

Solutions

for professional learning

Fall/Winter 2019–2020



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.

ONGOING EVALUATIONS

After every engagement, we distribute surveys to ensure our experts consistently deliver quality professional learning. This critical feedback helps us improve our work over time.

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



PARTNER WITH US TO BRING RESULTS TO YOUR SCHOOL

IDENTIFY

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

CONNECT

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

MATCH

Based on your unique needs, we'll match you with one or more of our proven experts who will take time to learn about your challenges and develop your training 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 maintain your results or take the next steps to make your school or district even better.

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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:

CREATE a collaborative culture

SUSTAIN successes districtwide

ALIGN your resources and time to focus on results

INCREASE student achievement



Professional Learning Communities at Work Experts

PLC AT WORK®

Bring our experts to your school



Kim Bailey



Tim Brown



Luis F. Cruz



Janel Keating



Mike Mattos



Anthony Muhammad



Regina Stephens Owens



Eric Twadell

Additional experts

Jack Baldermann
 Brian K. Butler
 Charlie Coleman
 Joe Cuddemi
 Cassandra Erkens

Paul C. Farmer
 William M. Ferriter
 Heather Friziellie
 Troy Gobble
 Aaron Hansen

Brandon Jones
 Diane Kerr
 Dennis King
 Sharon V. Kramer
 David LaRose

Brig Leane
 Thomas W. Many
 Maria Nielsen
 Geri Parscale
 Karen Power

Michael Roberts
 Sarah Schuhl
 Jeanne Spiller
 Mona Toncheff
 Jonathan G. Vander Els

Kenneth C. Williams
 Jon Yost

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

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

Four Critical Questions of a PLC

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



PLC at Work creator Robert Eaker

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

PLC AT WORK[®] SERVICES

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

YOUR PRIMARY GOALS

BUILDING
Skills

DEEPENING
Skills

SUSTAINING
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"/>		
Enhanced PLC at Work Overview	<input type="radio"/>		
HEART!	<input type="radio"/>		

2-4-DAY COMMITMENT

More intensive 2- to 4-day sessions with an expert on site to guide your entire staff or a smaller team to deepen understanding and further progress.

Creating a Collaborative Culture		<input type="radio"/>	
Overcoming Challenges of Singletons and Small Schools		<input type="radio"/>	
Two-Day Overview with the Guiding Coalition		<input type="radio"/>	
Developing Leaders to Support PLC at Work: Leading With Intention		<input type="radio"/>	
Identifying Essential Learnings		<input type="radio"/>	
Instructional Coaching in a PLC at Work: Make It Happen		<input type="radio"/>	
Personalize Student Learning in a PLC at Work		<input type="radio"/>	
Coaching Collaborative Teams: Amplify Your Impact in a PLC at Work		<input type="radio"/>	
Answering Question 4 for Proficient Students: Going Deeper and Extending the Learning in a PLC at Work		<input type="radio"/>	
Progress Report		<input type="radio"/>	
Using Student Data to Inform Instructional Practice		<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.

Building a PLC at Work Foundation			<input type="radio"/>
Virtual Coaching for Principals and District Administrators			<input type="radio"/>
Embedded Coaching			<input type="radio"/>
Global PD			<input type="radio"/>
Customized Services			<input type="radio"/>
Coaching Academy			<input type="radio"/>

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

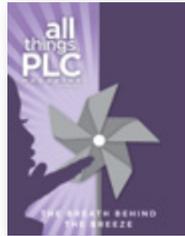
Building Your Skills

1-DAY COMMITMENT

Keynote

An expert keynote speaker will engage your entire staff with inspirational stories, thought-provoking questions, and no-nonsense strategies to help your school's PLC and collaborative climate thrive.

One-year subscription; four issues.
Available in digital and print.



Recommended Resource

Enhanced PLC at Work Overview

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

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



Recommended Resource

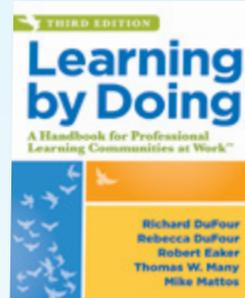
HEART!

