

Solutions

for professional learning

2023

***Partner with
experts you know
and trust to
support student
success for all***



All Solution Tree products and services meet the definition of eligible expenses under ESSER II and III and the American Rescue Plan.

Learn more on the next page.

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.

Elementary and Secondary School Emergency Relief (ESSER) Federal Funding

The Elementary and Secondary School Emergency Relief (ESSER) Fund has brought many new possibilities to schools and districts nationwide. For administrators, this is a particularly critical time as there is much to know, consider, and decide.

As a leader in innovative and quality professional development for educators, Solution Tree welcomes the opportunity to design meaningful custom experiences that meet the intent of federal education funding and the specific needs of schools in the COVID-19 environment.

Access our federal funding FAQ

SolutionTree.com/ESSER



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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Designate (Don't Forfeit) Your ESSER II and ESSER III Funds Today

ESSER II and ESSER III funding offers educators an historic opportunity to invest in school improvement initiatives. But the deadlines are fast approaching. ESSER II funds must be designated by September 30, 2023. For ESSER III funds, the deadline is September 30, 2024.

Solution Tree is here to help you identify smart ways to invest in proven solutions that set a solid foundation for sustained school improvement.

- › **IDENTIFY** the specific skills your school or district needs help with, and browse the catalog for services that align.*
- › **CONNECT** with a representative to start the conversation about your top priorities and challenges.
- › **DEVELOP** your professional learning plan with the help of a proven expert.
- › **INSPIRE** your staff to become the best they can be with personalized training, targeted guidance, and practical strategies, tools, and techniques.
- › **STRENGTHEN** shared knowledge and start implementing what you've learned.
- › **SUSTAIN** your efforts within the culture of continuous improvement that our trusted experts will help you build.

*All Solution Tree products and services meet the definition of eligible expenses under ESSER II and III (American Rescue Plan).



The PLC at Work® process is increasingly recognized as the most powerful strategy for sustained, substantive school improvement.



Priority Schools in a PLC at Work® meets your passion for student success with research-backed, practical solutions that have been field-tested in schools labeled as low-performing.



JUMP-START YOUR ESSER PLAN
SolutionTree.com/InvestESSER

INTRODUCING Forward FundED™

Easy. Efficient. Essential.

Forward FundED™ is a new subscription-based professional development model designed to simplify your designation of ESSER II and III funding. One investment gives you access to a wide array of resources and services that will help you **build a culture of continuous improvement for years to come.**

Here's what you'll get.

- › Systematic, research-based professional development to fit your needs
- › Ongoing progress monitoring and support to keep you focused on key goals
- › Administrative support to ensure your investment dollars are working for you
- › Locked-in pricing on all resources and services for the duration of your plan
- › Fidelity to the end goal of embedding the work into your school culture

The logo for RTI at Work, featuring the letters "RTI" in a large, bold, white sans-serif font above the words "AT WORK" in a smaller, white sans-serif font, all contained within a dark blue square.

RTI
AT WORK™

Built upon the PLC at Work® framework, RTI at Work™ ensures all students receive the time and support needed to learn at high levels.



The Assessment Center will help you develop assessment literacy across your school or district to ensure every student, regardless of background, is college and career ready.



JUMP-START YOUR ESSER PLAN
SolutionTree.com/ForwardFundED



PROFESSIONAL
LEARNING

Professional Learning Communities at Work®

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



Professional Learning Communities at Work Champions

PLC AT WORK®

Bring our experts to your school

Kim
BaileyTim
BrownLuis F.
CruzJanel
KeatingMike
MattosAnthony
MuhammadRegina
Stephens
OwensEric
Twadell

Additional experts

Casey R. Ahner
Jack Baldermann
Barbara Coleman
Joe Cuddemi
Jennifer Deinhart

Cassandra Erkens
William M. Ferriter
Heather Frizellie
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

Nathaniel Provencio
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

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



PLC at Work co-architect Robert Eaker

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?

LEARN MORE
SolutionTree.com/WhyPLC

PLC 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 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.			
	PLC at Work Overview	<input type="radio"/>		
	Districtwide Framework for PLC at Work Teams	<input type="radio"/>		
	Community Connections and Your PLC at Work	<input type="radio"/>		
	Using the PLC at Work Process to Build Confident Learners	<input type="radio"/>		
	Making Teamwork Meaningful	<input type="radio"/>		
	Career & Technical Education (CTE) and PLC at Work	<input type="radio"/>		
	Establishing a Collaborative Team Culture: Shifting from Me to We	<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.			
	Creating a Collaborative Culture		<input type="radio"/>	
	Identifying Essential Learnings		<input type="radio"/>	
	Small Schools and Singletons in a PLC at Work: Unique Challenges, Unlimited Potential		<input type="radio"/>	
	Coaching Collaborative Teams: Amplify Your Impact in a PLC at Work		<input type="radio"/>	
	Implement It! Collaborative Teams		<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.			
	Leading PLCs at Work Districtwide			<input type="radio"/>
	Supporting Your PLC Literacy Teams: From Unit Planning and Execution to Data Analysis			<input type="radio"/>
	Embedded Coaching			<input type="radio"/>
	Virtual Coaching for Principals and District Administrators			<input type="radio"/>
	Coaching Academy			<input type="radio"/>

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

Building Your Skills

1-DAY COMMITMENT

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:

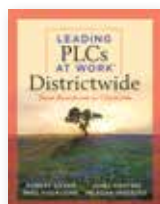
- Understand the benefits of a PLC and how to implement them in a school or district
- Develop and maintain a healthy collaborative culture
- Answer and utilize the four critical questions every PLC must address



Includes PLC Toolkit

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.

- 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.

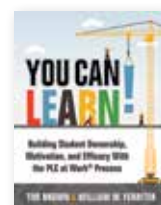


Recommended Resource

Using the PLC at Work® Process to Build Confident Learners

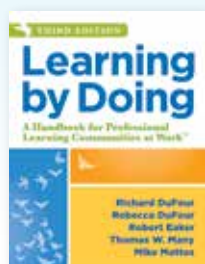
Learn how the key practices in the PLC at Work process can be used to build student ownership, motivation, and efficacy. Leaving every student convinced that they are capable, confident learners can significantly impact their future success in both school and the workplace.

- 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 education.



Recommended Resource

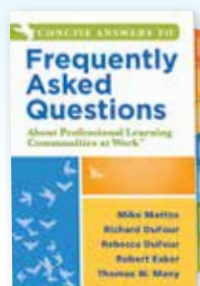
FEATURED RESOURCES



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.”

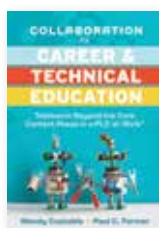


Recommended Resource

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

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

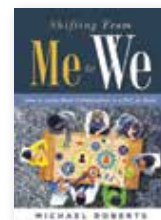
- Understanding the purpose and benefits of collaborative teams with CTE representation
- Identifying commonalities among teams with CTE representation
- Developing high-performing collaborative teams with CTE
- Using the four critical questions to advance student learning in CTE



Recommended Resource

Establishing a Collaborative Team Culture: Shifting From Me to We

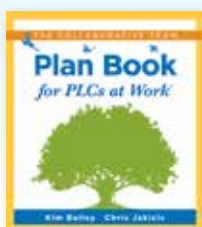
Move your staff from working in isolation to committing to a collective urgency to ensure learning for all. In this one-day service, you will work with an expert to build the foundation for an effective, interdependent professional learning community. You will see results in higher levels of learning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



Powerful Guiding Coalitions

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.

Deepening Your Skills

2-4-DAY COMMITMENT

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.

- 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.



- 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®

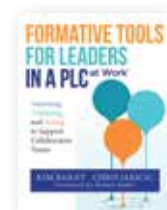
Participants will increase their capacity to successfully coach collaborative teams using a framework of clarity, feedback, and support to implement PLC at Work best practices.



- Examine why 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.



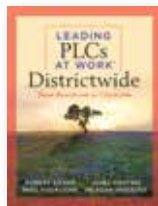
- Assess the current reality of your site's culture, structures, student-focused collaboration, and impact on learning using a variety of tools.
- Analyze the factors that are influencing your site's schoolwide and team-level effectiveness.
- Act on the data to provide targeted support in order to maximize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



Eric Twadell
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 two-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



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 Teams 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 | **855.880.4624**

Tongue River Elementary School

RANCHESTER, WYOMING



► DEMOGRAPHICS

- **245** Students
- **28%** Free and Reduced Lunch
- **14.2%** Special Education
- **1%** African American
- **5%** Hispanic
- **3%** American Indian, Alaska Native
- **1%** Asian
- **4%** Multiracial
- **86%** White

Tongue River Elementary is a public school located in the rural setting of Ranchester, Wyoming, a farming and ranching community. The town has a population of 974, according to 2017 census data, and sits just south of the Montana state line between the city of Sheridan and the Big Horn Mountains.

Source: RanchesterWyoming.com

► CHALLENGE

Although Tongue River Elementary School had collaborative team meetings in place for several years, teachers were not yet working as effective teams in a professional learning community. They were not laser focused on the four critical questions essential to learning for all:

1. What do we want all students to know and be able to do?
2. How will we know if they learn it?
3. How will we respond when some students do not learn?
4. How will we extend the learning for students who are already proficient?

Determined to transform Tongue River into a high-functioning PLC, principal Annie Griffin attended a Professional Learning Communities at Work® Institute and returned to her school with **actionable strategies for improving collaborative team time**.

► IMPLEMENTATION

The first step was to create functional agendas and norms based on the four critical questions. It soon became clear that teachers were receptive to this and eager to learn more about the PLC process and improve their teams. Griffin attended scheduled meetings and worked with the teams to build their understanding. Special education staff and specialists also attended meetings. **It truly was a schoolwide collaborative effort.** Teams tackled challenging work, such as looking at common formative assessments, determining essentials, building proficiency scales, and examining data to guide instruction.

When a state-funded grant presented the opportunity for Tongue River teachers to attend regular Solution Tree professional development, school leadership seized the moment. A guiding coalition was formed to create and lead professional development and support teacher understanding of the PLC process.

Tongue River **faculty stepped up to this job-embedded professional learning experience and grew to become high functioning and to look at data prescriptively.** Daily intervention and extension time was built into the schedule. "The expectation schoolwide was that we would have all hands on deck to be sure the instruction our students receive during core, as well as during Intervention and Extension (I/E), is tailored to their unique needs based on data," explains Griffin.

Teacher teams began to skillfully utilize common district and formative assessments to guide instruction and planning by grade levels. Teachers began to share essential expectations with parents. In turn, feedback from families spoke volumes on the value of having that insight on their children's instruction and expectations. SMART goals are now set based on grade-level essentials. When goals are achieved, all students celebrate as a collective.



