

# Solutions

*for professional learning*

2022



*Assisting schools in moving forward  
and emerging stronger this year*

**PROFESSIONAL  
LEARNING  
THAT INSPIRES  
RESULTS**

You have a vision for change and improvement in your school or district. You want to see results in the classroom for the lifelong betterment of your students. Like many educators, you may be doing more with less, and you are always looking for ways to improve.

At Solution Tree, we share your vision to transform education to ensure learning for all, and we can help you make this vision a reality.

## **Our Promise**

No other professional learning company provides our unique blend of research-based, results-driven services that improve learning outcomes for students.



**We  
share  
your  
vision**

## Learn from **our experience and expertise**

Solution Tree professional learning experts are required to have extensive knowledge and years of experience as practitioners in schools and districts. Our rigorous vetting process includes:

### **INITIAL EVALUATION**

Solution Tree holds an invitation-only training session to identify the unique skill sets and presentation styles of candidates who may become our newest experts.

### **IN-DEPTH REVIEW**

We carefully review each candidate's materials, portfolio, and performance ratings to identify exceptional experts.

### **EXPERT CERTIFICATION**

Solution Tree invites only the most qualified candidates to become our approved experts with practical experience in results-oriented environments.

### **ENSURING QUALITY**

Our experts are committed to self-reflection and continuous improvement. We collect qualitative and quantitative feedback from each engagement to deliver the highest quality customer experience every time.

We developed this onboarding process to ensure that the experts working with your school are engaging, knowledgeable, and able to advance your team's confidence and skills.



## **PARTNER WITH US** TO BRING RESULTS TO YOUR SCHOOL

### **IDENTIFY**

Identify the specific skills your school or district needs help with, and browse the catalog for services that align.

### **CONNECT**

Take the first step. Contact us at 888.409.1682 or PD@SolutionTree.com to start the conversation about your top priorities and challenges.

### **MATCH**

Based on your unique needs, we'll match you with one or more of our proven experts, who will take time to learn about your challenges and develop your professional learning plan.

### **INSPIRE**

Receive personalized training with targeted advice, strategies, tools, and techniques that inspire your staff to become the best they can be.

### **STRENGTHEN**

Put knowledge into action and start implementing what you've learned with our expert guidance.

### **SUSTAIN**

After you've started the work, we can help you focus your efforts on continuous improvement to maintain your goal of making your school or district even better.

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# Learn from Anywhere

## Results-Driven Virtual PD for Educators

Solution Tree's Virtual PD is thoughtfully designed to meet you where you are.

**Ideal** for teachers, leaders, and teams, each virtual training merges the best of our on-site PD with a new level of flexibility and convenience. Rely on each of our distance learning options to deliver custom guidance and support aligned to the timely topics that are most relevant to you and your school community.

### Popular Virtual PD Topics

- Self-care and professional wellness
- Common formative assessment for teams
- Diversity and equity
- Acceleration and addressing learning loss
- Refocusing on Tier 1 instruction
- Goal setting for district and school teams
- Prioritizing standards to close learning gaps
- Addressing achievement gaps
- Coaching for principals
- Delivering virtual instruction with rigor



# HERE'S WHAT EDUCATORS ARE SAYING ABOUT **SOLUTION TREE VIRTUAL PD**

*I was honestly worried about how engaging a virtual coaching session would work. I was pleasantly surprised with how well it went. Our time was well spent and just flew by...**Nobody does this work better than the Solution Tree team!***

—**TERRI ROMO**, assistant superintendent,  
curriculum and instruction,  
Sierra Vista Unified School District, Arizona

*Thank you! I wasn't sure what to expect trying to be a part of virtual PD with a group this size, but you kept us engaged, and I felt like I was still able to collaborate with colleagues. **I love your energy and enthusiasm.***

—**HEATHER ROBERTSON**, teacher,  
Spartanburg County School District Two,  
South Carolina



## **Travel-Free PD**

**Look for this icon** throughout the catalog to quickly identify which PD topics have virtual offerings.

# PROFESSIONAL LEARNING

## Professional Learning Communities at Work<sup>®</sup>

**Building a PLC** is the most promising strategy for sustained, substantive school improvement. Discover how to ensure learning for all by focusing on the PLC at Work process.

Work with **Solution Tree** to:

**BUILD** collective capacity for continuous improvement

**CREATE** clarity of purpose, common vision, and collective commitments

**ALIGN** your resources and time to focus on results

**INCREASE** student achievement and ensure learning for all



Travel-Free PD



Professional Learning Communities at Work Champions

# PLC AT WORK®

Bring our experts to your school



Kim Bailey



Tim Brown



Luis F. Cruz



Janel Keating



Mike Mattos



Anthony Muhammad



Regina Stephens Owens



Eric Twadell

### Additional experts

Casey R. Ahner  
Jack Baldermann  
Brian K. Butler  
Joe Cuddemi  
Jennifer Deinhart

Cassandra Erkens  
Paul C. Farmer  
William M. Ferriter  
Heather Friziellie  
Troy Gobble

Aaron Hansen  
Brandon Jones  
Dennis King  
Greg Kushnir  
David LaRose

Brig Leane  
Cheyana Leiva  
Michael J. Maffoni  
Maria Nielsen  
Geri Parscale

Karen Power  
Michael Roberts  
Sarah Schuhl  
W. Richard Smith  
Jeanne Spiller

Mona Toncheff  
Jonathan G. Vander Els  
Jamie Virga  
Kenneth C. Williams  
Jon Yost

For a complete list of experts, go to [SolutionTree.com/PLCatWorkExperts](https://SolutionTree.com/PLCatWorkExperts)

In a PLC, educators demonstrate their commitment to helping all students learn by working collaboratively to address the critical questions.

## Four Critical Questions of a PLC

- 1 What knowledge, skills, and dispositions should every student acquire as a result of this unit, this course, or this grade level?
- 2 How will we know when each student has acquired the essential knowledge and skills?
- 3 How will we respond when some students do not learn?
- 4 How will we extend the learning for students who are already proficient?



PLC at Work co-architect Robert Eaker

**LEARN MORE**  
[SolutionTree.com/WhyPLC](https://www.solutiontree.com/WhyPLC)

# PLC AT WORK<sup>®</sup> SERVICES

To help you determine which services may be right for you, each of our professional learning engagements is designed to fit your goals, budget, and time commitment.

YOUR PRIMARY GOAL

**BUILDING**  
Your Skills

**DEEPENING**  
Your Skills

**SUSTAINING**  
Your Skills

	YOUR PRIMARY GOAL	BUILDING Your Skills	DEEPENING Your Skills	SUSTAINING Your Skills
1-DAY COMMITMENT	One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.			
	Enhanced PLC at Work Overview	○		
	Districtwide Framework for PLC at Work Teams	○		
	Community Connections and your PLC at Work <sup>®</sup>	○		
	Using the PLC at Work Process to Build Confident Learners	○		
	Making Teamwork Meaningful	○		
	Career & Technical Education (CTE) and PLC at Work	○		
Establishing a Collaborative Team Culture: Shifting From Me to We	○			
2-4-DAY COMMITMENT	More intensive 2- to 4-day sessions with an expert to guide your entire staff or a smaller team to deepen understanding and further progress.			
	Creating a Collaborative Culture		○	
	Identifying Essential Learnings		○	
	Small Schools and Singletons in a PLC at Work <sup>®</sup> : Unique Challenges, Unlimited Potential		○	
	Coaching Collaborative Teams: Amplify Your Impact in a PLC at Work		○	
	Implement It! Collaborative Teams		○	
Leadership Tools for Deepening PLC Implementation		○		
MULTI-DAY COMMITMENT	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.			
	Leading PLCs at Work <sup>®</sup> Districtwide			○
	Supporting Your PLC Literacy Teams: From Unit Planning and Execution to Data Analysis			○
	Embedded Coaching			○
	Virtual Coaching for Principals and District Administrators			○
Coaching Academy			○	

All training is delivered by a PLC at Work author or certified associate.

## Enhanced PLC at Work® Overview

Gain an understanding of the PLC at Work process, including the three big ideas of a PLC—focus on student learning, focus on collaboration, and focus on results. You and your team will:

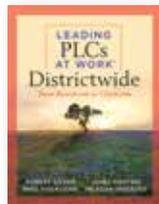


Includes PLC Toolkit

- Understand the benefits of PLCs and how to implement them in a school or district
- Develop and maintain a healthy collaborative culture
- Answer and utilize the four critical questions every PLC must address

## Districtwide Framework for PLC at Work Teams

Understand the operational stages of building a districtwide culture of learning based on the PLC at Work process. With this districtwide framework, leaders will inspire professional learning communities to achieve continuous improvement and a guaranteed and viable curriculum for every student.



Recommended Resource

## Community Connections and your PLC at Work®

In this full-day session, participants will learn step-by-step actions on how to specifically enhance family and community involvement and engagement through the frameworks and culture of professional learning communities directly resulting in enhanced student achievement.

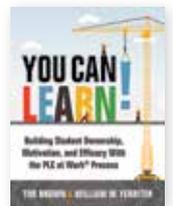


Recommended Resource

- Gain clarity on the current state of community involvement and engagement.
- Understand how to align collaboration, learning, and results to support community involvement and engagement.

## Using the PLC at Work Process to Build Confident Learners

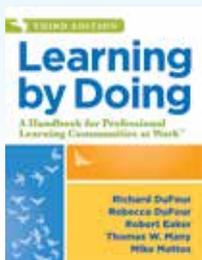
Learn how the key practices in the PLC at Work process can be used to build student ownership, motivation, and efficacy. Leaving every student convinced that they are capable, confident learners can significantly impact their future success in both school and the workplace.



Recommended Resource

- Emphasize the skills and behaviors of motivated, self-efficacious learners.
- Gain clarity on how the four critical questions of learning in a PLC at Work can be used by students to advance their own learning.

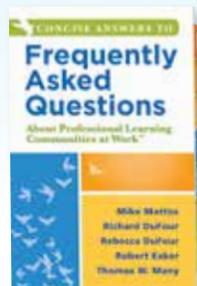
## FEATURED RESOURCES



### Learning by Doing

**A Handbook for Professional Learning Communities at Work®**

See how the powerful third edition of this comprehensive action guide updates and expands on new and significant PLC topics. Explore fresh strategies, tools, and tips for hiring and retaining new staff, creating team-developed common formative assessments, implementing systematic interventions, and more.



### Concise Answers to Frequently Asked Questions About Professional Learning Communities at Work®

Get all of your PLC questions answered. Designed as a companion resource to *Learning by Doing: A Handbook for Professional Learning Communities at Work®* (3rd ed.), this powerful, quick-reference guidebook is a must-have for teachers and administrators working to create and sustain the PLC process.

## Making Teamwork Meaningful

Learn how to explicitly structure the work of collaborative teams to increase efficiency, efficacy, and student achievement.

- Gain clarity on what “the right work” of collaborative teams in a professional learning community looks like in action.
- Examine tools and templates designed to keep collaborative teams focused on “the right work.”

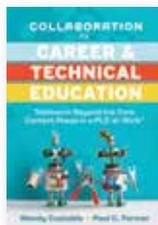


Recommended Resource

## Career & Technical Education (CTE) and PLC at Work®

Gain an understanding of PLC at Work for Career & Technical Education teams, focusing on:

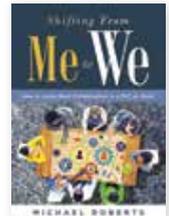
- Understanding the purpose and benefits of collaborative teams with CTE representation
- Identifying commonalities among teams with CTE representation
- Developing high performing collaborative teams with CTE
- Using the four critical questions to advance student learning in CTE



Recommended Resource

## Establishing a Collaborative Team Culture: Shifting From Me to We

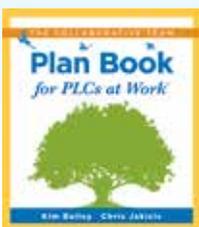
Move your staff from working in isolation to committing to a collective urgency to ensure learning for all. In this one-day service, you will work with an expert to build the foundation for an effective, interdependent professional learning community. You will see results in higher levels of learning for your students and a more positive, productive work environment for your staff.



Recommended Resource

- Establish a meaningful foundation for building a culture of learning for students and staff alike.
- Ensure your mission and vision statements become a guarantee for all stakeholders.
- Meet the professional learning needs of educators so they can support high levels of achievement for the students they serve.

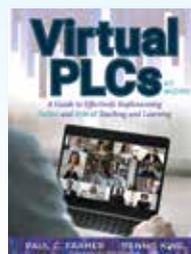
## FEATURED RESOURCES



### The Collaborative Team Plan Book for PLCs at Work®

Designed exclusively for teacher teams, this plan book provides practical PLC information and resources. Access forty weekly

planning pages, in-depth examples, succinct summaries of PLC concepts, and many more tools that will help you and your team thrive throughout the year.



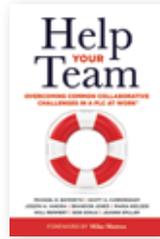
### Virtual PLCs at Work®

As the educational landscape continues to evolve, ensure your PLC evolves right along with it. With this resource you’ll acquire an abundance of tools and tips for maintaining your PLC in a virtual environment along with proven

best practices to help your team thrive beyond the four walls of your school.

## Creating a Collaborative Culture

Learn the key factors and practices to help create a true collaborative culture in your school or district. Establishing a collaborative culture can significantly impact student achievement and professional practice.



Recommended Resource

- Gain clarity on the work of teams in a PLC at Work and uncover the elements of effective team development.
- Emphasize the skills and behaviors that improve communication for individuals and teams.

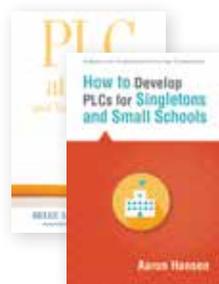
## Identifying Essential Learnings

Answer “What is it we want our students to learn?”, the first of the four critical questions of the PLC at Work process. How can teacher teams properly identify these priorities?

- Work in collaborative teams to come to consensus and understand the need-to-know learning targets that will best prepare students.
- Ensure high levels of learning for all students.

## Small Schools and Singletons in a PLC at Work®: Unique Challenges, Unlimited Potential

Discover how to utilize your strengths, organize your resources, and enact significant lasting change to ensure learning for all. As part of your professional learning, you will explore authentic artifacts from small schools at elementary and secondary levels whose staff, even singletons, are working collaboratively within the PLC framework.

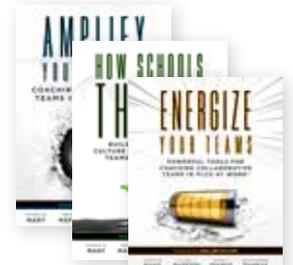


Recommended Resources

- Align teams to focus on essential skills, even if the content or grade levels are not the same.
- Get SMART about data and goals.

## Coaching Collaborative Teams: Amplify Your Impact in a PLC at Work®

Participants will increase their capacity to successfully coach collaborative teams using a framework of clarity, feedback, and support to implement PLC at Work best practices.

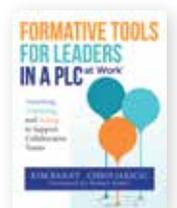


Recommended Resources

- Examine why the coaching collaborative teams is so important to successfully implementing the PLC process.
- Explore how to develop a coaching culture that promotes the development of high performing collaborative teams.
- Learn what principals, coaches, and teacher leaders can do to successfully implement a team coaching cycle.

## Leadership Tools for Deepening PLC Implementation

This workshop will provide school leaders with a framework and specific tools they can use to keep two views in focus: (1) a wide-angle view of schoolwide culture and practices and (2) a closer examination of the work of collaborative teams.



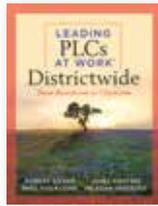
Recommended Resource

- Assess the current reality of your site’s culture, structures, student-focused collaboration, and impact on learning using a variety of tools.
- Analyze the factors that are influencing your site’s schoolwide and team level effectiveness.
- Act on the data to provide targeted support in order to maximize your site’s efficacy by continuously improving practices and results.

**Sustaining Your Skills**  
MULTI-DAY COMMITMENT

**Leading PLCs at Work® Districtwide**

Engage in a powerful professional learning project designed specifically for district leadership teams and their unique challenges. Partner with our experts to put systems and processes in place to ensure equity and high levels of learning for all students.



Recommended Resource

You and your team will learn to:

- Implement a guaranteed and viable curriculum
- Create a timely and balanced assessment system districtwide
- Remove barriers by implementing additional time, support, and extensions for all students
- Address equity issues through standards-based reporting and grading practices districtwide
- Build an inclusive and healthy district and school culture
- Operationalize the concepts and practices of a Professional Learning Community—from the boardroom to the classroom—as a vehicle to improve leadership and the professional practice of all adults in an effort for all students to learn at higher levels

The work will be highly customized for each district based on size and need. Solution Tree experts, who have implemented these practices both as practitioners and partners with districts just like yours, will lead this work to increase learning for all students. At each stage of the process, you will have access to notable examples of successful projects.

**Supporting Your PLC Literacy Teams: From Unit Planning and Execution to Data Analysis**

Gain specific strategies and processes your literacy teams can put into practice immediately to significantly increase achievement levels for all learners.



Recommended Resources

- Know the key components of sound curriculum design geared to literacy instruction and assessment.
- Develop a learning progression and learn to align common assessments and rubrics.
- Devise effective lessons using engaging instructional strategies to target literacy essential standards.
- Generate a team calendar to pinpoint dates for instruction, assessment, and intervention.

**Embedded Coaching**

Rely on our embedded coaching services to help you ingrain key PLC practices in the culture of your school or district. With help from our experts, both school leaders and staff will learn how to operate as a high-performing PLC and build their collective capacity for continuous improvement. Your coach will empower educators to act as high-functioning teams.

**Virtual Coaching for Principals and District Administrators**

This high-touch professional learning service is available exclusively for principals and district administrators looking to address critical issues. Our carefully selected coaches have proven success in leading a PLC and can help you capitalize on the skills of your staff and identify the right next steps for your school or district.

**PLC  
AT WORK®**

**COACHING  
ACADEMY**



**Paul C. Farmer**  
PLC at Work Master Coach

**The PLC at Work® Coaching Academy** is a comprehensive series of professional learning engagements designed to prepare school, district, and teacher leaders to build a PLC that provides life-changing learning to students.

Research shows that school transformation efforts are most successful and sustainable when there is strong, consistent leadership championing the work.

### **Achieve a new level of leadership**

Carefully developed to maximize participant learning, the academy includes:

- Three 2-day sessions (six days total) over the course of a school year, led by PLC Master Coaches
- A highly interactive curriculum developed by a board of top PLC experts
- Guidance on how to train other staff members on PLC at Work concepts and processes
- Continuous expert support throughout the academy term

Your Master Coach will be hand-selected from a cadre of qualified associates. Their firsthand experience leading PLC implementation enables them to impart the essential knowledge and skills required to build a collaborative culture of continuous improvement.

### **Recommended for:**

School and district leadership who have a baseline understanding and commitment to the PLC process but have not fully implemented systems and processes.

### **Each participant receives:**

- Training guide
- *Learning by Doing*, third edition
- *Concise Answers to Frequently Asked Questions About Professional Learning Communities at Work®*

### **Each school represented receives:**

- The PLC Toolkit\*



\*One PLC Toolkit for the designated school or team. Ask your professional learning representative for details. Some limitations apply.

 **REQUEST MORE INFORMATION** [SolutionTree.com/LeadPLC](https://SolutionTree.com/LeadPLC)



# Implement It!

## Put knowledge **INTO ACTION**

When you are ready to lead your school to higher levels of learning, **IMPLEMENT IT!** will help you and your team put knowledge into action, utilizing the guidance and support of your coach.

**IMPLEMENT IT!** is a PLC at Work® professional development service that combines virtual coaching, interactive web conferencing, books, a leadership guide, and Global PD for a comprehensive plan on implementing the PLC at Work framework schoolwide.

# 4

Complementary Learning Tracks

Ways to Strengthen Your PLC

- ▶ Collaborative Teams
- ▶ Essential Learning Standards
- ▶ Common Formative Assessment
- ▶ RTI at Work™



**LEARN MORE** [SolutionTree.com/Implement](https://SolutionTree.com/Implement) | **855.880.4624**

## Lake County Schools

LAKE COUNTY, FLORIDA



### ► DEMOGRAPHICS

- **36,829** Students
- **42** Campuses
- **100%** Economically disadvantaged
- **4%** English learners
- **18%** Special education
- **15.5%** African American
- **26.9%** Hispanic
- **0.5%** American Indian or Alaska Native
- **2.7%** Asian
- **4.1%** Multiracial
- **48.8%** White
- **1.5%** Other

*Lake County Schools is the 19th largest public school district in the state of Florida. The 2018 population of Lake County, Florida, was estimated to be more than 342,000, with a growth rate of 3.16% in the past year according to the most recent United States census data. Lake County has ranked among the top 10 fastest-growing counties in Florida.*



**PLC AT WORK®**  
MODEL DISTRICT

### ► CHALLENGE

Just prior to committing to the process of becoming a Model PLC at Work® District, Lake County Schools hired Diane Kornegay as superintendent, who then hired Emily Feltner as assistant superintendent. Both women brought with them a belief system deeply rooted in supporting all students, and Emily quickly shared with Diane the importance of the vision and process of Professional Learning Communities at Work.

As a struggling school district that ranked 47th out of 67 school districts in student achievement statewide, the message to Lake County Schools staff was clear. The goal of the new leadership was to end the educational lottery among schools and create a school system that guaranteed learning at high levels for *all* students.

### ► IMPLEMENTATION

Collaboration among support staff, teachers, school leaders, and district leaders helped determine what was working and what wasn't working for Lake County Schools students, which led to open communication and collaboration from day one. This created trust and a clear message that the three big ideas of focusing on results, collaboration, and learning would be a priority both at the district and school levels.

Each summer, over 400 lead learners, including district staff, principals, assistant principals, and teacher leaders, check in on systemwide progress, set goals, and learn together. They have used select Solution Tree resources, such as *Learning by Doing*, 3rd edition, *Transforming School Culture*, *Time for Change*, and *Overcoming the Achievement Gap Trap* as anchor texts.

Principal meetings have included time to review student subgroup achievement data at the school and district level, identify areas of focus, and determine next steps. As a result of this work, district progress monitoring results show a reduction in the achievement gap in some areas. The district, along with each school, created a guiding coalition that analyzed gaps in data and created an action plan to eliminate these gaps.

Since starting PLC at Work implementation, 183 leaders and teachers have attended a PLC at Work Institute. Having a team trained at every school allows the district to create a common vision, vocabulary, and expectations for implementation of the PLC process. When COVID-19 canceled several institutes, teams participated in a districtwide virtual institute. This learning opportunity allowed first-time attendees to hear directly from the PLC at Work experts and provided an opportunity for those already immersed in the work to reflect and refine their practices.

Collaboration in the school system begins with the superintendent and has a continuous through-line to the student level. The assistant superintendent

“As we continue to prove the power of the PLC at Work process in closing achievement gaps and achieving equity, Lake County provides us with a new, extremely powerful example.”

—Mike Mattos, author and PLC at Work associate

oversees all departments regarding teaching, learning, and leadership and has an expectation that collaboration occurs weekly within each department and monthly among various departments.

Time for collaboration at the school level has been in place for several years. Over the last few years, the district has provided support through the use of district program specialists and school based literacy coaches to ensure this collaborative time is spent focused on the four questions to ensure teacher and student success.

Understanding that learning occurs at different rates, the focus on intervention and acceleration during the school day became crucial. Time was built into the school day and became an expectation for all schools. Master schedules were changed and every school provided time for intervention and acceleration in addition to just-in-time support during core instruction.

## ► RESULTS

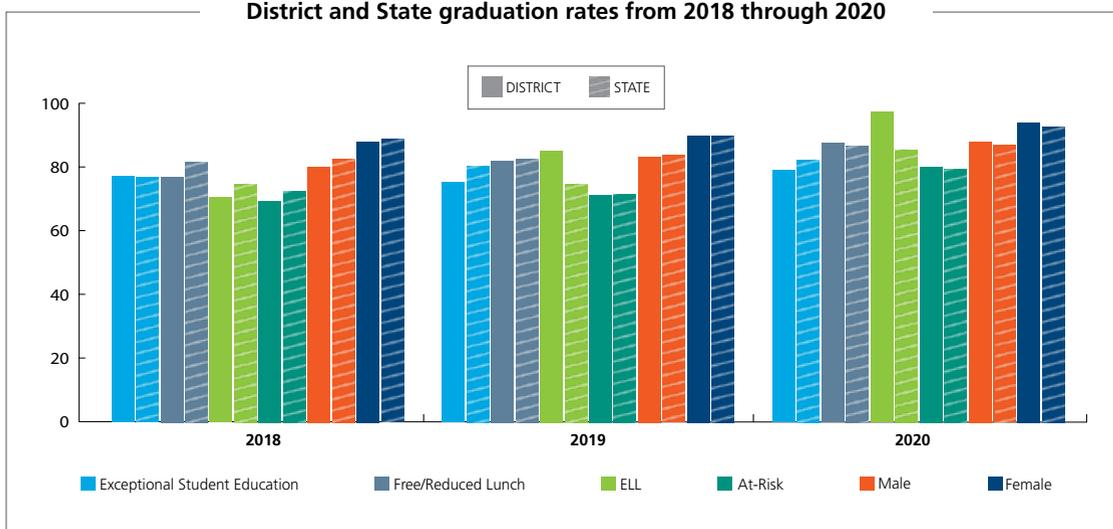
After four years, the PLC at Work process is the way of work in Lake County Schools. Systems and structures are in place supporting weekly collaboration across the district. Teacher collaborative teams rely on these systems to provide the highly effective instruction all students deserve.

The results of this hard work and commitment are visible and a testament to educators on every campus that this is the right work. **In just three years of implementation, the Lake County Schools state ranking in graduation rate rose from 50th to 22nd. The district is proud to have raised their graduation rate from 78% to 90%, and they have confidence in the processes they have in place to bring them to 100% of students graduating.**

The PLC process has also made a difference in learning loss experienced due to school shutdown during the pandemic. “We were able to quickly identify essential standards for virtual learning lessons across the district, reducing our learning loss as compared to the state,” says Emily Feltner, Lake County assistant superintendent for teaching, learning, and leadership.

“As we continually strive to improve, we know these practices have become beliefs,” Feltner continues. “This common vision for learning, the focus on results, and the work of collaborative teams have aligned expectations and provided a guaranteed and viable curriculum that ensures equitable experiences and high levels of learning for all students across schools.”

District and State graduation rates from 2018 through 2020



Lake County Schools are proud to have raised their graduation rate from 78% to 90%. They have confidence in the processes in place to bring them to 100% of students graduating.

# Solution Tree Honors Your Achievement

Your school has done the work of implementing and sustaining the PLC at Work® process—and your data show students are learning at higher levels. *Celebrate and be recognized for your success!*

► Apply to be a Model PLC at Work School at [AllThingsPLC.info/BeAModelPLC](https://AllThingsPLC.info/BeAModelPLC)



**Clear Creek Elementary School, Indiana**

*Model PLC at Work School*



**Sam Rayburn High School, Texas**

*Model PLC at Work School*



**Main Street Visual and Performing Arts Magnet School, Arkansas**

*Model PLC at Work School*

**Quentin STEM Academy, Arizona**

*Model PLC at Work School*



**Mountain Shadows Elementary School, Arizona**

*Model PLC at Work School*



# Achieving **Academic Excellence** for All

## **Model PLC at Work® Schools and Districts Focus on Results**

Congratulations to the schools across the nation and around the world that have been named Model PLCs at Work by the selection committee from AllThingsPLC.info, the only website dedicated to the PLC at Work process.