We provide participants with tools and skills to commit to their professional life as educators with engagement and passion. Using research-based findings and practices, participants will learn how to bring energy, perseverance, and impact to their work lives while maintaining motivation, balance, and a deep commitment to learning that drives the work of educators.



Recommended Resource

FEATURED RESOURCES

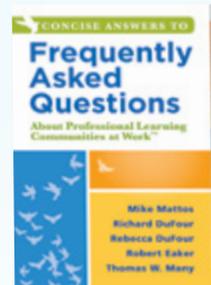


Learning by Doing

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

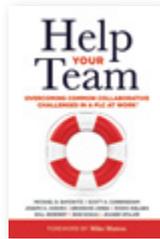
Learning by Doing: A Handbook for Professional Learning Communities at Work® (3rd ed.), this powerful, quick-reference guidebook is a must-have for teachers and administrators working to create and sustain the PLC process.

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.



Recommended Resource

- 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.
- Enhance facilitating data conversations and managing consensus while working together.

Overcoming Challenges of Singletons and Small Schools

Discover how small schools that have only one teacher per subject area can build successful PLCs. Identify and put into practice several structures to involve singletons in the PLC at Work process.



Recommended Resource

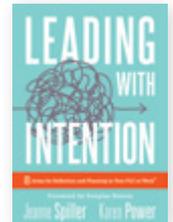
- Align teams to focus on essential skills, even if the content or grade levels are not the same.

Two-Day Overview with the Guiding Coalition

This two-day overview will be with key central office and building personnel who will make up the guiding coalition.

Developing Leaders to Support PLC at Work: Leading With Intention

Implementing and sustaining the PLC process requires diligent leaders who persist in ensuring that their school is a place in which administrators and teachers collaborate, make evidence-based decisions, understand that the student is the top priority, communicate effectively, and are involved in trusting relationships. Learn the actionable steps necessary to develop and lead a highly effective school culture aligned to these priorities.



Recommended Resource

- Explore eight interrelated concepts essential to your work in leading schools: achieving focus and staying intentional, establishing and maintaining organization, building shared leadership, using evidence for decision-making and action, prioritizing the student, leading instruction, fostering communication, and developing community and relationships.
- Learn how to enhance student achievement in your school or district with the PLC at Work process.
- Examine actionable school leadership steps that will assist you in becoming a more synergistic leader.

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.
- Create a districtwide plan for achieving your learning outcomes.

Deepening Your Skills

2-4-DAY COMMITMENT

Instructional Coaching in a PLC at Work®: Make It Happen

Collaborative teams benefit from ongoing coaching and support that helps them put the big ideas of a PLC into action. Learn how administrators, team leaders, and instructional coaches effectively support teams as they implement actions guided by the four critical questions.

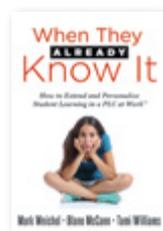


Recommended Resource

- Understand how to best identify your school's current reality and use that to plan your team's next steps as they identify essential standards, write and use common assessments, and develop corrective instruction and intervention.
- Explore practical protocols, templates, and advice that will help teams in your school/district assure that all students are learning at high levels.
- Integrate and promote a culture of shared leadership that supports the work of high-performing teams.

Personalize Student Learning in a PLC at Work®

Personalized learning promotes increased achievement and engagement for all learners. Discover how your collaborative team can personalize learning to ignite all learners and address the fourth critical question of a PLC: "How will we extend the learning for students who are already proficient?"

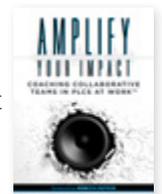


Recommended Resource

- Discover how strategies that work for "question four students" can work with all students.
- Learn the five elements of personalized learning: knowing your learners, allowing student voice and choice, implementing flexibility, using data, and integrating technology.

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

Increase participants' capacity to successfully coach and support collaborative teams as they implement PLC at Work best practices.

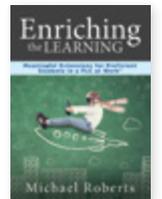


Recommended Resource

- Examine why coaching collaborative teams is so important to successfully implementing the PLC process.
- Engage in hands-on activities to apply the process of coaching teams through a framework of clarity, feedback, and support.