“At Tongue River, we believe that our teachers will always be our best resource, and the PLC process has allowed them to use data to make instructional decisions based on what is best for our unique students.”

—Annie Griffin, principal, Tongue River Elementary School, Wyoming

► IMPLEMENTATION CONTINUED

“We know the PLC process is not just a meeting, but rather an embedded culture to improve learning,”

Griffin says. Teachers communicate with their grade-level cohort, as well as other specialists, about students’ strengths and weaknesses. They use evidence to foster continuous school improvement. This time is vital to brainstorm different approaches and teaching strategies together as a team.

“At Tongue River, we believe that our teachers will always be our best resource, and the PLC process has allowed them to use data to make instructional decisions based on what is best for our unique students,” shares Griffin. **“Standards-based grading practices, along with the PLC process, remind us that we do not give up on any student. We work until they have achieved mastery.”**

The staff at Tongue River commits to high levels of learning from the very start of a student’s education. Project GIFT, a literacy program created by Griffin, exposes local preschoolers to a variety of books. Collaboration with early childhood program leaders, childhood screening efforts, and multiple conversations among teachers and the community ensure there is a variety of academic levels in the kindergarten classroom and that children who need extra time and support receive the right resources.

The collaborative process established at Tongue River has been crucial to navigating the very difficult times of the pandemic and supporting continuous school improvement. The school is now known for their PLC process. They have facilitated on-site visits with a neighboring school and offer support through conversations, document sharing, and observations. “We are happy to share what we have learned,” says Griffin. “We believe it is best practice.”

► RESULTS

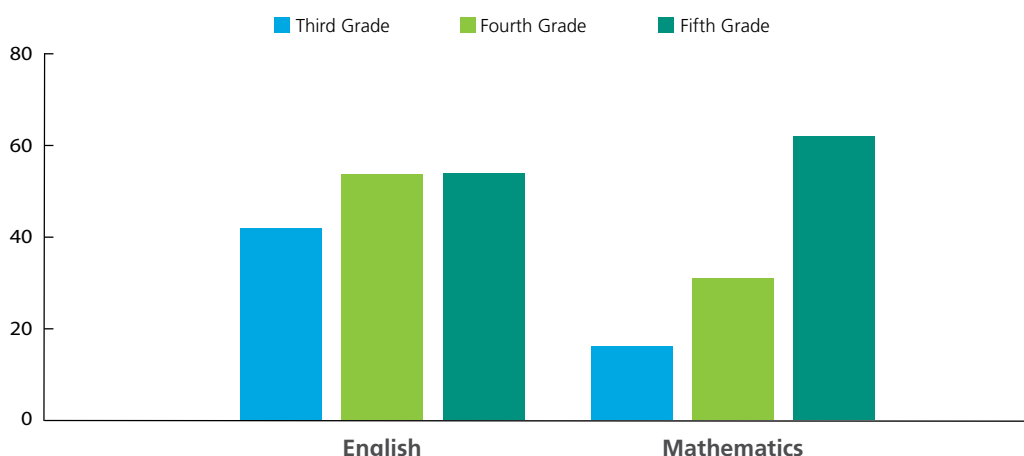
In just their second year of working together as a functioning PLC at Work school, Tongue River was named a National Blue Ribbon School by the US Department of Education. In other accomplishments, discipline referrals decreased from 256 office visits to 63 in three years.

A study of one cohort of students who qualified for free and reduced lunch showed continuous improvement in English and

mathematics from third through fifth grade (see graph below). Percent proficiency increased 29 percent in English and 284 percent in math.

Percent proficiency also improved for students in fifth grade when compared over the course of three years. English proficiency rose 53 percent over the course of three years, and mathematics proficiency rose 63 percent.

Percentage of Students Meeting or Exceeding Proficiency in English and Math Who Qualify for Free or Reduced-Price Lunch



Data source: State Accountability—Proficiency Assessments for Wyoming Students (PAWS) and Wyoming Test of Proficiency and Progress (WY-TOPP)

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



**Clear Creek Elementary
School, Georgia**

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



**Nixa School
District, Missouri**
Model PLC at Work School





Achieving **Academic Excellence** for *All* **Model PLC at Work® Schools and Districts Work Collaboratively and Focus on Results**

Congratulations to the current schools and districts across the nation and around the world who have recently been awarded Model PLC at Work® status. These schools and districts have demonstrated evidence of a commitment to learning for all students through a collaborative culture with a focus on results.

To maintain their Model PLC at Work® status, schools and districts update their data every three years showing continuous student improvement and a commitment to the PLC at Work® process.

Award-winning applications and data for each of these schools and districts are located on the AllThingsPLC.info website, the only website dedicated to the PLC at Work® process.

Adairsville Elementary School	Daniel Boone Elementary	Lake Hamilton Intermediate School	Prairie View Elementary School
Adairsville Middle School	Daniel Burnham Elementary	Lakeside High School	Prescott Elementary School
Adel Desoto Minburn Middle School	Darby Middle School	Lakeview-Fort Oglethorpe High School	Quentin STEM Academy
Allatoona Elementary School	Davis Middle School	Lakeview Middle School (CCPS)	Quitman School District
Anthem School	Deer Valley Unified School District	Lakeview Middle School (LISD)	R. O'Hara Lanier Middle School
Arbor Grove Elementary	Dunlap Elementary School	Lakewood Elementary School	Randall Middle School
Ashgrove Elementary	East Pointe Elementary	Lamar Elementary	Rendezvous Elementary
Aspen Early Learning Center	Emerson Elementary	Lava Ridge Intermediate	Republic R-III School District
Barber Middle School	Euharlee Elementary	Lillie J. Jackson Early Childhood	Ringgold High School
Bartow County Schools	Eureka Springs Elementary	Lincoln Heights Middle School	Ringgold Primary School
Battlefield Elementary in Catoosa County Schools	Fairmont Elementary School	Lindsey Elementary	Rivercrest Elementary
Bear Boulevard School for Early Learning	Forbes Middle School	Littleton STEM Academy	Riverton Elementary School
Benton Middle School	Garden Ridge Elementary	Lotus Elementary School	Robertson Continuation HS
Big Sandy Elementary	George Washington Academy	Main Street Visual and Performing Arts Magnet School	Sam Rayburn High School
Blytheville Primary School	Gibbs Pre-K Elementary	Mary M Boals Elementary	Savannah Elementary
Bonaire Elementary School	Glasgow Middle School	McDeeds Creek Elementary	Schofield Elementary
Bonham Elementary	Golden Hills Elementary School	Metzler Elementary	Scott Johnson Elementary
Bowman Middle School	Goodman Elementary School	Midway Elementary School	Silas Bartsch Elementary
Boynton Elementary School	Graysville Elementary School	Mission Road Elementary School	Sovereign Avenue School
Bragg Elementary	Great Western Elementary School	Monroe Elementary	Sparkman Middle School
Brandenburg Elementary	Hackett Elementary School	Monticello Middle School	Spc. Rafael Hernando Middle School
Brazosport ISD	Hallsville North Elementary	Moores Mill Intermediate School	Springfield Elementary
Brown Elementary	Harrington Elementary	Morrilton Intermediate School	Springfield Middle School
Buckhorn Middle School	Harrisfield Primary	Morris Middle School	Summit Street School
Burns Middle School	Hawthorne Elementary School	Morton Grove School District	Sunset Elementary School
C.C. Hardy Elementary	Henry A Coffeen Elementary	Mountain Shadows Elementary School	Thermopolis Middle School
Calder Road Elementary	Herriman Elementary	Mountain View Elementary	Tiger Creek Elementary
California Elementary	Hiawatha Elementary School	Neal Wilkins Early Learning Center	Timber Creek Elementary
Carnall Elementary	Hightower Trail Middle School	Neosho Middle School	Tomball Elementary
Carter Lomax Middle School	Holbrook Elementary School	Nixa Public Schools	Tomball Junior High School
Cass Middle School	Holy Trinity Catholic School	Northeast Elementary	Tongue River Elementary School
Central Middle School	Hot Springs County High School	Oakcrest Intermediate School	Uinta Meadows Elementary
Chaparral Elementary School	Houston County High School	Oakridge Elementary School	Union Street School
Chelsea Heights School	Howard Perrin Elementary	Orchard Farm Elementary	Unionville Elementary School
Clark Elementary	Huntsville Elementary School	Owego Apalachin Central School District	V.W. Miller School
Clear Creek Elementary School	International Community School	Owens Cross Roads Elementary	Valley Elementary
Clear Lake CSD	International Community School Addis Ababa	Park Avenue Elementary	Velasco Elementary
Clinton Middle School	J.J. Daniell Middle School	Parkview Elementary School	Washington Fields Intermediate
Cloud Springs Elementary	Jefferson Elementary	Parmley Elementary	Washington Jr. High School
Cloverleaf Elementary	John R. Good Elementary	Pasadena Independent School District	White Elementary School
Coppell Middle School North	Kingston Elementary School	Pasco County Schools	Wonderview Elementary
Coulson Tough K-6 School	Kleb Intermediate	Pierce Early Childhood School	Woodbine Community School District
Creekside Park Junior High	Krahn Elementary	Pine Log Elementary	Woodstation Elementary School
Creekview Elementary School	Krimmel Intermediate	Pine Tree Elementary	Wylie Independent School District
Crimson Cliffs Middle School	Lake County School District	Powdersville 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, 2021–22, and 2022–23 school years, additional schools and districts were selected for a total of 63 schools and 18 districts throughout the state.



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



WATCH THE DOCUMENTARY at SolutionTree.com/Hope

The Support We Provide to Arkansas Educators

As part of this project, schools receive up to 50 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.