These schools and districts have demonstrated evidence of a commitment to learning for all students through a collaborative culture with a focus on results.



- |                                    |   |   |  |                                     |
|------------------------------------|---|---|--|-------------------------------------|
| A.F. Palmer Elementary School      | Constitution Elementary                 | Hastings Middle School                      | Main Street Visual and Performing Arts | Sagebrush Elementary                |
| Abe Lincoln Elementary School      | Coppell Middle School North             | Hawthorne Elementary School                 | Magnet School                          | Sam Rayburn High School             |
| Adairsville Elementary School      | Coulson Tough K-6 School                | Hector P. Garcia                            | Martin Warren Elementary               | Sanborn Regional High School        |
| Adairsville Middle School          | Country Meadows School                  | Henry A. Coffeen Elementary School          | McSpedden Elementary School            | Sangster Elementary                 |
| Adel Desoto Minburn                | Creekside Park Junior High              | Heritage High School                        | Meadowlark Elementary                  | Savannah Elementary                 |
| Adlai Stevenson High School        | Creekview Elementary                    | Heritage Middle School                      | Metzler Elementary                     | Schaumburg Community Consolidated   |
| Adolph Link                        | Crimson View Elementary                 | Herriman Elementary                         | Midway Elementary School               | School District 54                  |
| Alcott Elementary                  | Daniel Boone Elementary                 | Hickman High School                         | Mineral Point Elementary School        | Schofield Elementary                |
| Alisal Elementary School           | Daniel Burnham Elementary               | Hidden River Middle School                  | Minnieville Elementary                 | Seneca High School                  |
| Arbor Grove Elementary             | Deer Valley Unified School District     | High Plains Elementary                      | Mission Road Elementary School         | Sheridan County School District 2   |
| Ashgrove Elementary                | Degan Elementary                        | Highland Christian School                   | Monroe Elementary School               | Sheridan High School                |
| Aspen Early Learning Center        | Del Prado Elementary                    | Highland Elementary School                  | Monticello Middle School               | Silas Bartsch                       |
| Baldwin Creek Elementary           | Deretchin Elementary                    | Highland Park Elementary School             | Moore's Mill Intermediate School       | Solon Middle School                 |
| Ballman Elementary                 | Desert Hills Middle School              | Hightower Trail Middle School               | Morrilton Intermediate School          | Southeast Polk Schools              |
| Bartley Elementary School          | Desert School K-8                       | Hollibrook Elementary School                | Morris Middle School                   | Southmoreland Primary Center        |
| Bartow County Schools              | Discovery Elementary                    | Holy Trinity Catholic School                | Mountain Meadow Elementary School      | Southside Elementary School         |
| Battlefield Elementary in Catoosa  | Discovery Elementary School             | Hopkins Elementary School                   | Mountain Shadows Elementary School     | Sovereign Avenue                    |
| County Schools                     | Draper Intermediate School              | Hortonville Area School District            | Mountain Vista Elementary School       | Sparkman Middle School              |
| Battlefield Primary School         | Dunlap Elementary School                | Earnesteen Milstead Middle School           | Natick Public Schools                  | Spradling Elementary                |
| Bear Boulevard School for          | East Pointe Elementary                  | East Valley School District #90             | Neil Armstrong Elementary School       | Sterling Elementary School          |
| Early Learning                     | East Valley School District #90         | École Élémentaire Bernard-Grandmaître CECCE | Neosho Middle School                   | St. Andrews School                  |
| Bellview Elementary School         | Emerson Elementary                      | Estacada School District                    | New Franklin Elementary School         | Stanley-Boyd High School            |
| Benignus                           | Estacada School District                | Esther Starkman School                      | New Prague Middle School               | Stanley-Boyd Middle School          |
| Benton Middle School               | Esther Starkman School                  | Etowah High School                          | Newman Elementary                      | Sterling Elementary School          |
| Bernice Ayer Middle School         | Etuwah High School                      | Euharlee Elementary                         | North Primary School                   | Sundance Elementary                 |
| Big Sandy Elementary               | Fairmont Elementary School              | Fairview Elementary School                  | Northside High School                  | Sunrise Ridge Intermediate School   |
| Block House Creek Elementary       | Fallsmead Elementary                    | Festus Elementary School                    | Oakcrest Intermediate School           | Sunset Elementary School            |
| Bloomington High School South      | Festus Elementary School                | Festus High School                          | Old Mill Elementary                    | Sunset Elementary School            |
| Bloomington Hills Elementary       | Festus Intermediate School              | Festus Middle School                        | Onalaska Middle School                 | Taylor Mill Elementary              |
| Blytheville Primary School         | Floyd Bell Elementary School            | Fossil Ridge Intermediate School            | Otto Middle School                     | Thermopolis Middle School           |
| Bosque Farms Elementary            | Fossil Ridge Intermediate School        | Fouke Elementary School                     | Owego Apalachin Central                | Thomas Law Reed School              |
| Bowman Middle School               | Fouke Elementary School                 | Freedom Elementary School                   | School District                        | Tiger Creek Elementary              |
| Bragg Elementary                   | Freedom Elementary School               | Freeport Elementary                         | Pacetti Bay Middle School              | Timber Creek Elementary, TISD       |
| Brandenburg Elementary             | Freeport Intermediate                   | Fulton High School                          | Panorama Elementary                    | Tomball Junior High School          |
| Brazosport ISD                     | Fulton High School                      | Fulton Middle School                        | Parmley Elementary                     | Tongue River Elementary School      |
| Brentwood Middle School            | George Washington Academy               | George Washington Academy                   | Pasadena Independent School District   | Twin Groves Middle School           |
| Brookvale Elementary School        | Gladys Polk Elementary                  | Glasgow Middle School                       | Pasco County Schools                   | Uinta Meadows Elementary            |
| Brown Elementary                   | Glasgow Middle School                   | Glen Forest Elementary School               | Patrick Henry                          | Unionville Elementary School        |
| Buckhorn Middle School             | Glen Forest Elementary School           | Glendale Elementary School District #40     | Peabody Elementary School              | V.W. Miller Intermediate            |
| Burns Middle School                | Glendale Elementary School District #40 | Glenmoor Elementary School                  | Pierce Early Childhood School          | Valley ES                           |
| Bush Elementary                    | Glenmoor Elementary School              | Goodman Elementary School                   | Pine Log Elementary                    | Velasco Elementary                  |
| C.C. Hardy Elementary              | Goodman Elementary School               | Gravette Upper Elementary                   | Pine Tree Primary                      | Vernon Barford Junior High School   |
| C.R. Weeks Elementary              | Gravette Upper Elementary               | Graysville Elementary School                | Piney Ridge High School                | Warder                              |
| California Elementary              | Great Western Elementary School         | Greater Hartford Academy of the Arts        | Pioneer Middle School                  | Warrior Ridge Elementary            |
| Campbell Elementary                | Greater Hartford Academy of the Arts    | Middle School                               | Pleasantville Elementary               | Washington Elementary School        |
| Canyon Elementary                  | Green Meadows                           | Intermediate Elementary                     | Prairie Elementary School              | Welchester Elementary               |
| Canyon Pointe Elementary           | Green Meadows                           | Intermediate Elementary                     | Prescott Elementary School             | West Ottawa High School             |
| Cardinal Elementary                | Greenbrier Eastside Elementary          | Liberty High School                         | Quentin STEM Academy                   | West Side Elementary                |
| Carlisle Community School District | Hackett Elementary School               | Liberty Middle School                       | Quitman School District                | Westbrook ES                        |
| Carter Lomax Middle School         | Hallsville Intermediate School          | Lincoln Elementary                          | R. O'Hara Lanier Middle School         | Westmont High School District 201   |
| Carterville Intermediate School    | Hallsville North Elementary             | Lincoln Elementary School                   | Randall Middle School                  | Westmore Elementary School          |
| Cass Middle School                 | Harriet G. Eddy Middle School           | Lindsey Elementary                          | Randolph Elementary                    | White Elementary School             |
| Catoosa County Public Schools      | Harrisfield Primary                     | Madison Elementary School                   | Redcliffe State High School            | WHITE OAK PRIMARY SCHOOL            |
| Central                            |   |   | Rendezvous Elementary                  | White River High School             |
| Central Valley High School         |   |   | Republic R-III School District         | Willow Grove Early Learning Center  |
| Chelsea Heights School             |   |   | Ringgold High School                   | Windsor Central High School         |
| Clark Creek ES STEM Academy        |   |   | Ringgold Middle School                 | Windsor Central Middle School       |
| Clark Elementary                   |   |   | Ringgold Primary School                | Windsor Central School District     |
| Clayton Elementary School          |   |   | River Grove Elementary                 | Winterset Community School District |
| Clear Creek Elementary School      |   |   | Rivercrest Elementary                  | Woodland Park Elementary            |
| Clear Lake CSD                     |   |   | Robertson Continuation High School     | Woodlawn Middle School              |
| Clinton Middle School              |   |   | Rocklin Academy Gateway                | Woodstation Elementary School       |
| Cloud Springs Elementary           |   |   | Rocklin Academy Turnstone              | Zach Elementary                     |
| Cloverleaf Elementary              |   |   | Ronald W. Reagan Elementary            |                                     |



Congratulations to Ballman Elementary (Fort Smith, Arkansas) for being named a Model PLC at Work® by Solution Tree

The PLC at Work® process is a proven path to educational equity and excellence, and our work in Arkansas schools and districts is increasing learning for students across the state.

## Solution Tree in Arkansas

Since August 2017, Solution Tree and the Arkansas Division of Elementary and Secondary Education (DESE) have engaged in a partnership to develop and expand the Professional Learning Communities at Work® process across Arkansas.

Eleven schools and one district were selected in the first year. These schools serve as working models for the professional learning community process, conducting action research and sharing best practices with other schools throughout the state. In the 2018–19, 2019–20, 2020–21, and 2021–22 school years, additional schools and districts were selected for a total of fifty-two schools and seven districts throughout the state.



Three Arkansas schools experience struggles and triumphs as they transform student learning.



**WATCH THE DOCUMENTARY** at [SolutionTree.com/Hope](https://SolutionTree.com/Hope)

## The Support We Provide to Arkansas Educators

As part of this project, schools receive up to fifty days of training, coaching, and support to build and sustain a strong culture of collaboration that will enhance student learning. Schools were selected through a rigorous application and evaluation process by a panel of education professionals knowledgeable about the PLC at Work® process.

In their first year, selected schools are matched with a certified PLC at Work associate from Solution Tree and receive intensive job-embedded training, observation, and coaching. The schools create action plans that focus on increasing student achievement through aligned curriculum, formative assessments, and proven instructional strategies.

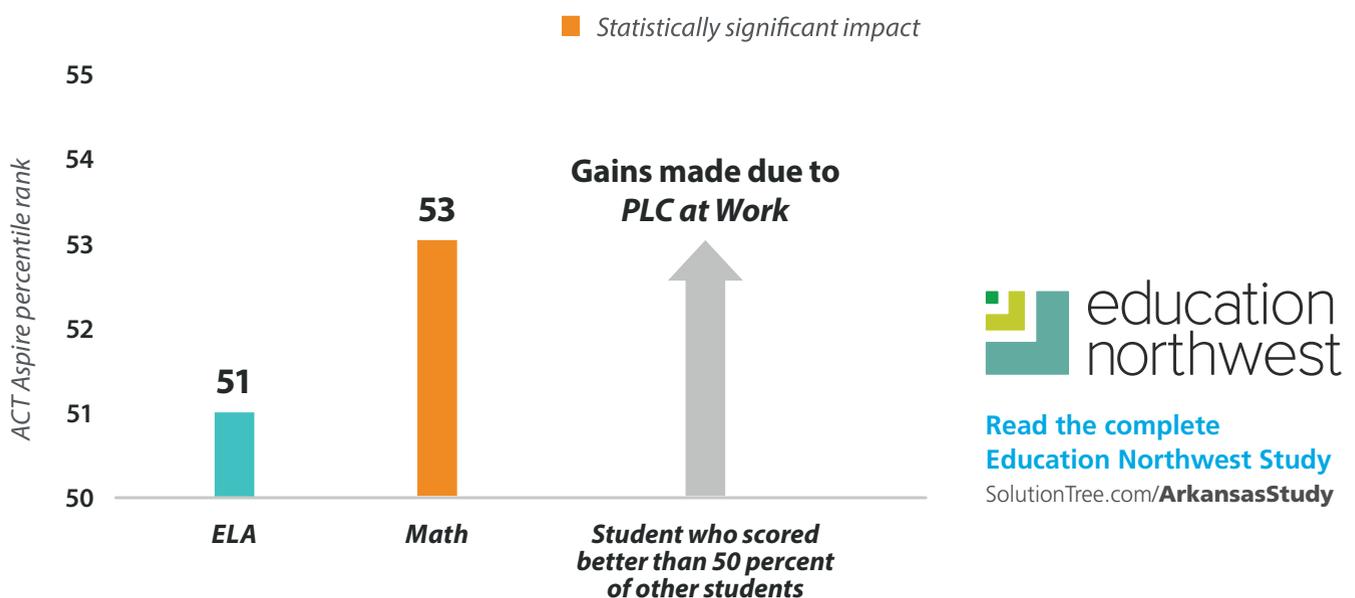
During the second year, schools deepen their understanding and focus on implementing a multitiered system of supports, followed by strengthening their systems and sustaining the process in year three.

## Replicating Success

In order to measure the impact of PLC at Work in Arkansas, Solution Tree hired Education Northwest to conduct an independent impact evaluation. Education Northwest is a leading education research agency that has already begun to study the positive changes being witnessed at PLC at Work schools.

During a three-year research study performed by Education Northwest, they reported, “After two years, PLC at Work is having a positive impact on student achievement growth in Arkansas, particularly in math.” The cohort of schools also outpaced comparison schools in reversing a downtrend in math achievement test scores. Additionally, most student groups in this initial cohort observed greater increases in their ACT Aspire test scores than matched peers, and overall student engagement and discipline improved.

### PLC at Work had a positive impact on math ACT Aspire scores after only two years



Source: Analysis of Arkansas Division of Elementary and Secondary Education data, 2016–17 to 2018–19.

# PROFESSIONAL LEARNING

## Priority Schools in a PLC at Work®

**As an educator,** you are an integral part of students' lives. Your time with each child will impact their future, no matter what school or district you serve. Schools labeled as low-performing or high-priority struggle with many challenges, and we can help your staff work together to overcome the obstacles that stand in the way of student success. Move from a culture of failure to a culture of success that believes learning is required.

Work with **Solution Tree** to:

**EFFECT** change with customized and targeted high-impact strategies

**MAXIMIZE** student performance and increase instructional effectiveness

**CREATE** a collaborative culture and develop effective teams

**ALIGN** your resources and time to focus on results





Led by Sharon V. Kramer, our Priority Schools in a PLC at Work® experts have proven success with the unique challenges of priority schools.

# PRIORITY SCHOOLS IN A PLC AT WORK®

## Bring our experts to your school



Casey R. Ahner



Aspasia Angelou



Anisa Baker-Busby



Amy Clark



Michelle Dillard



Karen Power



Michael Roberts



Tamie Sanders



Sarah Schuhl

## Additional experts

Kendra Bell  
Joe Cuddemi  
Jennifer Deinhart  
Matt Devan  
Tessa Ferriby Thomas

David Jones  
Diane Kerr  
Greg Kushnir  
Kristi S. Langley  
Brig Leane

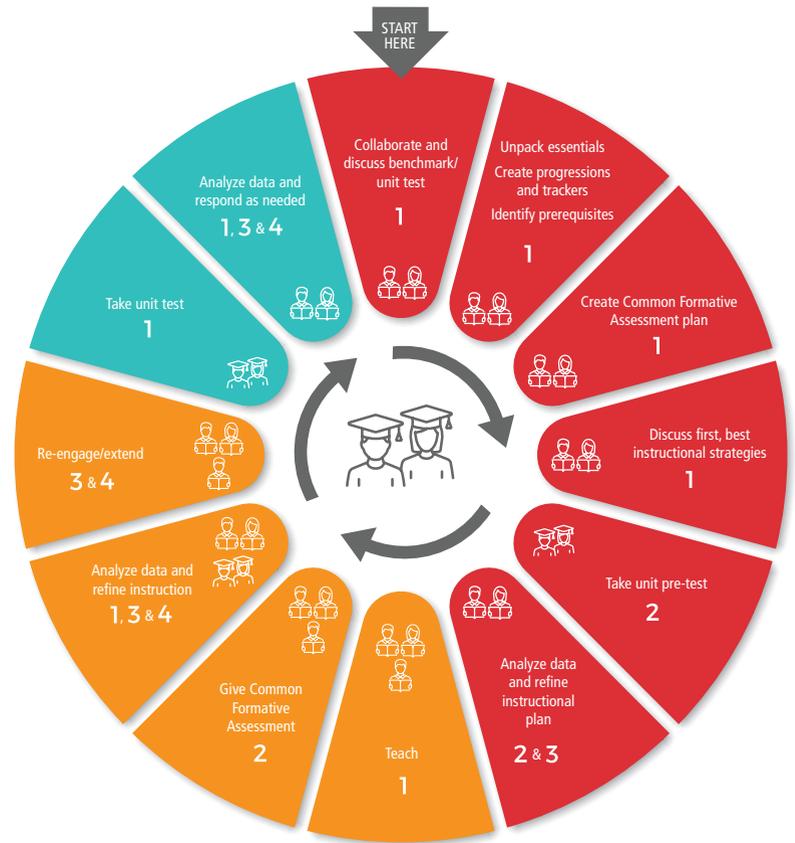
Pamela Liebenberg  
Paula Maeker  
Kathryn Morem  
Kim Nichols  
Cheryl O'Leary

Geri Parscale  
Cristi Parsons  
Gerry Petersen-Incorvaia  
Dana Renner  
Kimberly Rodriguez Cano

Bo Ryan  
Regina Stephens Owens  
Mona Toncheff  
Eddie Velez  
Jon Yost

For a complete list of experts, go to [SolutionTree.com/PrioritySchools/Experts](http://SolutionTree.com/PrioritySchools/Experts)

## Work quickly to diagnose challenges with our 10-day student-learning cycle



You feel the urgency to reach every student;  
**There's never been a better time to start.**



### Activate **PEOPLE**

Engage students, teachers, and teacher teams in a learning-focused culture

### Align **PROCESSES**

Connect all actions in this cycle to one or more of the four critical questions of PLC at Work®

### Create **ROUTINES**

Work within a consistent routine of preparation, instruction, and analysis

### 3 Phases of Instruction

- Pre-Instruction
- Instruction
- Post-Instruction

### PLC Critical Question Addressed

- 1** *What do we expect students to learn?*
- 2** *How will we know students are learning?*
- 3** *How will we respond when students don't learn?*
- 4** *How will we respond if students already know it?*

### Activity Performed by

-  **Teacher Teams**
-  **Teachers**
-  **Students**

# PRIORITY SCHOOLS IN A PLC AT WORK<sup>®</sup> SERVICES

To help you determine which services may be right for you, each of our professional learning engagements is designed to fit your goals, budget, and time commitment.

YOUR PRIMARY **GOAL**

**BUILDING**  
Your Skills

**DEEPENING**  
Your Skills

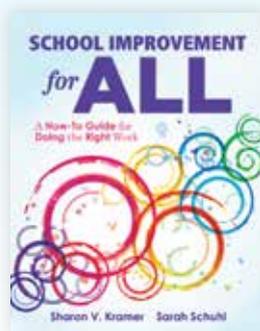
**SUSTAINING**  
Your Skills

1-DAY	One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.			
Keynote		○		
2-4-DAY	More intensive 2- to 4-day sessions with an expert to guide your entire staff or a smaller team to deepen understanding and further progress.			
School Improvement for All Workshop			○	
MULTI-DAY COMMITMENT	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.			
	Needs Assessment			○
	Project Planning			○
	Embedded Coaching			○
	Content-Specific Training			○
	Step Up and Transition Days			○
	Unit Planning			○
Support Systems for Priority Schools			○	

All training is delivered by a Priority Schools in a PLC at Work author or certified associate.

## FEATURED RESOURCES

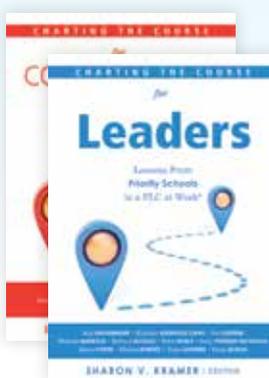
### School Improvement for All



#### A How-To Guide for Doing the Right Work

With this practical guide, K–12 educators will use the Professional Learning Communities at Work<sup>®</sup> process to drive continuous school improvement and support student success. Target your school's specific needs with an immediate course of action for improving school culture and performance.

### Charting the Course for Collaborative Teams and Charting the Course for Leaders



Find clear steps you can take to significantly improve underperforming schools, implement a strong coaching system, create and align schoolwide SMART goals, and prioritize time for collaboration to overcome obstacles and ensure learning for all.

## Building Your Skills

1-DAY COMMITMENT

### Keynote

An expert author or Priority Schools in a PLC at Work® certified associate will present key ideas for transforming culture and structures that support a learning-focused culture.

## Deepening Your Skills

2-4-DAY COMMITMENT

### School Improvement for All Workshop

Develop a clear path to continuous improvement as teachers and administrators discover how to work together as teams of leaders. Create systematic processes and implement best practices that ensure the learning of every student.

- Learn how to drive increased academic achievement for all students.
- Develop ways to plan for structural changes that improve school cultures.
- Gain steps for creating common assessments that enhance learning and align with state and national standards.
- Determine how collaborative teams can plan for a guaranteed and viable curriculum.
- Explore ways to gather and analyze data to examine instructional practices and inform next steps for learning.
- Create action steps for immediate implementation.

## Sustaining Your Skills

MULTI-DAY COMMITMENT

### Needs Assessment

Implement systemic change in your school by charting a course focused on increasing student learning. This service examines current practices to significantly improve student achievement.

- Develop an action plan to guide the work of school improvement based on the specific needs of your staff.
- Overcome a lack of progress with content-specific professional development.
- Maximize student performance and increase scores on statewide assessments.
- Align your time and resources to ensure higher levels of learning for all.

### Project Planning

Solidify goals, benchmarks, and timelines for the project with this project planning day.

- Understand the general needs of the school.
- Review data from the Needs Assessment.
- Create a 30-60-90 day plan.
- Plan for successful implementation.

### Embedded Coaching

Execute PLC strategies and confront challenges head-on with expert coaching. Our trusted PLC coaches will support you and your staff through every phase of implementation and monitor progress along the way, to ensure you hit key benchmarks as you work to achieve sustainable success.

- Effectively lead school turnaround efforts with a framework that supports continuous improvement.
- Align your curriculum, instruction, and assessment practices with high-leverage strategies to increase student achievement.
- Gain strategies for developing a data-gathering plan, including indicators for both student performance and changes in teacher practice.
- Explore the structural changes necessary to increase shared responsibility for the success of every learner.

## Content-Specific Training

Work with our team to assess the specific needs of your school or district, then receive customized training in the content area that will help your students and educators succeed on topics including:

- Assessment
- Literacy
- Mathematics
- English Learners
- Curriculum Development
- School Culture
- Data Analysis

## Step Up and Transition Days

Address learning gaps as a team working side by side with an expert coach.

- Use school data to identify which standards have or haven't been introduced, and which have been mastered.
- Create transition plans for the upcoming school year.
- Establish coordinated efforts to identify and address gaps in student learning of identified essential standards.
- Ensure information on student proficiency is shared across grade level.

## Unit Planning

Engage with your essential standards and learning targets to create unit plans using the School Improvement for All framework.

- Prepare for the school year with experts leading your collaborative teams.
- Understand the concepts and practical application of the learning cycle.

## Support Systems for Priority Schools

Schools with a significant deficit in one or more areas require targeted support from Solution Tree coaches in partnership with district- and building-level leaders. The number of days needed is dependent on the overall plan that is created and the number of schools participating and is an essential component of a successful plan.

- Create a system of support from the district level that facilitates student achievement in every school and classroom.
- Utilize key indicators of success for data collected from teachers and students at each school.
- Overcome a districtwide lack of progress and increase student proficiency scores on statewide assessments.

*“My coach has been a lifesaver. I wish we could have her in our building every day—just to keep **bolstering us** and providing her **amazing guidance**. The two days we spent together have definitely put my students on a **path to more mastery**.”*

—**KRISTEN TAYLOR**, PhD, principal,  
Jefferson Elementary School, Missouri

# Huntsville Elementary School

HUNTSVILLE, TEXAS

## ► DEMOGRAPHICS

- **615** Students
- **68%** Students eligible for free and reduced lunch
- **28%** English learners
- **16%** Special education
- **35%** Caucasian
- **19%** African American
- **42%** Hispanic
- **3%** Multiracial
- **0.2%** Asian
- **0.7%** American Indian or Alaska Native

*Huntsville Elementary School serves Kindergarten through fourth grade students from the City of Huntsville, Texas, the county seat of Walker County. The population of Huntsville was 45,941 as of the 2020 census. It is the center of the Huntsville micropolitan area and is in the East Texas Piney Woods on Interstate 45, which runs between Houston and Dallas.*

## ► CHALLENGE

The journey began at Huntsville Elementary School more than four years ago. **The campus had experienced five different principals in six years, an 80 percent staff turnover rate, no systems for planning, interventions or behavior, and an “improvement required” rating from the state.** Huntsville Elementary was in critical need of serious change.

Leadership tackled these challenges by first surveying staff needs for personal and professional development, establishing a new master schedule, creating mandatory Wednesday collaborative team meetings focused on the PLC process, and prioritizing the creation of a positive school climate. At the end of the year, even though campus data had improved, Huntsville was still rated an “improvement required” campus, and they were now looking at a Year 2 critical situation.

Due to accountability and the severity of being an “improvement required” Year 2 campus, a large focus fell on third- and fourth-grade data tracking in an effort to capture all students and improve upon STAAR results. **The school worked hard to establish a stable climate and culture focused on the PLC process.** They were able to retain 90 percent of the staff in the second year of this work and gain academic coaches for reading and mathematics, as well as finalize their school improvement effort with their Regional Service Center. In addition, the district now had new leadership, and this leadership announced the beginning of a partnership with Solution Tree.

## ► IMPLEMENTATION

Huntsville Elementary School engaged in Priority Schools in a PLC at Work processes and practices with Solution Tree coaches Robin Noble and Karen Power. When they first completed a campus needs assessment, staff were excited to discover that the majority of the areas assessed fell in the realm of “practicing” category with only a few areas still in “attempting.” This meant that **they were well on their way to embracing school improvement practices that would help leverage student learning and achievement.** It was during this year that the campus began to identify essential standards and develop proficiency maps that would allow teachers to focus their efforts.

**Teachers started collaborating around the essentials and monitoring data frequently** to guarantee that the standards were being met. It was during this year that they **established an intense system of interventions** shared by all grade levels. Several staff members attended an RTI at Work™ Institute and returned ready to share with their teams what they had learned.

“Once you start going to a school where people are happy and supportive, it just changes everything. Kids are intuitive to that. If we expect students to be successful, we need to have a positive culture.”

