



Solution Tree

SPRING 2017

**Professional Learning
Communities**

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Solutions

for professional development



YOU HAVE A VISION

for change and improvement in your school or district. Like many educators, you may be doing more with less, but you are always looking for ways to improve. At Solution Tree, we share your vision of transforming education to ensure learning for all, and we can help you make this vision a reality.

Last year, our **300 experts and practitioners** engaged in more than **16,200 hours of professional development** with **150,000 educators around the globe.**

WHY SOLUTION TREE?



TABLE OF CONTENTS

DELIVERING RESULTS-DRIVEN PD

Developed by education’s leading experts, our targeted content covers some of the most critical topics in education, including PLC, RTI, assessment, instruction, literacy, mathematics, school culture, digital learning, leadership, and more.

No matter where you are on your journey, we can help. When you choose Solution Tree, we will ensure your specific needs, demographics, and school culture are carefully considered when pairing you with one of our skilled practitioners, who will work alongside your team to get results for your students.

For more information on how Solution Tree can help your school or district, call us at **888.409.1682** or visit **SolutionTree.com/PD**.

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UNSTOPPABLE LEARNING

Unleash student potential with instructional support
Douglas Fisher and Nancy Frey

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MATHEMATICS

Strengthen mathematics practices districtwide
Timothy D. Kanold and Juli K. Dixon

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TRANSFORMING SCHOOL CULTURE

Transform teaching and learning
Anthony Muhammad

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On-site PD

PROFESSIONAL LEARNING COMMUNITIES

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.

- ▶ Create a collaborative culture.
- ▶ Sustain successes districtwide.
- ▶ Align your resources and time to focus on results.
- ▶ Increase student achievement.



Anthony Muhammad, Mike Mattos, Richard DuFour, Rebecca DuFour, Robert Eaker, and Tim Brown—the champions of Professional Learning Communities at Work™

PLC at Work™ Experts



Luis F. Cruz



Heather Frizzielle



Janel Keating



Dennis King



Sharon V. Kramer



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Darwin Prater Spiller
Jeanne Spiller
Timothy S. Stuart
Mona Toncheff
Jamie Virga
Mark Weichel
Amanda Wood
Jon Yost

Enhanced PLC at Work™ Overview

Gain a big-picture view of the PLC at Work™ process—and learn how to customize it to meet the needs of your school or district. During this one-day session, you and your team will discover how to create and maintain a healthy collaborative culture, as well as how to answer the four critical questions every PLC must address.

PLC at Work™ Virtual Coaching

This premium PD service is exclusively for principals dedicated to the PLC at Work™ process. By meeting with online coaches at least once each month throughout the school year, participants will have access to ongoing counsel and support from coaches who have been carefully selected based on their proven expertise and success in leading a PLC. Our experts help leaders develop a framework to capitalize on the skills of their staff and identify the right next steps toward a powerful PLC.

Transition Your District into a Thriving PLC

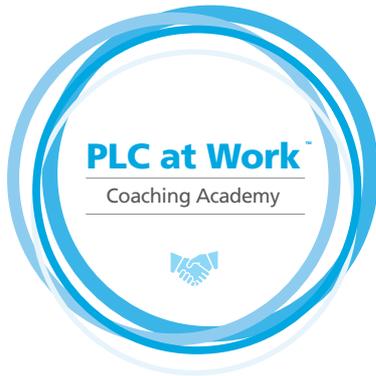
Work with us to create and sustain a professional learning community where key practices and strategies are embedded in the culture of your district. With help from our experts, you will create a comprehensive learning infrastructure to address priorities and build collective capacity for continuous improvement. Create clarity of purpose, a common vision, collective commitments, and agreed-upon goals to move the district forward.

Learn more at SolutionTree.com or **Contact your rep** at SolutionTree.com/Director



Other popular services

- Designing and Using Data From Common Assessments in a PLC
- Working With Resisters to Achieve a Healthy Culture
- Overcoming the Challenges of Singletons and Small Schools in a PLC
- Strengthening Team Collaboration



Achieve outstanding results

Looking to build capacity for developing a thriving PLC? Partner with our renowned experts to get the support you need. Your leadership team will leave each session with a new skill set, activities, and an action plan for sharing their knowledge schoolwide. At the end of the academy, your staff will be fully equipped to sustain a PLC that ensures high levels of student learning.

SESSION 1

Guiding Question

What must our school become to accomplish our purpose?

Goals

- Clarify the PLC at Work™ process.
- Define a focus on learning.
- Understand collaborative teams.

SESSION 2

Guiding Question

How do we know if students are learning?

Goals

- Develop essential learnings.
- Understand common assessments.
- Identify ways to involve students in their own learning.
- Define a results orientation.

SESSION 3

Guiding Question

How do we sustain the PLC at Work™ process?

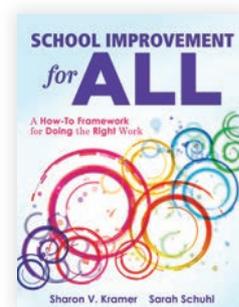
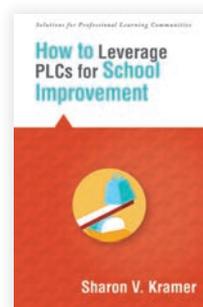
Goals

- Plan systematic interventions for all students.
- Define ways to celebrate successes.
- Develop strategies for building consensus and handling conflict in a PLC.
- Identify situations that call for collective inquiry and action research.

Priority Schools

in a PLC at Work™

Empower your students to meet or exceed state, national, and international expectations for student achievement. Harness the power of your district to improve school culture, build effective leadership, implement student-centered learning and assessment practices, and sustain continuous improvement in an underperforming school. With the support of a PLC coach, you'll implement customized strategies to maximize student performance and increase instructional effectiveness.



Sharon V. Kramer

Bring our experts to your school



Michelle Dillard



Geri Parscale



Karen Power



Sarah Schuhl



Darwin Prater Spiller



Mona Toncheff



Jon Yost

Additional Experts

Kimberly Rodriguez Cano
Joe Cuddemi
Scott A. Cunningham

Matt Devan
Tammy Miller
Maria Nielsen

Robin Noble
Regina Stephens Owens
Tamie Sanders

What sets our services apart?

Results-Driven Approach

Our focus from day one is on helping you implement proven strategies and techniques to ensure significant, long-lasting results.

Renowned Thought Leaders

You'll partner with knowledgeable, passionate experts who have firsthand experience as practitioners.

On-Site Coaching

Get customized, side-by-side support for everyone on your team, from administrators to school leaders and teachers.

Innovative Tools

You'll love our online tools like Global PD, which gives your team access to hundreds of videos from top authors, expert virtual coaching, and so much more.