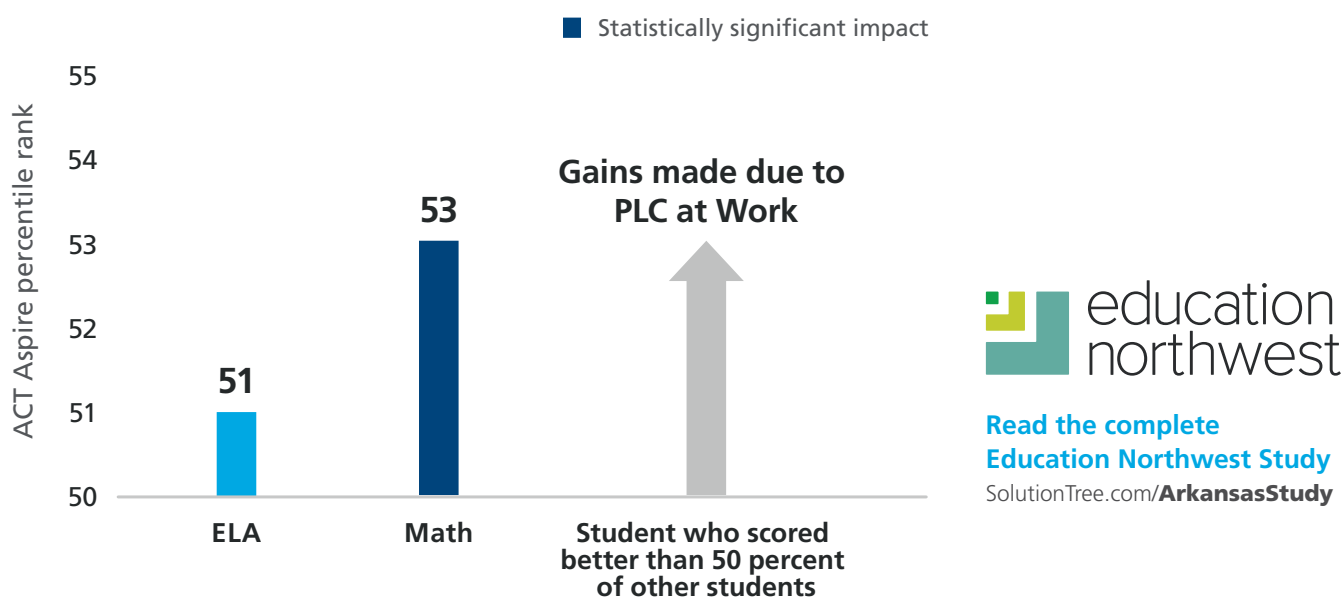
During the second year, schools deepen their understanding and focus on implementing a multitiered system of supports, followed by strengthening their systems and sustaining the process in year three.

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.



LEARN MORE ABOUT THE EVIDENCE OF EFFECTIVENESS
SolutionTree.com/Evidence

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
Jennifer Deinhart
Matt Devan
Tessa Feriby Thomas
Mary Hendricks Harris
Jacqueline Heller
David Jones

Diane Kerr
Greg Kushnir
Kristi S. Langley
Brig Leane
Pamela Liebenberg
Paula Maeker
Michael McWilliam

Kathryn Morem
Cheryl O'Leary
Geri Parscale
Cristi Parsons
Dana Renner
Kimberly Rodriguez Cano
Bo Ryan

Clara Sale Davis
Regina Stephens Owens
Mona Toncheff
Eddie Velez
Jon Yost

For a complete list of experts, go to 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

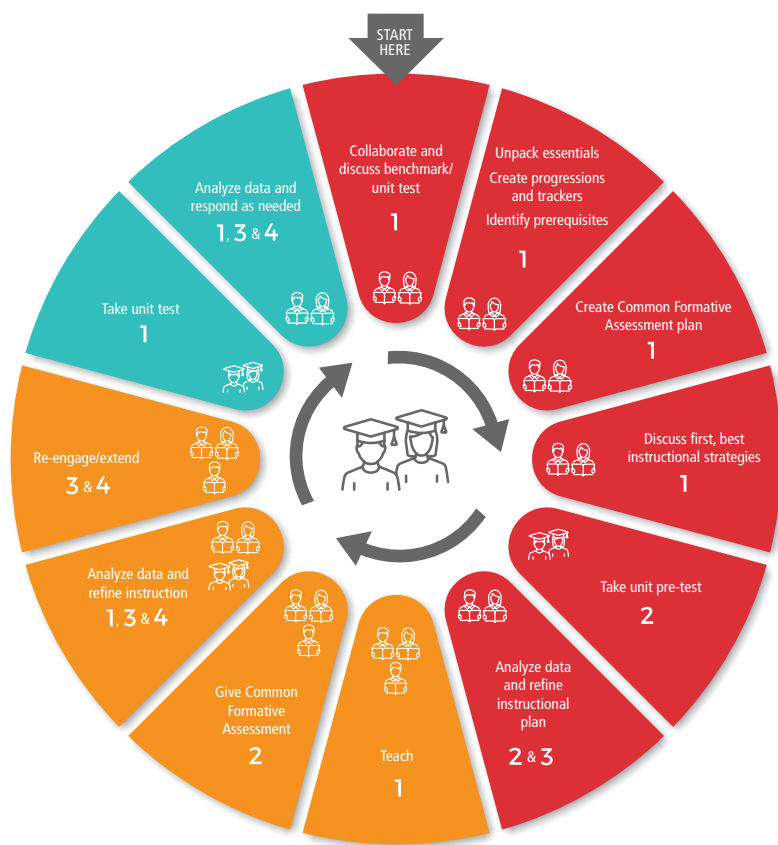
Engage students, teachers, and teacher teams in a learning-focused culture

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® 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

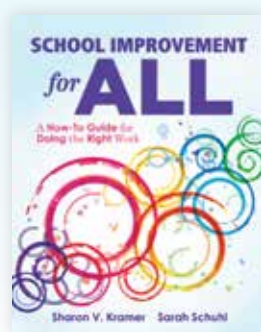
SUSTAINING
Your Skills

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

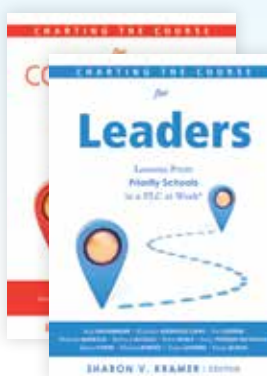
School Improvement for All



A How-To Guide for Doing the Right Work

With this practical guide, K–12 educators will use the Professional Learning Communities at Work® 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 environment.

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, ensuring 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 while 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 levels.

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 strategy as well as the number of schools participating.

- 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” campus in their second year, 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” 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, Texas

► 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.

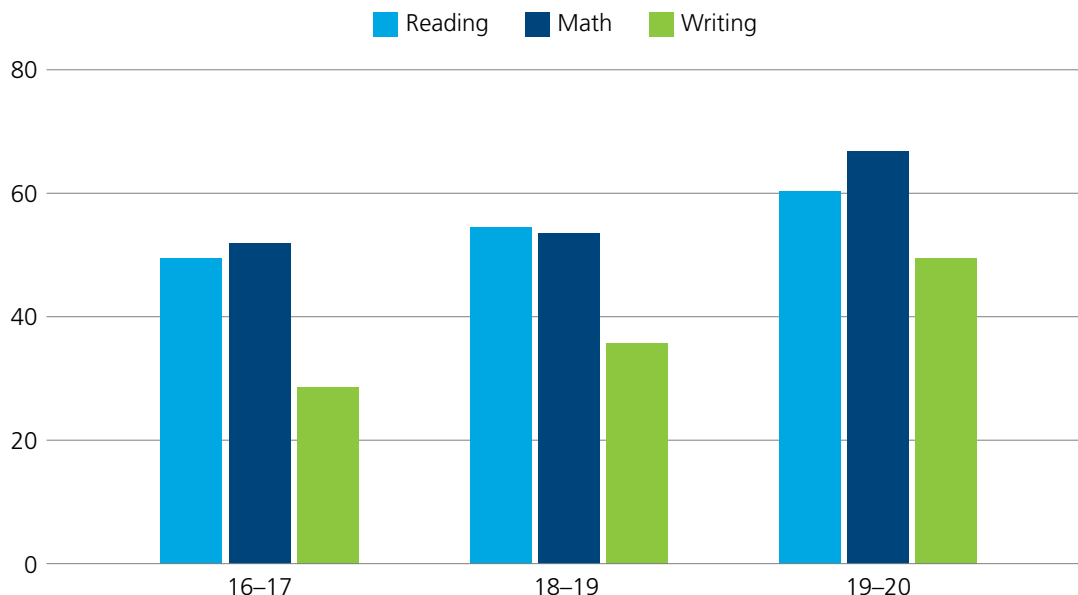
► RESULTS

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 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



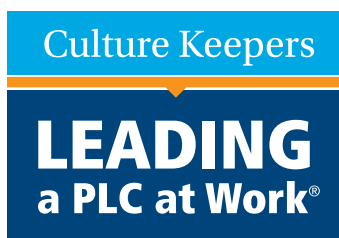
PLC at Work® Institutes

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-on-one help.



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.



2-Day Workshops

Come with a vision, leave with a plan. Experience results-oriented training dedicated to your top priorities. In a small-group setting, our experienced, trusted experts will share strategies, tools, and advice for refining your current practices and delivering the best possible education to students. You'll receive hands-on support and leave with a customized plan for success.



RESERVE YOUR SEATS NOW

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. Our virtual workshops offer all the practical, relevant, hands-on learning of our 2-Day Workshops in a virtual setting to meet your unique needs. You'll get high-touch support from sought-after experts who have done the work and are ready to bring their knowledge, and strategies right to your campus. Register today for a rich learning experience that will result in an action plan you can put to use.



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.



CLAIM YOUR VIRTUAL SEAT NOW
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 Dimich



John Hannigan



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

John Ewald
William M. Ferriter
Troy Gobble

Janel Keating
David LaRose
Danieli Parker

Garrick Peterson
Will Remmert
Gerald R. Williams

For a complete list of experts, go to 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.

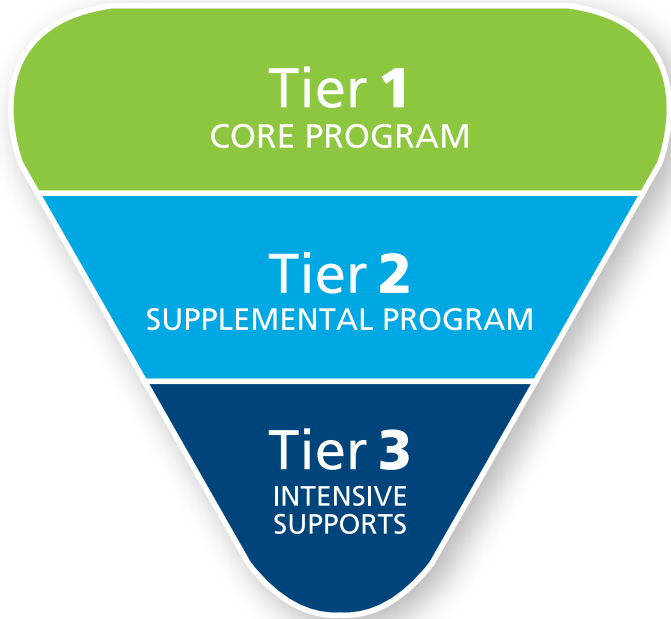
LEARN MORE

SolutionTree.com/WhyRTI



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			
2-4-DAY COMMITMENT	RTI at Work Overview			
	Best Practices for Effective Instruction			
	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	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 Teams			
	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*.