—Heather Bell, instructional coach, Huntsville Elementary School

► **IMPLEMENTATION** CONTINUED

Through the use of the RTI pyramid, teams began to work collaboratively with students through interventions. These interventions focused on specific skills within the essentials. Teachers were now able to track student progress across all grade levels.

Then, just when staff were getting really comfortable with the processes, COVID-19 developed and everything shifted to remote learning. There was no state assessment that year, but Huntsville educators were able to track steady improvements across the grade levels up to the in-person learning dismissal for COVID-19.

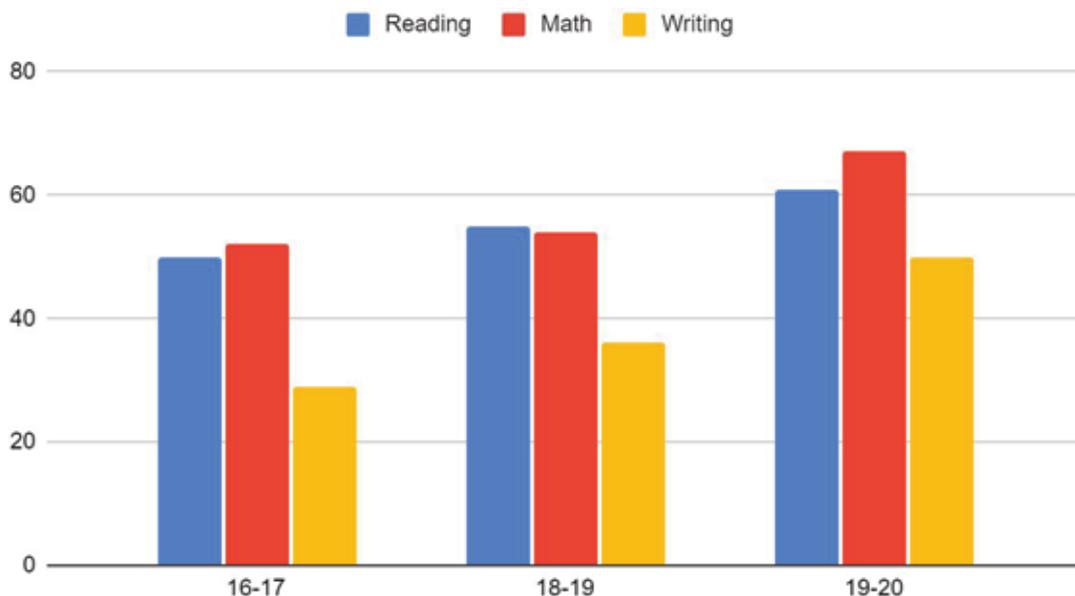
► **RESULTS**

Over the last four years, Huntsville Elementary has gone from a campus of turmoil and survival to one where student achievement is the primary focus. As they have learned and tightened up the PLC process, the culture has positively shifted and school staff understand the importance of facing the facts with current reality and continually adjusting to do what is best for “our students.” As instructional coach Heather Bell puts it, “We are looking at data and creating an action plan. We face our current reality and identify what we want to do better.”

At present, **Huntsville has retained 98 percent of staff, and solid systems are in place.** They continue to tighten up current practices and work with the guiding coalition to become more learning focused rather than task focused. A great deal of work centers on intervention across all grade levels while at the same time maintaining staff and student safety protocols during these challenging times. All grade levels continue to track data, paying close attention to deficits that have been caused by constant educational disruptions from COVID-19.

Over the past three (3) years, state achievement data has shown an 11% increase in reading, a 15% increase in mathematics (earning two distinctions for growth from the Texas Education Agency), and a 21% increase in writing.

“We are quite pleased that we have now established vertical teams that are planning across all grade levels and setting baselines for required skills,” says principal Christy Cross. “As a campus, we also have been able to shift to all online assessments. Even though our state has granted a reprieve from accountability this year, we are still holding ourselves accountable for the data we receive and plan to continue to tighten up our efforts around what is truly essential.”



Huntsville Elementary School 3 Year Data Reports (STAAR)

# Next-Level Learning for Your Leadership and Teacher Teams



## PLC at Work® Institutes

When your goal is to build, deepen, and sustain an environment where all students learn at high levels, join us for a three-day learning experience focused on the strategies and processes of Professional Learning Communities at Work®. Learn, ask the experts, reflect with teams, and seek advice from those who have successfully implemented the process.



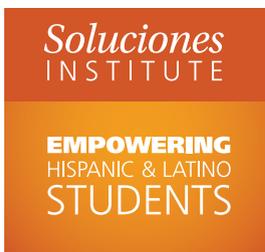
## RTI at Work™ Institutes

RTI at Work™ is not a series of implementation steps to cross off a list, but a way of thinking about how educators can ensure each child receives the time and support needed to achieve success. The RTI at Work Institute offers your collaborative teams an opportunity to network with approachable experts on this proven process for accelerating and extending student learning.



## Culture Keepers

As an active participant in this institute, you'll connect with a professional community of leaders committed to best practices and continuous improvement. Hear inspiring keynotes from seasoned leaders who have faced challenges like the ones you are facing now, and get one-to-one help.



## Soluciones Institute

After more than a school year of closures and disruptions, many of our English learners have felt the brunt of this impact. Join us at Soluciones to empower your leaders, teachers, parents, and community partners to champion academic achievement among this ever-growing, often underserved student population.



## Wellness for Educators Institute

This game-changing event is for any educator who has asked themselves, "How do I bring my best self to work each day? How do I avoid mental and emotional exhaustion and burnout? Which habits and routines help me show up as my best for my students?" Get answers to these questions and learn how to live a well-balanced and fully engaged life inside and outside the classroom.



## High-Impact TEAMS in a PLC at Work® Institute

Meaningful collaboration is the engine that drives every successful PLC. At this professional learning event, you and your team will discover the practical steps needed to harness your collective power and make strong collaborative practices a priority across your school or district.



**RESERVE YOUR SEATS NOW**  
[SolutionTree.com/OnSiteInstitutes](https://SolutionTree.com/OnSiteInstitutes)

# Dynamic Learning Experiences Delivered Virtually



## Portable Event Packages

Bring powerful tools and strategies directly to your personal device. Our Portable Event Packages offer unlimited, 60-day access to keynotes and breakout sessions of your choosing, as well as virtual team time guided by an expert who will help clarify any questions and guide you on possible next steps.



## Virtual Workshops

Come with a vision, leave with a plan. Join Solution Tree's sought-after experts for two days of intensive professional learning. You'll receive hands-on support and leave with a customized plan for success.



## Wired Events

Now you can share the power of a PLC at Work or RTI at Work Institute with your entire school community when and where you want. Wired Events offer a learning experience designed to assist you with your unique needs and challenges. Stream one of our Model Agendas or use our library of recorded expert keynotes to custom tailor your own.



## PLC at Work® LIVE Institutes

PLC at Work LIVE Institutes will be broadcast from three PLC Institutes. Choose the event you'd like to stream based on which date and time zone best serves your school. Then, prepare your team for a powerful learning experience—no travel required.



## RTI at Work™ Virtual Summit

Learn from presenters who have worked with hundreds of schools and can help your collaborative teams make RTI efficient, effective, and equitable. Participate in this live event virtually over the course of three days, enjoy 90-day access to all sessions after the event concludes, and receive a wealth of event materials to support your learning and build community.



**CLAIM YOUR VIRTUAL SEAT NOW**  
[SolutionTree.com/VirtualEvents](https://SolutionTree.com/VirtualEvents)

## Response to Intervention at Work™

**Discover proven strategies and tools** you can rely on to help improve your interventions and keep the focus on what's really important—high levels of learning for all students.

Work with **Solution Tree** to:

**IMPLEMENT** a strong system of interventions built on PLC practices

**LEARN** how to carve out time for interventions and teamwork in your busy daily schedule

**APPLY** RTI or MTSS best practices at all grade levels

**EFFECTIVELY** support English learners and students with special needs

**GAIN** effective strategies to differentiate learning





Mike Mattos and Austin Buffum—  
the creators of RTI at Work™



# RTI AT WORK™

Bring our experts to your school



Luis F. Cruz



Nicole M. Dimich



Paul C. Farmer



Aaron Hansen



Brandon Jones



Dennis King



Jasmine K. Kullar



Greg Kushnir



Paula Maeker



Regina Stephens Owens



Geri Parscale



Rich Rodriguez



Paula Rogers



Julie A. Schmidt



Sarah Schuhl



Eric Twadell

## Additional experts

Jason A. Andrews  
Kim Bailey  
Jack Baldermann

Daniel Cohan  
Joe Cuddemi  
Scott A. Cunningham

Troy Gobble  
John Hannigan  
Janel Keating

David LaRose  
Danieli Parker  
Garrick Peterson

Will Remmert  
Gerald R. Williams  
Jon Yost

For a complete list of experts, go to [SolutionTree.com/RTIatWorkExperts](http://SolutionTree.com/RTIatWorkExperts)

## Why RTI at Work™?

RTI at Work builds on the foundation of the PLC at Work® process by using team structures and putting the focus on learning, collaboration, and results. By implementing proven RTI strategies and practices, your school can begin providing timely, targeted, systematic interventions to every student who demonstrates the need.

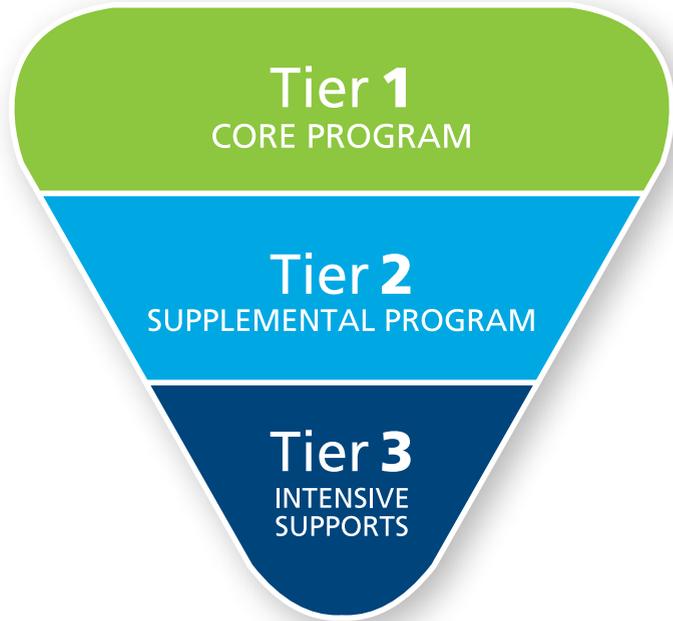
### LEARN MORE

[SolutionTree.com/WhyRTI](https://SolutionTree.com/WhyRTI)



## The Third Critical Question in a PLC at Work:

How will we respond when some students do not learn?



## A Multitiered System of Supports

The RTI at Work inverted pyramid is designed to continually focus a school's collective attention and resources to a single point: the individual child.



### TIER 1

A coherent and viable core curriculum that embeds ongoing monitoring for all students



### TIER 2

Immediate and targeted interventions systematically applied and monitored for any students not achieving



### TIER 3

Intensive interventions focused on closing gaps

# RTI AT WORK™ SERVICES

To help you determine which services may be right for you, each of our professional learning engagements is designed to fit your goals, budget, and time commitment.

	YOUR PRIMARY GOAL	BUILDING Your Skills	DEEPENING Your Skills	SUSTAINING Your Skills
1-DAY	One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.			
	Keynote	○		
	RTI at Work Overview	○		
2-4-DAY COMMITMENT	More intensive 2- to 4-day sessions with an expert to guide your entire staff or a smaller team to deepen understanding and further progress.			
	Simplifying Response to Intervention		○	
	RTI at Work 2-Day Workshop		○	
	Scheduling Time for Interventions and Enrichment		○	
	Behavior Solutions: Function as a PLC and Assign RTI Behavior/SEL		○	
MULTI-DAY COMMITMENT	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.			
	Embedded Coaching			○
	Customized Services			○
	Global PD			○
	Coaching Academy			○

All training is delivered by an RTI at Work author or certified associate.

## FEATURED RESOURCES



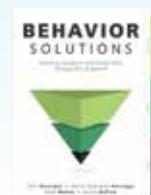
### Taking Action A Handbook for RTI at Work™

A comprehensive implementation guide to learn every element required to build and sustain a schoolwide RTI at Work program.



### RTI at Work™ Plan Book

Create a path to success for every student with the *RTI at Work™ Plan Book*, which includes 40 weekly planning pages, tools, activities, and more.



### Behavior Solutions

Take strategic action to close the systematic behavior gap with the support of *Behavior Solutions*.

## Keynote

An expert RTI at Work™ author or certified associate will energize and engage your team to help build momentum in your RTI practices. Our keynoters can address the topic that is right for your school, including an introduction to the essential elements of RTI, strategies to help prioritize learning outcomes, or the most current best practices for interventions and enrichment.

## RTI at Work™ Overview

This on-site workshop provides a comprehensive overview of the RTI at Work model. You and your team will be introduced to the essential elements needed to create a highly effective, multitiered system of support (MTSS) to ensure all students learn at high levels. This includes how to:

- Build effective teams to know when and how to respond to students
- Prioritize essential learning outcomes for optimal focus on what students should learn
- Target assessments to help identify what they have learned or not
- Systematically respond when students need intervention and enrichment

**Recommended for:** Schools and teacher teams who practice RTI and MTSS and who are ready to take the next step. This service is also for onboarding new teachers in schools where the RTI at Work model is implemented.

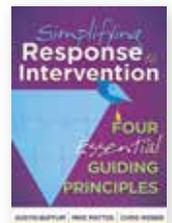


Included Resource

## Simplifying Response to Intervention

Learning a successful RTI model begins by asking the right questions to create a fundamentally effective learning environment for every student. RTI is not a series of implementation steps, but rather a way of thinking, including how to:

- Create a focused RTI model that works
- Shift to a culture of collective responsibility and build team structures for collaboration
- Develop a system of convergent assessment to identify students for intervention, determine their unique needs, monitor their progress, and adjust learning opportunities based on their progress

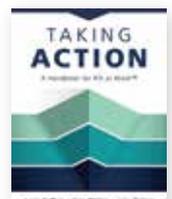


Recommended Resource

## RTI at Work™ 2-Day Workshop

Learn to refine your RTI processes or overcome your RTI challenges in this workshop for school teams. RTI is not a series of implementation steps to cross off on a list, but a way of thinking about how educators can ensure each student receives the time and support needed to achieve success.

- Help your school make RTI efficient, effective, and equitable.
- Create and support teacher, leadership, and intervention teams.
- Create a toolbox of effective interventions.
- Address complex issues such as motivation, attendance, and behavior.



Recommended Resource

## Sustaining Your Skills

MULTI-DAY COMMITMENT

### Scheduling Time for Interventions and Enrichment

Give all students the help and enrichment they need. Discover practical strategies to build intervention and enrichment periods into the school day, and overcome implementation challenges to ensure all students are successful.

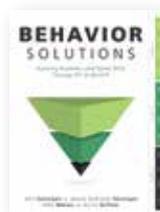


Recommended Resources

- Work in collaborative teams to create targeted interventions and enrichments.
- Revise schedules to build intervention periods without extending the school day.
- Understand the challenges to creating intervention time, and gain tips to overcome them.

### Behavior Solutions: Function as a PLC and Assign RTI Behavior/SEL

Take strategic action to close the systemic behavior gap and build a comprehensive systematic response for behavior/SEL with the support of *Behavior Solutions*. Foster positive behavior and social-emotional learning (SEL) by utilizing the PLC at Work® and RTI at Work™ processes to boost student metacognition and create an action plan for meeting their psychological and social well-being needs.



Recommended Resource

- Delve into the actions necessary to build effective professional learning communities (PLC) as a vehicle for improving academic and social behavior outcomes for all students.
- Learn how to use response to intervention (RTI) to ensure every student's success.
- Apply essential academic and social behavior standards, processes, tools, and resources to help your school function as a PLC for each tier of needed supports.

### Embedded Coaching

Provide your teams with impactful support from an expert with firsthand experience. Your coach will provide specific direction based on your team's unique challenges and goals—from establishing a multitiered system of support to making time for quality interventions without compromising core instruction. This targeted support will empower educators at all levels to take the necessary daily steps to ensure they meet every student's academic and behavioral needs.

### Customized Services

Partner with us to develop a custom learning plan designed to meet your unique needs and challenges. With our evidence-based RTI content along with on-site professional development and virtual training opportunities, we are uniquely positioned to help you build an MTSS that's strong enough to make a real difference in student achievement.

### Global PD

Use Global PD to access videos and resources to better analyze your students' data by grade level, by classroom, and by individual student, as well as schoolwide. Also, learn how to incorporate common formative assessments into your practices using the Common Formative Assessment video playlist.



# Discover **proven strategies and tools** you can rely on

“Wow!!! I am both scared and excited about where we go from here. We have a lot of work ahead of us, but it is a **worthwhile journey**. Thank you for helping us **get on the right track** and providing the tools to get there.”

—Cynthia Jury, teacher, Clint ISD, Texas

## Sustaining Your Skills

MULTI-DAY COMMITMENT

**RTI**  
AT WORK™

**COACHING  
ACADEMY**

## Target the Academic Success of Every Student

**Our yearlong Coaching Academy** provides the most in-depth professional learning solution for practitioners who want comprehensive training on RTI concepts, practical applications, and sustainability. This integrated instructional design maximizes learning the whole year through and includes:

- A research-based curriculum designed to adapt to the RTI needs of any school or district
- Six days of on-site training (three sessions, two days each) and two interactive web sessions led by expert facilitators
- RTI at Work™ resources that will assist in initiating and sustaining an open exchange of ideas and advance educator knowledge
- Yearlong support by phone, email, or both, to help with individual questions

### Throughout the duration of the academy, your team will:

- Deepen its understanding of essential RTI at Work concepts
- Acquire processes utilized by schools that have successfully built a culture of shared knowledge and responsibility
- Design and execute a plan of action for implementing a multitiered system of supports
- Gain strategies and tools for leading and sustaining the work

### Each participant receives:

- Training Guide
- *Taking Action*
- *Uniting Academic & Behavior Interventions*

### Each school represented receives:

The RTI Toolkit\*

\*One RTI Toolkit for the designated school or team. Ask your professional development representative for details. Some limitations apply.



**“Thank you for motivating us to continue this difficult but rewarding work of ensuring high levels of learning for ALL students.”**

—Diane Falsetta, principal,  
Pullen Elementary, Michigan



**REQUEST MORE INFORMATION**

[SolutionTree.com/LeadRTI](http://SolutionTree.com/LeadRTI)

## Catoosa County Public Schools GEORGIA



### ▶ DEMOGRAPHICS

- ▶ 86.5% Caucasian
- ▶ 3% African American
- ▶ 4.5% Hispanic
- ▶ 2.1% Asian
- ▶ 0% Native Hawaiian/Pacific Islander
- ▶ 0.1% Native American
- ▶ 3.7% Multiracial
- ▶ 0.1% Other



### ▶ CHALLENGE

In the summer of 2016, Catoosa County Public Schools applied for and was approved as a charter system. School and district leaders were excited about the flexibility granted by the new status, but they also realized the level of accountability was changing. At the same time, the school district was notified that, due to the high number of students identified for special education services, it was being placed on the “Disproportionate List.”

Collaboration between district leaders began a new journey. During the charter system application process, strong strategic planning had been completed, but general and special education leaders now needed to delve deeper into the data to determine immediate areas of concern. While student achievement in English language arts and mathematics both needed attention, reading achievement, especially at the elementary level, surfaced as the top priority.

### ▶ IMPLEMENTATION

General and special education leaders embarked on a search for proven, research-based practices. A team of four district-level leaders attended the Response to Intervention (RTI) at Work™



- ▶ Discover more schools that have partnered with us to achieve great results at [SolutionTree.com/SuccessStories](https://SolutionTree.com/SuccessStories).

“We were the lowest-ranked College and Career Ready Performance Index (CCRPI) school in north Georgia. It was a huge wake-up call.”

—Robert Mountjoy, principal, West Side Elementary School, Georgia

## ► IMPLEMENTATION CONTINUED

Institute in Dallas where the Professional Learning Communities (PLC) at Work® and RTI at Work™ processes were united. A new vision of effectively operating as a learning organization began to emerge.

“We had a lot of learning to do,” says Dr. Kim Nichols, assistant superintendent of Catoosa County Public Schools.

Changes began immediately. Administrator and academic coach meetings were redesigned to focus on building capacity among school and district leaders. Learning about the PLC at Work® process of improving student achievement became a priority. Due to the problem of over-identifying students for special education services, school and district leaders were also required to quickly learn more about effective RTI practices. Catoosa County Public Schools decided to move away from the traditional RTI model in favor of the RTI at Work™ process.

District and school leaders spent the next year studying and discussing effective PLC and RTI practices through collaborative book studies. A districtwide focus on the four guiding PLC questions became the driving force behind making changes. Emphasis on learning instead of teaching became the new filter.

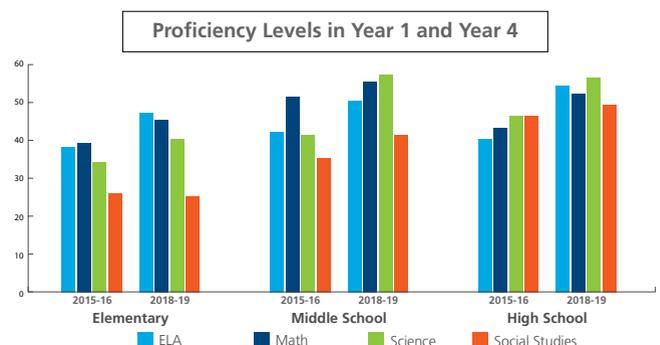
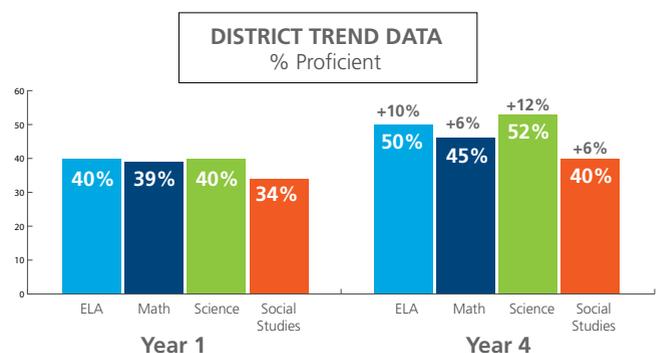


## ► RESULTS

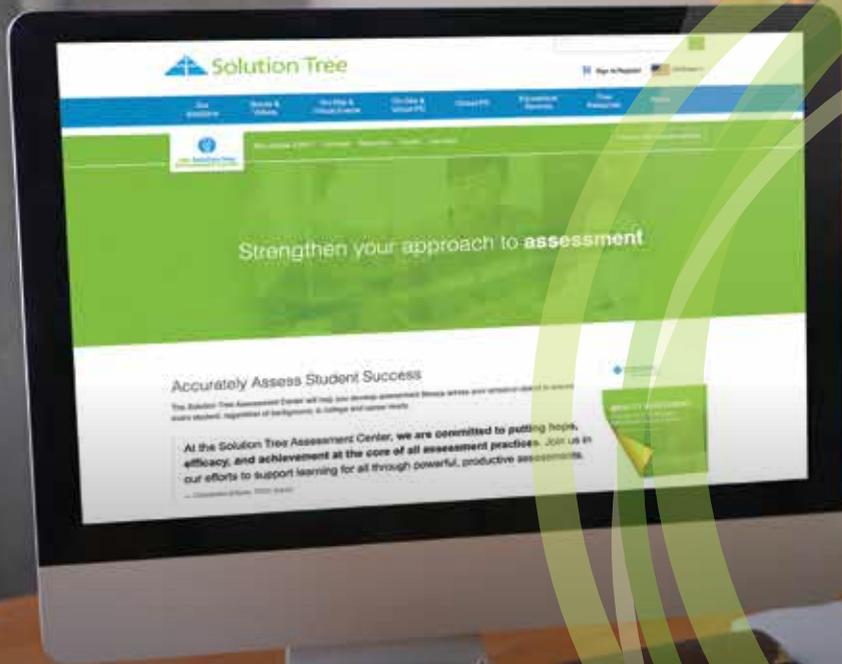
Catoosa County Public Schools was named a Model PLC District in 2020 and 12 of its 16 schools have been named Model PLC Schools. The district has also received numerous awards, and its schools have been recognized for their significant gains in student achievement.

According to Dr. Nichols, the district’s shift from a focus on teaching to a focus on learning—for students and staff—has been critical to its success.

“From a district perspective, you have to be that lead learner,” advises Dr. Nichols. “You have to start with yourself. If you want to have an impact and see things in your district operate differently, then you have to be the lead learner. You have to put the time in to learn, and you cannot let up. You never get to stop learning.”



# PROFESSIONAL LEARNING



## Assessment

**Rely on** Solution Tree resources, events, and professional learning to help you implement assessment and grading practices that have the power to increase achievement in every classroom.

Work with **Solution Tree** to:

**DEVELOP** assessments that are innovative, effective, and engaging

**UNDERSTAND** the role assessment plays in motivating and empowering learners

**USE** assessment data to drive instruction and intervention

**DISCOVER** ways to enhance assessment literacy



Travel-Free PD

# ASSESSMENT SERVICES

To help you determine which services may be right for you, each of our professional learning engagements is designed to fit your goals, budget, and time commitment.

YOUR PRIMARY **GOAL**

**BUILDING**  
Your Skills

**DEEPENING**  
Your Skills

**SUSTAINING**  
Your Skills

1-DAY	One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.			
	Keynote	<input checked="" type="radio"/>		
	Implementing a Competency-Based Learning and Grading System	<input checked="" type="radio"/>		
2-4-DAY COMMITMENT	More intensive 2- to 4-day sessions with an expert to guide your entire staff or a smaller team to deepen understanding and further progress.			
	Designing Quality Assessments		<input checked="" type="radio"/>	
	Proficiency-Based Assessment		<input checked="" type="radio"/>	
	Implementing Evidence-Based Grading		<input checked="" type="radio"/>	
	Adapting Evidence-Based Grading for Content Area Teachers		<input checked="" type="radio"/>	
MULTI-DAY	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.			
	Embedded Coaching			<input checked="" type="radio"/>
	Customized Services			<input checked="" type="radio"/>
	Becoming an Evidence-Based School			<input checked="" type="radio"/>

All training is delivered by a Solution Tree author or certified associate.

## Bring our experts to your school



Kim Bailey



Brad Cawn



Damian Cooper



Lee Crockett



Thomas R. Guskey



Chris Jakicic



Martha Kaufeldt



LeAnn Nickelsen



Ken O'Connor



Mark Onuscheck



Douglas Reeves



Anthony R. Reibel



Brian M. Stack



Rebecca Stobaugh



Matt Townsley



Eric Twadell



Jonathan G. Vander Els



Nathan L. Wear

For a complete list of experts, go to [SolutionTree.com/AssessmentPD](https://www.solutiontree.com/assessmentpd)

## Building Your Skills

1-DAY COMMITMENT

### Keynote

Whether you're kicking off the school year, launching a new assessment initiative, or wanting to address specific challenges, a customized keynote presentation will help your team implement and sustain effective assessment practices and procedures.

### Implementing a Competency-Based Learning and Grading System

Nurture a growth mindset and promote personal efficacy with a competency-based learning and grading system. This on-site PD service will show you how to teach, assess, collect, monitor, and review student-produced evidence in essential course skills. Your learners will develop a self-reliant, confident attitude that will help them navigate the rigors and complexities of higher education.