Answering Question 4 for Proficient Students: Going Deeper and Extending the Learning in a PLC at Work®

Discover what your school community can do to answer the fourth critical question of the professional learning community process: How will we extend the learning for students who have demonstrated proficiency?



Recommended Resource

- Identify the students who are already proficient.
- Ensure students don't do busy work.
- Personalize learning when appropriate.

Progress Report

Receive an unbiased observation of your school's PLC implementation and effectiveness.

- An expert facilitation team will conduct an on-site analysis of your current practices.
- The team will assess your PLC progress and present their findings in a written report highlighting recommendations and next steps for improvement.

Using Student Data to Inform Instructional Practice

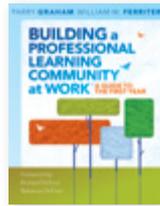
Examine the ways your school and district can better use student achievement data and nonacademic student data to identify areas for improvement.

Sustaining Your Skills

MULTI-DAY COMMITMENT

Building a PLC at Work® Foundation

Create a district guiding coalition. With guidance from an expert who understands your school or district needs, your stakeholders will become PLC at Work leaders. We'll walk you through the process of establishing the four pillars in your school: developing a shared mission, vision, collective commitments, and goals. This multi-day engagement is designed to help your school build a sustainable infrastructure and communication process.



Recommended Resource

Virtual Coaching for Principals and District Administrators

Get focused and productive support for whatever challenges you face. This high-touch professional learning service is available exclusively for principals and district administrators looking to address critical issues. By meeting with coaches for ten online sessions throughout the school year, participants gain access to ongoing counsel from experienced coaches. Our coaches are carefully selected based on their expertise and proven success in leading a PLC. We help leaders work through our framework to capitalize on the skills of their staff and identify the right next steps for their school or district.

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.

Global PD

The power to improve is in your hands with Global PD. Designed with educational experts including Rebecca DuFour, Richard DuFour, Mike Mattos, and Anthony Muhammad, Global PD provides high-quality, goal-oriented virtual training, helping you to sustain learning throughout the year.

- Access hundreds of videos and resources from top authors, including the Learning by Doing video playlist and mini-course.
- Receive on-demand, personalized coaching from certified experts.

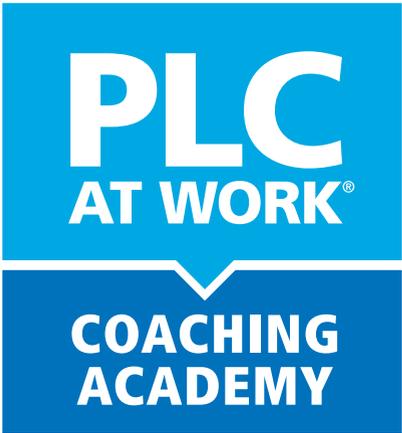
Customized Services

Our professional learning team will listen to your specific challenges and work with you to create a custom learning plan designed to meet your school or district's needs. By integrating research and evidence-based content along with on-site and virtual training, Solution Tree experts are uniquely positioned to help you design your organizational approach to increase student learning.

"I have worked through the PLC at Work process at two different schools now. To see it work twice is validating to me as a leader. I wish I could bottle the impact that the PLC at Work process has had on our students because it has been extremely impactful."

—Julie Wallace, principal,
Quitman Elementary School, Arkansas





Paul C. Farmer
PLC at Work Master Coach

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

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

Achieve a new level of leadership

Carefully developed to maximize participant learning, the academy includes:

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

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

Recommended for:

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

Each participant receives:

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

Each school represented receives:

- The PLC Toolkit*



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

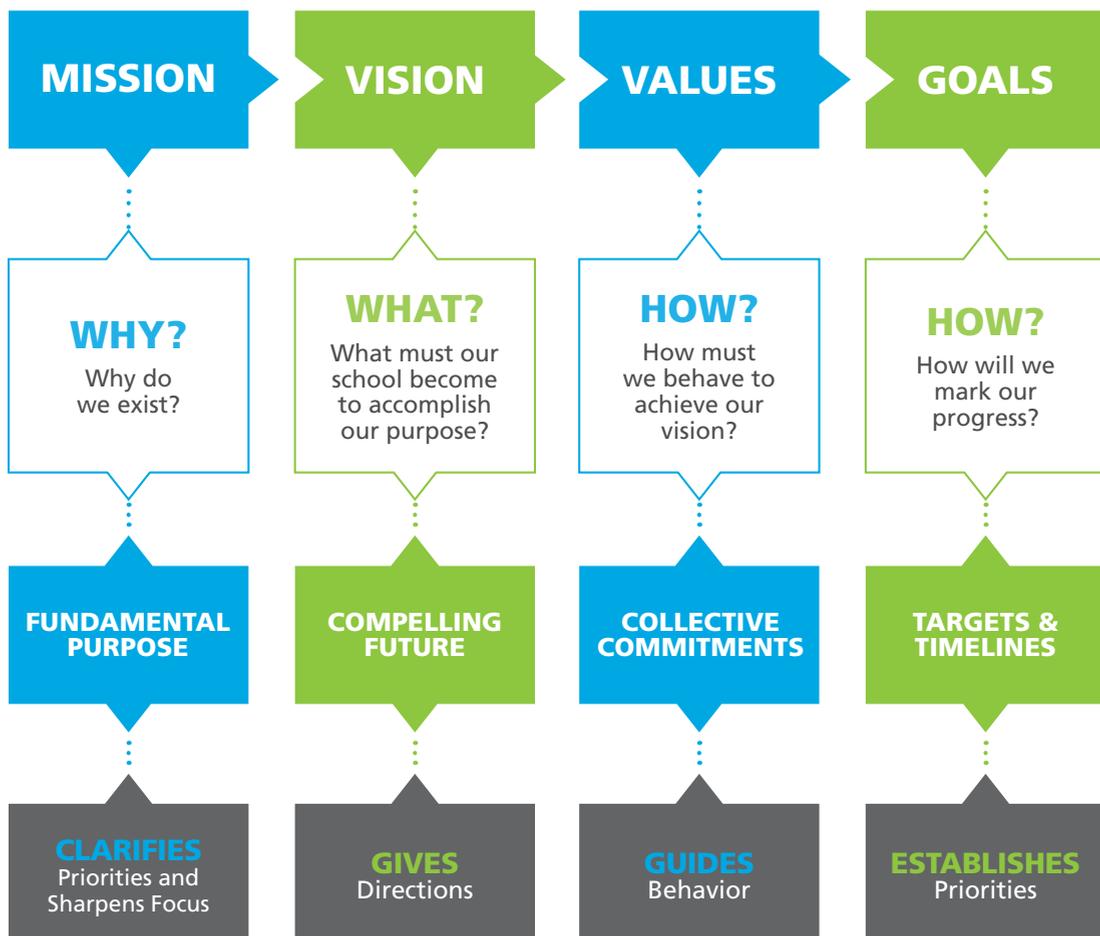
PLC AT WORK®

Where are you on your PLC journey?

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

Whether you're just beginning to develop your school's mission, vision, values, and goals or want to deepen your existing PLC practices, our PLC Navigator Quiz can help. Take the quiz to pinpoint your PLC's progress and get customized recommendations for next steps based on the results.

The mission, vision, values, and goals are the building blocks of a PLC, and the Navigator will map where you are on your journey.



Minnieville Elementary School WOODBIDGE, VIRGINIA



► DEMOGRAPHICS

- › 540 Students
- › 11% Special education
- › 65% English language learners
- › 71% Eligible for free/reduced lunch
- › 48% Hispanic
- › 27% African American
- › 12% Caucasian
- › 3% Multiracial
- › 6% Asian
- › 4% Native Hawaiian/Pacific Islander

Minnieville Elementary School is part of Prince William County Public Schools located in Woodbridge, Virginia, a community of approximately 54,275 residents.



► CHALLENGE

When Nathaniel Provencio became principal at Minnieville Elementary, a school that had served the Woodbridge, Virginia community for more than 40 years, several large challenges awaited him and his staff. In addition to serving a highly diverse, academically challenging, high second-language-learner population, Minnieville would also have to adapt to changing benchmark mandates and assessments from the state.