Building Your Skills

1-DAY COMMITMENT

Deepening Your Skills

2-4-DAY COMMITMENT

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

Best Practices for Effective Instruction

Improve core instruction to ensure learning for all. Maximize the impact of RTI/MTSS to confidently support the students who struggle most.

- Discover fundamental practices and tools to support students through a schoolwide, collaborative RTI at Work process.
- Gain proven response to intervention strategies to differentiate instruction, engage students, increase success, and avoid additional interventions.
- Understand the roles of teacher, leadership, and intervention teams in the RTI system.



Recommended Resources

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.



Recommended Resource

- 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.

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 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 Teams

How do you respond when students don't learn? Global PD Teams is your one-stop digital resource for working collaboratively as teams to answer this critical question. Among the many online tools, you'll find a mini-course and playlist based on the best-selling book *Taking Action: A Handbook for RTI at Work™*. Choose Global PD Teams when you need:

- Daily, convenient access to real-time school improvement models and strategies
- Job-embedded professional development
- Resources to build collective teacher efficacy
- Clear learning paths toward student achievement and school improvement
- Quality content from authors you know and trust



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

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.

“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.

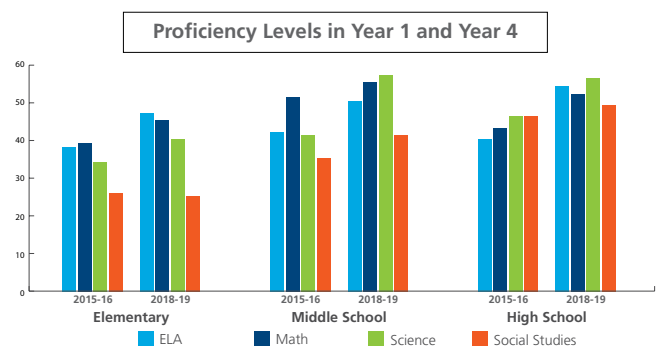
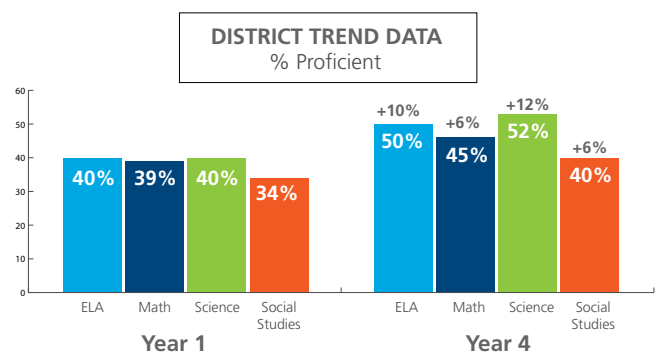


► RESULTS

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

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	○		
	Implementing a Competency-Based Learning and Grading System	○		
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		○	
	Proficiency-Based Assessment		○	
	Implementing Evidence-Based Grading		○	
	Adapting Evidence-Based Grading for Content-Area Teachers		○	
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			○
	Becoming an Evidence-Based School			○

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

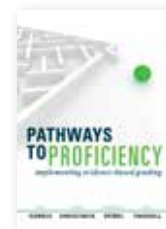
Discover how to close the gaps between assessment, curriculum, and instruction by replacing outmoded assessment methods with proficiency-based assessments.



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 tailored 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
Assessment Center



Nicole Dimich, Tom Schimmer,
and Cassandra Erkens—creators of
The Assessment Center

Bring our experts to your school



Anisa
Baker-Busby



Mandy
Barrett



Angela
Freese



Garnet
Hillman



Jaretha
Jordan



Paula
Maeker



Ken
Mattingly



Jodi
Miller



Susannah
O'Bara



Gib
Ostheimer



Rea
Smith



Mandy
Stalets

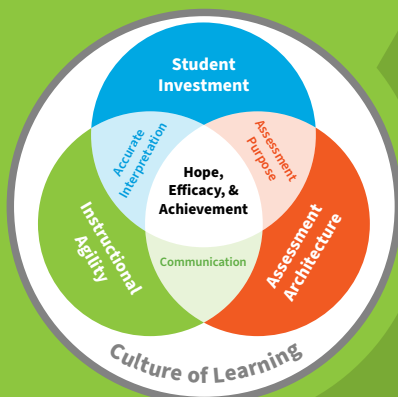


Amy
Tollefson



Katie
White

For a complete list of experts, go to SolutionTree.com/AssessmentCenterExperts



The 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			
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"/>	
	A Call to Action	<input checked="" type="radio"/>	
	Making Grades Fair, Meaningful, and Equitable	<input checked="" 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 checked="" type="radio"/>
	Rethinking Grading to Develop Confident Learners		<input checked="" type="radio"/>
	Developing Creative Processes in the Classroom through Formative Assessment		<input checked="" type="radio"/>
	Coaching Students in the Classroom through Effective Feedback		<input checked="" type="radio"/>
	Student Self-Assessment		<input checked="" type="radio"/>
	Grading From the Inside Out		<input checked="" type="radio"/>
	Design in Five		<input checked="" type="radio"/>
	Growing Tomorrow's Citizens in Today's Classrooms		<input checked="" 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 checked="" type="radio"/>
	Implementing and Affirming with Evidence		<input checked="" type="radio"/>
	Embedded Practice, Systems Alignment, and Sustainability		<input checked="" type="radio"/>
	Embedded Coaching		<input checked="" type="radio"/>
	Customized Services		<input checked="" type="radio"/>
	Global PD Teams		<input checked="" type="radio"/>
	Assessment as a Catalyst for Learning		<input checked="" type="radio"/>
	Coaching Academy		<input checked="" type="radio"/>

All training is delivered by The Assessment Center authors and their certified associates.

Building Your Skills

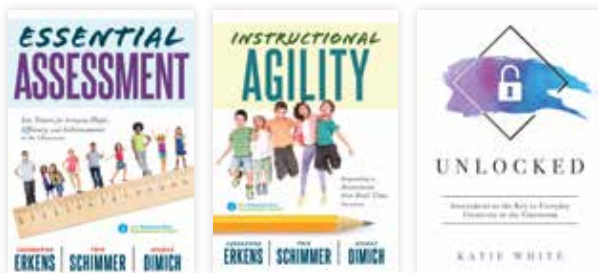
1-DAY COMMITMENT

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.

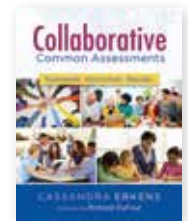
- Question traditional grading and reporting practices and seek a more accurate way to gather, share, and use this important data.
- Understand the qualities that exist in successful grading reform initiatives versus the qualities of those that fail.
- Examine guidelines for implementing effective standards-based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

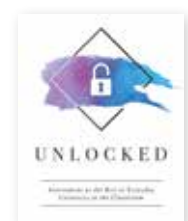
- Evaluating your current grading system
- Discussing contentious grading issues with colleagues
- Engaging all stakeholders in the feedback and grading process



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

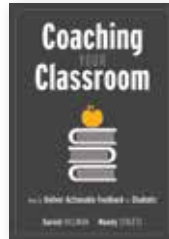
2-4-DAY COMMITMENT

Sustaining Your Skills

MULTI-DAY COMMITMENT

Coaching Students in the Classroom through Effective Feedback

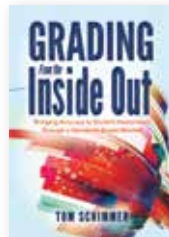
Maximize student self-efficacy and growth by providing high-quality feedback students can act on. Empower teachers to evolve their role and learn how to coach every student to success every day.



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

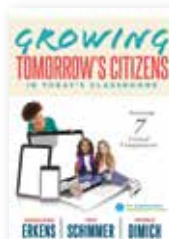
Develop a culture of learning where students are engaged and invested in their own success. With the support and guidance of our experts, you'll create and use high-quality assessments that guide instruction, involve students, and communicate learning.



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 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.

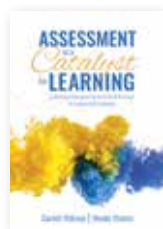
Global PD Teams

Support the work of your collaborative teams to develop assessments that are innovative, effective, and engaging. Among the many digital resources available in Global PD Teams, you'll find the Common Formative Assessment video playlist and mini-course, which are both highly effective tools for building shared knowledge and learning. Choose Global PD Teams when you need:

- Daily, convenient access to real-time school improvement models and strategies
- Job-embedded professional development
- Resources to build collective teacher efficacy
- Clear learning paths toward student achievement and school improvement
- Quality content from authors you know and trust

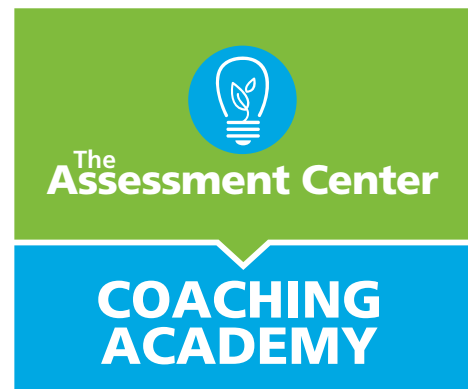
Assessment as a Catalyst for Learning

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.

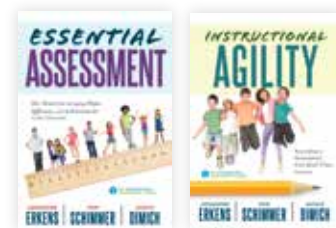


Grow confident learners

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 assessments that were not aligned with Common Core State Standards (CCSS). 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.

“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 percent to 57 percent in one school year.”