Service 1

Leading Learning Communities with Research-Based Practices

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

Time frame: Three days on site with an expert

Service 2

Transforming Culture and Structures to Support School Improvement

Build the collective capacity of schools and teams. The Leadership Academy—a train-the-trainer model for the guiding coalition or leadership team—creates a collaborative culture to lead your school improvement journey with a focus on student learning.

Time frame: Four days on site with an expert

Service 3

Teaching, Learning, and Assessing for Improved Results

Develop a toolkit of research-based strategies for curriculum, instruction, assessment, homework, grading, and intervention that make a real difference in student achievement. Learn how to effectively scaffold instruction for students with diverse needs, to ensure learning for *all*.

Time frame: Six to ten days on site with an expert

Service 4

Sustaining Continuous Improvement

Implement a continuous improvement cycle based on the alignment of district, school, team, and student goals. Determine the key indicators of success to monitor at the district and school levels. Develop a formative walkthrough process that partners teams and administrators to improve instruction.

Time frame: Four days on site with an expert

Not All Heroes Wear Capes



"Leaders provide constant reminders of the impact teachers and teams are having on the lives of students. They make heroes of staff members by weaving a never-ending story of committed people who touch both the minds and hearts of their students." —Learning by Doing

Global PD is an online support resource that gives your team focused, goal-oriented, expert training, which leads to stronger leadership and higher achievement.



- > **Get unlimited, on-demand access to guided video and ebook content from top Solution Tree authors.**
- > **Improve your skills with personalized virtual coaching from PLC-certified trainers.**

With Global PD, you can easily create a continuum of learning for educators of every skill level.

Create the conditions for best-practice instruction and take control of your professional development.



CLAIM YOUR FREE DEMO
SolutionTree.com/Hero

TRANSFORM **YOUR** DISTRICT INTO A HIGH-PERFORMING **PLC**



GLOBAL **PD**

Global PD is an extremely powerful tool that supports a school's ability to identify students for targeted interventions, assess their progress, and share key information with staff and stakeholders. It supports the PLC at Work™ process by providing the flexibility for each team, school, and district to focus on the essential standards and assessments deemed critical to student success.”

—Mike Mattos, a PLC at Work™ visionary

//CODiE//
2015 SIIA CODiE FINALIST

Best Collaborative Social Media
Solution for Educators

//CODiE//
2016 SIIA CODiE FINALIST

Best Professional Learning Solution
for K–20 Faculty and Administrative
Staff



EdTech Digest Cool Tool Award



CLAIM YOUR FREE DEMO
SolutionTree.com/Hero



Solution Tree



On-site PD

RTI

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.

- ▶ 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 best practices at all grade levels.
- ▶ Effectively support English learners and students with special needs.



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

RTI at Work™ Experts



Kim Bailey



Brian K. Butler



Luis F. Cruz



Darin L. Fahrney



Paul Farmer



Brandon Jones



Dennis King



Greg Kushnir



David LaRose



Geri Parscale



Garrick Peterson



Rich Rodriguez



Julie A. Schmidt



W. Richard Smith

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Daniel Cohan
Paul Goldberg

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François Massé
Maria Nielsen
Will Remmert

Paula Rogers
Laurie Robinson Sammons
Sarah Schuhl
Bob Sonju

Timothy S. Stuart
Eric Twadell

RTI at Work™ Overview

Get a comprehensive overview of the RTI at Work™ model. During this one-day session, you and your team will be introduced to the essential elements needed to create a highly effective, multitiered system of support that ensures all students learn at high levels. The training will include how to build effective teams, prioritize essential learning outcomes, target assessments, and systematically respond when students need remediation and enrichment using the four guiding principles.



These RTI Toolkit resources included with the RTI at Work™ Overview



Other popular services

- Closing the Achievement Gap
- Uniting Academic and Behavior Interventions
- Scheduling Time for Intervention and Enrichment
- Designing Opportunities for Enrichment
- Implementing Appropriate Assessments Throughout the RTI Process
- Characteristics of Effective Interventions
- Planning Interventions and Extensions in Elementary and Secondary Schools



Accelerate student progress

Want to take your response to intervention expertise to the next level? This academy will help you form leadership teams to act as informed agents of change. Collaborate with your coach to learn the most effective ways to respond when kids don't learn, and design response strategies specially crafted for your school or district.

Sessions 1–2 Initial Instruction

- Ensure the majority of students understand the first time.
- Reinforce collaborative culture.
- Build three teams:
 1. Effective School Leadership Team
 2. Collaborative Teacher Team
 3. School Intervention Team

Sessions 3–4 Systematic Response

- Identify the students who are struggling.
- Create a master schedule with built-in support.
- Utilize special education resources, counselors, school psychologists, and more.
- Discover how to integrate classroom teachers into intervention time.

Sessions 5–6 Refining the System

- Analyze the obstacles.
- Focus on the students at risk.
- Define a new vision of special education.



On-site PD

ASSESSMENT

Rely on Solution Tree resources, events, and on-site professional development to help you implement assessment and grading practices that have the power to reduce failure rates and increase achievement in every classroom.

- ▶ 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 utilize new technology tools for more efficient grading.

Assessment Experts



Kim
Bailey



Susan M.
Brookhart



Damian
Cooper



Anne
Davies



Eileen
Depka



Angela
Freese



Troy
Gobble



Thomas R.
Guskey



Tom
Hierck



Chris
Jakicic



Ken
O'Connor



Mark
Onuscheck



Anthony R.
Reibel



Eric
Twadell

Additional Experts

Lisa Almeida
Tim Brown
Carol Canady
Robert Canady
Andrew Churches
Lee Watanabe Crockett
Cassandra Erkens
Sandra Herbst
Dennis King

Sandi Kitts
Sharon V. Kramer
Laura Lipton
Virginia Mahlke
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Beth Parrott Reynolds
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Tom Schimmer
Sarah Schuhl
Jennifer L. Sparrow

Jeanne Spiller
Susan Udelhofen
Nicole Dimich Vagle
Gerry Varty
Bruce Wellman
Yong Zhao

Assessment Practices Progress Report

Receive an unbiased observation of your assessment practices and outline your next action steps with the Assessment Practices Progress Report. An assessment specialist will measure your current practices and identify strategies for improvement. After conducting a staff survey and interviews with your leadership team, the specialist will present findings at an on-site meeting, and you'll receive a written report highlighting commendations and recommendations.