“We were thrown into a situation where every reason not to be successful was there, whether it be poverty, immigrant families, or a disengaged community,” Provencio said. “We had to do something, because a program alone would not fix it.”

Provencio found direction in a book left by a former principal, *Learning by Doing: A Handbook for Professional Learning Communities at Work®*, which detailed how a PLC framework could establish effective teaching methods, curriculum development, and assessment strategies specific to his district.

► IMPLEMENTATION

Minnieville’s PLC process took off after Provencio took his leadership team to Richmond, Virginia, for a PLC at Work Institute with Dr. Richard DuFour and Rebecca DuFour. The program inspired his staff to form a PLC, working to ensure that every student at Minnieville was provided the best instruction each and every day.

“Keeping things simple, systematic, and doing the right work has really been huge for us. We’ve learned that we cannot be successful without a highly engaged community.”

—Nathaniel Provencio, principal

► **IMPLEMENTATION** CONTINUED

Minnieville’s PLC framework took shape with a system of tiered interventions for both academic and behavioral concerns. Teachers were assembled into teams at each grade level, then empowered to utilize the PLC process by setting norms, identifying goals, and creating and sharing resources. Together, the staff collectively shared ownership over all student successes and challenges. Minnieville’s educators also collaborated on creative scheduling to ensure daily time for implementing tiered interventions.

Parents and families were also invited to participate in the PLC process, strengthening the relationship of the entire learning community. Minnieville provided those families who were new to the United States classes about the American education system, as well as English courses through a language learning company.

Provencio says that these families, who are not accustomed to having a direct relationship with their school, now have a sense of pride in working with Minnieville.

“We need the parents’ input, because we need to make sure parents grow with us,” Provencio said. “Students come and go, but their parents will stay with them.”

► **RESULTS**

Provencio says the PLC processes at Minnieville have paid off greatly, allowing the school to continuously raise student achievement while addressing the specific needs of its diverse learning community.

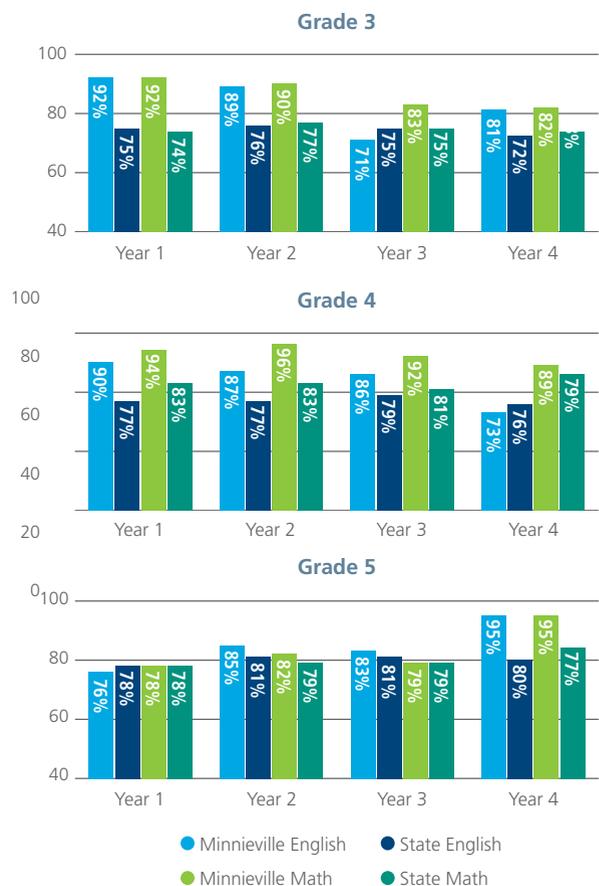
Today, Minnieville students boast a 96 percent passing rate in both language arts and mathematics. Approximately 20 to 25 percent of its K–5 students receive gifted education or advanced lessons. And when as few as 2 percent of kindergarteners arriving at Minnieville have attended any preschool—and thus, have no reading readiness—Provencio says the PLC process and focus on formative assessment ensures

that 90 to 100 percent of them are ready for first-grade literacy by the end of their first school year.