## Deepening Your Skills

2-4-DAY COMMITMENT

### Designing Quality Assessments

Discover how to design assessments that reflect student learning in meaningful ways.

### Proficiency-Based Assessment

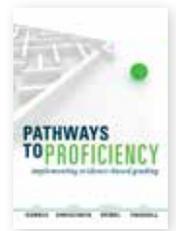
Discover how to close the gaps between assessment, curriculum, and instruction by replacing outmoded assessment methods with proficiency-based assessments.



Recommended Resource

### Implementing Evidence-Based Grading

Challenge traditional grading practices and adopt a new, more effective grading model for students. This on-site professional learning engagement provides the pathway for implementing evidence-based grading practices in schools through a straightforward, five-phase creative model: (1) preparation, (2) incubation, (3) insight, (4) evaluation, and (5) elaboration.



Recommended Resource

## Sustaining Your Skills

MULTI-DAY COMMITMENT

### Embedded Coaching

Provide differentiated professional learning to your staff with job-embedded coaching. A coach with firsthand assessment experience will help individual educators as well as teams reflect on their current assessment practices and procedures and then take the necessary steps to make targeted improvements that result in increased student achievement.

### Customized Services

Share your vision of assessment with us, and we'll design a learning experience tailor-made to your challenges and goals. Our assessment experts are available for both on-site and virtual training, ensuring both teams and individuals get the support they need in the learning format that works best for them.



# the Solution Tree Assessment Center

*Hope through achievement*



Nicole M. Dimich, Tom Schimmer, and Cassandra Erkens—creators of the Solution Tree Assessment Center

## Bring our experts to your school



Anisa Baker-Busby



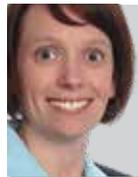
Mandy Barrett



Angela Freese



Heather Friziellie



Garnet Hillman



Amy Janecek



Paula Maeker



Ken Mattingly



Jadi Miller



Susannah O'Bara



Gib Ostheimer



Rea Smith

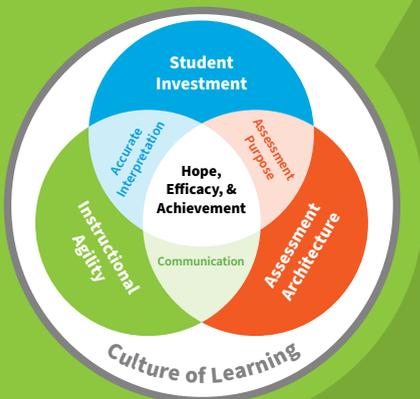


Mandy Stalets



Katie White

For a complete list of experts, go to [SolutionTree.com/STACexperts](https://SolutionTree.com/STACexperts)



## The Solution Tree Assessment Center's 6 Tenets of Success

1. Student investment
2. Productive communication
3. Planned assessment architecture
4. Purposeful assessment
5. Instructional agility
6. Accurate interpretation

# ASSESSMENT CENTER SERVICES

To help you determine which services may be right for you, each of our professional learning engagements is designed to fit your goals, budget, and time commitment.

YOUR PRIMARY GOAL

**BUILDING**  
Your Skills

**DEEPENING**  
Your Skills

**SUSTAINING**  
Your Skills

YOUR PRIMARY GOAL				
		<b>BUILDING</b> Your Skills	<b>DEEPENING</b> Your Skills	<b>SUSTAINING</b> Your Skills
1-DAY	One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.			
	Keynote	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
	A Call to Action	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Making Grades Fair, Meaningful, and Equitable	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
2-4-DAY	More intensive 2- to 4-day sessions with an expert to guide your entire staff or a smaller team to deepen understanding and further progress.			
	Collaborative Common Assessments	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
	Rethinking Grading to Develop Confident Learners	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
	Developing Creative Processes in the Classroom through Formative Assessment	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
	Coaching Students in the Classroom through Effective Feedback	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
	Student Self-Assessment	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
	Grading From the Inside Out	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
	Design in Five	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
	Growing Tomorrow's Citizens in Today's Classrooms	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
MULTI-DAY COMMITMENT	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.			
	Developing Assessment Literacy	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
	Implementing and Affirming with Evidence	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
	Embedded Practice, Systems Alignment, and Sustainability	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
	Customized Services	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
	Embedded Coaching	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
	Global PD	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
	Assessment as a Catalyst for Learning	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
	Coaching Academy	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

All training is delivered by a Solution Tree Assessment Center author or certified associate.

## Building Your Skills

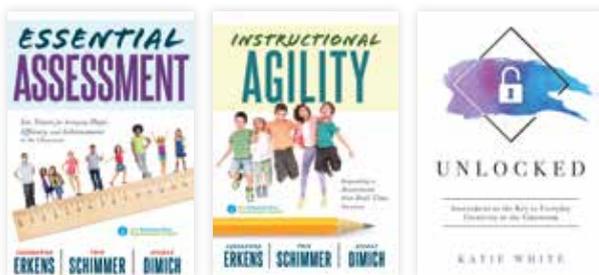
1-DAY COMMITMENT

### Keynote

Bring a keynote speaker into your school and inspire your team to take the next steps to improve assessment processes. Our assessment keynotes typically include a presentation delivered by one of our experts, as well as a question-and-answer segment that gives participants the opportunity to dive deeper into assessment topics of interest.

### A Call to Action

Educators will explore the need for change in assessment practices and develop a clear vision for internal assessment practices.



Recommended Resources

### Making Grades Fair, Meaningful, and Equitable

In this full day of professional learning, you will establish clarity on the purpose of grading and gain research-backed strategies for shifting to more effective practices.

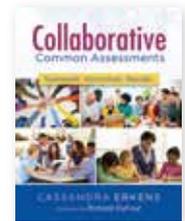
- Question traditional grading and reporting practices and seek a more accurate way to gather, share, and use this important data.
- Understand the qualities that exist in successful grading reform initiatives versus the qualities of those that fail.
- Examine guidelines for implementing effective standards-based grading policies and practices at all grade levels.

## Deepening Your Skills

2-4-DAY COMMITMENT

### Collaborative Common Assessments

Explore the loose and tight structure of collaborative common assessments. Gain tools, protocols, and strategies to design and effectively employ quality assessments that enable teams to collect meaningful instructional data.



Recommended Resource

### Rethinking Grading to Develop Confident Learners

Ensure that your grading systems are accurate, fair, specific, and timely. Learn processes for:

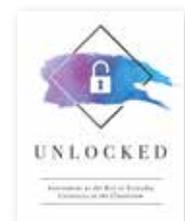
- Evaluating your current grading system
- Discussing contentious grading issues with colleagues
- Engaging all stakeholders in the feedback and grading process



Recommended Resources

### Developing Creative Processes in the Classroom through Formative Assessment

Develop and enhance creative processes within any classroom setting through the use of strong assessment practices. This engagement equips educators with practical tools to design rich, authentic learning experiences that encourage wonder, inquiry, and creative development rather than simply compliance and “right” answers.



Recommended Resource

## Deepening Your Skills

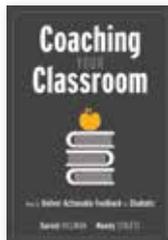
2-4-DAY COMMITMENT

## Sustaining Your Skills

MULTI-DAY COMMITMENT

### Coaching Students in the Classroom through Effective Feedback

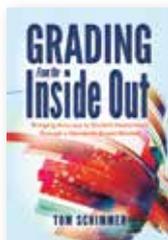
Maximize student self-efficacy and growth by providing high-quality feedback students can act on. Empower teachers to evolve their role and learn how to coach every student to success every day.



Recommended Resource

### Grading From the Inside Out

Embrace a modern approach to grading and reporting. By developing a standards-based mindset, you and your team will discover how a seamless relationship between the formative and summative purposes of assessment will maximize the success of every learner.



Recommended Resource

### Design in Five

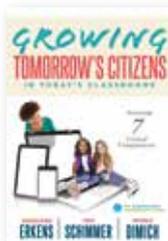
Develop a culture of learning where students are engaged and invested in their own success. With the support and guidance of our experts, you'll create and use high-quality assessments that guide instruction, involve students, and communicate learning.



Recommended Resource

### Growing Tomorrow's Citizens in Today's Classrooms

For students to succeed today, they must acquire the knowledge and 21st century skills required for college and career readiness. Make the shift to next-generation learning and assessment, and design meaningful, relevant skill assessment and instruction that promote student mastery of critical competencies.



Recommended Resource

### Developing Assessment Literacy

This engagement prepares leaders and teachers to understand and implement the practices necessary to create a learning-rich culture through systematic assessment.

### Implementing and Affirming with Evidence

Work shoulder-to-shoulder with an Assessment Center expert to make data-informed decisions, improve system alignment, and ensure leadership team actions monitor and support best assessment practices. We will focus on assessment literacy with an emphasis on transferring skills, knowledge, and tools so participants can lead others through the process.

### Embedded Practice, Systems Alignment, and Sustainability

Teams will create a unified and sustainable approach to school improvement and student learning. Ensure school and district leaders can become assessment leaders.

### Embedded Coaching

Build your school's or district's assessment expertise with on-site coaching. Our experts will mentor and support your staff through every phase of the assessment process: from developing a clear vision for assessment and designing learning-rich assessment experiences to ensuring equitable grading and using data to plan next steps.

### Customized Services

Share your goals and challenges with us, and we'll design a custom learning plan based on our results-oriented assessment content. Through a targeted mix of on-site professional learning and virtual training opportunities, our experts will help you develop authentic assessment practices that increase achievement and build confidence in all learners.

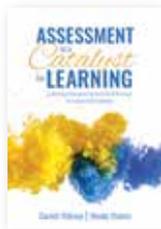
## Global PD

### Develop assessment literacy

Use Global PD to access videos and resources to better analyze your students' data by grade level, by classroom, and by individual student, as well as schoolwide. Also, learn how to incorporate common formative assessments into your practices using the Common Formative Assessment video playlist.

## Assessment as a Catalyst for Learning

With the right mindset, the assessment process is a gift to our students that propels meaningful learning for all. Discover how to embrace formative and summative assessment practices as individuals or collaborative teams to identify and unwrap priority standards, develop learning progressions, and plan daily instruction that supports student growth and inspires learning.



Recommended Resource

- Strengthen understanding of research-based, sound assessment practices.
- Understand how to use formal and informal formative assessment as well as summative assessment to empower students and increase learning for all.
- Analyze ways to plan backward and design mindful assessment and instruction.
- Receive practical steps for application for developing learning progressions, summative assessments, and formative assessments.



the Solution Tree  
Assessment Center

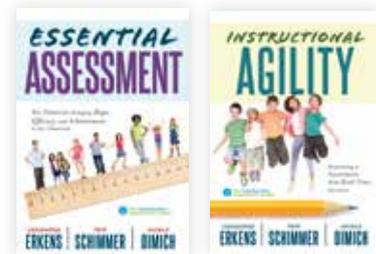
## COACHING ACADEMY

## Grow confident learners

Build capacity over a yearlong series of professional learning sessions for creating and supporting effective assessment practices.

- Evaluate current assessment practices and explore the complexities of a balanced assessment architecture.
- Explore assessment practices that support quality decision-making for instructional agility in the classroom.
- Support leadership teams as they navigate transforming assessments to develop student investment in the process.

### Each participant receives:



### Each school represented receives:

The Assessment Toolkit\*



\*One Assessment Toolkit for the designated school or team. Ask your professional learning representative for details. Some limitations apply.

## Moriarty Elementary School

MORIARTY, NEW MEXICO



### ► DEMOGRAPHICS

- **465** Students
- **100%** Free and reduced lunch
- **8%** English learners
- **20%** Special education
- **.017%** African American
- **53.1%** Hispanic
- **.004%** Asian/Pacific Islander
- **1%** Native American/Alaska Native
- **5%** Multiracial

*Moriarty Elementary School is located in a rural area 45 miles east of Albuquerque, New Mexico.*

### ► CHALLENGE

Using the adopted curriculum assessment materials only, student achievement at Moriarty was stagnant. Former Principal Natalie Romero says, “Not only were teachers using only curriculum assessment materials, they were using curriculum materials to teach. This process did not aid in student achievement, as seen in the last five years of school data.” Teams faced the challenge of increasing student achievement with poorly created, non-Common Core-aligned assessments. As a result, even though staff members were functioning as a productive professional learning community, the effectiveness of their instruction could never advance students.

Another challenge was the absence of student-centered rubrics and grading. Students had no involvement in planning their learning and no opportunities for reflection.

### ► IMPLEMENTATION

With the help of assessment expert Cassandra Erkens, teams began unpacking assessments to ensure they were asking meaningful questions of students. They identified essential standards in order to create quality assessments. Through the backward planning process, teams used the assessments they created as common summative assessments to determine proficiency based on the standards, not the curriculum. Teachers also began placing the students in charge of their learning, developing student-friendly rubrics with aligned learning targets. This created a clear picture for students and outlined exactly what was expected of them.

Finally, teachers began scoring assessments together in order to streamline common expectations and rubrics.

“Our PLC time moved from only looking at assessment scores to having meaningful conversations about creating assessments and teaching strategies to assist all students in obtaining proficiency,” Romero says. “While teams are at different places on the journey

- Discover more schools that have partnered with us to achieve great results at [SolutionTree.com/SuccessStories](https://www.solutiontree.com/successstories).

“Focusing on assessments allows us to dive down and figure out what students really need and what we need to do to close the gaps. As a result, Moriarty has seen overall student proficiency in reading increase from 35% to 57% in one school year.”

—District director and former principal Natalie Romero

## ► IMPLEMENTATION CONTINUED

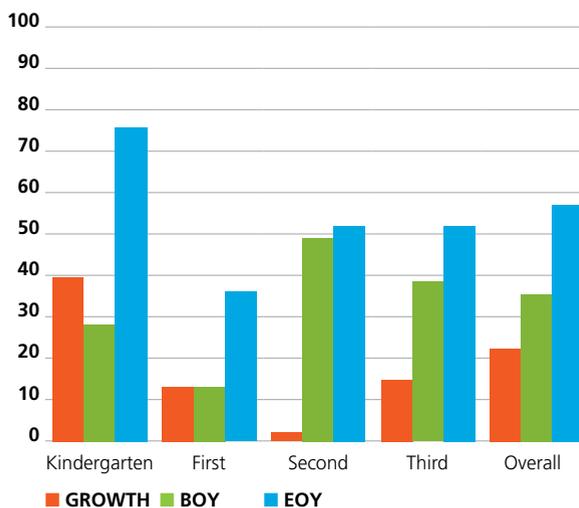
of assessment, each team in the building has begun to create common assessments and to collaboratively score assessments in at least one academic area.”

## ► RESULTS

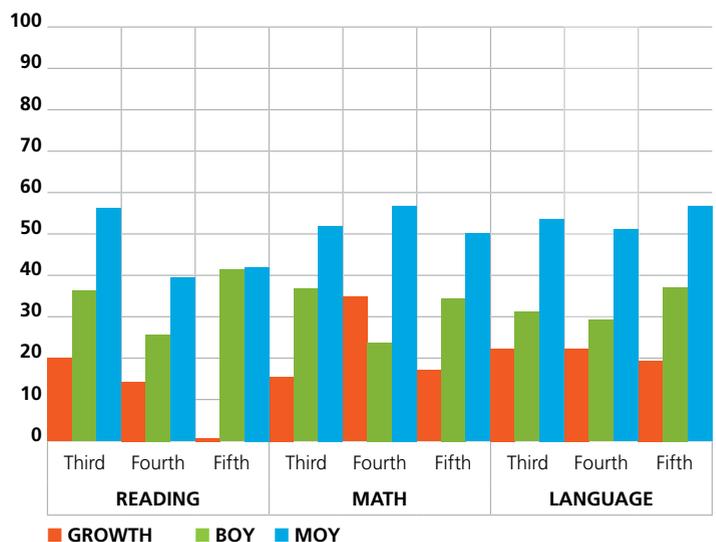
Through their work on assessments with Cassandra, teams were able to pinpoint areas of need specific to each student by each standard. Teachers have developed the knowledge and understanding to assess test quality and create assessments that are aligned with the Common Core Standards. “The process we learned gave me the understanding of what a good assessment actually looks like and what it can measure,” says Romero.

Students have also been given the opportunity to reflect on their achievement through data tracking and learning targets. Over the spring semester, learning increased drastically based on short cycle assessment results and classroom summative assessments. Teachers know exactly where students are regarding their proficiency on the standards now. In the past, student proficiency was based solely on curriculum standards. The focus on assessment inspired teams to become more efficient in their collaboration, creating strong and healthy teams.

**DIBELS Reading Assessment** Year 1–2  
Percentage of proficient students



**MAPS- NWEA- Short Cycle Assessment** Year 1–2  
Percentage of proficient students



PROFESSIONAL  
LEARNING

## Transforming School Culture

**School culture can change.** Partner with us to create a safe and productive learning environment for your students and staff. You'll acquire strategies and insights to power your entire team through the shift to a positive school culture.

Work with **Solution Tree** to:

**GAIN** an understanding of school culture and its impact on school performance and student achievement

**DEVELOP** action steps that will bring out the best in your school

**ENHANCE** communication between teachers and school leaders

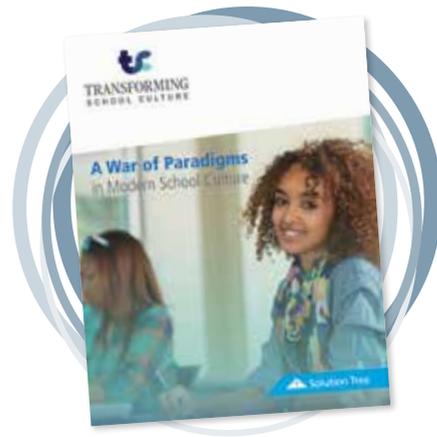
**ALIGN** your organizational philosophy and create a shared mission and vision



Travel-Free PD



Developed by Anthony Muhammad, based on his pivotal work in schools, Transforming School Culture services improve equity and learning outcomes for all students.



**DOWNLOAD YOUR FREE WHITE PAPER**  
[SolutionTree.com/Transforming-School-Culture](http://SolutionTree.com/Transforming-School-Culture)

# TRANSFORMING SCHOOL CULTURE

Bring our experts to your school



Luis F. Cruz



Joe Cuddemi



Geoffrey Fenelus



Rosa Isiah



Carlos Johnson



Alexander McNeece



Malik Muhammad



Karen Power

## Additional experts

Kimberly Rodriguez Cano  
Charlie Coleman  
Scott A. Cunningham

Matt Devan  
Michelle Dillard  
Reuben Gresham

Tom Hierck  
Shawn Hurt  
Maria Nielsen

Regina Stephens Owens  
Geri Parscale  
Jon Yost

For more information about these experts, go to [SolutionTree.com/TSC/Experts](http://SolutionTree.com/TSC/Experts)



**Make a commitment to improve your school's culture today to ensure your students succeed tomorrow**

“Anthony Muhammad's presentation has **impacted me as an educator**, and I will never be the same. It forced me to **take a hard look at my perceptions and practices** and realize that I need to make some changes to myself **to be the best I can be for my students.**”

—Tracy Haggerty, teacher,  
Cape Girardeau Public Schools, Missouri

# TRANSFORMING SCHOOL CULTURE SERVICES

To help you determine which services may be right for you, each of our professional learning engagements is designed to fit your goals, budget, and time commitment.

YOUR PRIMARY **GOAL**

**BUILDING**  
Your Skills

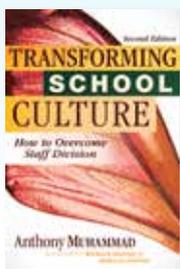
**DEEPENING**  
Your Skills

**SUSTAINING**  
Your Skills

	1-DAY COMMITMENT	2-4-DAY	MULTI-DAY
	One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.		
	Keynote	<input type="radio"/>	
	Transforming School Culture Framework	<input type="radio"/>	
	Basics of School Culture	<input type="radio"/>	
	Time for Change	<input type="radio"/>	
	School Culture Audit	<input type="radio"/>	
	More intensive 2- to 4-day sessions with an expert to guide your entire staff or a smaller team to deepen understanding and further progress.		
	The Will to Lead, the Skill to Teach	<input type="radio"/>	
	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.		
	Embedded Coaching		<input type="radio"/>
	Customized Services		<input type="radio"/>
	Global PD		<input type="radio"/>

All training is delivered by a Solution Tree author or certified associate.

## FEATURED RESOURCES



### Transforming School Culture

How to Overcome Staff Division

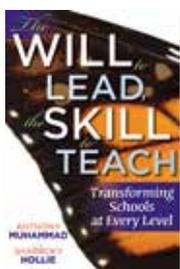
Busy administrators will appreciate this quick read packed with immediate, accessible strategies for building healthy school environments conducive to change.



### Time for Change

Four Essential Skills for Transformational School and District Leaders

Discover how to develop and strengthen the four essential skills of exceptional leaders through the guidance found in *Time for Change*.



### The Will to Lead, the Skill to Teach

Transforming Schools at Every Level

The authors offer multiple tools and strategies to assess and improve classroom management, increase literacy, establish academic vocabulary, and contribute to a healthier school culture.



### Overcoming the Achievement Gap Trap

Liberating Mindsets to Effect Change

Explore strategies for adopting a new mindset that frees educators and students from negative academic performance expectations.

## Keynote

Bring one of our expert authors or certified associates to your school to motivate and align your staff on school-culture improvements. Working on school culture has a direct and positive impact on school performance and student achievement. We can help support your plan with our research, understanding, and experience in this crucial area of focus.

## Transforming School Culture Framework

Understand the dynamics of school culture from a sociological, psychological, anthropological, political, historical, and economic lens, using the Transforming School Culture framework. The framework helps educators to simplify the work of transforming school culture by understanding patterns of behavior that either support or undermine the development of school culture.

## Basics of School Culture

Develop a clear understanding of school culture and its impact on school performance and student achievement. Participants will explore the research and challenges with the development of healthy school culture and an introduction to the Transforming School Culture framework.

## Time for Change

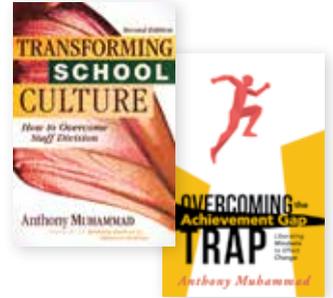
Transformational leadership is a skill that can be practiced and improved. Receive powerful, authoritative guidance as you work with your team to develop and strengthen the four distinctive skills of exceptional leaders and prepare to lead your school or district toward lasting, meaningful change.



Recommended Resource

## School Culture Audit

Partner with us to gain a deep understanding of your current policies, practices, and procedures and how they impact student learning. We will spend time on site to truly understand your strengths and areas for improvement, then provide recommendations for next steps.



Recommended Resources

- Access the expertise of an on-site expert practitioner.
- Gain perspective on your school data from a caring, knowledgeable professional who has done the work of transforming school culture.
- Receive a clear report of actionable recommendations in critical areas to improve and maintain a positive school environment.
- Receive a clear report of actionable recommendations in critical areas to improve and maintain a positive school environment.

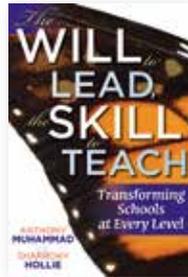


## Deepening Your Skills

2-4-DAY COMMITMENT

### The Will to Lead, the Skill to Teach

In his coauthored work, *The Will to Lead, the Skill to Teach*, Anthony Muhammad guides educators through the four critical transformations that are necessary to build a healthy school culture. This four-part series provides research and application for each transformation.



Recommended Resource

Key foundational topics include aligning the organizational philosophy, challenging damaging stereotypes, creating shared mission and vision, and action planning. Subsequent sessions focus on managing frustration, understanding how it develops, its impact on employee performance, and ultimately its impact on student achievement. Participants will experience the importance of collaboration and the parameters and structure necessary to facilitate collaborative work. In the final transformation work, participants will understand the importance of the four pillars of institutionalization: regular and critical communication, trust, capacity building, and accountability.

## Sustaining Your Skills

MULTI-DAY COMMITMENT

### Embedded Coaching

Embedded coaching services are designed to ensure that the four pillars of institutionalization are fully implemented at your school site. The four pillars of institutionalization are:

- Regular and critical communication
- Trust
- Capacity building
- Accountability

Coaches will work with both leadership and teachers to ensure that systems of support are built to sustain healthy school culture with a personalized touch that respects the culture and parameters of the school, district, and community. This approach improves the likelihood of full implementation of the concepts presented during the professional learning sessions. It also provides an objective set of eyes that can guide all of the major stakeholders without the fear of positional power and politics.

### Customized Services

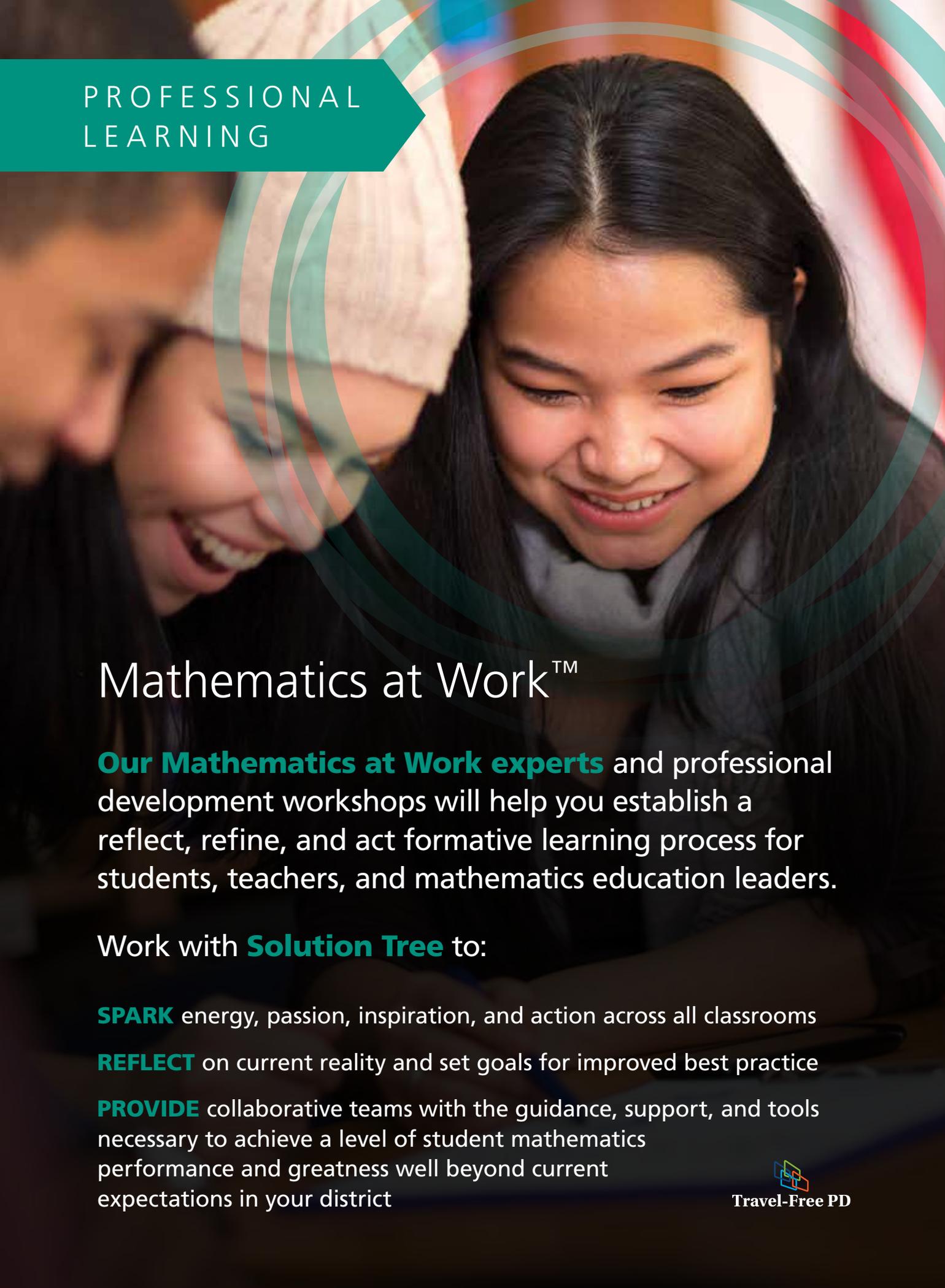
Our team will listen to your specific challenges and prepare and deliver a custom learning plan to meet your needs. With our evidence-based content along with on-site professional learning and virtual training opportunities, we are uniquely positioned to help you transform the culture of your school.