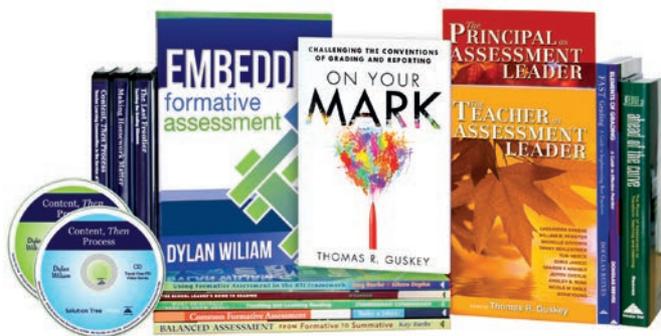
Advantages

- Get a building-level “snapshot” of your current assessment practices.
- Review a comparison of your practices and policies with proven best practices.
- Receive a comprehensive final report with recommendations for next steps.
- Gain a professional library of relevant assessment resources, including a bibliography of resources, sample questions and rubrics, and more.

Assessment Overview

Get a comprehensive overview of effective assessment practices. Receive customized guidance and support for your team from an expert. Topics for this one-day on-site service include:

- The Basics of Balanced Assessment
- Developing Assessment Literacy
- Ensuring a Common Language
- Tenets of Effective Assessment Practices



These Assessment Toolkit resources included with the Assessment Overview

Designing Quality Assessments

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

- Explore the characteristics of quality assessments, and design tools to enhance assessment literacy.
- Learn how to design or revise current assessments to more effectively guide instruction, involve students, and communicate learning.

Common Formative Assessment Development

Learn how to write common formative assessments that provide quality data for making valuable decisions regarding instruction and student learning.

- Understand how common formative assessments can be used to make a difference in student achievement.
- Plan assessments that meet the expectations of rigorous student learning.

Grading and Reporting Student Learning

Align instruction and assessments with new standards for student learning, and enhance the effectiveness of current grading practices.

- Uncover a variety of ways to report student progress to parents and the community that stress the importance of fairness and honesty in grading.
- Design equitable grading policies that motivate and empower students.



Other popular services

- Understanding and Designing Formative Assessment
- Developing Performance Assessments
- Using Data for Student Growth
- Implementing Meaningful Grading and Reporting
- Ensuring Effective Use of Feedback



the Solution Tree Assessment Center

Hope through achievement

Why the Solution Tree Assessment Center?

Develop assessment literacy across your school or district to ensure every student, regardless of background, is college and career ready. Renowned experts Cassandra Erkens, Tom Schimmer, and Nicole Dimich Vagle will give you the know-how to implement research- and evidence-based assessment practices from the classroom to the boardroom.

You'll align your assessment systems and engage in assessment practices that support the improvement of classroom instruction and student learning at all levels. Gain access to sustained technical assistance, build a powerful learning network, and use professional development programs and resources to achieve your mission of ensuring learning for all.

The Solution Tree Assessment Center Experts



Cassandra Erkens



Tom Schimmer



Nicole Dimich Vagle



Garnet Hillman



Jodi Miller



Susannah O'Bara



Jim Smith



Mandy Stalets



Katie White

Additional Experts

Kim Bailey
Susan M. Brookhart
Tim Brown
Damian Cooper

Anne Davies
Angela Freese
Thomas R. Guskey
Sandra Herbst

Tom Hierck
Chris Jakicic
Sharon V. Kramer
Maria Nielsen

Ken O'Connor
Jeffrey Overlie
Douglas Reeves
Laurie Robinson Sammons

Sarah Schuhl
Jeanne Spiller
Eric Twadell





Current concern over assessment calls for change on national, state/provincial, district, and classroom levels. The modern tendency to use assessment evidence to quantify and measure learning thwarts its fundamental purpose to support learning.

At the Solution Tree Assessment Center (STAC), we are committed to putting hope, efficacy, and achievement at the core of all assessment practices. Join us in our efforts to support learning for all through powerful, productive assessments.”

—Cassandra Erkens, STAC expert

Our Services

SERVICE 1: A Call to Action

Generate awareness and promote change schoolwide or districtwide. Your team will clarify the role of quality assessments and develop a new vision for internal assessment practices.

SERVICE 3: Implementing and Affirming With Local Evidence

Move from theory to action by designing internal professional development programs and systems. Leaders will learn the knowledge and skills they need to support and monitor building-level efforts.

Additional Services

Interactive Web Conferencing

Receive customized, ongoing support from our experts to effectively navigate your most challenging issues and achieve your assessment goals.

SERVICE 2: Developing Assessment Literacy

Build a foundation of assessment literacy. Leaders will learn the practices and paradigm shifts necessary to create a learning-rich culture through productive assessment practices.

SERVICE 4: Embedded Practice, Systems Alignment, and Sustainability

Empower local leaders to function as assessment leaders. Design and vet local assessments and assessment systems. Align all systems—assessment, teacher evaluation, and professional development—to create a unified approach to school improvement.

Assessment Coaching Academy

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

LEARN MORE [SolutionTree.com/STAC](https://www.solutiontree.com/stac) | 888.409.1682



On-site PD

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.

- ▶ Build effective relationships with students and help them see achievement as a reachable target.
- ▶ Effectively teach students with special needs, English learners, and high-achieving individuals.
- ▶ Connect data analysis to instructional practices.
- ▶ Examine current practices and identify areas for improvement.

Instruction Experts



Douglas
Fisher



Nancy
Frey



Kathy
Tuchman Glass



Maria C.
Grant



Gayle
Gregory



Sharroky
Hollie



Cate Hart
Hyatt



Martha
Kaufeldt



Jane A. G.
Kise



Kathleen
Kryza



Diane
Lapp



Angela
Maiers



Rebecca L.
Stinson



Carol Ann
Tomlinson

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MaryAnn Brittingham
Carrie Chapman
Kelly Johnson

Katherine McCluskey
Barbara Moss
LeAnn Nickelsen
Angela Peery

Kathy Perez
David A. Sousa
Rebecca Stobaugh
Janet Lynne Tassell

Daily Differentiation Strategies for the Classroom

Discover how to hone in on students' learning needs to help them reach their fullest potential.

- Explore various lesson plans and activities.
- Unite curriculum design, assessment, and instruction through the lens of differentiation.

Implementing Culturally Responsive Instruction

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

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



On-site PD

UNSTOPPABLE LEARNING

Driving the essential elements of student success

Partner with us to develop a plan to ensure everyone on your team understands the intricate relationships that affect teaching and learning in the classroom.

- ▶ Prepare and deliver effective lessons that improve student achievement.
- ▶ Manage complex learning environments to support diverse learners.
- ▶ Assess students in meaningful ways that guide instruction.
- ▶ Cultivate results-oriented leadership.