After establishing its PLC framework, Minnieville also became the highest-performing Title 1 school in Prince William County, as well as the eleventh-highest-performing school out of the county’s 67 schools. For the entire commonwealth, Minnieville ranked 184th out of 1,097 schools.

“Keeping things simple, systematic, and doing the right work has really been huge for us,” Provencio said. “We’ve learned that we cannot be successful without a highly engaged community.”

Percentage of Students Meeting or Exceeding Proficiency





PROFESSIONAL LEARNING

Priority Schools in a PLC at Work[®]

Improvement in schools starts with teachers and administrators collectively focused on bringing all students to higher levels of learning.

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 schools labeled as low-performing.



PRIORITY SCHOOLS IN A PLC AT WORK®

Bring our experts to your school



Aspasia
Angelou



Joe
Cuddemi



Michelle
Dillard



Tammy
Miller



Robin
Noble



Karen
Power



Sarah
Schuhl



Mona
Toncheff



Jon
Yost

Additional experts

Kimberly Rodriguez Cano
Scott A. Cunningham

Matt Devan
Maria Nielsen

Regina Stephens Owens
Geri Parscale

Tamie Sanders

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

Continuous school improvement only happens when teachers and administrators collectively center their efforts on ensuring student success.

Why our services make the difference



Results-Driven Approach

Target your school's specific Title I progress needs with an immediate course of action to improve and measure student achievement.



The Resources You Need

Use helpful protocols, rubrics, and action and assessment plans to design your continuous improvement plan and adopt the best practices of a turnaround school.



On-Site Coaching

Bring greater focus to your school improvement process with customized, side-by-side support from a Solution Tree expert.



Powerful Tools

Engage with 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.

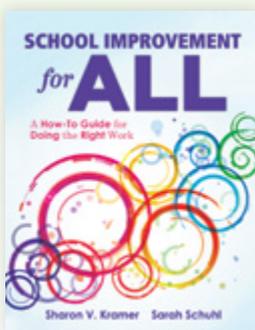


PRIORITY SCHOOLS IN A PLC AT WORK® SERVICES

<p>Needs Assessment and Action Plan Development 2-DAY COMMITMENT</p>	
<p>Embedded Coaching 8–20-DAY COMMITMENT</p>	
<p>Content-Specific Training 5–10-DAY COMMITMENT</p>	
<p>Support Systems for Priority Schools MULTI-SCHOOL SERVICE 4–8-DAY COMMITMENT</p>	

All training is delivered by a Solution Tree author or approved 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.



How to Leverage PLCs for School Improvement

Discover how to build a professional learning community that fosters collaboration and collective responsibility to create lasting change and improve student learning schoolwide.



“ 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

2 DAYS

on site with an expert

Needs Assessment and Action Plan Development

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.

8–20 DAYS

on site with an expert

Embedded Coaching

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

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

5–10 DAYS

on site with an expert

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

4–8 DAYS

on site with an expert

Support Systems for Priority Schools MULTI-SCHOOL SERVICE

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

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

U.S. Grant High School

OKLAHOMA CITY, OKLAHOMA



▶ **DEMOGRAPHICS**

- ▶ **123** Teachers
 - ▶ **1,640** Students
 - ▶ **89%** Free and reduced lunch
 - ▶ **30%** Limited English proficient
 - ▶ **15%** Special education
-
- ▶ **73%** Hispanic
 - ▶ **13%** White
 - ▶ **8%** African American
 - ▶ **1%** Asian/Pacific Islander

▶ **CHALLENGE**

The culture and media surrounding U.S. Grant High School has been historically negative. The school has been called a “dropout factory” and “ground zero of education reform in Oklahoma.” According to the Oklahoma City Police Department, five of the six known gangs in Oklahoma City reside within district boundaries. Staff spent their time focusing on compliance and order instead of student achievement.