### Global PD

Gain immediate, accessible strategies you can use the very next day to build a healthy school environment

Access an award-winning professional learning solution. Global PD provides high-quality training for leaders and teachers to ensure a positive school culture. With the Transforming School Culture video playlist, you'll secure deeper insight into the four types of educators—Believers, Fundamentalists, Tweeners, and Survivors—and how to work with each group to create thriving schools. Additionally, teams will learn:

- How to create a data picture of their school
- How to transform staff meetings into learning centers
- How to craft an effective and efficient response to inequality



PROFESSIONAL  
LEARNING

## Mathematics at Work™

**Our Mathematics at Work experts** and professional development workshops will help you establish a reflect, refine, and act formative learning process for students, teachers, and mathematics education leaders.

Work with **Solution Tree** to:

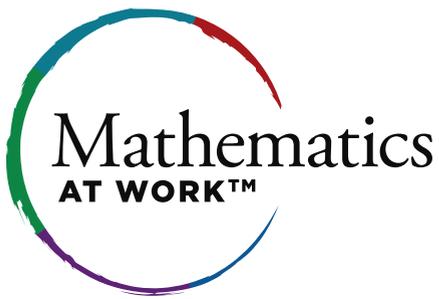
**SPARK** energy, passion, inspiration, and action across all classrooms

**REFLECT** on current reality and set goals for improved best practice

**PROVIDE** collaborative teams with the guidance, support, and tools necessary to achieve a level of student mathematics performance and greatness well beyond current expectations in your district



Travel-Free PD



Timothy D. Kanold, Mona Toncheff, Matthew R. Larson, Sarah Schuhl, Jessica Kanold-McIntyre, and Bill Barnes—the Mathematics at Work™ experts



## MATHEMATICS AT WORK™

Bring our experts to your school



Brian Buckhalter



Suyi Chuang



Jason Cianfrance



Jennifer Deinhart



Darshan M. Jain



Nathan D. Lang-Raad



Donna Simpson Leak



Erin Lehmann



Brittany Mozingo



Sharon Rendon



Georgina Rivera



Connie Schrock



Jennifer L. Smith



Mignon Smith



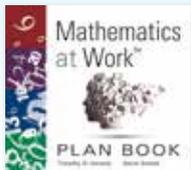
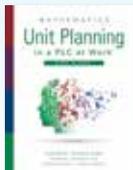
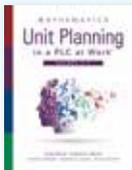
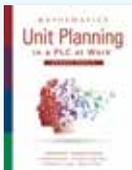
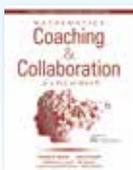
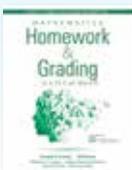
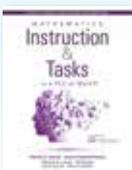
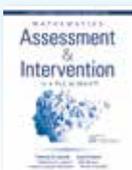
Nanci N. Smith



Gwendolyn Zimmermann

For a complete list of experts, go to [SolutionTree.com/MathAtWorkExperts](https://SolutionTree.com/MathAtWorkExperts)

### FEATURED RESOURCES



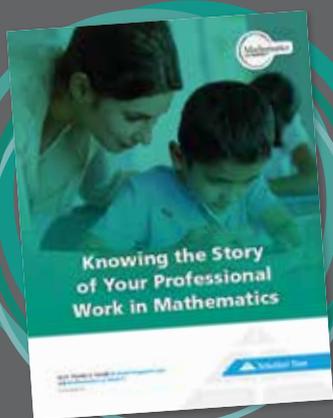


## Why Mathematics at Work™?

Mathematics at Work provides and models tools, mathematics content, instruction, and assessment strategies that support your school or district one teacher and teacher team at a time.

### LEARN MORE

[SolutionTree.com/WhyMaW](https://SolutionTree.com/WhyMaW)



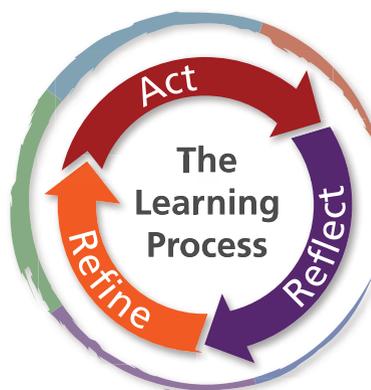
↓ **LEARN MORE ABOUT THE REFLECT, REFINE, AND ACT CYCLE**

[SolutionTree.com/Cycle](https://SolutionTree.com/Cycle)

**Mathematics at Work** promotes highly effective, research-affirmed instructional practices and actions that enhance daily student learning. This powerful process teaches educators how to use high-cognitive-demand tasks in class, provide an appropriate balance of direct instruction with student-engaged learning each day, and participate in an effective lesson study process.

- 1 Deep insight** into the essential mathematics team agreements as part of the PLC at Work® process
- 2 Models, tools, protocols** for team discussion, and activities that help you and your math teams meet or exceed the mathematics teaching and assessment expectations of your school or district
- 3 Enhanced understanding** of the mathematics content standards and research-affirmed formative assessment processes necessary to support and provide a sustainable, cyclical, focused work effort for your teachers and teacher teams throughout the year
- 4 Profound examination** into the requisite and sustained student support necessary to far exceed current mathematics performance results in your school

### The Reflect, Refine, and Act Cycle



#### Persevere

Ask: Do I seek to understand my own learning?

#### Work the Task

Ask: Is this the best solution strategy?

#### Receive FAST Feedback

Ask: Do I embrace my errors?

# MATHEMATICS AT WORK™ SERVICES

To help you determine which services may be right for you, each of our professional learning engagements is designed to fit your goals, budget, and time commitment.

YOUR PRIMARY GOAL		BUILDING Your Skills	DEEPENING Your Skills	SUSTAINING Your Skills
<b>1-DAY COMMITMENT</b> One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.				
1-DAY COMMITMENT	Keynote	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Effective Mathematics Assessment & Intervention in a PLC at Work®	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Effective Mathematics Instruction & Tasks in a PLC at Work®	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Effective Mathematics Homework & Grading in a PLC at Work®	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Effective Mathematics Coaching & Collaboration in a PLC at Work®	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>2-4-DAY</b> More intensive 2- to 4-day sessions with an expert to guide your entire staff or a smaller team to deepen understanding and further progress.				
2-4-DAY	Mathematics PLC District-Embedded Content and Processes	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
	Mathematics PLC Unit Planning and Curriculum Mapping	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
<b>MULTI-DAY COMMITMENT</b> Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.				
MULTI-DAY COMMITMENT	Mathematics PLC School Site-Embedded Content and Processes	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
	Customized Services	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
	Global PD	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

All training is delivered by a Mathematics at Work author or certified associate.

### Keynote

An expert author or Mathematics at Work™ certified associate will educate and motivate your team to support high levels of mathematics teaching and learning.

### Effective Mathematics Assessment & Intervention in a PLC at Work®

Elevate mathematics assessment and intervention practices across grades preK–12. During this service, teachers, teams, and leaders reflect upon and refine mathematics assessments based on an eight-criteria common assessment model and learn how to strengthen Tier 2 mathematics RTI programs based on a five-criteria model.

- Make sense of the grade-level content standards and corresponding assessment tasks.
- Design high-quality common unit assessments and learn how to score them accurately.
- Develop a Tier 2 mathematics intervention program that helps ensure all students succeed in mathematics.

### Effective Mathematics Instructions & Tasks in a PLC at Work®

Strengthen the engagement and comprehension of every learner of mathematics. Throughout this one-day service, participants will explore the elements of effective lesson design and discover how to utilize balanced rigor, discourse, and technology to teach each mathematics content standard during core instruction.

- Identify content standards students must learn in a unit and the appropriate tasks needed to develop conceptual understanding, application, and fluency progressions.
- Develop high-quality lessons and instructional strategies to ensure the formative learning of all students during the lesson.
- Explore the six criteria of highly effective daily mathematics lesson planning.

### Effective Mathematics Homework & Grading in a PLC at Work®

Discover how to inspire student learning, action, and perseverance with the support of our mathematics experts. During this service, your team will receive custom guidance as you work to develop best practices for homework and implement research-based grading processes that provide meaningful formative feedback to students.

- Identify the purpose and effective uses of homework as a formative feedback process.
- Design high-quality common unit homework assignments before a unit begins.
- Understand how to develop equitable student learning routines through all phases of the mathematics grading process.

### Effective Mathematics Coaching & Collaboration in a PLC at Work®

Develop highly effective mathematics teams committed to high levels of student learning. Built specifically for preK–12 leaders, this on-site service prepares administrators, coaches, and team leads to develop norms, SMART goals, agendas, and a plan for creating a thriving, collaborative mathematics community.

- Refine practices for teacher team reflection and data analysis.
- Build a collaborative culture focused on evidence of student learning during the mathematics unit.
- Use teacher team protocols for analyzing common assessment data and student work to inform future instruction and Tier 2 interventions.

**Deepening Your Skills**  
2-4-DAY COMMITMENT

**Sustaining Your Skills**  
MULTI-DAY COMMITMENT

**Mathematics PLC District-Embedded Content and Processes**

Meet your districtwide goals for mathematics teaching and learning. Based on your district's specific needs and challenges, we will develop a highly customized plan for sustainable improvement. A Mathematics at Work™ associate will visit your district multiple times throughout the year to develop your staff's foundational knowledge and increase their expertise around topics of your choice.

- Master specific content and processes outlined in the Every Student Can Learn Mathematics series.
- Provide teachers at every grade level with the opportunity to receive expert guidance and feedback.
- Receive continuous support from your coach between on-site visits via phone and email support.

**Mathematics PLC Unit Planning and Curriculum Mapping**

Discover how to answer critical question 1 of the PLC at Work® process: What do we want students to know and be able to do? Our mathematics experts will provide targeted support for curriculum mapping and guide every teacher and teacher team through the unit planning process.

- Explore the seven elements of effective unit planning.
- Receive custom guidance for specific grade bands: preK-2, 3-5, 6-8, and 9-12.
- Learn from your coach between visits via phone and email support.

**Mathematics PLC School Site-Embedded Content and Processes**

Partner with a Solution Tree mathematics expert for an in-depth customized professional development experience. A Mathematics at Work associate will visit your school site every other month (5-9 visits total) to provide teachers of mathematics with goals-oriented training dedicated to topics of your choice.

**Customized Services**

Work with us to develop a custom learning plan designed to help teachers of mathematics improve student performance and engagement. Through a targeted mix of on-site professional learning and virtual training, your team will receive the support it needs to implement best practices in mathematics instruction, assessment, intervention, homework, and grading.

**Global PD**

**Improve student performance and engagement in mathematics**

- Access hundreds of videos and resources from top authors, including Timothy D. Kanold, Sarah Schuhl, and Mona Toncheff.
- Use videos and resources to unpack standards, develop common assessments, review team data, and manage interventions.



## Kenwood Elementary School

LOUISVILLE, KENTUCKY



### ► DEMOGRAPHICS

- 576 Students
- 11% Special education
- 85% Free and reduced lunch
- 44% English learners
- 18% Hispanic
- 28% African American
- 39% Caucasian
- 4% Multiracial
- 11% Asian

*Kenwood Elementary School is a Title 1 school within Jefferson County Public Schools in Louisville, Kentucky. It is ranked among the top 20% of public schools in the state for both diversity and students eligible for free and reduced lunch. There are more than 30 countries and 24 languages represented among the student population. "It's a beautifully diverse place to be," says Kenwood principal Jill Handley.*

► Discover more schools that have partnered with us to achieve great results at [SolutionTree.com/SuccessStories](https://SolutionTree.com/SuccessStories).

### ► CHALLENGE

The year prior to partnering with Solution Tree, state test scores showed Kenwood Elementary mathematics proficiency to be near the lowest in the district at 17 percent. "This was such a devastating blow," admits principal Jill Handley. "I consider myself to be an instructional leader. I know instruction and what should be going on, but what it really came down to is that **we didn't have the systems and structures in place to move achievement.**"

When the opportunity arose for Kenwood to apply to be a pilot Professional Learning Communities at Work® school, Handley seized the chance. She knew her staff had what it took to tackle this work. "We already had common planning as part of our process, and most of us appreciated the idea of collaboration," says Handley. Kenwood was selected as one of 13 schools in the district to work with Solution Tree.

### ► IMPLEMENTATION

A lot of heavy lifting happened that first year in working with Mathematics at Work™ associate Mona Toncheff. "That was probably the hardest our staff has ever worked, aside from teaching through a pandemic," says Handley. **Teachers focused on deconstructing standards and creating common assessments. "They didn't just learn how to create common assessments," notes Toncheff, "but also how to score them so that every student's experience is equitable."**

In the beginning, their common assessments tended to focus on DOK level one. Assessments were tied to a low expectation of the standard and not the rigor of it. "That is definitely not the case now," observes Toncheff. Handley adds, "But since we had no common assessments prior, just that first step made a huge impact on student learning."

In year two, Toncheff dug into instructional shift and conducted lesson studies with every team in the school. "It was eye-opening for staff to be in each other's classrooms and observe how instructional choices like questioning and lesson design impacted student thinking," recalls Toncheff.



One really great thing about working with Mona is that, even though we had a lot of work to do, she made it chunkable, giving us action steps to accomplish between our sessions with her. This allowed me to be in the boat with my teachers. It gave me the opportunity to hear this outside perspective and then lead and learn alongside my staff.”

—Jill Handley, principal

► **IMPLEMENTATION** CONTINUED

“By this time our thinking was shifting in two major ways,” Handley adds. “One, we *no* longer were focusing so much on what the teacher is doing but on what the students are learning and applying. Two, we were learning what true collaboration looks like. We truly understood how to collectively look at the data for all our kids and respond effectively.”

Year three focused on refining their work on assessments and instruction. Kenwood staff also realized the value in the intensive conversations they were having around math content. Over the course of three years, the staff had started to think about and discuss what good math instruction and proficiency look like and then apply that thinking.

► **RESULTS**

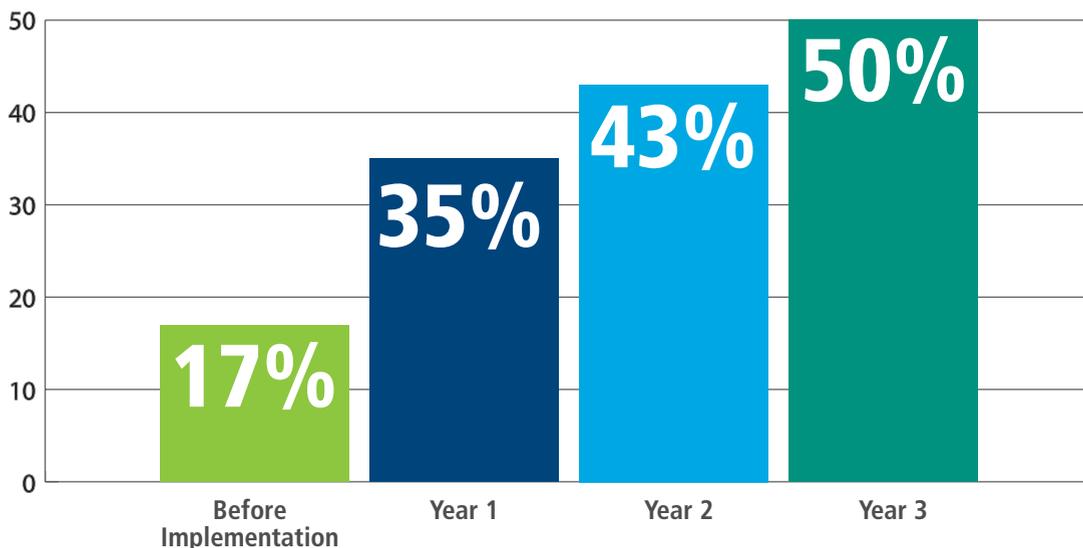
After just one year of working with Toncheff and putting the basic tenets of Mathematics at Work in place, Kenwood doubled their overall mathematics proficiency. This significant, visible result motivated staff

to keep going. By the end of year three, mathematics proficiency had risen to 50 percent from their starting point of 18 percent. This level of improvement earned Kenwood state recognition as one of 47 “bright spot” schools out of more than 1,000 applicants who showed higher than expected growth in mathematics achievement.

Other accolades include their status as the only school in Kentucky to be recognized as a National School of Character. Prior to the pandemic, Kenwood also boasted one of the top MAP growth indices out of all Title I schools in Jefferson County Public Schools across all subgroups. In addition, Kenwood Elementary School became the first school in the district to be named a National Elementary and Secondary Education Act (ESEA) Distinguished School—one of only 100 schools in the country recognized for the distinction in that year.

According to a press release published by the district, “the school was identified by the Kentucky Department of Education and the National Association of ESEA State Program Administrators for excellence in serving its English learner population.”

**Kenwood Elementary**  
*Kenwood Elementary experienced a 194% gain in mathematics achievement during this time.*



## DNA Mathematics

**DNA Mathematics empowers teachers, administrators, and coaches to make sense of mathematics for teaching.** Participants explore tasks that help them engage with mathematics as learners. Grade-band-specific classroom videos are used extensively throughout the services to highlight key instructional practices and demonstrate to participants how they can successfully apply what they've learned in a classroom setting.

### Why **DNA Mathematics**?

Our experts help preK–12 educators dive deep into:

**APPROPRIATE** mathematics content

**EFFECTIVE** pedagogical actions

**PRODUCTIVE** classroom norms

**MEANINGFUL** formative assessment

**COLLABORATIVE** teacher team efforts





Juli K. Dixon, Edward C. Nolan, and Thomasenia Lott Adams  
—creators of DNA Mathematics



## Bring our experts to your school



Janet  
Andreasen



Guy  
Barmoha



Melissa D.  
Boston



Lisa A.  
Brooks



Amber G.  
Candela



Melissa R.  
Carli



Lakesia L.  
Dupree



Erhan Selcuk  
Haciomeroglu



Tashana D.  
Howse



Stephanie  
Luke



George J.  
Roy



Farshid  
Safi



Makini  
Sutherland



Jennifer  
Tobias

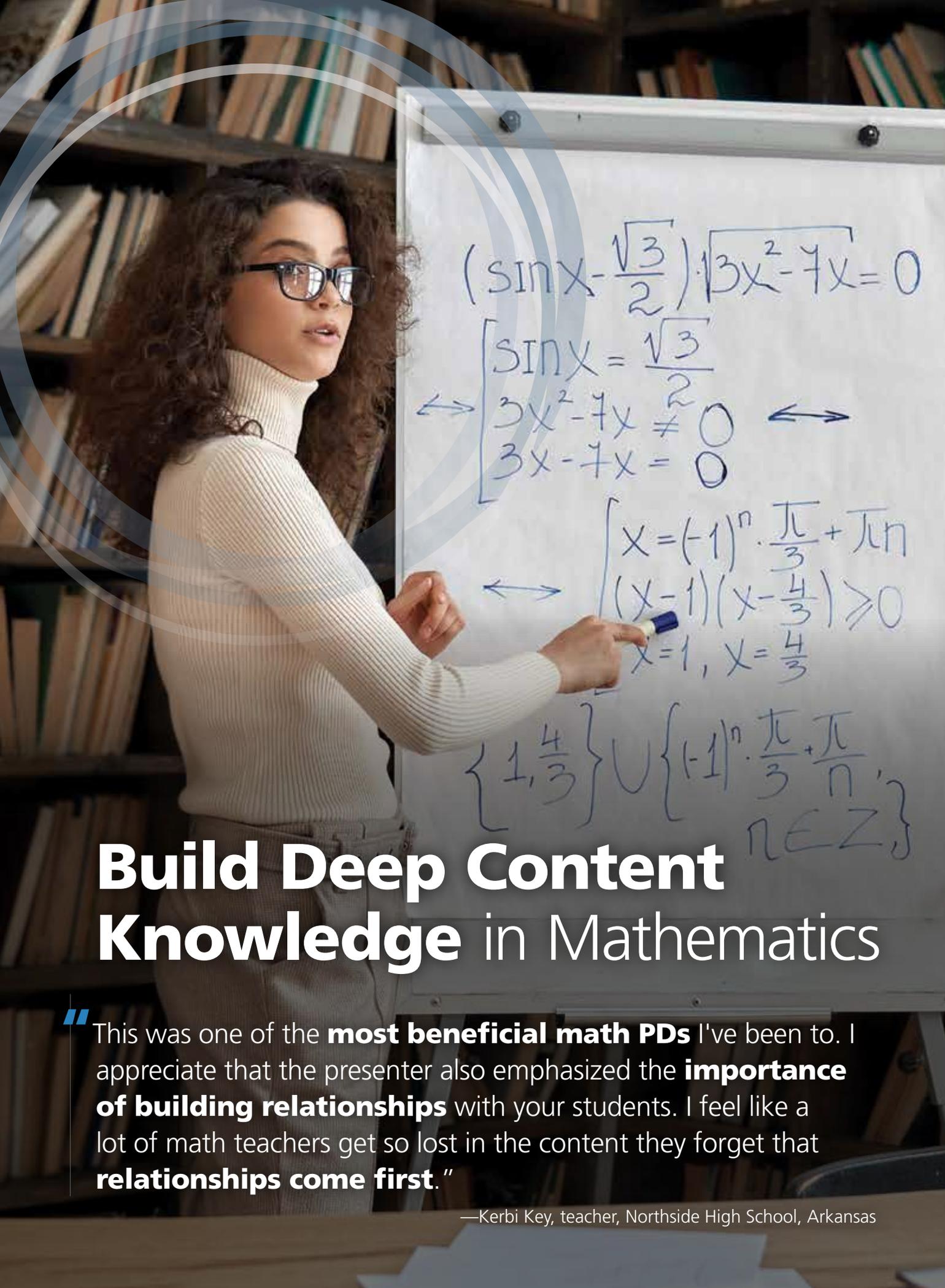


Taylar  
Wenzel



Jennifer A.  
Wolfe

For a complete list of experts, go to [SolutionTree.com/DNAexperts](https://www.solutiontree.com/DNAexperts)



$$\left(\sin x - \frac{\sqrt{3}}{2}\right) \cdot \sqrt{3x^2 - 7x} = 0$$

$$\begin{cases} \sin x = \frac{\sqrt{3}}{2} \\ 3x^2 - 7x \neq 0 \\ 3x - 7x = 0 \end{cases}$$

$$\begin{cases} x = (-1)^n \cdot \frac{\pi}{3} + \pi n \\ (x-1)(x-\frac{4}{3}) \geq 0 \\ x=1, x=\frac{4}{3} \end{cases}$$

$$\left\{1, \frac{4}{3}\right\} \cup \left\{(-1)^n \cdot \frac{\pi}{3} + \frac{\pi}{n}, n \in \mathbb{Z}\right\}$$

# Build Deep Content Knowledge in Mathematics

“This was one of the **most beneficial math PDs** I've been to. I appreciate that the presenter also emphasized the **importance of building relationships** with your students. I feel like a lot of math teachers get so lost in the content they forget that **relationships come first.**”

—Kerbi Key, teacher, Northside High School, Arkansas

# DNA MATHEMATICS SERVICES

To help you determine which services may be right for you, each of our professional learning engagements is designed to fit your goals, budget, and time commitment.

YOUR PRIMARY **GOAL**

**BUILDING**  
Your Skills

**DEEPENING**  
Your Skills

**SUSTAINING**  
Your Skills

	YOUR PRIMARY GOAL	BUILDING Your Skills	DEEPENING Your Skills	SUSTAINING Your Skills
1-DAY	One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.			
	Keynote	○		
	Big-Picture Shifts in Content and Instruction	○		
	Redefining Success	○		
2-4-DAY COMMITMENT	More intensive 2- to 4-day sessions with an expert to guide your entire staff or a smaller team to deepen understanding and further progress.			
	Content Institutes		○	
	Closing the Gender Gap in Mathematics Grades K-5		○	
	Content Workshops		○	
	Instructional Quality Workshops		○	
	TQE Learning Lab and Lesson Study		○	
	School Walkthroughs		○	
MULTI-DAY	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.			
	On-Site Support			○
	Customized Services			○
	Global PD			○

All training is delivered by a DNA Mathematics author or certified associate.

## FEATURED RESOURCE

### Making Sense of Mathematics for Teaching series

This user-friendly series invites teachers to become learners in mathematics and presents an authentic look inside real mathematics classrooms.



- Learn to apply the TQE Process (tasks, questions, and evidence) to improve the teaching of mathematics.
- Explore how to develop, select, and modify mathematics tasks in order to engage students and balance cognitive demand.

## Keynote

A DNA Mathematics expert will engage your team to explore, examine, and implement effective mathematics teaching and learning strategies.

## Big-Picture Shifts in Content and Instruction

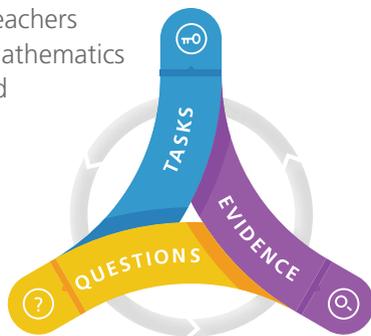
Successful leaders of mathematics teaching must know what to look for and promote in instruction. Explore content-based strategies to transform teaching and advance learning. Participants will investigate shifts in planning, instructing, and assessing to focus on deeper content-based instruction. Create a shared image of successful classrooms and generate a plan for targeted professional improvement in mathematics teaching.

## Redefining Success

Address equity and access of mathematics instruction for all students in this DNA Mathematics keynote engagement with your staff. Our experts will deliver one of three keynotes depending on your needs. Choose from:

- Supporting Instructional Shifts in Mathematics to Engage ALL Students in Higher Order Thinking
- Small Groups, Big Gains: Making Mathematics Accessible and Equitable in Small Group Settings
- What Is *We Redefine Success?*

In their work with teachers and leaders, DNA Mathematics authors and certified experts emphasize three key aspects of the teacher's role—**tasks, questions, and evidence**—which forms the **TQE Process**.

