logged as a behavior problem traced back to a literacy problem. Students weren't disengaging because they didn't want to learn. They were disengaging because they couldn't access the text in front of them, and behavior was the only language left to express that. That observation is what led Rodrick to build the T.E.A.C.H. Framework and put it into his book, *T.E.A.C.H. the Curriculum*, a literacy-instruction counterpart to the 3R Method, so schools could finally address both sides of the same problem.

In 2020, Rodrick was named a Great Minds Fellow, a milestone that let him share his work with more than 500 teachers and school leaders across the country. The fellowship opened doors to support curriculum adoptions and mentor instructional coaches, helping them build teachers who feel confident, capable, and equipped to run a classroom that works, instructionally and culturally.

Today, Rodrick is a doctoral student at Morgan State University, studying education policy with a focus on closing the gaps in both literacy instruction and culturally responsive behavior support for urban and minority students.

Through Energized Educator, Rodrick continues to give schools what most PD leaves out: a real plan for what to teach, and a real plan for how to lead the room while teaching it. Whether a school brings him in for the T.E.A.C.H. Framework, the 3R Method, or both, the goal is the same: students who are seen, taught well, and given every reason to believe they can succeed.