Douglas Fisher and Nancy Frey—the creators of Unstoppable Learning

Unstoppable Learning Experts



Heather Anderson



Angela Freese



Kathy Tuchman Glass



Maria C. Grant



Diane Lapp



Virginia Mahlke



Alexander McNeece



Maria Nielsen



Mark Onuscheck



Laurie Robinson-Sammons



Carol Rothenberg



Nanci Smith



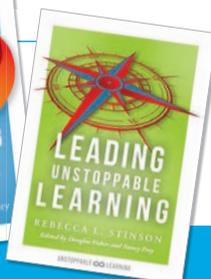
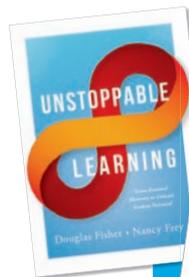
Rebecca L. Stinson



Javier Vaca

Additional Experts

Carmen Emery
Peter Hayes
Doug Lillydahl
John M. Nelson
Marisol Thayre



Unstoppable Learning
by Douglas Fisher and Nancy Frey

Leading Unstoppable Learning
by Rebecca L. Stinson

Available at SolutionTree.com

Progressive series

Service 1: Leadership Focused on Identifying Needs

Implement systemic change throughout the district by engaging district leaders in a learning experience based on the seven critical components for student success, and identify areas of strength and need at both the district and site levels.

Service 2: Building Capacity and Knowledge Development for Teacher Leaders

Bring together leadership teams from different schools to focus on the key aspects of a systems-thinking approach to support student learning.

Service 3: Differentiated Professional Learning for Teachers

Provide teachers with an overview of how to use systems thinking to leverage meaningful school change, and dive deep into identified areas of growth as defined in Service 1.

Service 4: Individual Site Development

Engage in job-embedded real-time coaching, including productive classroom observation, feedback, and professional development tailored to the needs of each school.

Service 5: Focus Schools for Going to Scale

Identify schools for targeted, long-term support, linking coaching and professional development to increase student learning and achievement.

Additional services

English Language Arts Site-Specific Coaching

Identify schools for targeted, long-term support with a specific focus on applying systems thinking to strengthen ELA instruction.

English Learners Site-Specific Coaching

Identify schools for targeted, long-term support with a specific focus on honing practices to effectively serve English learners.



Targeted workshops

- Academic vocabulary
- Classroom management
- Close reading
- Collaborative conversations
- Common Core English language arts
- Designing, delivering, and assessing effective PD
- Differentiated instruction
- Formative assessment/checking for understanding
- Gradual release of responsibility/high-leverage quality instruction
- Instructions and interventions for ELs
- Productive group work
- Restorative practices
- Teaching with complex texts
- Writing

EVIDENCE OF EFFECTIVENESS CHULA VISTA ELEMENTARY SCHOOL DISTRICT

Demographics

- 29,642 Students
- 1,200 Teachers
- 56% Free and reduced lunch
- 36% Limited English proficient
- 11% Special education
- 6% African American
- 68% Hispanic
- 2% Native American/Alaska Native

The largest K–6 district in the state of California, Chula Vista is comprised of 45 schools, including 5 charter schools. Thirty of the 40 noncharter schools receive Title I funding. The district spans suburban and urban areas from downtown San Diego to the border with Tijuana, Mexico, and serves many transborder families.

Implementation

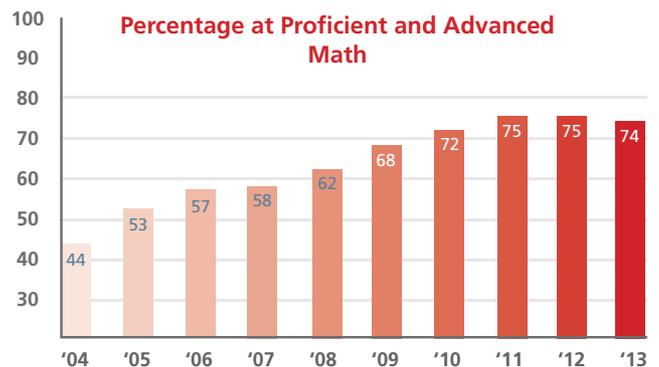
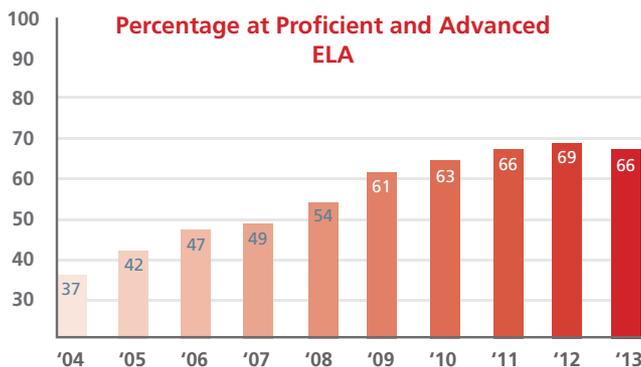
Douglas Fisher and Nancy Frey worked for three years with site-based instructional leadership teams comprised of the principal and one teacher per grade. Eventually, the professional development extended to all teachers districtwide.

Participants discovered how to launch student learning by establishing clear learning targets, making learning relevant, anticipating student errors and misconceptions, and incorporating numerous strategies to invite students into learning. They also learned how to consolidate student learning—how to deliver instruction so that students would know how and when to use the information gained.



Results

“The results—both qualitative and quantitative—have been amazing,” says Assistant Superintendent for Instructional Services John M. Nelson. Teachers across the system are able to engage in conversations not only about what to teach and assess, but also about how to effectively use instructional practices to ensure quality teaching. The data continued to improve. Student progress as measured by the California Standards Test in both ELA and mathematics doubled from 2002 to 2013, the year the testing ended. During this same period, the Academic Performance Index (API), California’s growth model target, increased over 150 points.





On-site PD

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.

- ▶ 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 who have a deficient academic vocabulary.

Literacy Experts



Brad
Cawn



James W.
Cunningham



Patricia M.
Cunningham



Kathy
Tuchman Glass



Sharroky
Hollie



LeAnn
Nickelsen



Kathy
Perez

Additional Experts

Allyson J. Burnett
Douglas Fisher
Robin J. Fogarty
Nancy Frey

Maria C. Grant
Kelly Johnson
Katie Stover Kelly
Diane Lapp

Barbara Moss
LeAnn Nickelsen
Angela Peery
Brian M. Pete

Kristine E. Pytash
Laurie Robinson Sammons
Lindsay Yearata

Literacy Strategies to Master the Standards

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

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

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 used by exemplary teachers for vocabulary development.

Close Reading Skills

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

- Identify essential characteristics of a close reading lesson.
- Learn how to support students during close reading.