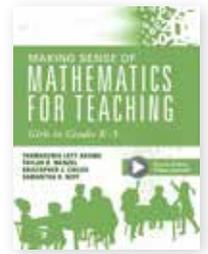


## Content Institutes

Make sense of mathematics for teaching in an intensive and collaborative setting. In this institute, teachers will become the learners of the mathematics that they teach. Gain instructional strategies modeled by an expert with a focus on coherence both within and across the grades.

## Closing the Gender Gap in Mathematics Grades K-5

Gain better understanding of gender biases related to mathematics and improve educational experiences for girls. These research-based recommendations for teaching math to girls include tools, tips, and exercises that strengthen girls' experiences as learners of mathematics.

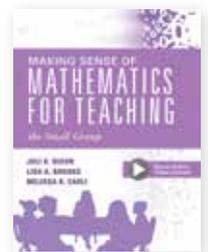


Recommended Resource

- Understand the environmental barriers and gender stereotypes that create gender differences in mathematics performance and prevent many girls from learning mathematics at high levels.
- Learn how to foster a safe learning environment that encourages girls to take risks when they learn math.
- Focus on the mathematics gender achievement gap through three lenses: (1) perceptions, (2) possibilities, and (3) priorities.

## Content Workshops

Learn how content-based strategies transform teaching and advance learning. Participants will apply deep understanding of mathematics content to create tasks that engage students in high-cognitive-demand tasks, collect evidence of student understanding, and both support and enrich learning experiences for students.



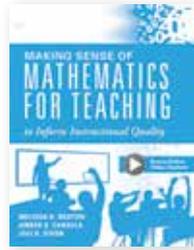
Recommended Resource

## Sustaining Your Skills

MULTI-DAY COMMITMENT

### Instructional Quality Workshops

Discover a clear path for improving the quality of mathematics instruction at any grade level. This on-site professional development service guides educators through activities to explore task potential, examine successful implementation of tasks, facilitate mathematical discussions, and use evidence of student learning.



Recommended Resource

- Use tasks, questions, and evidence (the TQE process) and the rubrics associated with the Instructional Quality Assessment (IQA) as a support to increase the effectiveness of instruction.
- Gain understanding of the connection between teacher questioning and increased student success.
- Learn how to interpret student responses and determine appropriate teacher actions within a model of formative assessment.
- Enhance your understanding of math strategies through hands-on activities.

### TQE Learning Lab and Lesson Study

Practice and refine the mathematical tasks you teach with a DNA Mathematics expert facilitating team discussions and providing feedback. Our associates will coach your administrators and instructional coaches on look-fors as they observe your teachers in action. With Learning Lab, you'll dive deep into tasks with grade or course-alike pairs who develop a shared task for small groups and then teach, observe each other, revise, deliver again, and reflect. And with Lesson Study, available upon request, we'll coach one participant through planning a lesson and reflecting on it with your team; then a second teacher will deliver a revised lesson based on team reflection.

### School Walkthroughs

By observing instruction in select classrooms in your school, a DNA Mathematics associate will determine areas of strength and areas of growth for each lesson observed based on the TQE process. Action items will be developed and shared with the teacher that will be based on desired outcomes in instructional shifts.

### On-Site Support

Strengthen practices and processes with just-in-time, in-class support. Participants will observe model teaching, engage in collaborative planning, and receive guidance during teacher observations and evaluations to move mathematics instruction forward.

### Customized Services

Tell us your goals and challenges, and we'll develop a customized learning plan specially designed to support teachers of mathematics. Our experts—who are available for both on-site professional development and virtual training—will first help teachers deepen their understanding of K–12 mathematics content and then support them to effectively teach with focus and rigor.

### Global PD

#### Build deep content knowledge in mathematics

Global PD offers on-demand access to instructional videos from the creators of DNA Mathematics—Juli K. Dixon, Edward C. Nolan, and Thomasenia Lott Adams—and other authors from DNA Mathematics. These videos help create a shared vision of classrooms where teachers and students are engaged in meaningful mathematics learning experiences.

- View high-quality footage demonstrating classroom mathematics instruction.
- Explore what best-practice mathematics instruction looks like at the appropriate grade level.
- Learn the foundations for connecting prior knowledge to new learning.

Learn more about DNA Mathematics  
[SolutionTree.com/WhyDNA](https://www.solutiontree.com/WhyDNA)

# Saint Paul Public Schools

SAINT PAUL, MINNESOTA



### ► DEMOGRAPHICS

- **37,010** Students
- **16%** Special education
- **29%** English learners
- **14%** Hispanic
- **26%** African American
- **21%** Caucasian
- **7%** Multiracial
- **31%** Asian
- **<1%** Native Hawaiian/  
Pacific Islander
- **1%** Native American

*Saint Paul Public Schools is located in Saint Paul, Minnesota, a city of approximately 308,000 residents.*



- Discover more schools that have partnered with us to achieve great results at [SolutionTree.com/SuccessStories](https://SolutionTree.com/SuccessStories).

### ► CHALLENGE

When Ishmael Robinson started his role as Saint Paul Public Schools' K–12 math supervisor, he was tasked with arranging professional development for mathematics teachers in his district.

Of Saint Paul's roughly 37,000 students, close to 30 percent were English learners, and another 16 percent required special education. Saint Paul Public Schools would need a comprehensive PD solution that empowered its staff to address the mathematics needs of diverse learners.

"The mathematics culture was very procedural and disjointed," Robinson said. "We went in a lot of different directions, and we had visions of doing the things we wanted to do, but as a system, we weren't sure how we could get there."

Ishmael chose DNA Mathematics, which focuses on enhancing the knowledge, skills, and effectiveness of mathematics teachers so students can receive the best education possible.

"I felt it was important for our teachers to understand and know the instructional moves that went with the practice," Robinson said. "You can tell them about the practice all you want, but if they don't know when to do what, they're less likely to try the practice."

### ► IMPLEMENTATION

Saint Paul Public Schools worked closely with Solution Tree expert Juli K. Dixon, a co-founder of DNA Mathematics. The staff collaborated with Juli to build a solid foundation of content knowledge for teaching mathematics, then extend that knowledge to students through the implementation of the TQE Process.

This structured solution—which combines Tasks, Questioning, and Evidence to drive efficacy in student learning—empowered Saint Paul's mathematics educators to identify learning goals, facilitate productive questions, and employ evidence-based formative assessment to deliver optimum instruction.

The DNA Mathematics model and TQE Process fostered dynamic conversations about learning among all students—strengthening both literacy and mathematics skills at the same time.

“The doubters that we have that are new will just stop everything in their tracks. You have to try it. ... Go slow, but once you get people who have experienced DNA Mathematics, and the progression of how things are done, it is fantastic, and you will get believers out of the teachers and out of the students who believe they can now learn mathematics.”

Thanh Tran, Saint Paul Public Schools elementary district math specialist

## ► IMPLEMENTATION CONTINUED

“It was wonderful to see that much dialogue; children speaking, explaining, talking—and pulling out more and more math language,” said Peggy Nayar, a pre-algebra teacher at Farnsworth Aerospace preK–8. “Teachers were seeing how much students are capable of talking. I’m a big believer that they need to be talking about mathematics.”

## ► RESULTS

In the three years since beginning its DNA Mathematics journey, Saint Paul Public Schools has succeeded in creating a mathematics culture that advances the learning of every student. What once was a procedural and disjointed mathematics department has since transformed into a responsive, engaging team that anticipates every student being able to learn at high levels.

“We look at the data and we see huge increases in growth,” said Patricia Busta, an elementary mathematics coach for the district. “The fun part is, by year two, we had so many teachers calling, emailing, and texting with pride in their change in data.”

It was a leap of faith, but one that Saint Paul’s mathematics teachers decisively say has changed their classrooms for the better.

“You’re welcome in this environment,” Nayar said. “The text and the information and the presentations and the approaches will blend nicely with techniques and strategies you already use. When you marry all that together, I believe it’s an asset for all the learners in the room.”



Saint Paul Public Schools educators work collaboratively during a professional development session.

## Special Education

Schools must be intentional in providing **rigorous instruction and assessment** to ensure students with special needs master essential standards. Rely on our experts to provide you with customized guidance as you work to implement inclusive processes and programs that support every learner in your school community.

Work with **Solution Tree** to:

**DEVELOP** collaborative teams to close the achievement gap and maximize learning for all

**TAKE** collective responsibility in improving outcomes for students with special needs

**ENSURE** the curriculum maintains appropriate levels of rigor for all students

**CREATE** differentiated interventions for all learners

**EXPLORE** the research-based co-teaching strategies and available resources that allow students to achieve their highest potential



# SPECIAL EDUCATION SERVICES

To help you determine which services may be right for you, each of our professional learning engagements is designed to fit your goals, budget, and time commitment.

YOUR PRIMARY GOAL		BUILDING Your Skills	DEEPENING Your Skills	SUSTAINING Your Skills
1-DAY	One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.			
	Adapting Instruction for Diverse Populations	○		
2-4-DAY	More intensive 2- to 4-day sessions with an expert to guide your entire staff or a smaller team to deepen understanding and further progress.			
	Collaborative and Inclusive Partnerships Between General and Special Educators		○	
	General and Special Educators Collaborating in a Professional Learning Community		○	
MULTI-DAY	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.			
	Embedded Coaching			○
	Customized Services			○

All training is delivered by a Solution Tree author or certified associate.

## Bring our experts to your school



Mandy Barrett



Kristin Bordonaro



Rebecca Brooks



Carrie Chapman



Megan Clarke



Angela Freese



Heather Frizziellie



Cate Hart Hyatt



Brandon Jones



Toby J. Karten



Paula Maeker



Ambrose Panico



Kathy Perez



Kimberly Salomonson



Julie A. Schmidt



Jeanne Spiller



Matt Treadway



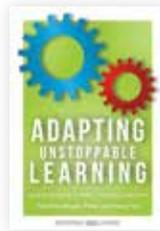
Yazmin Pineda Zapata

For a complete list of experts, go to [SolutionTree.com/SPEDexperts](https://www.solutiontree.com/SPEDexperts)

## Adapting Instruction for Diverse Populations

Provide effective differentiated instruction to students with varying needs, from disabilities to twice-exceptionality.

- Learn how to adjust curriculum in ways that maintain appropriate levels of rigor for all students.
- Consider the importance of collaboration and communication in learning adaptations.



Recommended Resource

## Collaborative and Inclusive Partnerships Between General and Special Educators

Gain inclusion strategies and collaborative practices with the knowledge, resources, and interventions that highlight K–12 learner skill sets.

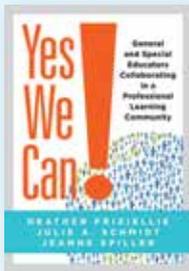
Plan for instructional division of tasks with ongoing reflective collaborative roles and responsibilities.



Recommended Resource

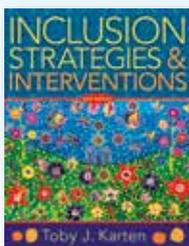
- Find and prepare differentiated interventions for particular categories of learners and subjects.
- Adapt instructional units with evidence-based interventions for core planning, instruction, and assessment in literacy, mathematics, behavior, and across the disciplines.
- Explore the research-based co-teaching strategies and available resources that allow students to achieve their highest potential within the general education classroom.

### FEATURED RESOURCE



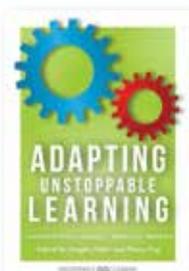
#### Yes We Can!

Utilizing PLC practices, general and special educators must develop collaborative partnerships in order to close the achievement gap and maximize learning for all. The authors encourage all educators to take collective responsibility in improving outcomes for students with special needs.



#### Inclusion Strategies and Interventions, Second Edition

In a world filled with diverse students, inclusive education is more important than ever. Rely on the second edition of this user-friendly guide to help you provide a strong learning path for all students, with a focus on special needs.

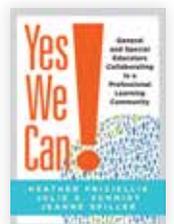


#### Adapting Unstoppable Learning

The Unstoppable Learning model includes seven elements—planning, launching, consolidating, assessing, adapting, managing, and leading. This practical guide expands upon the adapting element, giving readers a clear path for supporting students with varying needs. A variety of forms, tools, and diagrams are also included.

## General and Special Educators Collaborating in a Professional Learning Community

Achieve dramatic results in student learning in both general and special education classrooms through the framework of a PLC. This service aims to foster collaboration among educators, change instructional practices to improve student results, and discuss the conditions that make special education services most effective.



Recommended Resource

- Use the key ideas and four critical questions of a PLC to maximize learning for all students.
- Determine priority standards, and study the steps for unpacking these standards into learning targets.
- Discover what tailored instruction does and does not mean.

## Sustaining Your Skills

MULTI-DAY COMMITMENT

### Embedded Coaching

Execute proven strategies and confront challenges head-on with expert coaching. Our trusted special education coaches will support you and your staff through every phase of implementation and monitor progress along the way to ensure you hit key benchmarks as you work to achieve sustainable success.

### Customized Services

Our team will listen to your specific challenges and prepare and deliver a custom learning plan to meet your needs. With our evidence-based content, along with on-site professional learning and virtual training opportunities, we are uniquely positioned to help you meet the needs of your special education students.

*Our students have become more empathetic. Students are cheering each other on and supporting their peers in their learning. Our inclusive practices work has improved the culture of our school!*

—**DAWN CHILDRESS**, principal,  
Raymond F. Orr Elementary School, Arkansas



# Literacy

**Work with us to ignite the passion for reading and writing in your students.** You can count on our experts and authors to help you meet your state's standards for literacy and integrate academic language development across all content areas.

Work with **Solution Tree** to:

**UNDERSTAND** how to measure text complexity for fiction and informational text

**HELP** students read closely to make evidence-based claims

**ENSURE** students can write logically and clearly

**SUPPORT** students to increase their academic vocabulary



## Bring our experts to your school



Heather Anderson



Brad Cawn



James W. Cunningham



Patricia M. Cunningham



Billy Eastman



Robin J. Fogarty



Kathy Tuchman Glass



Maria C. Grant



Jacqueline Heller



Sharroky Hollie



Kelly Johnson



Katie Stover Kelly



Diane Lapp



Paula Maeker



Jacie Maslyk



Barbara Moss



LeAnn Nickelsen



Sandi Novak



Mark Onuscheck



Beth Pandolpho



Angela Peery



Kathy Perez



Brian M. Pete



Amy Rasmussen



Jeanne Spiller



Lindsay Yeara

## Additional experts

Marie Alcock  
Daniel M. Argentar  
Whitney K. Freije  
Katherine Gillies

Peter Hayes  
Doug Lillydahl  
Erica Martin  
Barbara Phillips

Kristine E. Pytash  
Timothy V. Rasinski  
Maureen M. Rubenstein  
Brian R. Wise

For a complete list of experts, go to [SolutionTree.com/LiteracyExperts](http://SolutionTree.com/LiteracyExperts)

## FEATURED RESOURCES



### Every Teacher Is A Literacy Teacher

Edited by Mark Onuscheck and Jeanne Spiller

Written by acclaimed experts and practitioners, this new and growing series details how to promote literacy growth across disciplines and grade bands.

# LITERACY SERVICES

To help you determine which services may be right for you, each of our professional learning engagements is designed to fit your goals, budget, and time commitment.

YOUR PRIMARY GOAL		BUILDING Your Skills	DEEPENING Your Skills	SUSTAINING Your Skills
1-DAY COMMITMENT	One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.			
	Keynote	<input type="radio"/>		
	The New Art and Science of Teaching Writing	<input type="radio"/>		
	The New Art and Science of Teaching Reading	<input type="radio"/>		
2-4-DAY COMMITMENT	More intensive 2- to 4-day sessions with an expert to guide your entire staff or a smaller team to deepen understanding and further progress.			
	Literacy Strategies to Master the Standards		<input type="radio"/>	
	Building Vocabulary and Academic Language		<input type="radio"/>	
	Teaching with Complex Texts		<input type="radio"/>	
	Elementary Reading Intervention Strategies		<input type="radio"/>	
	Close Reading Skills		<input type="radio"/>	
	Integrating Makerspace Ideas into Elementary Literacy Education		<input type="radio"/>	
	Vocabulary in a SNAP		<input type="radio"/>	
MULTI-DAY	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.			
	Literacy Instructional Strategies and Assessments			<input type="radio"/>
	Customized Services			<input type="radio"/>
	Embedded Coaching			<input type="radio"/>

All training is delivered by a Solution Tree author or certified associate.

## Building Your Skills

1-DAY COMMITMENT

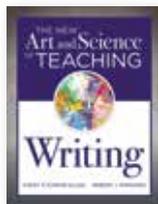
### Keynote

An expert author or certified associate will help engage your team to advance your literacy practices. Our keynoters have direct experience with the foundational aspects of literacy development as well as continued support for developing readers at all levels.

### The New Art and Science of Teaching Writing

Support students in reaching desired learning outcomes in areas of literacy, particularly writing.

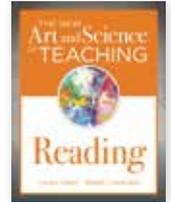
- Learn research-based instructional strategies and assessments best suited to teaching writing as well as some reading skills.
- Examine samples of writing rubrics, proficiency scales, and checklists, and learn effective teaching methods to use them as assessment and instructional tools.
- Utilize general strategies for teaching, alongside specific strategies, in order to enrich teaching, improve the learning environment of the classroom, and obtain desired student outcomes for writing.
- Measure and enhance your ability to develop writing skills in students.



Recommended Resource

### The New Art and Science of Teaching Reading

Increase the effectiveness of reading instruction by understanding how literacy develops. Educators can help every student become a proficient reader with this comprehensive model for reading development.



Recommended Resource

- Discover a content-specific model of reading aligned to the general framework of *The New Art and Science of Teaching*.
- Explore reading-focused instructional strategies related to feedback, content, and context.
- Understand how to differentiate literacy activities to meet the unique needs of every student.
- Guide students at all stages of literacy development, from learning the basic concepts of print to demonstrating advanced reading comprehension.
- Utilize a reading model that addresses how to articulate content, implement specific instructional strategies, and navigate reading-related issues that might arise in the classroom.



## Literacy Strategies to Master the Standards

Promote deep understanding by helping readers absorb information in a text—recognizing assumptions, background knowledge, and biases.

- Understand the major components of close reading.
- Discover how to differentiate between questions that do and do not require evidence from text.



Recommended Resource

## Building Vocabulary and Academic Language

Explore the standards specific to vocabulary, and gain ideas for curriculum and instruction to ensure students develop word-solving skills.

- Examine the role of modeling and student interaction to increase the use of academic language among both English learners and native speakers.
- Acquire the instructional practices exemplary teachers use for vocabulary development.

## Teaching with Complex Texts

Ensure all learners become successful close readers of complex texts.

- Select the appropriate texts for each student and apply scaffolding to support his or her growth.
- Use complex texts as a tool for teaching and learning.
- Help students master comprehension of complex texts.
- Explore grade-specific instructional classroom scenarios that illustrate how to support students as they learn to read closely.
- Discover potential contingency scaffolds for the classroom and how to use them to promote student success in closely reading a text.

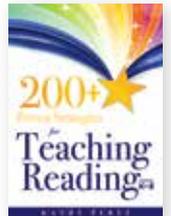


Recommended Resource

## Elementary Reading Intervention Strategies

Acquire a toolkit for scaffolding instruction for all students, and learn how to design a customized intervention plan for your classroom, school, or district.

- Scaffold challenging comprehension skills like inferencing, summarizing, and monitoring.
- Teach inference with sample lessons using authentic text examples.
- Teach more vocabulary in less time with greater understanding and retention.



Recommended Resource

## Close Reading Skills

Discover how to effectively use challenging texts at all grade levels and ensure students acquire close reading skills.

- Identify essential characteristics of a close reading lesson.
- Support students during close reading.

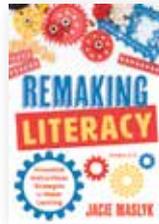


## Sustaining Your Skills

MULTI-DAY COMMITMENT

### Integrating Makerspace Ideas into Elementary Literacy Education

Transform literacy teaching and learning by integrating maker projects for elementary classrooms. Teachers and administrators use these tools and strategies to construct innovative opportunities for students to boost comprehension, increase vocabulary knowledge, and improve writing skills.

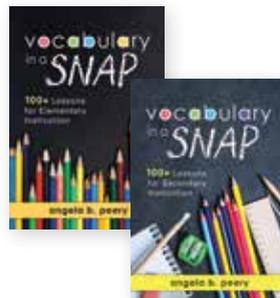


Recommended Resource

- Examine the ways maker education and project-based learning (PBL) can enhance teaching and empower student engagement and learning.
- Learn how to reimagine instruction to ensure students build crucial literacy, collaboration, and thinking skills.
- Become familiar with various low-tech and low-cost strategies and how to utilize them in flexible learning spaces or makerspaces in the elementary classroom or school.
- Empower students to become passionate, creative thinkers.
- Engage with checklists and planning tools for incorporating a maker education curriculum in your classroom.

### Vocabulary in a SNAP

Support all students in expanding academic vocabulary with targeted, brief, daily lessons.



Recommended Resources

- Teach students important vocabulary words for all content areas based on roots, prefixes, suffixes, and similar meanings.
- Employ proven, effective instructional strategies.
- Help students have fun while learning so that they become genuinely interested in growing their vocabularies.

### Literacy Instructional Strategies and Assessments

Learn to strengthen and extend your inventory of instructional practices and develop various assessments around reading, writing, speaking, and listening across content areas. Transfer what you learn in this practical, hands-on professional development session to actively engage students and boost their achievement.

### Customized Services

Through this highly personalized service, team members will learn how to improve student results in reading and writing with expert guidance. Your coach will draw on firsthand experience as well as the experience of other successful schools to help staff execute proven best practices in lesson design, instruction, and assessment.

### Embedded Coaching

Tackle your students' literacy challenges head-on with the support of an expert coach. Teachers at every grade level will receive individualized suggestions for refining their lessons and incorporating instructional best practices. Through this guidance, staff will gain the know-how to help all students master the reading and writing skills required for college and career success.



PROFESSIONAL  
LEARNING

# Instruction

**Through our resources and services,** we can help you develop and implement high-yield instructional strategies, tools, and best practices that lead to thriving classrooms where all learners are engaged, empowered, and motivated to succeed.

Work with **Solution Tree** to:

**BUILD** effective relationships with students and help them see achievement as a reachable target

**EFFECTIVELY** teach diverse learners and make your content meaningful to every student

**CONNECT** data analysis to instructional practices

**EXAMINE** current practices and identify areas for improvement

**DEVELOP** strategies for remote teaching and virtual learning



Travel-Free PD

# INSTRUCTION

## Bring our experts to your school



Jeremy S.  
Adams



Tina H.  
Boogren



Melissa  
Dickson



Brenda  
Duncan-Davis



William M.  
Ferriter



Karen  
Gazith



Kathy  
Tuchman Glass



Alexandra  
Guilamo



Sharroky  
Hollie



Ann  
Kaiser



Alex  
Kajitani



Toby J.  
Karten



Martha  
Kaufeldt



Jane A. G.  
Kise



Nathan D.  
Lang-Raad



Christi  
McBride



Michael  
McDowell



Alexander  
McNeece



Jay  
McTighe



LeAnn  
Nickelsen



Beth  
Pandolpho



Angela  
Peery



Rebecca  
Stobaugh



Carol Ann  
Tomlinson

## Additional experts

Marie Alcock  
Brady Barr  
Amos Fodchuk

Robin J. Fogarty  
Julie Graber  
Maria C. Grant

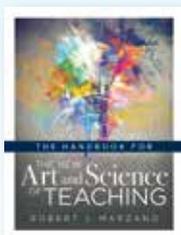
Jennifer D. Klein  
Kathleen Kryza  
Kathy Perez

Jacie Maslyk  
Ted McCain  
Brian M. Pete

Elliot Seif  
John Spencer  
Allison Zmuda

For a complete list of experts, go to [SolutionTree.com/InstructionExperts](https://www.solutiontree.com/instructionexperts)

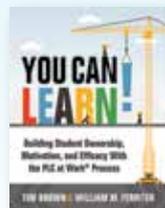
## FEATURED RESOURCES



### The Handbook for the New Art and Science of Teaching

This practical handbook will guide you through implementing competency-based education that improves

student learning outcomes and academic achievement. Better understand and utilize the research-based instructional strategies and teaching methods of the Marzano framework in your classroom, school, or district.



### You Can Learn! Building Student Ownership, Motivation, and Efficacy With the PLC at Work® Process

Great learning starts when students believe in their academic abilities. In *You Can Learn!*, authors Tim Brown and William M. Ferriter introduce intentional and purposeful steps your PLC team can take to increase the self-efficacy of every learner.



### Loving What They Learn

Deep learning and high engagement are possible for all students, regardless of subject, grade, or previous experience. With *Loving What They Learn*, you will discover

how to quantifiably measure students' needs, help strengthen their academic self-concept, and increase their self-efficacy.

# INSTRUCTION SERVICES

To help you determine which services may be right for you, each of our professional learning engagements is designed to fit your goals, budget, and time commitment.

## YOUR PRIMARY GOAL

**BUILDING**  
Your Skills

**DEEPENING**  
Your Skills

**SUSTAINING**  
Your Skills

	YOUR PRIMARY GOAL	BUILDING Your Skills	DEEPENING Your Skills	SUSTAINING Your Skills
1-DAY	One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.			
	Keynote	<input type="radio"/>		
	Implementing Culturally Responsive Instruction	<input type="radio"/>		
2-4-DAY COMMITMENT	More intensive 2- to 4-day sessions with an expert to guide your entire staff or a smaller team to deepen understanding and further progress.			
	Daily Differentiation Strategies for the Classroom		<input type="radio"/>	
	Motivating Students		<input type="radio"/>	
	The New Art and Science of Teaching		<input type="radio"/>	
	Succeeding as a Beginning Teacher		<input type="radio"/>	
	Establishing a Learning Culture		<input type="radio"/>	
	Adapting Instruction for Diverse Populations		<input type="radio"/>	
	Supporting Classroom Growth Mindsets and Increasing Learner Autonomy		<input type="radio"/>	
	The New Art and Science of Teaching Art and Music		<input type="radio"/>	
	The New Art and Science of Teaching Mathematics		<input type="radio"/>	
	Brain-Friendly Teaching Strategies		<input type="radio"/>	
	Differentiation and the Brain		<input type="radio"/>	
	Engineering Creative Critical Thinking in Your Classroom		<input type="radio"/>	
	Strategies for Instructional Coaches		<input type="radio"/>	
	Personalizing Learning Through Voice and Choice		<input type="radio"/>	
Making Learning Flow		<input type="radio"/>		
MULTI-DAY	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.			
	Embedded Coaching			<input type="radio"/>
	Customized Services			<input type="radio"/>
	Global PD			<input type="radio"/>

All training is delivered by a Solution Tree author or certified associate.

## Building Your Skills

1-DAY COMMITMENT

## Deepening Your Skills

2-4-DAY COMMITMENT

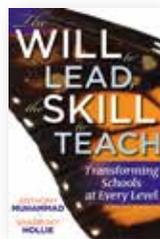
### Keynote

A keynote supports and motivates your teachers to use best practices and new research related to classroom instruction. Solution Tree authors and associates are capable and available to customize their work for your needs.

### Implementing Culturally Responsive Instruction

Support underserved students using culturally and linguistically responsive teaching strategies across content areas and grade levels.

- Examine techniques for culturally and linguistically responsive teaching.
- Access sample activities that can be used in classrooms immediately.