U.S. Grant was designated a Turnaround School by the Oklahoma City Public School Board of Education and allocated additional funding under a School Improvement Grant. For six years in a row, the school had not made Adequate Yearly Progress (AYP) and was placed on the state “needs improvement” list.

▶ **IMPLEMENTATION**

Under the leadership of former principal Tamie Sanders, U.S. Grant began its journey to become a professional learning community. The staff have focused their efforts on monitoring student learning on a timely basis, creating systems of intervention, and building teacher capacity to work as members of high-performing collaborative teams.

Teacher teams develop common assessments based on appropriate learning objectives and depth of knowledge. The teams give the assessments to students in a consistent manner and analyze the results for effective instructional strategies, curricular improvement areas, and student strengths and weaknesses. This drives instruction, which is supported by a team approach to enrichment and remediation. The following are examples of the interventions teams use to provide additional time and support for learning:

- ▶ Differentiated, tiered lessons
- ▶ Flexible grouping among teachers to accommodate varying student learning levels
- ▶ Intercession opportunities to remediate and allow students opportunities for success
- ▶ Plans created and monitored for each senior to meet graduation requirements

“Solution Tree helped expand how we utilize PLC time by guiding us to create group intervention plans; become vertically aligned; and use benchmarks, common assessments, and state exam data to identify students in need of intervention. The student achievement gains U.S. Grant has made in recent years were possible because we became a team of teachers, instead of individual teachers, with a clearly defined path to reach our goals.”

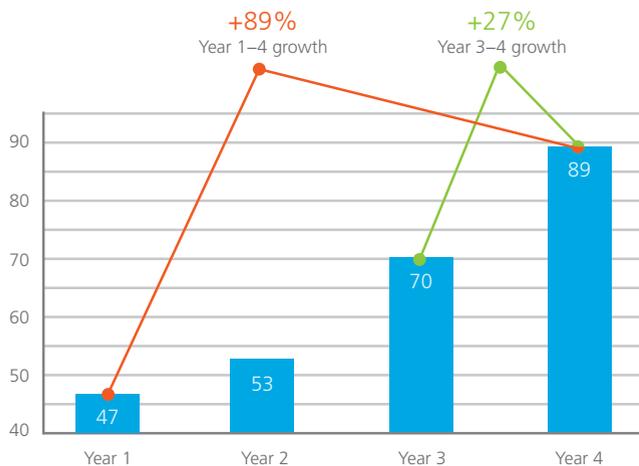
—Maria Wartchow, teacher, U.S. Grant High School, Oklahoma

► KEY ATTRIBUTES OF SUCCESS

- › **Structured** approach to implementing the professional learning communities process
- › **Daily** teacher collaboration during the regular school day
- › **Development** of authentic common formative and summative assessments
- › **Use** of data to drive instruction
- › **Engaging** students in monitoring their own learning
- › **Ongoing** professional development that experts in the field of education provide