On-site PD

ENGLISH LEARNERS

According to the National Center for Education Statistics, more than 4.5 million public school students in the United States are English learners, and this number will continue to rise.

Gain proven strategies for ensuring this growing student population succeeds in your school.

- ▶ 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 accountable for English learners' success.
- ▶ Build background knowledge and vocabulary effectively.

English Learners Experts



Margarita
Espino Calderón



Luis F.
Cruz



Katherine
McCluskey



Hector
Montenegro



Carol
Rothenberg



Maria N.
Trejo

Additional Experts

Argelia Carreón

Diane Kerr

Shawn Slakk

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.

- Learn how to 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.

Essentials for Teaching Reading and Comprehension to ELs

Determine how to effectively close the learning gap for ELs.

- 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.



On-site PD

MATHEMATICS

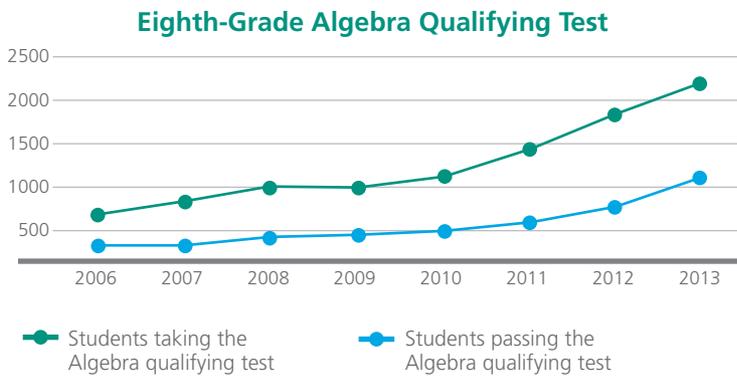
Our experts and authors have helped schools and districts around the world improve student performance in mathematics. Whether you want to deepen your understanding of the mathematics you teach or establish a districtwide vision for mathematics instruction and assessment, we're here to support you every step of the way.

- ▶ Create a collaborative culture that supports effective and equitable mathematics instruction.
- ▶ Ensure teachers deeply understand the mathematics they are teaching their students.
- ▶ Discover best practices for powerful mathematics leadership.
- ▶ Partner with parents and community members to ensure mathematics success.

Demographics

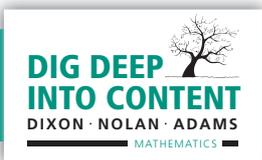
- 1,670 Teachers
- 27,031 Students
- 84.7% Free and reduced lunch

Results



“As a brand-new leader, I had the support from Tim Kanold and other leaders across the district to have an open and honest conversation about our reality and how we could improve. Every time I got back from leadership training I was rejuvenated for the next cycle of teaching.”

—Jeanette Scott, instructional leader, Cesar Chavez High School, Phoenix Union High School District, Arizona



Read our success stories at SolutionTree.com/Success

Demographics

- 4,937 Teachers
- 68,904 Students
- 52% Free and reduced lunch

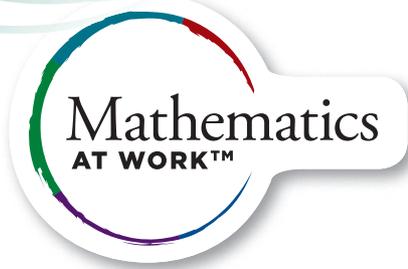
Results

Discovery Education Benchmark Assessments

| Grade | EOY 2014 % DE | EOY 2015 % DE |
|-------|---------------|---------------|
| 2 | 49% | 66% |
| 3 | 59% | 72% |
| 4 | 63% | 70% |
| 5 | 62% | 75% |

“I took your training in Pasco this year. I wanted to share the growth from my end-of-the-year data. This year’s class started at a 46% average grade on test 1 and ended at 80% as the average grade on test 4. I am elated by this increase and last year wasn’t even close.”

—Natalie, teacher, Deer Park Elementary School, Pasco County School District, Florida



Bring our experts to your school



Timothy D. Kanold



Bill Barnes



Jennifer Deinhart



Linda Fulmore



Jessica Kanold-McIntyre



Donna Simpson Leak



Kit Norris



Randy Phippen



Sue Phippen



Sharon Rendon



Sarah Schuhl



Nanci Smith



Mona Toncheff

Additional Experts

Comfort Akwaji-Anderson
Judy Curran Buck
Jason Cianfrance
Mardi A. Gale

Laura Godfrey
Darshan M. Jain
Christina Kelly
Janice L. Krouse

Nathan Lang
Robin Levine-Wissing
Christy McAloney
Suzanne Mitchell

Connie Schrock
Mignon Smith

Extended Learning

1. Mathematics Vision, Implementation, and Focus

Implement systematic change in your district. This service integrates lessons from Dr. Kanold's work to significantly improve sustainable districtwide results in mathematics.

Time frame: One or two days on site with an expert

3. Coaching Academy: Deep Mathematics Teaching, Assessing, and Learning in a PLC

Learn to design high-quality instruction and formative assessment processes based on the Common Core's eight mathematical practices and the Mathematics at Work™ ten high-leverage team actions.

Time frame: Three or four days on site with a grade-level expert

2. Mathematics Teaching and Learning

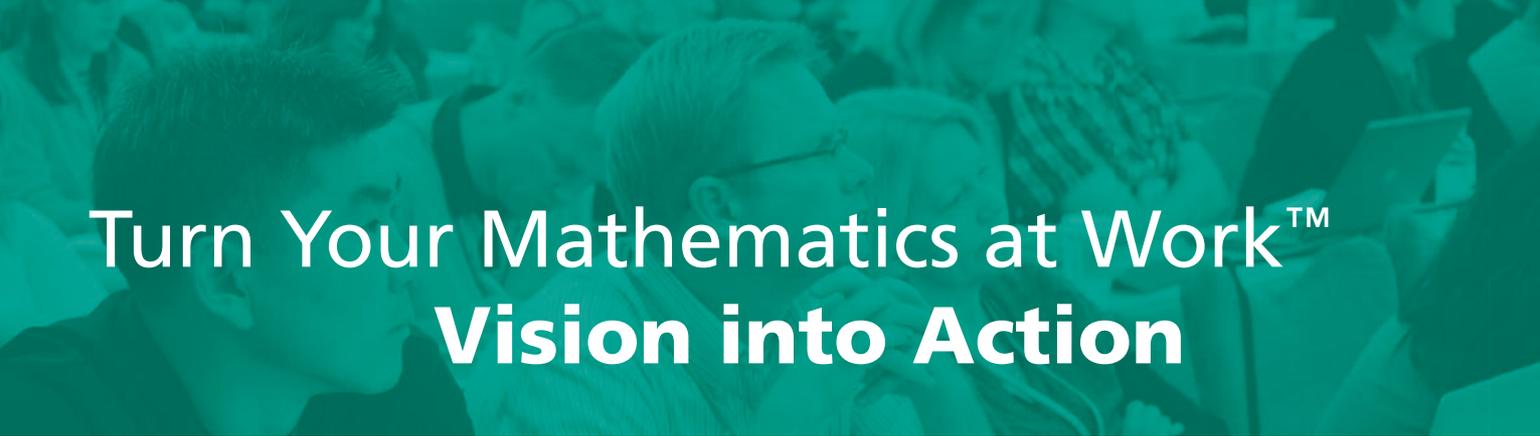
Impact student learning using the Mathematics at Work™ ten high-leverage team actions for effective instruction and assessment. Discover how to create and use high-quality assessments, homework, and formative assessment processes in the classroom.