Recommended Resource

### Daily Differentiation Strategies for the Classroom

Discover how to determine students' learning needs and help them reach their fullest potential.



Recommended Resources

- Explore various lesson plans and activities.
- Unite curriculum design, assessment, and instruction through the lens of differentiation.
- Discover how to create a brain-friendly learning environment, shift processes to support collaboration, and more.
- Raise the bar for all learners by enhancing rigor and providing learners opportunities to grow.
- Incorporate the four Cs—communication, collaboration, creativity, and critical thinking—into curriculum design.
- Shift from teacher-centered to student-centered instruction to enhance learning.
- Identify the roles of teacher, leadership, and intervention teams and understand why they are essential to the intervention system.

### Motivating Students

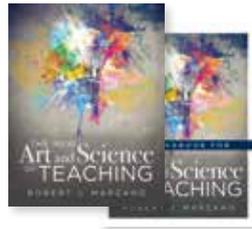
Motivate students who are disengaged in the learning process. Explore a range of strategies for connecting with these students, developing their competence, and creating a fun learning environment.

- Access proven strategies for engaging students.
- Explore the impact of positive reinforcement and feedback.



## The New Art and Science of Teaching

Discover a framework for substantive change that comprehensively addresses the most alterable effect on student achievement: instruction.



Recommended Resources

- Utilize 10 design questions and a general framework that will help determine which classroom strategies you should use to foster student learning.
- Analyze the behavioral evidence that proves the chosen instructional strategies are helping learners achieve academic success.
- Study the state of the modern standards movement and what changes must be made in K–12 education to ensure high levels of learning for all.
- Access reproducible scales specific to the elements in *The New Art and Science of Teaching*.

## Succeeding as a Beginning Teacher

Designed for teachers in the early stages of their careers, as well as mentors, coaches, and supervisors, this two-day training identifies six phases every beginning teacher goes through, offering crucial advice and strategies for each.

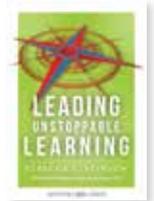


Recommended Resource

- Explore the six phases of beginning teachers—(1) anticipation, (2) survival, (3) disillusionment, (4) rejuvenation, (5) reflection, and (6) second anticipation.
- Understand the feelings and challenges associated with each phase.
- Discover practical strategies for instruction, classroom management, and relationship building.
- Learn how to practice self-care to avoid early career burnout that so often leads to teachers changing careers.

## Establishing a Learning Culture

Lead your school to success with key strategies and practices that establish a learning culture, such as creating an inclusive environment and inspiring teachers to become leaders.

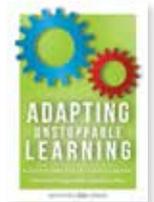


Recommended Resource

- Explore the four principles of systems thinking—relationships, communication, responsiveness, and sustainability.
- Study the critical characteristics of unstoppable learning leadership.

## Adapting Instruction for Diverse Populations

Provide effective differentiated instruction to students with varying needs, from disabilities to twice-exceptionality.



Recommended Resource

- Learn how to adjust curriculum in ways that maintain appropriate levels of rigor for all students.
- Consider the importance of collaboration and communication in learning adaptations.
- Explore a plethora of high-tech and low-tech accommodations for student input and output.
- Examine graphical and content assessment changes for maximum accessibility.

## Supporting Classroom Growth Mindsets and Increasing Learner Autonomy

Cultivate meaningful student engagement by understanding the theories and teaching strategies of learner autonomy, motivation, self-determination, and participation in the classroom.

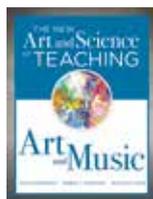


Recommended Resource

- Become familiar with the different student engagement mindsets and gain classroom instructional strategies that help establish a growth mindset for all students.
- Consider differentiated instruction and classroom scenarios that increase participation and boost intrinsic motivation for students.
- Boost students' competency and independence to help deepen their learning by tapping into student engagement strategies designed to consolidate their thinking.

## The New Art and Science of Teaching Art and Music

Ensure your art and music programs thrive with music- and arts-based teaching strategies built upon the research-based framework of Dr. Robert J. Marzano's *New Art and Science of Teaching*. Educators will learn how to enhance their daily practices and promote the artistic expression, creative growth, and critical thinking skills of every student.

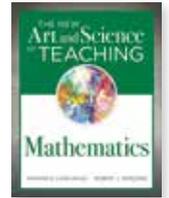


Recommended Resource

- Explore a model for strengthening instructional strategies for art and music.
- Understand which elements of instruction are best suited to teaching art and music and prioritize the specific suggestions and techniques for implementing these elements.
- Discover time-tested strategies and ideas to improve teaching and learning in art and music classrooms.

## The New Art and Science of Teaching Mathematics

Make the most of The New Art and Science of Teaching model in math classrooms. Discover tools and instructional strategies for math that will aid teachers in articulating learning targets, conducting math lessons, tracking students' learning outcomes, and more.

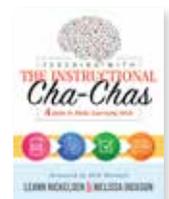


Recommended Resource

- Explore how The New Art and Science of Teaching framework can optimize instruction methods and establish best practices in teaching mathematics.
- Discover a four-step process designed to help math teachers deepen their expertise of math teaching strategies.
- Articulate learning targets and conduct math lessons to engage students, track progress, and celebrate successes.

## Brain-Friendly Teaching Strategies

Implement a four-step instructional cycle based on the synthesis of educational neuroscience, formative assessment, and differentiated instruction. As teachers are able to gradually release learning to students, these high-impact strategies, tools, and concepts have the power to double the speed of their learning and transform students into active learners and independent thinkers.

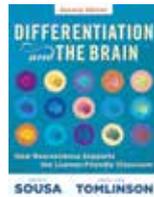


Recommended Resource

- Examine effective teaching strategies and differentiation practices so you can adjust instruction according to student needs.
- Consider the four-step instructional cycle and understand the components of chunk, chew, check, and change.
- Learn how to plan instruction and preassess efficiently so that daily learning targets and formative assessments enable each student to meet standards.

## Differentiation and the Brain

Explore ways in which findings from educational neuroscience inform the big ideas and key practices of differentiation, and how applying those ideas helps teachers create brain-friendly classrooms. You'll also gain instructional strategies and practices that support teachers in addressing the varied learning needs of their students.



Recommended Resource

- Learn which practices support the brain in learning—and which ones create roadblocks.
- Discover findings from education neuroscience and psychology that can help you plan more effectively.
- Understand why an invitational learning environment is key to student success and how to work with your students to create one.

## Engineering Creative Critical Thinking in Your Classroom

Bring the real world into your classroom and encourage creativity, collaboration, critical thinking, and innovation with activities and projects based on engineering design thinking. Model and develop strategies and approaches to connect your current curriculum to real-world challenges and to engage all learners in designing solutions.

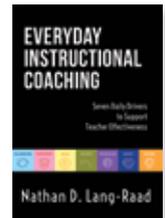


Recommended Resource

- Explore the engineering design process (EDP) and unpack the key stages of problem definition, background research, brainstorming, prototyping, testing, and optimizing.
- Model activities designed to build agility, resilience, and lifelong learning skills in your students as they learn to think like engineers—learning from failure, evaluating multiple options, and exploring the positive and negative aspects of possible solutions.

## Strategies for Instructional Coaches

Instructional coaches play a crucial role in helping educators meet the ever-changing demands placed on teaching and learning. In this on-site professional learning engagement, coaches will discover seven drivers they can use to best support teachers in their daily work:

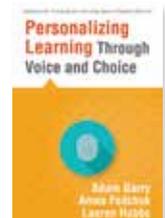


Recommended Resource

- (1) collaboration, (2) transparency, (3) inquiry, (4) discourse, (5) reverberation, (6) sincerity, and (7) influence.
- Gain strategies to strengthen relationships and improve outcomes with teachers and teacher teams.
  - Access tools to help self-assess and adjust daily coaching practices.
  - Understand the sociocultural psychology and education research that support the seven daily drivers.
  - Learn approaches you can use to keep pace with the demands on today's educators, coaches, and instructional leaders.

## Personalizing Learning Through Voice and Choice

The term “personalized learning” carries all kinds of connotations for all kinds of people. When considered from the perspective of the learner, this term becomes more accessible and even exciting for educators. Engage with practical, proven strategies, stories, and resources that empower individual educators, schools, and districts to authentically personalize learning.



Recommended Resource

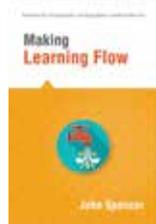
- Receive inspiration that will help you change the culture of learning for students.
- Learn the roles of students, teachers, school site administrators, and district administrators in this culture change.
- Explore readiness tiers, indicators, and supports.

## Sustaining Your Skills

MULTI-DAY COMMITMENT

### ○ Making Learning Flow

Rethink student engagement and bring flow to the classroom to inspire students to love learning and reach optimal achievement. Using the key components of this resource, generate a state of flow in the classroom every day to spark optimal student performance.



Recommended Resource

- Learn the fundamentals of flow.
- Reimagine student engagement to create conditions that foster a state of flow regularly.
- Motivate students to become naturally curious, creative critical thinkers.
- Make learning inherently fun—encouraging students to love learning.
- Gain effective strategies for improving motivation, instruction, pacing, and feedback in the classroom.
- Understand how intrinsic motivations can better inspire students' learning than extrinsic rewards.
- Grasp how to effectively match students' perceived skills with an equal level of challenge.
- Issue immediate and effective feedback to help students monitor their own learning progress.

### ○ Embedded Coaching

Ensure best-practice instruction is adopted throughout your school or district with job-embedded coaching. Our expert coaches will provide professional learning tailored to the needs of each staff member, with a custom mix of classroom observations, lesson-planning support, targeted feedback, and more.

### ○ Customized Services

Give your team personalized support and guidance focused on instructional best practices. Together, we'll develop a customized learning plan featuring on-site professional learning and virtual training opportunities specifically designed to help your staff provide quality instruction that leads to quality learning.

### ○ Global PD

**Implement strategies that lead to an environment that engages, empowers, and motivates all learners to succeed**

Access hundreds of instructional videos and resources that reveal specific, proven actions you can take to ensure all students achieve academic success. Additionally, with The New Art and Science of Teaching video playlist, you'll gain access to select Marzano Compendium of Instructional Strategies videos where you'll learn:

- How to provide and communicate clear learning goals
- How to conduct direct instruction lessons
- How to engage students in cognitively complex tasks



PROFESSIONAL  
LEARNING

# Classroom Management & Behavior

Through our resources and services, we can help you **ensure that all students succeed through effective teaching strategies**, enhanced instruction, and collaboration.

Work with **Solution Tree** to:

**DEVELOP** shared knowledge of research behind behavior and behavior supports

**FOSTER** quality relationships with students

**PRACTICE** strategies that empower students to behave in accordance with their values

**IMPLEMENT** formative assessment and other tools for measuring behavioral-skill development and success



Travel-Free PD

# CLASSROOM MANAGEMENT & BEHAVIOR SERVICES

To help you determine which services may be right for you, each of our professional learning engagements is designed to fit your goals, budget, and time commitment.

YOUR PRIMARY **GOAL**

**BUILDING**  
Your Skills

**DEEPENING**  
Your Skills

**SUSTAINING**  
Your Skills

	YOUR PRIMARY GOAL	BUILDING Your Skills	DEEPENING Your Skills	SUSTAINING Your Skills
1-DAY COMMITMENT	One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.			
	Owning It: Empowering Teachers to Close the Achievement Gap	○		
	Creating Positive Classroom Learning Environments	○		
	Empowering Partnerships With Parents	○		
2-4-DAY COMMITMENT	More intensive 2- to 4-day sessions with an expert to guide your entire staff or a smaller team to deepen understanding and further progress.			
	Compassionate Discipline: Empowering Our Students and Ourselves		○	
	Behavior Solutions: Function as a PLC and Assign RTI Behavior/SEL		○	
	Building Trusting Relationships With Students at Risk		○	
	Using RTI to Transform Classroom Behavior		○	
EMPOWER Tools to Build Advisory Programs				
MULTI-DAY	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.			
	Embedded Coaching			○
	Customized Services			○

All training is delivered by a Solution Tree author or certified associate.

## Bring our experts to your school



Kristyn Klei Borrero    Jessica Djabrayan Hannigan    John Hannigan    Tom Hierck    Alex Kajitani    Alexander McNeece    Don Parker    Lauren Porosoff    Chris Weber    Jonathan Weinstein

For a complete list of experts, go to [SolutionTree.com/CMBexperts](https://www.solutiontree.com/CMBexperts)

## Owning It: Empowering Teachers to Close the Achievement Gap

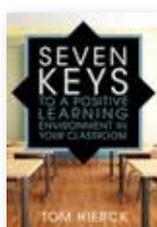
Learn to embrace the struggles teachers face every day, and then implement effective teaching strategies to close the achievement gap and ensure that all students succeed. This on-site engagement empowers teachers to own their careers, teach effectively, and develop strong relationships with their students and colleagues.



Recommended Resource

## Creating Positive Classroom Learning Environments

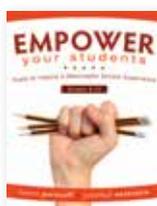
As educators look to have all students achieve at high levels and transition to their next step, some key actions become critical. What will you do to establish clearer expectations, enhance instruction and assessment, and foster quality relationships with students? Begin your journey by examining the seven keys to a positive learning environment in your classroom, aligning academic and behavior interventions to create a learning environment where all students can succeed.



Recommended Resource

## Empowering Partnerships With Parents

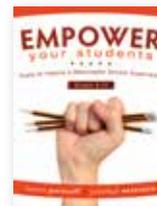
In this experiential and interactive workshop, teachers will learn strategies based on psychological science to approach parent communications with compassion and self-compassion. Teachers and parents can then build more collaborative relationships that ultimately empower the student to make school personally meaningful.



Recommended Resource

## Compassionate Discipline: Empowering Our Students and Ourselves

Learn tools to help students behave in more effective and values-consistent ways, while also exploring your own values as an educator.

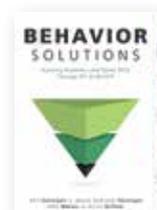


Recommended Resource

- Explore four ways to support students who misbehave.
- Learn to teach replacement behaviors that help students get the attention, stimulation, relief, or escape they're seeking through misbehavior.
- Understand how school systems and structures can elicit problematic behaviors.
- Discover how meaningful work can be a support strategy for students who misbehave.

## Behavior Solutions: Function as a PLC and Assign RTI Behavior/SEL

Take strategic action to close the systemic behavior gap and build a comprehensive systematic response for behavior and social-emotional learning (SEL) with the support of *Behavior Solutions*. Foster positive SEL by utilizing the PLC at Work® and RTI at Work™ processes to boost student metacognition and create an action plan for meeting their psychological and social well-being needs.



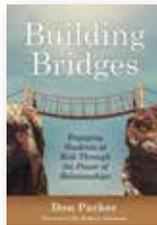
Recommended Resource

- Delve into the actions necessary to build effective professional learning communities as a vehicle for improving academic and social behavior outcomes for all students.
- Learn how to use response to intervention to ensure every student's success.
- Apply essential academic and social behavior standards, processes, tools, and resources to help your school function as a PLC for each tier of needed supports.

## Sustaining Your Skills MULTI-DAY COMMITMENT

### Building Trusting Relationships With Students at Risk

This hands-on workshop discusses the characteristics of students at risk and students who have experienced trauma, as well as the difficulties they face in building trusting relationships with adults in school settings.



Recommended Resource

### Using RTI to Transform Classroom Behavior

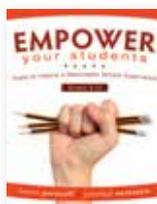
Design and implement a comprehensive, multitiered approach to nurturing behavioral and social-emotional skills for all students within your school. Educators will learn core supports to develop the skills that all learners need to be successful in school, college, career, and life, while also anticipating potential challenges and preparing to confidently respond to students in need of intensive and differentiated supports.



Recommended Resource

### EMPOWER Tools to Build Advisory Programs

Discover how to build an advisory program using the elements of EMPOWER—exploration, motivation, participation, openness, willingness, empathy, and resilience—to help students make school a positive, meaningful experience for themselves.



Recommended Resource

- Discover how to help students determine what values they want to enact at school and in life.
- Practice doing activities that empower students to connect their learning and work to their own values.
- Discuss ideas for how to follow up, create variations to match students' needs and backgrounds, and address challenges that might arise.

### Embedded Coaching

Create a positive classroom environment by establishing clearer expectations, enhancing instruction and assessment, and fostering quality relationships with students. Our coaches will work with both leadership and teachers to ensure that both new and experienced educators can employ the most effective behavioral and social skills activities for their particular classes and form unique relationships with each and every learner.

- Consider the student behaviors, characteristics, and experiences that are typically barriers to success in school.
- Discover collaborative practices that can establish common student expectations across classrooms and schools.
- Hear from educators who have successfully applied behavioral-skill teaching in their classroom management strategies.
- Learn how to bring your own values to the classroom to become a better teacher and colleague.

### Customized Services

Our staff will work with you to design and deliver a high-quality professional development experience. Guided by our diverse specialists, you'll simultaneously target key issues with integrated approaches, products, and resources.

- Enjoy personalized long-term attention from high-caliber presenters and Solution Tree staff.
- Get a library of research-based resources combined with on-site support.
- Focus on one strategy, or combine the work of several education leaders.
- Stay on track with debriefings and interim support.
- Nurture a consistent plan for sustained improvement.

# Leadership

**Build strong leadership** across your school or district. Whether you want to rely on user-friendly resources, research-based professional development, or a customized combination of both, our authors and experts will help you ensure the success of both staff and students.

Work with **Solution Tree** to:

**DEVELOP** leadership to drive change at the classroom, school, and district levels

**PROVIDE** leaders at all levels with targeted guidance to help them understand their important daily role in supporting learning

**DISCOVER** leadership practices that support the implementation of effective instructional practices

**LEARN** techniques for resolving issues and ensuring staff are on the same page



# LEADERSHIP SERVICES

To help you determine which services may be right for you, each of our professional learning engagements is designed to fit your goals, budget, and time commitment.

YOUR PRIMARY GOAL

**BUILDING**  
Your Skills

**DEEPENING**  
Your Skills

**SUSTAINING**  
Your Skills

	1-DAY	2-4-DAY COMMITMENT	MULTI-DAY
	One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.		
	Keynote		
	More intensive 2- to 4-day sessions with an expert to guide your entire staff or a smaller team to deepen understanding and further progress.		
	Now We're Talking!		
	Take Time for You: Self-Care for Educators		
	Empowering Women for School Leadership		
	Building Great School Counselor–Administrator Teams		
	Swimming in the Deep End: What Does It Take?		
	Supporting the Whole Child Through Reflective School Leadership		
	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.		
	Customized Services		
	Global PD		

All training is delivered by a Solution Tree author or certified associate.

## Bring our experts to your school



For a complete list of experts, go to [SolutionTree.com/LeadershipExperts](https://www.solutiontree.com/LeadershipExperts)

**Keynote**

Empower your leadership team by scheduling a dynamic keynote with one of our experts. Participants will gain best practices, practical strategies, and forward-thinking approaches for supporting staff, driving school improvement efforts, and increasing student achievement.

FEATURED **RESOURCES**



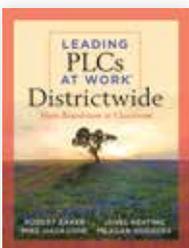
**Powerful Guiding Coalitions**  
**How to Build and Sustain the Leadership Team in Your PLC at Work®**

Building a PLC is not a journey taken alone. That's where the guiding coalition comes in. With clear guidance, this book examines every aspect of how to create, develop, and sustain this essential team that will help champion and lead the change process.



**Leading the Launch**  
**A Ten-Stage Process for Successful District Initiatives**

How do schools and districts make true progress? One step at a time. Leading the Launch offers a ten-stage initiative implementation process proven to help you lead the charge for change with ingenuity, flexibility, responsiveness, and passion.



**Leading PLCs at Work® Districtwide**  
**From Boardroom to Classroom**

Ensure your district is doing the right work, the right way, for the right reasons. With this resource as your guide, you will learn how to align the work of every PLC team districtwide—from the boardroom to the classroom.

**Now We're Talking!**

Daily classroom visits can lead to significant improvements in teaching and learning. By regularly observing classrooms, K-12 instructional leaders can make informed operational and instructional decisions that foster rich relationships with teachers, improve professional practices, reduce stress, and increase student learning.

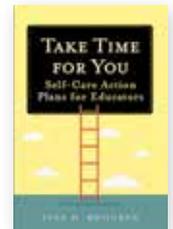


Recommended Resource

**Take Time for You: Self-Care for Educators**

Utilizing a research-based framework for self-care, Dr. Tina H. Boogren will help educators at all levels discover a clear path to well-being.

- Understand the foundational research and theory on motivation and inspiration.
- Discover how to create a culture in schools and classrooms that awakens both teachers and students to new possibilities and excitement.



Recommended Resource

**Empowering Women for School Leadership**

The impact of high-quality school leadership is second only to teaching. While a majority of educators are women, they remain underrepresented in school leadership. Support women leaders on their journey to discover their personal leadership identity and engage in opportunities to learn, grow, and lead within their school communities.

- Examine the need for women in leadership positions at schools and districts.
- Consider your own leadership identity and learn where to make adjustments.



Recommended Resource

## Sustaining Your Skills

MULTI-DAY COMMITMENT

### Building Great School Counselor–Administrator Teams

Accelerate the impact school administrators and guidance counselors have on school improvement, student behavior, and mental health.

- Navigate the evolving roles of school counselors and administrators to build high-performing teams through a group decision-making model.
- Discover implementation strategies for utilizing brief solution-focused techniques for behavior management.

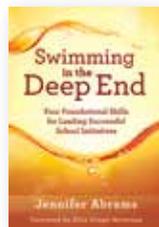


Recommended Resource

### Swimming in the Deep End: What Does It Take?

No matter what role you play in a school or district, you want to make a difference.

- Improve the communication and rollouts of new initiatives with skills to help you avoid preventable mistakes.
- Develop a toolkit for how to manage resistance when change gets messy.



Recommended Resource

### Supporting the Whole Child Through Reflective School Leadership

By re-energizing your commitment to ongoing leadership development and engaging “both/and” rather than “either/or” thinking for numerous decisions, we can transform schools so students flourish academically while also meeting their social and emotional learning needs.

- Study the 12 lenses of school leadership—core educational leadership responsibilities that are essential for leading whole-child schools.
- Overcome biases and balance student and adult needs by developing leadership skills and emotional intelligence.



Recommended Resource

### Customized Services

With your goals and challenges in mind, we'll develop a learning plan custom-made for your leadership team. Based on your unique needs, our experts will provide targeted training sessions—either face-to-face, virtually, or a combination of both—that deliver foundational knowledge, real-world solutions, and next steps for strengthening your organization's approach to teaching and learning.

### Global PD

#### Build strong leadership across your school or district

An award-winning professional learning solution, Global PD provides high-quality training for leadership to ensure a creative, productive school culture. For instance, with the HEART! video playlist, you'll reconnect to the passion and energy you felt when you first chose to become part of the education profession. Use the HEART! playlist to:

- Understand how to use collaborative problem-solving to improve student success.
- Gain tangible and simple examples of how leaders can celebrate team accomplishments.
- Embrace the concept of constant improvement.



## English Learners

**According to** the National Center for Education Statistics, more than 4.9 million public school students in the United States are English learners, and this number will continue to rise.

Work with **Solution Tree** to:

**CLOSE** the achievement gap by ensuring English learners have the support they need

**DIFFERENTIATE** instruction for English learners

**RESTRUCTURE** roles so that all teachers are responsible for English learners' success

**BUILD** background knowledge and vocabulary effectively



# ENGLISH LEARNERS SERVICES

To help you determine which services may be right for you, each of our professional learning engagements is designed to fit your goals, budget, and time commitment.

YOUR PRIMARY GOAL		BUILDING Your Skills	DEEPENING Your Skills	SUSTAINING Your Skills
1-DAY	One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.			
	Keynote	○		
2-4-DAY COMMITMENT	More intensive 2- to 4-day sessions with an expert to guide your entire staff or a smaller team to deepen understanding and further progress.			
	Essentials for Teaching Reading and Comprehension to ELs		○	
	Implementing RTI with English Learners		○	
	Teaching ELs in a Professional Learning Community		○	
MULTI-DAY	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.			
	EL Site-Specific Coaching			○
	Embedded Coaching			○
	Customized Services			○
	Instructional Coaching for Dual-Language and Bilingual Teachers' Classrooms			○

All training is delivered by a Solution Tree author or certified associate.

## Bring our experts to your school



Margarita Espino Calderón



Luis F. Cruz



Alexandra Guilamo



Diane Kerr



Katherine McCluskey



Hector Montenegro



Shawn Slakk



Maria N. Trejo

Learn more at [SolutionTree.com/EL/PD](https://www.solutiontree.com/EL/PD)

## Keynote

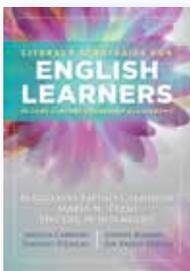
An expert author or certified associate will share a multifaceted approach for effectively supporting English learners (ELs). Staff will gain a deeper understanding of the unique needs of your EL community, explore a range of practical best practices for instruction, and learn how to target interventions to achieve better learning results.

## FEATURED RESOURCES



### Promises Fulfilled A Leader's Guide for Supporting English Learners

Discover research-based strategies preK–12 administrators and teacher leaders can implement to effectively support English learners in their schools or districts.



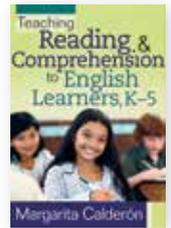
### Literacy Strategies for English Learners in Core Content Secondary Classrooms

Motivate English learners to boost proficiency using instructional strategies that integrate language, literacy, and content to ensure all students thrive.

## Essentials for Teaching Reading and Comprehension to ELs

Determine how to effectively close the learning gap for English learners.

- Gain practical instructional strategies and assessment processes for developing academic vocabulary.
- Acquire lesson templates that will help integrate vocabulary, reading comprehension skills, and writing strategies into math, science, social studies, and language arts.

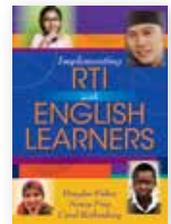


Recommended Resource

## Implementing RTI with English Learners

Explore the underlying factors that cause English learners to stall in their progress toward second language proficiency—including culture, background knowledge, and prior experiences. Then determine how to provide every EL with the appropriate level of support.

- Understand the unique needs of ELs.
- Use RTI as a means for assessing progress with elements designed expressly for ELs.
- Promote meaningful instruction into the classroom and grade-level curricula.



Recommended Resource

## Teaching ELs in a Professional Learning Community

Discover the components of a PLC that teacher leaders utilize to help close the achievement gap for students who are learning English as a second language.

- Listen to the needs of ELs and change your expectations and behavior for more effective learning results.
- Determine how district and school leaders can work collaboratively to create policies and practices that ensure ELs excel.

## Sustaining Your Skills

MULTI-DAY COMMITMENT

### EL Site-Specific Coaching

Get direct support for school teams to ensure success for your EL community. Over the course of the school year, develop a plan and put it in action with team review cycles. Take advantage of our experience in EL coaching delivered by seasoned experts who can help you reach your goals.