—Natalie Romero, district director and former principal, Moriarty Elementary School, New Mexico

► 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

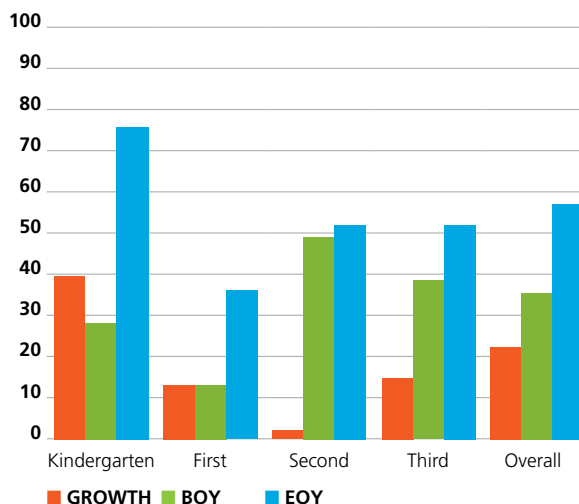
Through their work on assessments with Cassandra, teams were able to pinpoint areas of need specific to each student by each standard. Teachers have developed the knowledge and understanding to assess test quality and create assessments that are aligned with the Common Core Standards. “The process we 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

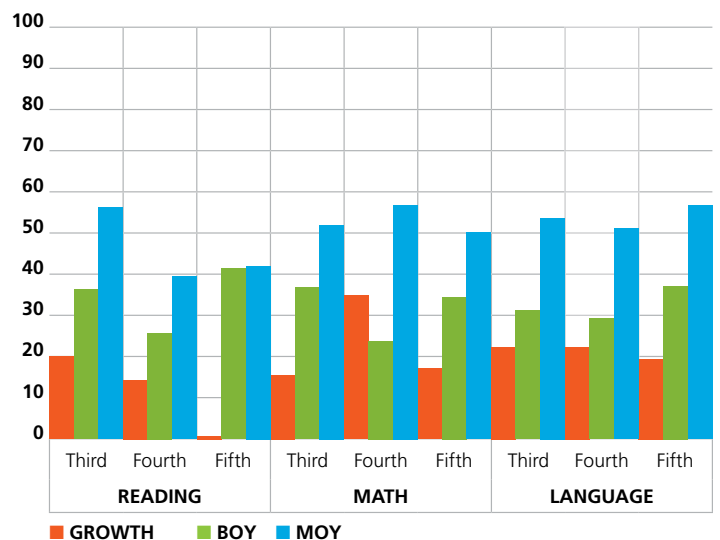
Percentage of proficient students



MAPS- NWEA- Short Cycle Assessment

Year 1–2

Percentage of proficient students



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



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



TRANSFORMING SCHOOL CULTURE

Bring our experts to your school



Luis F.
Cruz



Geoffrey
Fenelus



Rosa
Isiah



Carlos
Johnson



Alexander
McNeece



Malik
Muhammad



Karen
Power



Darwin
Spiller

Additional experts

Kimberly Rodriguez Cano
Charlie Coleman
Joe Cuddemi

Scott A. Cunningham
Michelle Dillard
Reuben Gresham

Tiyesha Henderson
Tom Hierck
Shawn Hurt

Cory Radisch
Regina Stephens Owens
Geri Parscale

Yetunde Reeves
Bo Ryan
Jon Yost

For more information about these experts, go to SolutionTree.com/TSC/Experts



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

“ [This] 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	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"/>		
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.			
	The Will to Lead, the Skill to Teach		<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 Teams			<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

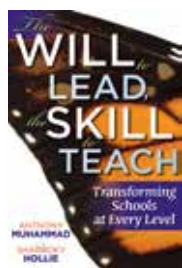
Busy administrators will appreciate this quick read packed with immediate, accessible strategies for building healthy school environments conducive to change.



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

The School Culture Audit is a comprehensive look at the existing policies, practices, and procedures in place in a school and the impact these have on student learning.



Recommended Resources

Recommendations for

changes to policies, practices, and procedures are included in the formal report, which is provided to the school principal.

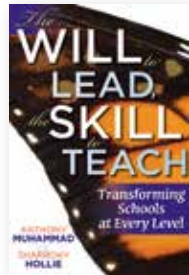
- There will be a one-day on-site visit to observe the school environment. This day includes:
 - Review of policies, practices, and procedures
 - Review of key artifacts produced and displayed by school community
 - Formal interviews with staff and students
 - Walkthrough of school and classroom observations
- In addition, three years' worth of performance, attendance, and disciplinary data disaggregated by grade level and demographics are collected, and a survey of school staff is conducted prior to the on-site visit.
- The principal will receive a clear report of actionable recommendations in critical areas to improve and maintain a positive school environment. The report includes the following:
 - Formal rating on a four-point rubric of school culture based on six critical indicators
 - Analysis of relevant data and staff survey findings
 - Key findings and specific actionable recommendations in critical areas to improve, grow, and maintain a positive school culture
- A virtual session is included with this service to provide additional support.

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.



DOWNLOAD YOUR FREE WHITE PAPER
SolutionTree.com/Transforming-School-Culture

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 Teams

Unite staff in a shared commitment to learning for all with this one-stop digital resource for collaborative team learning. Among the many online videos and tools available in Global PD Teams, you'll find the Transforming School Culture playlist, which provides insight into the four types of educators—Believers, Fundamentalists, Tweeners, and Survivors—and how to work with each group to create thriving schools. Choose Global PD Teams when you need:

- Daily, convenient access to real-time school improvement models and strategies
- Job-embedded professional development
- Resources to build collective teacher efficacy
- Clear learning paths toward student achievement and school improvement
- Quality content from authors you know and trust



PROFESSIONAL LEARNING

Mathematics at Work™

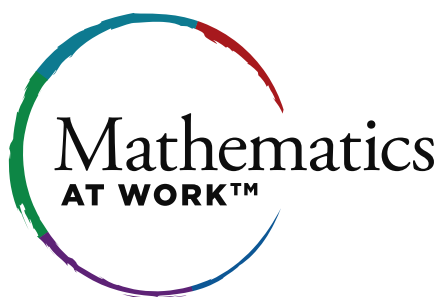
Our Mathematics at Work experts and professional development workshops will help you establish a “reflect, refine, and act” formative learning process for students, teachers, and mathematics education leaders.

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



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



Maria
Everett



Darshan M.
Jain



Donna
Simpson Leak



Erin
Lehmann



Sharon
Rendon



Georgina
Rivera



Connie
Schrock



Chris
Shore



Jennifer L.
Smith



Mignon
Smith



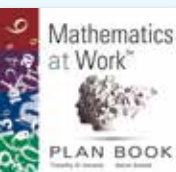
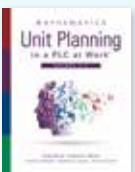
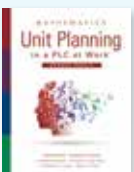
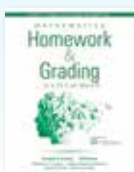
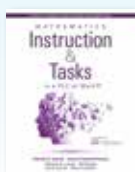
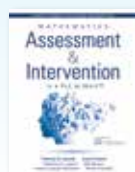
Nanci N.
Smith



Gwendolyn
Zimmermann

For a complete list of experts, go to SolutionTree.com/MathAtWorkExperts

FEATURED RESOURCES



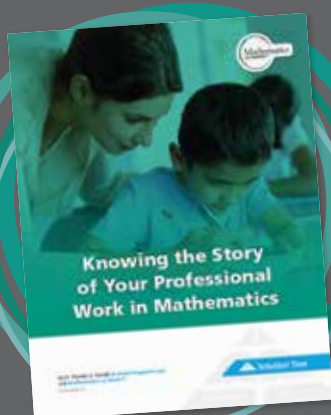


Why Mathematics at Work™?

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



LEARN MORE ABOUT THE REFLECT, REFINE, AND ACT CYCLE

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 tasks with high cognitive demand in class, provide an appropriate balance of direct instruction with student-engaged learning each day, and participate in an effective lesson study process.



Deep insight into the essential mathematics team agreements as part of the PLC at Work® process



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

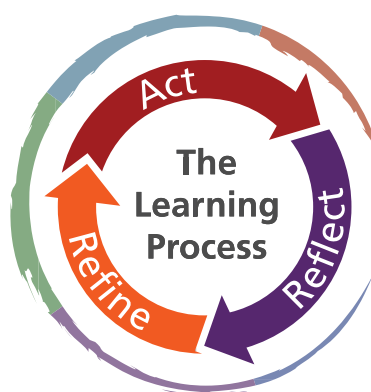


Enhanced understanding of the mathematics content standards and research-affirmed formative assessment processes necessary to support and provide a sustainable, cyclical, focused work effort for your teachers and teacher teams throughout the year



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

MATHEMATICS AT WORK™

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 checked="" type="radio"/>		
	Effective Mathematics Assessment and Intervention in a PLC at Work	<input checked="" type="radio"/>		
	Effective Mathematics Instruction and Tasks in a PLC at Work	<input checked="" type="radio"/>		
	Effective Mathematics Homework and Grading in a PLC at Work	<input checked="" type="radio"/>		
	Effective Mathematics Coaching and Collaboration in a PLC at Work	<input checked="" 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.			
	Mathematics PLC District-Embedded Content and Processes		<input checked="" type="radio"/>	
	Mathematics PLC Unit Planning and Curriculum Mapping		<input checked="" 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.			
	Mathematics PLC School Site-Embedded Content and Processes			<input checked="" type="radio"/>
	Customized Services			<input checked="" type="radio"/>
	Global PD Teams			<input checked="" type="radio"/>

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

Building Your Skills

1-DAY COMMITMENT

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 and 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 and 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 and 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 and 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

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.

Sustaining Your Skills

MULTI-DAY COMMITMENT

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 Teams

Global PD Teams is your one-stop digital resource for professional learning by renowned experts in preK-12 education, including Timothy D. Kanold, Sarah Schuhl, and Mona Toncheff. A wide selection of online videos and learning tools will help you establish a reflect, refine, and act formative learning process for students, teachers, and mathematics education leaders. Choose Global PD Teams when you need:

- Daily, convenient access to real-time school improvement models and strategies
- Job-embedded professional development
- Resources to build collective teacher efficacy
- Clear learning paths toward student achievement and school improvement
- Quality content from authors you know and trust

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.

► 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 the second year, 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.

► Discover more schools that have partnered with us to achieve great results at SolutionTree.com/SuccessStories.



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, Kenwood Elementary School, Kentucky

► 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.”