Time frame: One or two days on site with an expert

4. Embedded On-Site Coaching: Deep Mathematics Teaching, Assessing, and Learning in a PLC

Engage one-to-one with an expert, both at your school building site and through virtual interactive coaching for effective lesson design, homework, and common assessment protocols. This service includes classroom observations and deep feedback for collaborative teams.

Time frame: Three or four on-site sessions, two days each



Turn Your Mathematics at Work™ Vision into Action

Teaching and learning assessment and intervention to produce energy, passion, inspiration, and action across all classrooms

Dr. Kanold and his colleagues have designed four distinct workshops to help teachers reflect on current reality and set goals for improved best practice. These four PLC Mathematics at Work™ Instruction and Assessment workshops are designed to 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.

Instruction Workshops

Lesson Preparation

Develop mathematics content knowledge and high-cognitive-demand tasks. Participants will learn how to prepare lessons that use high-cognitive-demand tasks during a unit of instruction.

Time frame:
One full or half day

Lesson Delivery

Develop mathematics instruction knowledge and in-class formative assessment processes. Participants will learn how to sustain student learning during class.

Time frame:
One full or half day

Assessment Workshops

Design and Development

Develop high-quality and common mathematics assessments, mathematics homework, scoring grading rubrics, and grading practices. Participants will learn how to develop high-quality assessments, homework assignments, and grading practices.

Time frame:
One full or half day

Implementation and Response

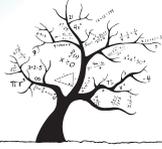
Develop a robust student and adult RTI Tier 1 and Tier 2 Response to Assessment (RTA). Participants will learn the assessment practices and actions needed to accurately respond to student learning and inspire students to persevere and learn the essential standards of a mathematics unit.

Time frame:
One full or half day

DIG DEEP INTO CONTENT

DIXON · NOLAN · ADAMS

MATHEMATICS



Dixon Nolan Adams Mathematics Leaders



Juli K.
Dixon



Edward C.
Nolan



Thomasenia
Lott Adams

Dixon Nolan Adams Mathematics Experts



Janet
Andreasen



Kristopher
Childs



Erhan Selcuk
Hacımeroglu



Tashana
Howse



Farshid
Safi

Guy Barmoha
Lisa Brooks
Craig Cullen
Brian Dean
Lakesia L. Dupree
Jennifer Eli

Stephanie Luke
Amanda Miller
Samantha Neff
George J. Roy
Jennifer Tobias
Taylor Wenzel

Build Deep Content Knowledge in Mathematics

Dixon Nolan Adams Mathematics empowers teachers, administrators, and coaches to master the mathematics being taught in classrooms. 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 Dixon Nolan Adams Mathematics?

Our experts help preK–12 educators dive deep into:

- Appropriate mathematics content
- Effective pedagogical actions
- Productive classroom norms
- Meaningful assessment
- Collaborative teacher team efforts

Bring Dixon Nolan Adams experts to your school or district for a deep dive into relevant mathematics content, effective pedagogical actions, appropriate classroom norms, meaningful assessment, and collaborative teacher team efforts.

The TQE Process



Our Services

Our services provide the flexibility to meet the needs of individual districts.

Professional Development for District and School Leaders

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.

Time frame:
One day

Professional Development for PreK–12 Teachers

Content Institutes ★ FEATURED SERVICE

Make sense of mathematics for teaching in an intensive and collaborative setting. These institutes begin with a large-scale opening session focused on vertical articulation and instructional shifts, followed by grade-band-focused breakout sessions. They conclude with another large-scale session focused on lessons learned across the grade bands and next steps.

Time frame:
Three or four days

Access your exclusive white paper at
SolutionTree.com/dixon-nolan-adams-mathematics



Implementation Workshops

Learn content-based strategies to transform teaching and advance learning. Participants will apply deep understanding of mathematics content to create end-of-unit assessments, engage students in high-cognitive-demand tasks, assess student work, and implement productive homework plans.

Time frame:
Four days

Coaching and In-School Support

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

Time frame:
Four days



On-site PD

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. Make a commitment to school improvement today to ensure your students succeed tomorrow.

- ▶ 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.

School Culture Experts



Dawn Billings



Mardale Dunsworth



John F. Eller



Sheila A. Eller



Emily L. Gibson



Tom Hierck



Sharroky Hollie



Ricardo LeBlanc-Esparza



Kenneth C. Williams

Transforming SCHOOL CULTURE

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



Anthony Muhammad

Bring our experts to your school



Luis F. Cruz



Joe Cuddemi



Scott A. Cunningham



Matt Devan



Michelle Dillard



Reuben Gresham



Rosa Isiah



Carlos Johnson



Alexander McNeece



Robin Noble



Regina Stephens Owens



Karen Power

Additional Experts

Kimberly Rodriguez Cano
Charlie Coleman
Tom Hierck
Shawn Hurt

Joe Ianora
Malik Muhammad
Maria Nielsen
Geri Parscale

Darwin Prater Spiller
Jon Yost

School Culture Audit ★ FEATURED SERVICE

Conduct a thorough audit of your school culture with a Solution Tree expert. The audit is an in-depth review of your school's policies, practices, and procedures along with a formal report containing analysis of relevant data, key survey findings, and actionable recommendations.

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 (TSC) Framework.

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 and simplifies the work of transforming school culture by understanding patterns of behavior that either support or undermine the development of school culture.

The Will to Lead

In Anthony Muhammad's pinnacle work: *The Will to Lead, the Skill to Teach*, educators are guided 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. 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 also 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.

Expert Spotlight

Anthony Muhammad



What inspired you to develop books and professional development focused on transforming school culture?