### Embedded Coaching

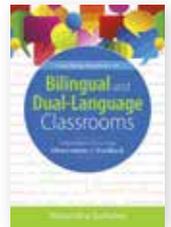
Prepare your teachers to support English learners with one-on-one coaching. During this personalized service, acclaimed Solution Tree experts will share tailor-made strategies for specific grade levels and subject areas. Educators will receive ongoing support and guidance as they work to identify and support English learners, close achievement gaps, and promote equitable academic opportunities for all students.

### Customized Services

After learning about your community of English learners and the challenges you're facing, we'll build a custom professional learning experience for your staff. Through face-to-face and virtual support from our experts, your team will gain proven practices and classroom-ready strategies for ensuring English learners succeed in learning and in life.

### Instructional Coaching for Dual-Language and Bilingual Teachers' Classrooms

Develop an effective instructional coaching model for all coaches to work with dual-language and bilingual educators, even when they don't speak the language of instruction. Discover a proven process for an effective observation and feedback cycle to coach bilingual teachers and dual-language classrooms.



Recommended Resource

- Explore the dual-language programs currently used in classrooms and schools and their unique qualities and benefits.
- Learn the essential shifts in mindset and pre-observation conference that frames an effective coaching and feedback cycle.
- Gain best practices you can utilize as you increase your ability to objectively and accurately observe dual-language teachers while they teach in any language.



## Digital Learning & 21st Century Skills

**Developing successful learners in today's tech-driven world is a big challenge—and we're here to help.** You can rely on our innovative resources and professional learning to guide you as you work to prepare students for college and career.

Work with **Solution Tree** to:

**EXPLORE** how to apply modern learning practices to accelerate student achievement

**DEVELOP** plans for implementing modern learning practices

**ENSURE** equitable digital implementation schoolwide or districtwide

**GAIN** strategies for seamlessly incorporating technology into classroom lessons



# DIGITAL LEARNING & 21st CENTURY SKILLS SERVICES

To help you determine which services may be right for you, each of our professional learning engagements is designed to fit your goals, budget, and time commitment.

YOUR PRIMARY GOAL		BUILDING Your Skills	DEEPENING Your Skills	SUSTAINING Your Skills
1-DAY	One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.			
	Creating a Digital-Rich Classroom	○		
2-4-DAY COMMITMENT	More intensive 2- to 4-day sessions with an expert to guide your entire staff or a smaller team to deepen understanding and further progress.			
	Enhancing Teaching and Learning through Technology		○	
	Reimagining Schools for Modern Learners		○	
	Enacting Your Mission through Student-Centered Planning, Teaching, and Learning Systems		○	
	Innovative Strategies for Future-Focused Learning		○	
Transforming Schools with Cognitively Engaged Classrooms		○		
MULTI-DAY	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.			
	Customized Services			○
	Global PD			○

All training is delivered by a Solution Tree author or certified associate.

## Bring our experts to your school



James A. Bellanca



Suzie Boss



Lee Crockett



William M. Ferriter



Michael Fullan



Ann Kaiser



William Kist



Jennifer D. Klein



Ellen Linnihan



Suzette Lovely



Scott McLeod



Meg Ormiston



Brian M. Pete



Lauren Porosoff



Rebecca Stobaugh



Jonathan Weinstein

For a complete list of experts, go to [SolutionTree.com/21stCenturyExperts](https://www.solutiontree.com/21stCenturyExperts)

## Building Your Skills

1-DAY COMMITMENT

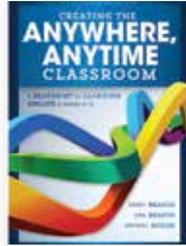
## Deepening Your Skills

2-4-DAY COMMITMENT

### Creating a Digital-Rich Classroom

Design and deliver standards-based lessons in which technology plays an integral role.

- Understand the research base and practical strategies for using Web 2.0 tools.
- Create engaging lessons that transform and enrich content.



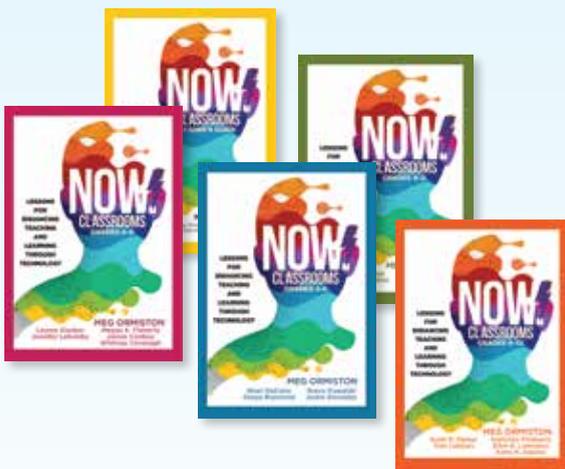
Recommended Resource

### Enhancing Teaching and Learning through Technology

Rely on our digital learning experts to help you implement a technology program aligned to the ISTE Standards for Students. Participants will discover how to actively engage today's connected generation of students, give them a voice and choice in how they learn, and ensure they are equipped with the skills and knowledge needed for success inside and outside of the classroom.

- Empower students to effectively and ethically participate in and contribute to the digital world around them.
- Examine why human capital, social capital, and decisional capital are essential for sustaining deep learning.

## FEATURED RESOURCES



### NOW Classrooms series

Lessons for Enhancing Teaching and Learning Through Technology

Each resource in this series presents grade-band-specific lessons that support the ISTE Standards for Students. Use the lessons, which focus on four essential skills—communication, collaboration, critical thinking, and creativity—to take instruction and learning to the next level through the use of technology. Each chapter includes strategies for developing authentic learning experiences and ends with discussion questions for personal reflection.



Recommended Resources

### Reimagining Schools for Modern Learners

Discover a modern approach to education that includes new methods and practices for developing confident and creative learners.

- Understand the modern contexts for teaching and learning created by globally networked technologies.
- Develop a mission, vision, and plan for moving classrooms, schools, and professional practice forward in meaningful and sustainable ways.

#### Solutions for Digital Learner-Centered Classrooms series

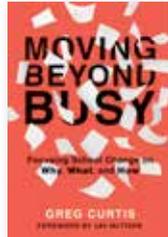


Recommended Resources

## Sustaining Your Skills MULTI-DAY COMMITMENT

### Enacting Your Mission through Student-Centered Planning, Teaching, and Learning Systems

Break the cycle of endless busywork to achieve sustainable change. Participants will learn how to commit to a few clear, learning-focused goals—and then act on them—using the input-output-impact (I-O-I) framework.



Recommended Resource

- Learn the why-what-how sequence of change and how it provides a path to greater goal clarity and effectiveness.

### Innovative Strategies for Future-Focused Learning

For students to be ready for anything, our paradigm of schooling must change. New thinking and new approaches are needed to feed students' minds, curiosity, and aspirations.

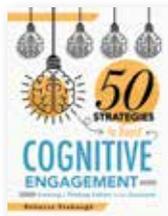


Recommended Resource

- Understand what a future-ready learner actually looks like and the role you can play in assisting with the process.

### Transforming Schools with Cognitively Engaged Classrooms

Embrace teacher-tested instructional strategies for transforming classrooms into a vibrant thinking environment. Educators will learn how to engage students' cognitive abilities and foster essential 21st century skills—from critical thinking and problem-solving to teamwork and creativity.



Recommended Resource

- Analyze and develop tasks at various cognitive levels.
- Engage in strategies for sustaining classroom engagement and promoting movement, collaboration, and media literacy, and identify plans to implement them in your classroom.

### Customized Services

Share your specific challenges, and we'll design and deliver a customized learning experience. Available for on-site support as well as virtual training, our experts can guide your team through every phase of implementing a digital learning program, from developing digital policies and procedures to incorporating blended learning practices into classrooms.

### Global PD

**Provide digitally rich instruction that accelerates student achievement**

Access high-quality, goal-oriented trainings, helping you to sustain learning throughout the year.

- Access hundreds of videos and resources from top authors, including resources from William M. Ferriter, Michael Fullan, and Will Richardson.
- Receive on-demand, personalized webinar coaching from certified experts.
- Use online tools to unpack standards, build common assessments, review team data, and manage interventions.



# Social-Emotional Learning

**Explore the emotional, cultural, and academic needs** of students and staff to help them develop relationship skills, self-management techniques, responsible decision-making capabilities, self-awareness, and social awareness.

Work with **Solution Tree** to:

**FORM** learning partnerships with students where voices and choices matter

**DISCOVER** policies and practices to work with students experiencing trauma

**EXAMINE** strategies that foster a sense of belonging for all students

**REIGNITE** the passion that first drew you to education, and prioritize self-care for yourself and your students



# SOCIAL-EMOTIONAL LEARNING SERVICES

To help you determine which services may be right for you, each of our professional learning engagements is designed to fit your goals, budget, and time commitment.

YOUR PRIMARY GOAL		BUILDING Your Skills	DEEPENING Your Skills	SUSTAINING Your Skills
1-DAY	One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.			
	Supporting Teacher Efficacy through Self-Care and Wellness	○		
	Best Practices in Wellness for Learners	○		
2-4-DAY COMMITMENT	More intensive 2- to 4-day sessions with an expert to guide your entire staff or a smaller team to deepen understanding and further progress.			
	Maximizing Student Engagement		○	
	Two-for-One Teaching: Integrate Social-Emotional Learning into Academic Instruction		○	
	Social-Emotional Learning: Supporting Growth in Elementary School Students and Staff		○	
	Reclaiming Youth at Risk: Developing Strengths in All Students		○	
	Cultivating a Positive School Community through the Foundational Practice of Mindfulness		○	
	Supporting the Whole Child through Reflective School Leadership		○	
MULTI-DAY	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.			
	Embedded Coaching			○
	Customized Services			○

All training is delivered by a Solution Tree author or certified associate.

## Bring our experts to your school



Tina H. Boogren



Larry K. Brendtro



MaryAnn Brittingham



John F. Eller



Jessica Djabrayan Hannigan



John Hannigan



Tom Hierck



Tracey Hulén



Yvette Jackson



Martha Kaufeldt



Jane A. G. Kise



Ann-Bailey Lipsett



Christine Mason



Michele Rivers Murphy



Lauren Porosoff

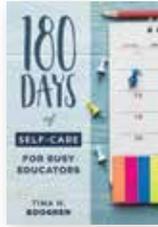


Jonathan Weinstein

For a complete list of experts, go to [SolutionTree.com/SEExperts](https://SolutionTree.com/SEExperts)

## Supporting Teacher Efficacy through Self-Care and Wellness

Recent research shows that 93 percent of teachers report high levels of job-related stress. Not only is this a concern for our educators, but it's a serious problem for our students as well. Students with stressed-out teachers have more behavior issues, and those students have lower overall achievement. This workshop explores easy-to-implement wellness hacks that will positively impact both the adults and the students in your building or district.

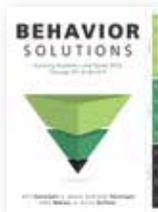


Recommended Resource

- Review the four seasons of a typical school year and how to help yourself and your staff members thrive through each phase.
- Explore multiple self-care and wellness hacks that are easy to implement at both the personal and professional level and correlate to the phases of the school year.

## Best Practices in Wellness for Learners

Educating the “whole” learner is essential to fostering student learning and wellness, through both in-person and virtual instruction. Students come to educators with a multitude of social and emotional needs, and schools must have a support system in place that provides learners with the social and emotional skills necessary to achieve their highest potential.



Recommended Resource

- Learn how to establish and foster a schoolwide system that supports social and emotional learning, through both traditional instruction and e-learning.
- Explore a menu of best practices for embedding social and emotional learning in every environment, including the virtual classroom.
- Develop a practitioner's toolkit for effective schoolwide implementation and monitoring of social and emotional learning.

## Maximizing Student Engagement

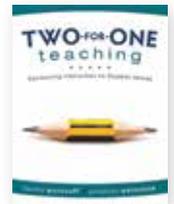
Discover how to use Questioning—a contemporary pedagogy tailored to a student's interests, needs, and abilities—to develop critical thinking, collaboration, and self-direction. Educators can engross students in emotionally gripping and compelling learning experiences, engage them with actionable targets and goals, and promote collaboration in online and physical spaces.

- Form learning partnerships with students that lead to co-teaching and co-learning, where voices and choices matter.

## Two-for-One Teaching: Integrate Social-Emotional Learning into Academic Instruction

Learn to use the academic tasks students already do as opportunities for them to explore and enact their values.

- Understand how to develop a classroom culture of willingness and empowerment.

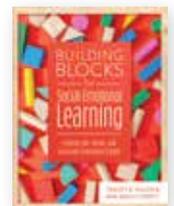


Recommended Resource

## Social-Emotional Learning: Supporting Growth in Elementary School Students and Staff

When you partner with one of our experts you and your staff will learn how to work from a deeper understanding of SEL—its importance, how it relates to behavior and child development, and how it positively impacts teacher efficacy. You will also delve into the PLC process as a way to build a healthy school climate, safe and effective classroom environments, and multilayered systems of responding to school and student needs.

- Learn how to respond to student behavior in a way that supports SEL development.



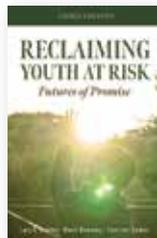
Recommended Resource

## Sustaining Your Skills MULTI-DAY COMMITMENT

### Reclaiming Youth at Risk: Developing Strengths in All Students

The need for belonging, along with mastery, independence, and generosity, form the core principles of social and emotional learning.

- Study the hazards facing youth at risk: relational trauma, failure as futility, powerlessness, and loss of purpose.



Recommended Resource

### Cultivating a Positive School Community through the Foundational Practice of Mindfulness

Build compassionate classrooms and mindful schools that prioritize and balance both learning and well-being.

- Explore the theory behind mindful and compassionate education practice, including the interrelated nature of physiology, cognition, emotions, and mindfulness for students.

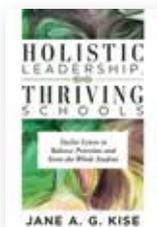


Recommended Resource

### Supporting the Whole Child through Reflective School Leadership

By re-energizing your commitment to ongoing leadership development and engaging both/ and rather than either/or thinking for numerous decisions, we can transform schools so students flourish academically while also meeting their social and emotional learning needs.

- Study the 12 lenses of school leadership—core educational leadership responsibilities that are essential for leading whole-child schools.



Recommended Resource

### Embedded Coaching

Reach your social and emotional learning goals with targeted support from our coaches. Our on-site experts will provide specific direction based on your school's or district's unique challenges, empowering every educator to create a collaborative environment where students feel engaged and motivated.

### Customized Services

Develop a custom learning plan designed to meet your distinct needs. This opportunity ensures that teams and individuals get the support they need through a tailor-made learning experience, with hands-on activities and practical strategies to develop learners' emotional and social skills as thoroughly as their academic skills.



PROFESSIONAL  
LEARNING

# Wellness Solutions for Educators

**(Re)discover your why** as an education professional. Wellness Solutions for Educators™ delivers a research-backed approach to overall teacher well-being that focuses on four key dimensions—physical, mental, social, and emotional—to help you bring your best self to your students and colleagues each day.

Work with **Solution Tree** to answer questions such as:

**HOW** do I avoid the mental and emotional exhaustion that seems to wait for me in every school season?

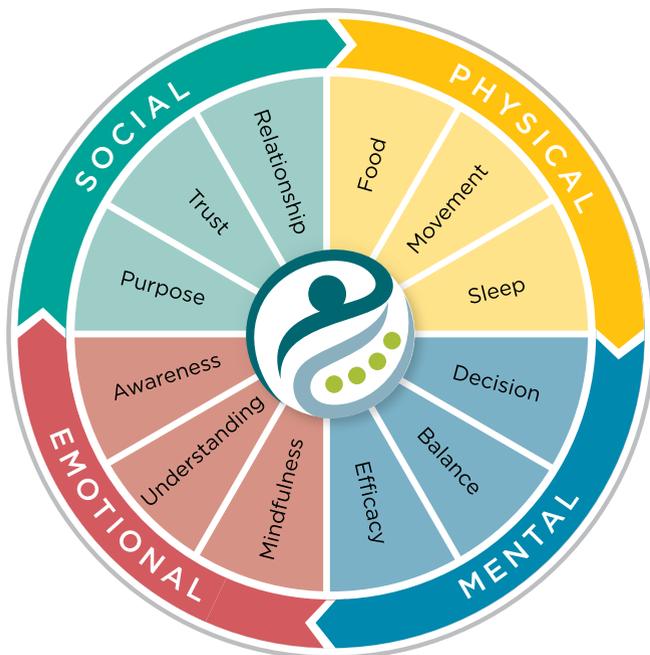
**WHICH** habits and routines have the greatest impact on my professional wellness?

**HOW** do I bring my best self to my students and colleagues each day?



Travel-Free PD

Tina H. Boogren and Timothy D. Kanold—  
the creators of Wellness Solutions for Educators



**The 4 Dimensions of Educator Wellness**

**PHYSICAL**

Understand how physical wellness directly benefits the other 3 Dimensions.

**MENTAL**

Focus on positive decision-making to help reduce stress.

**EMOTIONAL**

Build awareness, understanding, and mindfulness routines.

**SOCIAL**

Experience the rewards of improved professional relationships.

**Better educator wellness benefits students, too**

Educator well-being affects everyone in a school community. Wellness Solutions for Educators™ provides meaningful, reflective, and supportive strategies designed to help strengthen your work-life balance and increase efficacy.

Developed by award-winning educators Timothy D. Kanold and Tina H. Boogren, Wellness Solutions for Educators is deeply rooted in research and offers a complete, sustainable solution to benefit teachers and administrators at all levels.

# WELLNESS SOLUTIONS SERVICES

To help you determine which services may be right for you, each of our professional learning engagements is designed to fit your goals, budget, and time commitment.

YOUR PRIMARY GOAL

**BUILDING**  
Your Skills

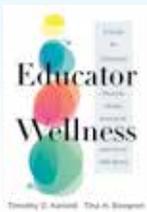
**DEEPENING**  
Your Skills

**SUSTAINING**  
Your Skills

1-DAY				
One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.				
Professional Wellness Keynote		○		
HEART! and SOUL!		○		
Professional Wellness Workshop for Educators		○		
Professional Wellness Workshop for School Leaders		○		
2-4-DAYS				
More intensive 2- to 4-day sessions with an expert to guide your entire staff or a smaller team to deepen understanding and further progress.				
The 4 Dimensions of Educator Wellness Series			○	
MULTI-DAY				
Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.				
Global PD				○
Customized Services				○
Self-Care for Educators				○

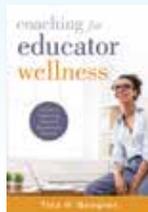
All training is delivered by a Solution Tree author or certified associate.

## FEATURED RESOURCES



**Educator Wellness**  
A Guide for Sustaining Physical, Mental, Emotional, and Social Well-Being

Embrace the habits and routines that will have the greatest impact on your well-being with the support of this reflective journal and guidebook.



**Coaching for Educator Wellness**  
A Guide to Supporting New and Experienced Teachers

Acquire evergreen coaching strategies alongside fresh new solutions that will help you differentiate support for new and veteran teachers, address teacher self-care, and more.



**SOUL!**  
A highly anticipated companion to the wildly popular *HEART!, SOUL!*

empowers educators to take another giant leap toward fulfilling their professional promise.

## Building Your Skills

1-DAY COMMITMENT

### Professional Wellness Workshop for Educators

Get hands-on, practical experience in working within the Wellness Solutions for Educators Framework. This full-day workshop invites every educator in your school or district to delve into 12 routines essential for personal progress in each of the 4 Dimensions of Educator Wellness.

- Honor your own wellness story and understand the value it holds for you and those whose lives you touch.
- Examine research-affirmed strategies you can use immediately for a more positive daily work experience.

### Professional Wellness Workshop for School Leaders

As a building or central office leader, ensure your school or district culture empowers educators to thrive. Attend this workshop to examine how well your systems and processes support educator wellness and identify changes you can make for positive impact.

- Understand the value of physical, mental, emotional, and social wellness.
- Discover strategies for supporting your staff in the dimensions and routines of wellness.

## Deepening Your Skills

2-4-DAY COMMITMENT

### The 4 Dimensions of Educator Wellness Series

Offered as individual 1-day sessions, each component in the series focuses on one of The 4 Dimensions of Educator Wellness:

- The **Physical** dimension of wellness represents the most essential needs for educators. In this session, you are invited to measure your physical wellness progress in three distinct routines: food, movement, and sleep.
- The **Mental** dimension of wellness represents the need to maintain manageable levels of stress while staying highly engaged in our busy lives. During this time together with fellow educators, you will tap into routines that will help you avoid the out-of-control, exhausted feeling that often accompanies prolonged stress.
- The **Emotional** dimension of wellness represents the need for healthy and positive emotional responses to daily experiences. The three routines explored in this one-day workshop—awareness, understanding, and mindfulness—will help you best take care of your emotional well-being so you respond to positive and negative situations alike with care and intention rather than reacting without control.
- The **Social** dimension of wellness represents the need for positive and healthy relationships with students and colleagues. This session expands the exploration of wellness beyond individual needs into appropriate outreach to others. You will work with three routines in this dimension: relationship, trust, and purpose.

## Sustaining Your Skills

MULTI-DAY COMMITMENT

### Global PD

Unlock unlimited access to professional learning videos and book chapters that will engage you in all the elements of the Wellness Solutions for Educators Framework. Designed in collaboration with Timothy D. Kanold, Tina H. Boogren, and other leading experts in educator wellness, Global PD provides meaningful web-based learning in an on-demand format that accommodates educators' busy schedules.

### Customized Services

Our Wellness Solutions team will listen to your specific challenges and work with you to create a custom plan designed to meet the needs of educators in your school or district. By integrating research and evidence-based content along with on-site and virtual training, Solution Tree experts are uniquely positioned to help design an effective approach to increased educator well-being.

# Diversity & Equity

**Partner with us** to learn about the behaviors, structures, and tools necessary to ensure educational equity for all students.



## Popular **Diversity & Equity** Services

- Implementing Culturally Responsive Instruction
- Owning It: Empowering Teachers to Close the Achievement Gap
- Equity and Excellence Now
- School Culture Audit
- Time for Change
- Reclaiming Youth at Risk: Developing Strengths in All Students
- Building Trusting Relationships With Students at Risk
- Instructional Coaching for Dual-Language and Bilingual Teachers' Classrooms
- Differentiation Coaching: A Framework for Helping Teachers Change
- At-Promise Students: Mindset and the Achievement Gap
- Closing the Gender Gap in Mathematics Grades K–5
- Yes We Can! An Unprecedented Opportunity for Special Education

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Larry K. Brendtro



Luis F. Cruz



Emily L. Gibson



Alexandra Guilamo



Sharroky Hollie



Jane A. G. Kise



Christine Mason



Hector Montenegro



Anthony Muhammad



Michele Rivers Murphy



Don Parker



Douglas Reeves



Steve Van Bockern



Barbara K. Watterston



Laura Weaver



Mark Wilding

For a complete list of experts, go to [SolutionTree.com/EquityPD](https://SolutionTree.com/EquityPD)

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# Competency-Based Learning



**Teachers and administrators** can evolve the existing model of schooling into one that is more innovative, relevant, and effective. Take action to ensure all students master content by designing and implementing a competency-based (or proficiency-based) education system.



## Popular **Competency-Based Learning** Services

- Implementing a Competency-Based Learning and Grading System
- Proficiency-Based Assessment
- Implementing Evidence-Based Grading
- Innovative Strategies for Proficiency-Based Instruction
- Adapting Evidence-Based Grading for Content-Area Teachers
- Competency-Based Learning in a PLC at Work®
- Becoming an Evidence-Based School

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Debora Bamforth



Wendy Custable



Troy Gobble



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Darshan M. Jain



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# Trending Topics in Professional Learning

## **Provide Your Team with Insights from Our Authors**

The path to success for every school is unique. To fully support the challenges you're facing now, we offer custom professional development dedicated to specialized areas of focus. With decades of experience working in a variety of school settings, our experts will help you achieve your goals and make improvements where it matters most.

### **Topics**

- Teacher Efficacy
- Self-Care and Professional Wellness
- Family and Community
- Collaborating with School Boards
- Workforce Readiness
- New Teacher Support

## Experts



Bradley Balch



Brady Barr



Tina H. Boogren



Larry K. Brendtro



John F. Eller



Sheila A. Eller



Yvette Jackson



Ann Kaiser



Timothy D. Kanold



Christi McBride

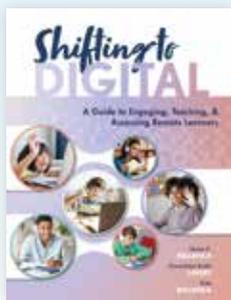


Ted McCain



Nathaniel Provencio

## FEATURED RESOURCES

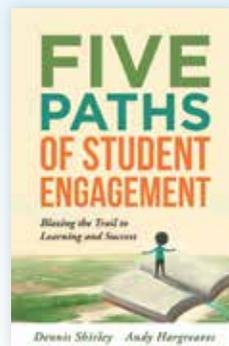


### Shifting to Digital

#### A Guide to Engaging, Teaching, and Assessing Remote Learners

Rely on *Shifting to Digital* to give you clear, concise, and helpful answers to all of your remote teaching questions. This comprehensive guide provides specific strategies for planning high-engagement

instruction, handling technology, assessing collaboration and assignments, and more.

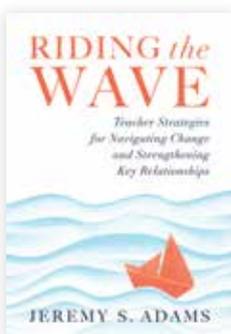


### Five Paths of Student Engagement

#### Blazing the Trail to Learning and Success

Join the authors on a profound educational quest that will take you through exciting and challenging terrain. *Five Paths of Student Engagement* will open your eyes, heart, and mind and empower you to implement practices that lead directly

to your students' well-being, learning, and success.

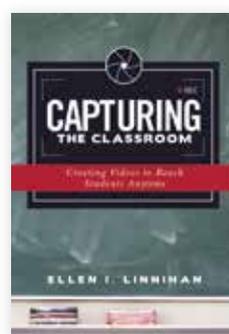


### Riding the Wave

#### Teacher Strategies for Navigating Change and Strengthening Key Relationships

Deftly navigate the constant cycles of change and reform with the support of this actionable resource. Author Jeremy S. Adams identifies five key teacher relationships and then outlines how to strengthen each

relationship, rediscover professional purpose, and truly thrive in the classroom.



### Capturing the Classroom

#### Creating Videos to Reach Students Anytime

Harness the power of video to cultivate equity, create stability, and reach students any time. With *Capturing the Classroom*, you will learn concrete and doable ways to record lectures, classroom discussions, tutorials, review sessions,

and more to support any content area or curriculum.

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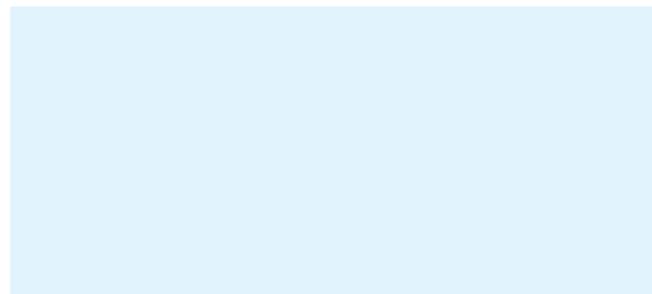
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