The third year 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

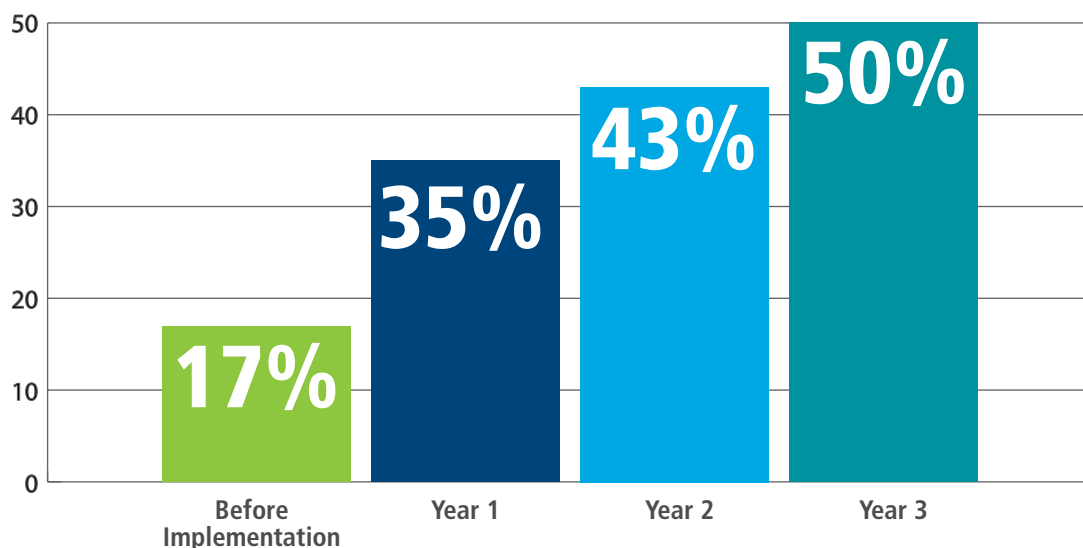
After just one year of working with Toncheff and putting the basic tenets of Mathematics at Work in place, Kenwood doubled their overall mathematics proficiency. This significant, visible result motivated

staff to keep going. By the end of the third year, 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



Emily
Bonner



Melissa D.
Boston



Amber G.
Candela



Melissa R.
Carli



Lakesia L.
Dupree



Tashana D.
Howse



Stephanie
Luke



Samantha
Neff



George J.
Roy



Makini
Sutherland



Jennifer
Tobias



Gabriel
Ward

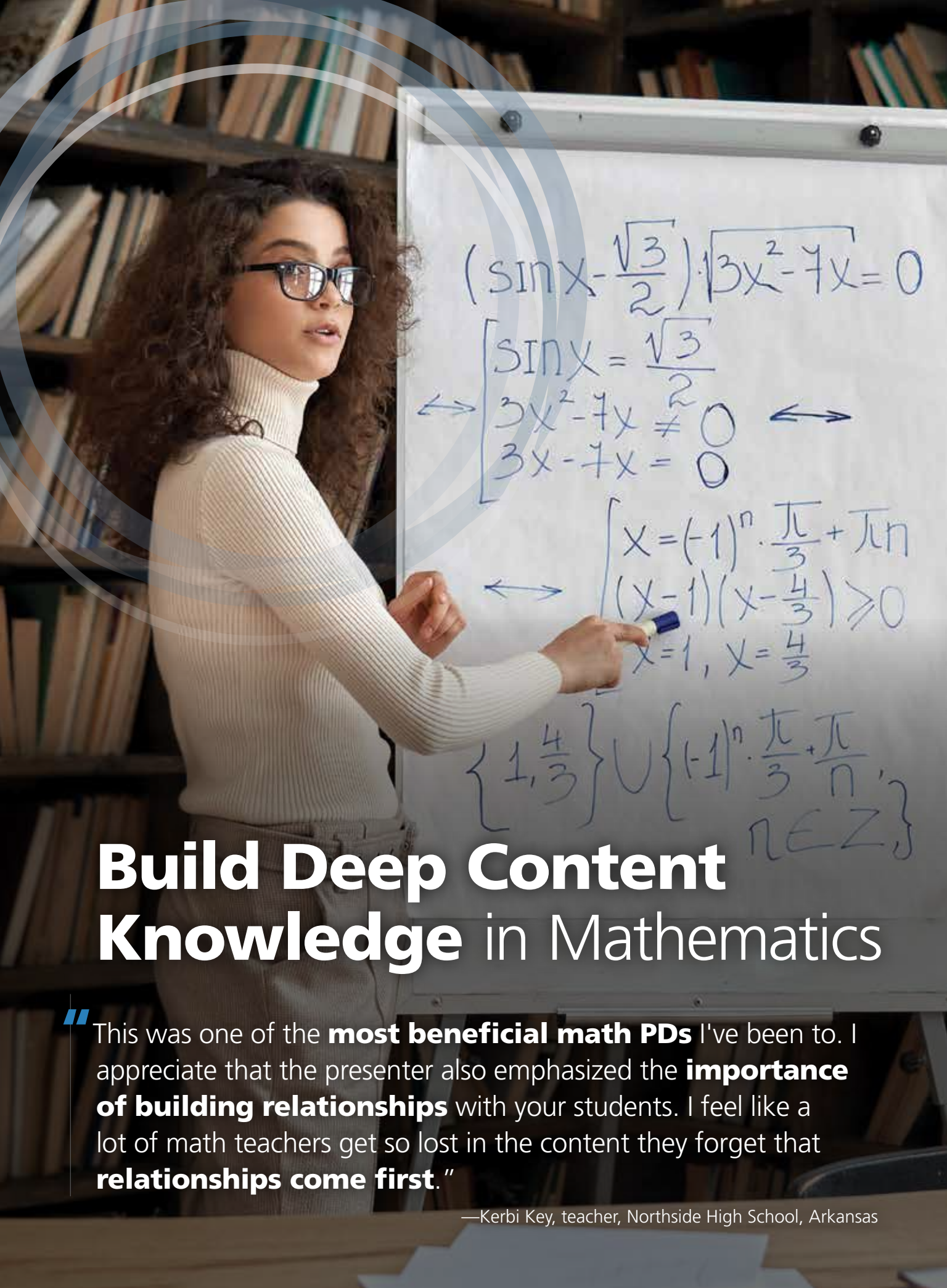


Taylar
Wenzel



Jennifer A.
Wolfe

For a complete list of experts, go to SolutionTree.com/DNAexperts



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
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 Teams			○

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.



Building Your Skills

1-DAY COMMITMENT

Deepening Your Skills

2-4-DAY COMMITMENT

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

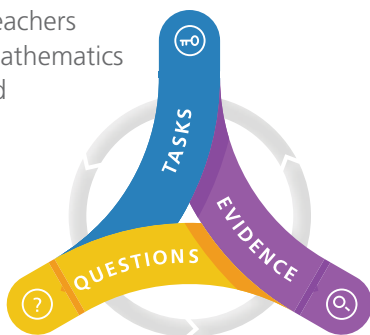
Successful leaders of mathematics teaching must know what to look for and promote in instruction. Explore content-based strategies to transform teaching and advance learning. Participants will investigate shifts in planning, instructing, and assessing to focus on deeper content-based instruction. Create 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**.

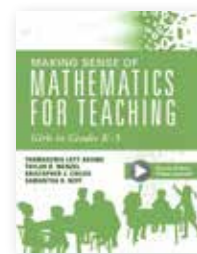


Content Institutes

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.

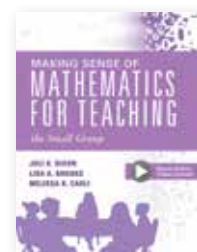


Recommended Resource

- 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 assignments that engage students in high cognitive demand tasks, collect evidence of student understanding, and both support and enrich learning experiences for students.



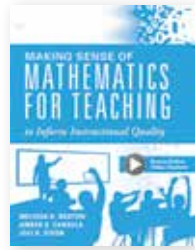
Recommended Resource

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 Teams

Provide your collaborative teams with on-demand access to instructional videos from the creators of DNA Mathematics—Juli K. Dixon, Edward C. Nolan, and Thomasenia Lott Adams. These videos help create a shared vision of classrooms where teachers and students are engaged in meaningful mathematics learning experiences. Choose Global PD Teams when you need:

- Daily, convenient access to real-time school improvement models and strategies
- Job-embedded professional development
- Resources to build collective teacher efficacy
- Clear learning paths toward student achievement and school improvement
- Quality content from authors you know and trust

Learn more about DNA Mathematics
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.

► 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, elementary district math specialist, Saint Paul Public Schools, Minnesota

► 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	<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 and Inclusive Partnerships Between General and Special Educators	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
	General and Special Educators Collaborating in a Professional Learning Community	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
	Yes We Can! 2-Day Workshop	<input type="radio"/>	<input type="radio"/>	<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"/>	<input type="radio"/>	<input checked="" type="radio"/>
	Customized Services	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

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 Frizellie



Cate Hart Hyatt



Brandon Jones



Belinda Dunnick Karge



Toby J. Karten



Paula Maeker



Ambrose Panico



Kathy Perez



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)

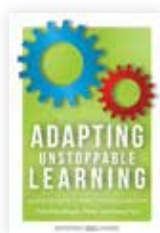
Building Your Skills

1-DAY COMMITMENT

Adapting Instruction for Diverse Populations

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

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



Recommended Resource

Deepening Your Skills

2-4-DAY COMMITMENT

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.

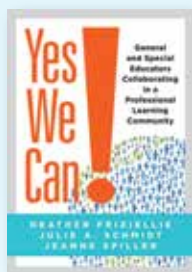
Plan for instructional division of tasks with ongoing reflective collaborative roles and responsibilities.



Recommended Resource

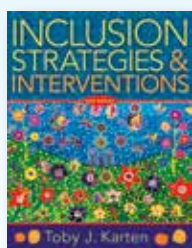
- Find and prepare differentiated interventions for particular categories of learners and subjects.
- Adapt instructional units with evidence-based interventions for core planning, instruction, and assessment in literacy, mathematics, behavior, and across the disciplines.
- Explore the research-based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

FEATURED RESOURCES



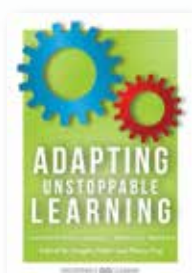
Yes We Can!

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.

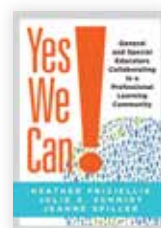


Adapting Unstoppable Learning

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

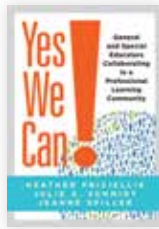
- Use the key ideas and four critical questions of a PLC to maximize learning for all students.
- Determine priority standards, and study the steps for unpacking these standards into learning targets.
- Discover what tailored instruction does and does not mean.

Sustaining Your Skills

MULTI-DAY COMMITMENT

Yes We Can! 2-Day Workshop

During this hands-on training, general and special educators will discover how to utilize PLC best practices to develop collaborative partnerships and identify high-leverage structures and strategies that will level the playing field, accelerate learning, and support success for all students.



Recommended Resource

- Learn strategies for building a school culture that believes all students can succeed.
- Know what it means to design standards-aligned instruction with a focus on tailoring learning based on data.
- Realize the connections among response to intervention (RTI), professional learning communities (PLCs), and special education and how they all work together in a continuum of service.

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





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:

AVOID mental and emotional exhaustion from the school season

PRACTICE habits and routines that have the greatest impact on your professional wellness

LEARN how to bring your best self to your students and colleagues every day

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 three 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

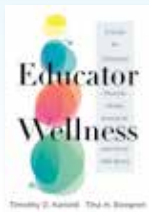
DEEPENING
Your Skills

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	<input type="radio"/>		
	HEART! and SOUL!	<input type="radio"/>		
	Professional Wellness Workshop for Educators	<input type="radio"/>		
	Professional Wellness Workshop for School Leaders	<input type="radio"/>		
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		<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.			
	Global PD Teams			<input type="radio"/>
	Customized Services			<input type="radio"/>
	Self-Care for Educators			<input type="radio"/>

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 one-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 Teams

Bring your best self to your students and colleagues each day. The guidance you need for daily, practical wellness routines and strategies can be found in this one-stop digital resource for collaborative team learning. Among the many online videos and tools, you'll find mini-courses and playlists focused on the pivotal work of Dr. Timothy D. Kanold and Dr. Tina H. Boogren.