After spending nearly 20 years as a public school educator, I decided to enter the world of consulting as a PLC advocate. As I worked with schools on the implementation of the PLC process, I found that some schools seemed more prepared to benefit from the guidance and others were resistant to the ideas no matter how profound the argument. This experience inspired me to start to research the impact of culture on school performance. I wanted to understand why some cultures were healthy and some were toxic and to provide practitioners with a sound, research-based set of strategies that anyone could use to transform their culture.

What will educators find most valuable in your resources and professional development?

I think that educators will find that my resources are logical, effective, and make good common sense. I also think that they will find my writing to be an effective balance of empirical evidence and practical ideas. Readers will be able to

easily identify with the dilemmas presented in my literature and be able to find effective ways to solve those problems.

What challenges will it help them overcome?

The school culture resources will help educators in several ways. First, they will be able to understand the social dynamics and conditions that make progressive change difficult. Understanding is half of the battle. Secondly, they will be

What do you feel is the next step in your work to support teachers?

The next step in my work to support teachers is providing insight in the area of using peer pressure to positively influence the behavior of colleagues. Teachers are typically very reluctant to address or influence the behavior of unprofessional colleagues. I want teachers to understand the power that they possess as colleagues. It does not require the influence and



...teachers who are committed to healthy and optimistic principles can speak in a strong and common voice and change the mindsets and behaviors of their peers.”

able to gain insight into what strategies and behaviors prepare people for embracing change and what behaviors undermine the change process. Finally, educators will understand and be prepared to engage the entire school community in the process of collaboration and producing an environment where all students can thrive.

power of a person in an official leadership position to transform behavior, but teachers who are committed to healthy and optimistic principles can speak in a strong and common voice and change the mindsets and behaviors of their peers.



On-site PD

COMMON CORE

Our team of trusted experts will help you successfully embed essential standards throughout your practice.

- ▶ Increase rigor and relevance in every classroom.
- ▶ Train staff to design assessments that align with your state standards or the Common Core.
- ▶ Gain the knowledge to monitor and support state academic and Common Core State Standards.
- ▶ Ensure quality mathematics and English language arts learning for every student.

Common Core Experts



Kim
Bailey



James W.
Cunningham



Eileen
Depka



Juli K.
Dixon



Cassandra
Erkens



Maria C.
Grant



Chris
Jakicic



Lee Ann
Jung



Timothy D.
Kanold



Martha
Kaufeldt



Sharon V.
Kramer



Diane
Lapp



LeAnn
Nickelsen



Maria
Nielsen

Additional Experts

Lisa Almeida

Victoria L. Bernhardt

Austin Buffum

Allyson J. Burnett

Brad Cawn

John F. Eller

Douglas Fisher

Robin J. Fogarty

Nancy Frey

Angela Freese

Heather Frizziellie

Gayle Gregory

Aaron Hansen

Tom Hierck

Kelly Johnson

Alexander McNeece

Geri Parscale

Brian M. Pete

Beth Parrott Reynolds

Laurie Robinson Sammons

Julie A. Schmidt

Sarah Schuhl

W. Richard Smith

Jeanne Spiller

Rebecca L. Stinson

Cheryl Zintgraff Tibbals

Eric Twadell

Susan Udelhofen

Nicole Dimich Vagle

Aligning Assessments with the Standards

Gain research-based strategies, participate in targeted activities, and receive personalized recommendations for building effective assessments.

- Understand and build the components of quality performance tasks to meet standards.
- Share learning tools with other participants to gain numerous strategies and ideas for implementing the standards.

Demanding Rigor without Discouraging Students

Create an environment of high expectations, and then build a system of support to ensure all students succeed.

- Acquire questioning strategies that continually scaffold deeper and more complex thinking.
- Discover how to develop authentic opportunities that engage students in increasingly rigorous demonstrations of their learning.

Working with Standards in a Professional Learning Community

Understand how to use the power of collaboration to meet the rigorous expectations of the Common Core State Standards to maximize student learning.

- Work with your collaborative team to select essential standards.
- Explore ways to write common formative assessments and use the data to respond to student needs.

Common Core Coaching Academy

Are your teachers writing assessments at the same level of rigor as the Common Core? Partner with leading experts to receive in-depth training on the Common Core State Standards and discover research-based techniques for designing powerful assessments. Gain hands-on strategies for classroom, leadership, and curriculum practices that can be implemented immediately.

No Common Core? Let's chat about how we can help with your state standards.

888.409.1682

More Solution Tree Services

Classroom Management & Behavior

Maximize learning by minimizing distraction. Our experts will work with you to design a plan for creating a safe, positive environment where students thrive.

Experts

MaryAnn Brittingham Tom Hierck
Charlie Coleman Kenneth C. Williams

Leadership

Build effective leadership across your school or district. Partner with us to discover how to form a strong team of leaders who understand their vital role in supporting learning.

Experts

| | | |
|-------------------|-------------------|-----------------|
| Anne E. Conzemius | Nancy Frey | Jane A. G. Kise |
| John F. Eller | Michael Fullan | Jay McTighe |
| Sheila A. Eller | Tom Hierck | Casey Reason |
| Cassandra Erkens | Timothy D. Kanold | Douglas Reeves |
| Douglas Fisher | Lyle Kirtman | Eric Twadell |

Special Education

Give every student the opportunity to reach his or her fullest potential. Let's work together to ensure every classroom offers the academic, social, and emotional support learners need to be successful.

Experts

| | |
|---------------------|------------------|
| MaryAnn Brittingham | Kathleen Kyrza |
| Heather Frizziellie | Julie A. Schmidt |
| Lee Ann Jung | Jeanne Spiller |
| Toby J. Karten | |

Student Engagement

Cultivate a classroom environment that empowers learners. We'll help you develop tools and techniques that increase students' interest in the learning process and nurture their confidence.

Experts

| | |
|-------------------------|---------------------|
| Ricardo LeBlanc-Esparza | Susan Stephenson |
| Mary Kim Schreck | Nicole Dimich Vagle |



ONLINE COURSES



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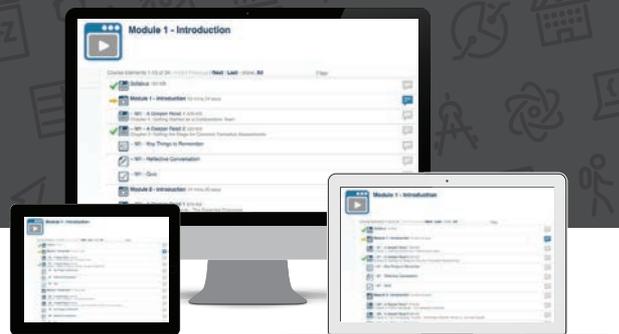
Get online PD from authors you know and trust

With coursework available 24/7, our self-paced online courses are a great way to learn from leading authorities in the field of education, stay on top of changing standards, and develop in-depth understanding of techniques that make a lasting difference in the classroom.