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.



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



Daniel M.
Argentar



Brad
Cawn



Billy
Eastman



Robin J.
Fogarty



Melissa
Dickson



Michelle
Garlick



Kathy Tuchman
Glass



Maria C.
Grant



Jacqueline
Heller



Sharoky
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
Yearta

Additional experts

Marie Alcock
Daniel M. Argentar
Whitney K. Freije

Katherine Gillies
Peter Hayes
Doug Lillydahl

Erica Martin
Nina Parrish
Barbara Phillips

Kristine E. Pytash
Timothy V. Rasinski
Maureen M. Rubenstein

Thomas Van Soelen
Brian R. Wise

For a complete list of experts, go to 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"/>		
	Implementing Authentic Literacy Practices in Secondary ELA Classrooms	<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 checked="" type="radio"/>	
	Building Vocabulary and Academic Language		<input checked="" type="radio"/>	
	Teaching with Complex Texts		<input checked="" type="radio"/>	
	Elementary Reading Intervention Strategies		<input checked="" type="radio"/>	
	Close Reading Skills		<input checked="" type="radio"/>	
	Integrating Makerspace Ideas into Elementary Literacy Education		<input checked="" type="radio"/>	
	Vocabulary in a SNAP		<input checked="" type="radio"/>	
	Building Relationships and Community in the Authentic Literacy Classroom		<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.			
	Literacy Instructional Strategies and Assessments			<input checked="" type="radio"/>
	Customized Services			<input checked="" type="radio"/>
	Embedded Coaching			<input checked="" type="radio"/>

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

Building Your Skills

1-DAY COMMITMENT

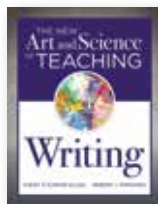
Keynote

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.

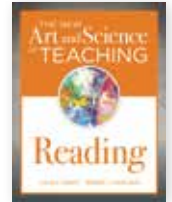
- Learn research-based instructional strategies and assessments best suited to teaching writing as well as some reading skills.
- Examine samples of writing rubrics, proficiency scales, and checklists, and learn effective teaching methods to use them as assessment and instructional tools.
- Utilize general 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.

Implementing Authentic Literacy Practices in Secondary ELA Classrooms

Reinvigorate literacy teaching and learning in secondary ELA classrooms by implementing authentic reading and writing practices. Empower teachers, students, and administrators to use these ideas, strategies, and tools to leverage the interest and motivation of individual students, transforming literacy learning experiences while moving beyond traditional ELA practices.



Recommended Resource

- Understand what authentic literacy is and why it is important.
- Analyze current literacy research and implications.
- Examine and project an action plan for building teacher expertise around authentic literacy.



Deepening Your Skills

2-4-DAY COMMITMENT

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.

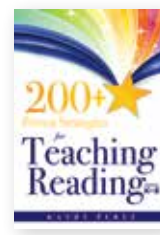


Recommended Resource

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

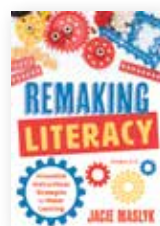
Discover how to effectively use challenging texts at all grade levels and ensure students acquire close reading skills.

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

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.

- 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.



Recommended Resource

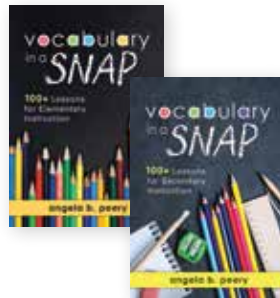
Sustaining Your Skills

MULTI-DAY COMMITMENT

Vocabulary in a SNAP

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

- 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.



Recommended Resources

Building Relationships and Community in the Authentic Literacy Classroom

Transform secondary literacy practices by focusing on individual student relationships and classroom community. Teachers and administrators learn how to utilize students' personal interests, stories, and motivations as primary sources for authentic literacy learning—promoting choice, interest, and motivation.



Recommended Resource

- Understand authentic literacy instruction based on relationships.
- Collect a variety of ideas and strategies for teachers to create meaningful relationships with students through authentic literacy instruction.
- Collect a variety of ideas and strategies for teachers to create meaningful learning communities through authentic literacy instruction.
- Understand how student choice promotes authentic motivation, yet isn't arbitrary.
- Analyze factors that contribute to intrinsic motivation related to literacy, recognizing how metacognition relates to student ownership, agency, and authentic inquiry.

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.



A photograph of three women in a professional setting, likely a meeting or collaborative work session. They are gathered around a table with a laptop, a glass of water, and a coffee cup. The woman on the left is wearing glasses and holding a pen. The woman in the center is leaning forward, looking at the laptop. The woman on the right is looking down at something on the table. The image is framed by a green circular graphic with concentric lines.

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

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

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

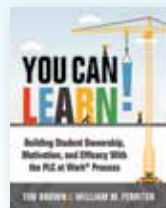
FEATURED RESOURCES



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

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"/>		
	Increase Retention, Application, and Transfer	<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"/>	
	Sustainable Project-Based Learning Foundation		<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 Teams			<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

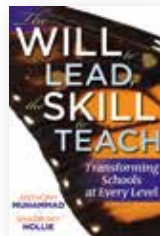
Keynote

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.

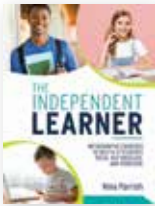


Recommended Resource

Cultivating Student Agency and Independence

Educators in any grade level or content area will learn the essential tools needed to help students take ownership of their learning. Support your students as they build their metacognitive skills, motivation to learn, ability to regulate their emotions, and strategies for problem-solving.

- Learn 12 core metacognitive skills that will help students to become self-regulated autonomous learners.
- Utilize targeted techniques to help your students develop the mindset and resilience they need to stay motivated.
- Implement strategies for mindfulness and emotional regulation to help students reflect on behavior and make positive changes.
- Discover ways to strengthen executive functioning skills and help students stay focused, organized, and on track.



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.

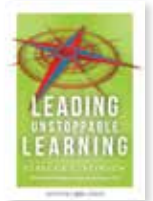


Recommended Resource

- 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.

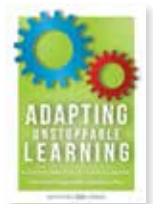


Recommended Resource

- 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 the 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.

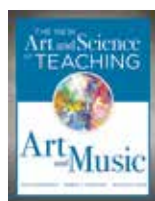


Recommended Resource

- 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 *The 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.

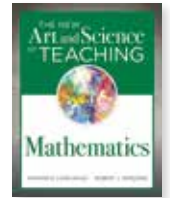


Recommended Resource

- 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.

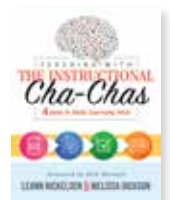


Recommended Resource

- 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

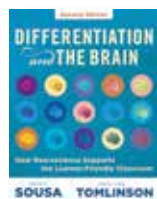
- Examine effective teaching strategies and differentiation practices so you can adjust instruction according to student needs.
- Consider the four-step instructional cycle and understand the components of chunk, chew, check, and change.
- Learn how to plan instruction and preassess efficiently so that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

Deepening Your Skills

2-4-DAY COMMITMENT

Differentiation and the Brain

Explore ways in which findings from educational neuroscience inform the big ideas and key practices of differentiation, and discover 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:

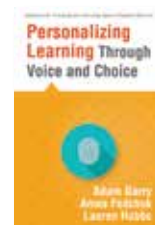


Recommended Resource

- (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.

Sustainable Project-Based Learning Foundation

During this three-day workshop, participants will develop a completed individual sustainable project-based learning (SPBL) unit design infused with high-impact strategies, a clear assessment plan, and a way to measure the evidence of student learning through teacher action research.



Recommended Resource

- Discover a five-step process for planning and implementing a comprehensive SPBL framework.
- Learn how to integrate social-emotional learning, project-based learning, and teacher action research into SPBL.
- Acquire an array of protocols and strategies to enhance both classroom learning and teacher collaboration time.

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 Teams

Access hundreds of instructional videos and resources, including the New Art and Science of Teaching video playlist, that reveal specific, proven actions you can take to ensure all students achieve academic success. Choose Global PD Teams when you need:

- Daily, convenient access to real-time school improvement models and strategies
- Job-embedded professional development
- Resources to build collective teacher efficacy
- Clear learning paths toward student achievement and school improvement
- Quality content from authors you know and trust



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

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

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	<input type="radio"/>		
	Creating Positive Classroom Learning Environments	<input type="radio"/>		
	Empowering Partnerships with Parents	<input type="radio"/>		
	The Tactical Teacher: Proven Strategies That Positively Influence Student Learning and Classroom Behavior	<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.			
	Compassionate Discipline: Empowering Our Students and Ourselves		<input type="radio"/>	
	Behavior Solutions: Function as a PLC and Assign RTI Behavior/SEL		<input type="radio"/>	
	Building Trusting Relationships with Students at Risk		<input type="radio"/>	
	Using RTI to Transform Classroom Behavior		<input type="radio"/>	
	EMPOWER Tools to Build Advisory Programs		<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"/>

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

Building Your Skills

1-DAY COMMITMENT

Deepening Your Skills

2-4-DAY COMMITMENT

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.

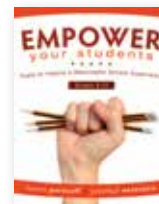


Recommended Resource

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.

- 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.



Recommended Resource

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 needs.

- 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.

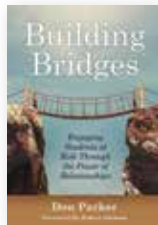


Recommended Resource

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**

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SUSTAINING
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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"/>		
	All Other Duties as Assigned—Leveraging the Best You	<input type="radio"/>		
	Leading Systemwide Well-Being for You and Your Team	<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.			
	Now We're Talking!		<input type="radio"/>	
	7 Steps to Provide Student-Informed Wraparound Services		<input type="radio"/>	
	Empowering Women for School Leadership		<input type="radio"/>	
	Building Great School Counselor—Administrator Teams		<input type="radio"/>	
	Swimming in the Deep End: What Does It Take?		<input type="radio"/>	
	Supporting the Whole Child through Reflective School Leadership		<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.			
	Customized Services			<input type="radio"/>
	Global PD Teams			<input type="radio"/>

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Bring our experts to your school



Jennifer Abrams



Justin Baeder



John F. Eller



Sheila A. Eller



Janel Keating



Joellen Killion



Jane A. G. Kise



William D. Parker



Karen Power



Douglas Reeves



Jeanne Spiller



Eric Twadell



Chris Weber



Kenneth C. Williams



John Wink



Yong Zhao

For a complete list of experts, go to SolutionTree.com/LeadershipExperts

Building Your Skills

1-DAY COMMITMENT

Deepening Your Skills

2-4-DAY COMMITMENT

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.