Through the **PLC at Work™ Process Today** course, you'll explore how educators are applying research-based strategies and protocols to transform their schools into high-performing PLCs.



Earn graduate credit or CEUs while gaining instant access to dynamic PD



ENROLL TODAY
SolutionTree.com/Courses



On-site PD

21ST CENTURY SKILLS & DIGITAL LEARNING

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 development to guide you as you work to prepare students for college and career in the 21st century.

- ▶ Explore digital tools that truly accelerate student achievement.
- ▶ Ensure equitable digital implementation schoolwide or districtwide.
- ▶ Gain strategies for seamlessly incorporating technology into classroom lessons.
- ▶ Change classroom culture from teacher-centered to student-centered.

21st Century Skills & Digital Learning Experts



Michael Fullan



Suzie Boss



Mark A. Edwards



Richard E. Ferdig



William M. Ferriter



Adam Garry



Heidi Hayes Jacobs



Ian Jukes



Angela Maiers



Sheryl Nussbaum-Beach



Meg Ormiston



Regina Stephens Owens



Will Richardson



Kipp D. Rogers

Additional Experts

Bryan N. Alexander

Gayle Allen

James A. Bellanca

Andrew Churches

Lee Watanabe Crockett

Richard A. DeLorenzo

Bruce Dixon

Amos Fodchuk

Crystal Guiler

Heidi Hayes Jacobs

Katie Stover Kelly

William Kist

Cheryl Lemke

Rob Mancabelli

Marge Maxwell

Ted McCain

Nicky Mohan

Jason T. Ramsden

Casey Reason

Lisa Reason

Ryan Schaaf

Roger Schank

Eric C. Sheninger

Rebecca Stobaugh

Janet Lynne Tassell

Lindsay Yearata

Yong Zhao

Solution Tree is committed to ensuring that all components necessary to harness the promise of technology in our schools is realized. Only when we capitalize on the districtwide systems and new pedagogies for deeper learning, coupled with universal technology, will we see students become passionate innovators and creative thinkers who can tackle our global problems.



On-site PD

LEADERSHIP

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 build strong leadership across your school or district.

- ▶ 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 Experts



Lisa Almeida



John F. Eller



Sheila A. Eller



Cassandra Erkens



Douglas Fisher



Timothy D. Kanold



Janel Keating



Thomas W. Many



Casey Reason



Douglas Reeves



Tom Schimmer



Eric Twadell



John R. Wink



Yong Zhao

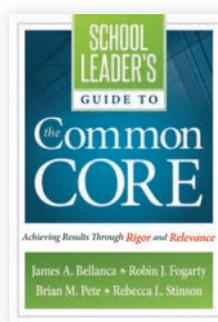
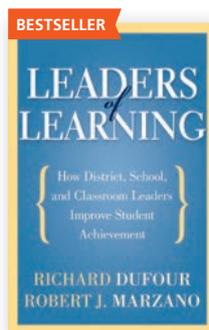
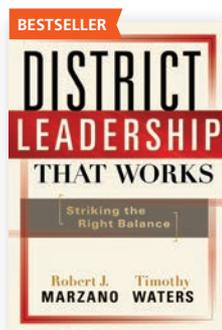
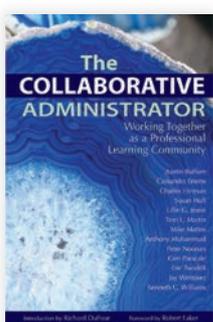


Customized workshops, interactive web conferencing, and other services are available.

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Leadership Bundle

This bundle of five essential books was hand-selected specially for school and district leaders like you who strive to maximize their leadership potential. You'll gain insight from renowned authors in education including Richard DuFour, Robert J. Marzano, Robert Eaker, and others. The bundle is full of powerful strategies and techniques to enhance your leadership skills and support staff development.



15% off regular retail price of these resources when you buy them as a bundle.



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DEVELOPMENT
THAT INSPIRES
RESULTS

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Together, we endeavor to ensure learning for all. Since 1998, Solution Tree has helped more than a million teachers and administrators from across the country—and around the globe—navigate challenging issues that lie in the path of our students' success in the classroom and in life. **We can help you too.**

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PLC

Learn from:



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Robert Eaker

Sharon V. Kramer

Thomas W. Many

Mike Mattos

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

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Douglas Reeves

Kenneth C. Williams

Must-have complementary books:

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Starting a Movement

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Learn from:



Kim Bailey

Cassandra Erkens

Chris Jakicic

Nicole Dimich Vagle

Must-have complementary books:

Collaborative Common Assessments

Common Formative Assessment

NEW *Essential Assessments*

Simplifying Common Assessment

GRADING

Learn from:



Thomas R. Guskey

Douglas Reeves

Tom Schimmer

Must-have complementary books:

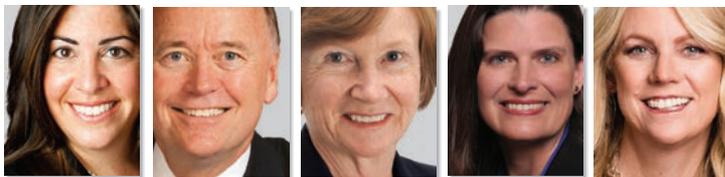
On Your Mark

Grading From the Inside Out

FAST Grading

MATHEMATICS

Learn from:



Juli K. Dixon

Timothy D. Kanold

Kit Norris

Sarah Schuhl

Mona Toncheff

Must-have complementary books:

Making Sense of Mathematics for Teaching series

Balancing the Equation

Engage in the Mathematical Practices

For a full list of new books and resources visit SolutionTree.com/NewReleases

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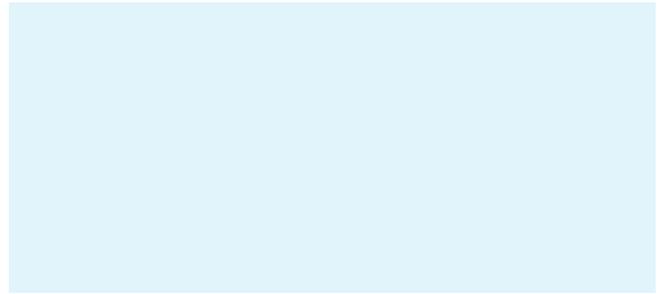
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Bloomington, IN 47404

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Transforming **SCHOOL CULTURE**

Partner with us to create a safe and
productive learning environment for
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