All Other Duties as Assigned—Leveraging the Best You

Learn, apply, and refine key transformational ingredients for student and school success and develop your leadership capacity to make a difference in your relationships with students, staff, and families.



Recommended Resource

- Embrace the critical nature of the assistant principal's role as prime and pivotal in student success and school improvement.
- Learn key strategies to build agency, foster empowerment, and enhance performance in students, colleagues, and, most of all, yourself.

Leading Systemwide Well-Being for You and Your Team

Examine the critical impact educator wellness has on student health and learning, and discover why it's crucial for educators to be well. Move beyond traditional self-care strategies toward building daily practices that support well-being.



Recommended Resource

- Learn why well-being is so essential and how to make the case for focusing on it.
- Explore the three essentials of well-being—self, other, and system—and how to increase well-being in each area.
- Examine practical tools and well-being strategies for yourself and your teams.

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

7 Steps to Provide Student-Informed Wraparound Services

Learn the Centergy Cycle, a 7-step process used by schools and districts to leverage community partnerships as well as state and federal resources to holistically meet the academic, social-emotional, physical, and family needs of students.



Recommended Resource

Each participant will learn how to:

- Utilize the power of student voice to identify and prioritize needs
- Create an asset map for your community to identify potential wraparound partners

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.



Recommended Resource

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

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.

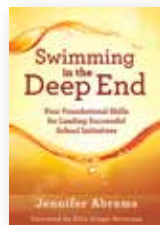


Recommended Resource

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 reenergizing 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 educator needs by developing leadership skills and emotional intelligence.



Recommended Resource

Customized Services

Keeping 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 Teams

This is your all-access pass to high-quality learning for leadership to ensure a creative, productive, effective school culture. Among the many digital resources available in Global PD Teams, you'll find the HEART! video playlist—a must-see for reconnecting with the passion and energy you felt when you first chose to become part of the education profession. Choose Global PD Teams when you need:

- Daily, convenient access to real-time school improvement models and strategies
- Job-embedded professional development
- Resources to build collective teacher efficacy
- Clear learning paths toward student achievement and school improvement
- Quality content from authors you know and trust



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		○	
	Cultivating Competence in English Learners: Integrating Social-Emotional Learning with Language and Literacy		○	
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)

Building Your Skills

1-DAY COMMITMENT

Deepening Your Skills

2-4-DAY COMMITMENT

Keynote

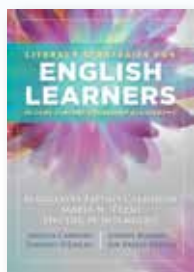
An expert author or certified associate will share a multifaceted approach for effectively supporting English learners (ELs). Staff will gain a deeper understanding of the unique needs of your EL community, explore a range of efficient best practices for instruction, and learn how to target interventions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



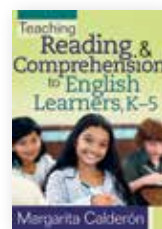
Literacy Strategies for English Learners in Core Content Secondary Classrooms

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.

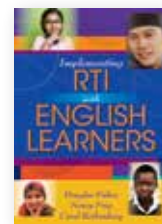


Recommended
Resource

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

○ Cultivating Competence in English Learners: Integrating Social-Emotional Learning with Language and Literacy

Frequently, core content teachers want to know how they can incorporate SEL, language, literacy, and interaction strategies into their content areas. After years of empirical testing in hundreds of classrooms, experts address the question by showing teachers how to integrate:

- Self-awareness competencies with vocabulary learning
- Self-management competencies with reading comprehension
- Social awareness competencies with interaction opportunities
- Relationship skills with interactive activities
- Responsible decision-making with writing skills

○ 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

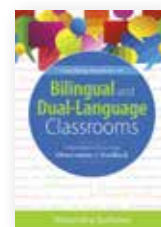
Prepare your teachers to support English learners with one-on-one coaching. During this personalized service, acclaimed Solution Tree experts will share tailored strategies for specific grade levels and subject areas. Educators will receive ongoing support and guidance as they work to identify and support 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 model for coaches to use 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.



A photograph of three students in a classroom setting. A young woman with brown hair, wearing a blue and white striped shirt, is smiling and looking at a computer screen. Next to her, a young man with dark skin, wearing a blue and white striped shirt, is looking at the same screen. In the foreground, the back of a young man's head and shoulders are visible, also looking towards the screen. The background is slightly blurred, showing other students and classroom elements. Overlaid on the image are several concentric orange circles of varying opacity, creating a dynamic, circular pattern. An orange arrow-shaped graphic points to the right, containing the text 'PROFESSIONAL LEARNING'.

PROFESSIONAL LEARNING

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	<input type="radio"/>		
	Civics Education Transformed: Authentic, Student-Centered, and Technology-Enhanced	<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.			
	Enhancing Teaching and Learning through Technology		<input type="radio"/>	
	Reimagining Schools for Modern Learners		<input type="radio"/>	
	Enacting Your Mission through Student-Centered Planning, Teaching, and Learning Systems		<input type="radio"/>	
	Innovative Strategies for Future-Focused Learning		<input type="radio"/>	
	Transforming Schools with Cognitively Engaged Classrooms		<input type="radio"/>	
	Connected Classrooms		<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.			
	Customized Services			<input type="radio"/>
	Global PD Teams			<input type="radio"/>

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

Building Your Skills

1-DAY COMMITMENT

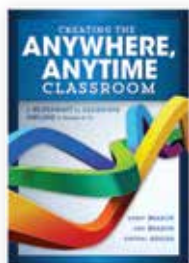
Deepening Your Skills

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.

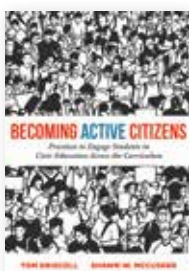


Recommended Resource

Civics Education Transformed: Authentic, Student-Centered, and Technology-Enhanced

We are experiencing a renewed call to strengthen civics education across our country. Today's students must effectively evaluate the validity of claims in the digital media space, take and defend positions across multiple platforms, and utilize technology to inform and mobilize their community around ideas they care about. To achieve this, all students deserve civics education experiences that are authentic and student-centered and that leverage technology to enhance learning experiences. In this session, participants will:

- Recognize the evolving nature of modern citizenship and civic engagement
- Understand the core characteristics of high-quality civics education
- Leverage educational technologies to amplify best practices in civics instruction
- Effectively integrate civics instruction across curriculum areas



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.



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 Teams

Empower your teams to best support student success. Global PD Teams is your one-stop digital resource for professional learning by renowned experts in preK–12 education. Choose Global PD Teams when you need:

- Daily, convenient access to real-time school improvement models and strategies
- Job-embedded professional development
- Resources to build collective teacher efficacy
- Clear learning paths toward student achievement and school improvement
- Quality content from authors you know and trust





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			○

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Tom
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Ann-Bailey
Lipsett



Christine
Mason



Lauren
Porosoff



Michele M.
Rivers Murphy



Jonathan
Weinstein

For a complete list of experts, go to SolutionTree.com/SEExperts

Building Your Skills

1-DAY COMMITMENT

Deepening Your Skills

2-4-DAY COMMITMENT

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 educators 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 correlate to the phases of the school year and that are easy to implement at both the personal and professional level.

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.

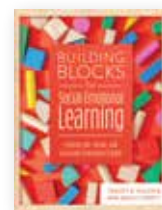


Recommended Resource

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

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.



Recommended Resource

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

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 reenergizing 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 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 tailored learning experience, with hands-on activities and practical strategies to develop learners' emotional and social skills as thoroughly as their academic skills.





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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Alexandra
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Sharroky
Hollie



Jane A. G.
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Christine
Mason



Hector
Montenegro



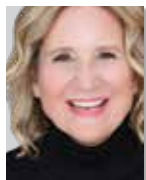
Anthony
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Don
Parker



Douglas
Reeves



Michele M.
Rivers Murphy



Jorge
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Steve
Van Bockern



Barbara K.
Watterston



Mark
Wilding

For a complete list of experts, go to SolutionTree.com/EquityPD

 **LEARN MORE** SolutionTree.com/Equity



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

Bring our experts to your school



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Wendy
Custable



Troy
Gobble



Jonathan
Grice



Darshan M.
Jain



Doug
Lillydahl



Blane
McCann



Mark
Onuscheck



Anthony R.
Reibel



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Stack



Eric
Twadell



Jonathan G.
Vander Els



Mark
Weichel



Steven M.
Wood

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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



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Brendtro



John F.
Eller



Sheila A.
Eller



Yvette
Jackson



Ann
Kaiser



Timothy D.
Kanold



Christine
Mason



Christi
McBride



Ted
McCain



Nathaniel
Provencio



Michele M.
Rivers Murphy

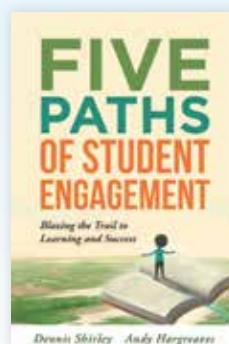
FEATURED RESOURCES



Shifting to Digital

A Guide to Engaging, Teaching, and Assessing Remote Learners

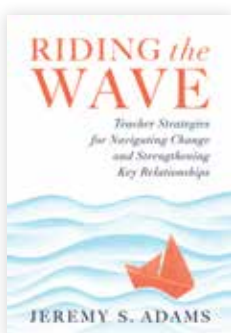
Rely on *Shifting to Digital* to give you clear, concise, and helpful answers to all of your remote teaching questions. This comprehensive guide provides specific strategies for planning high-engagement instruction, handling technology, assessing collaboration and assignments, and more.



Five Paths of Student Engagement

Blazing the Trail to Learning and Success

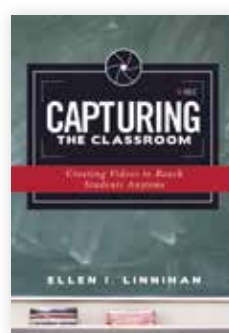
Join the authors on a profound educational quest that will take you through exciting and challenging terrain. *Five Paths of Student Engagement* will open your eyes, heart, and mind and empower you to implement practices that lead directly to your students' well-being, learning, and success.



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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