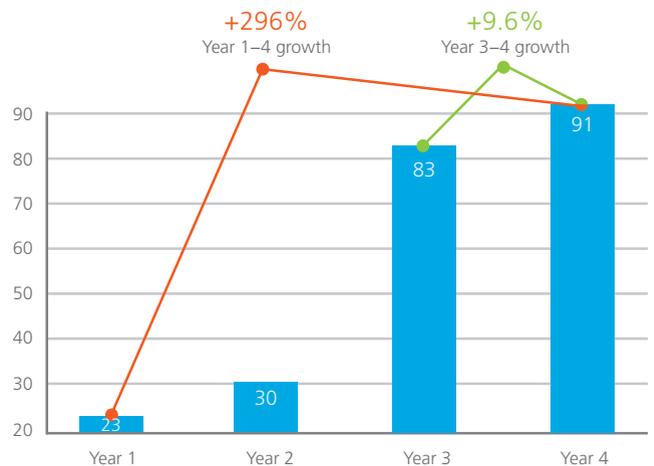
English 3 Year-to-Year Comparison

Percent of students who passed end-of-instruction (EOI) assessment



Algebra 1 Year-to-Year Comparison

Percent of students who passed EOI assessment

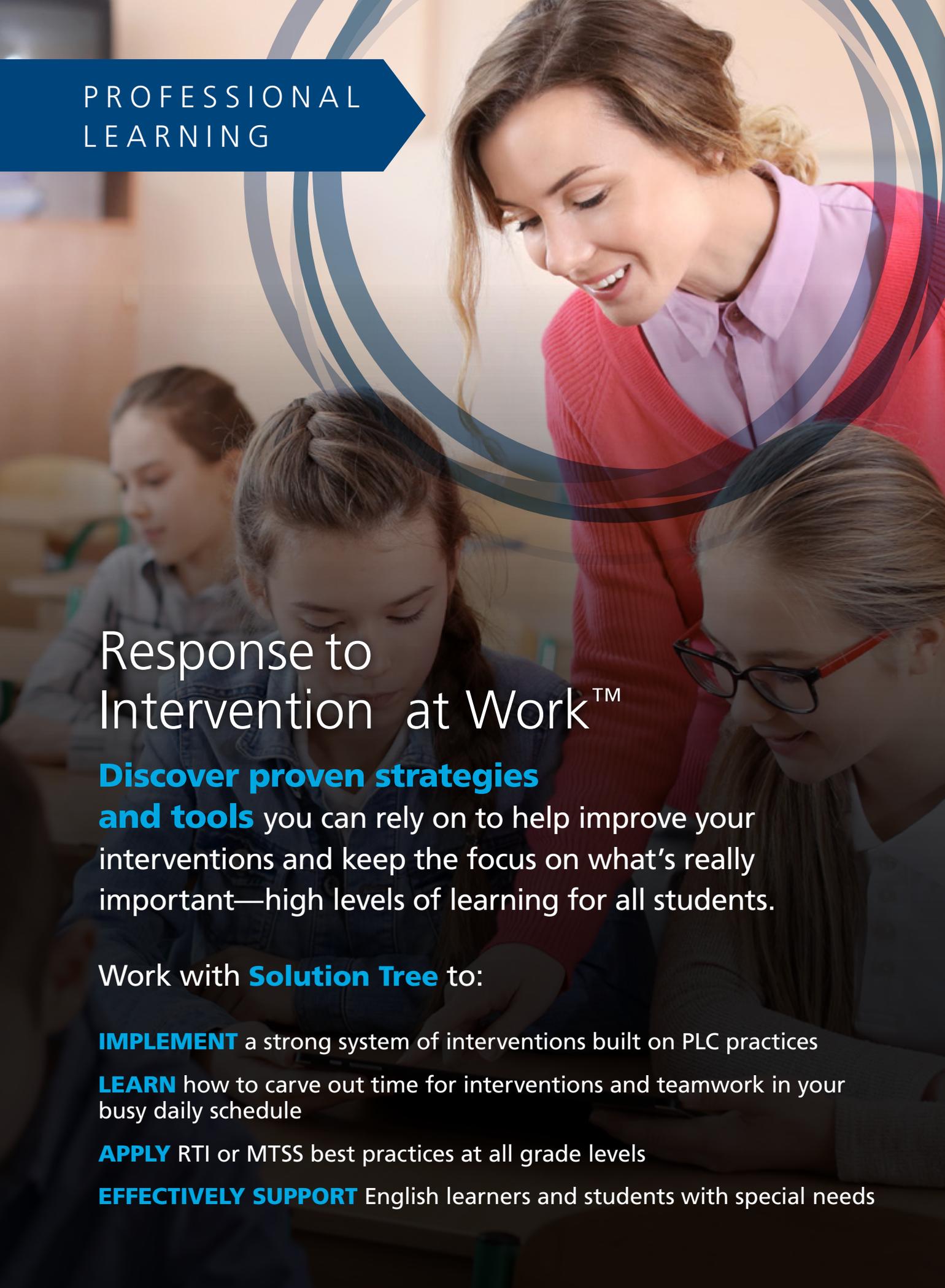


► RESULTS

In Oklahoma, seniors must pass a minimum of four (of seven) end-of-instruction (EOI) tests to graduate. At the start of Year 3, 204 seniors had not met the state testing requirements for graduation. Administrators, counselors, and teachers analyzed the data on each senior to ensure they had the maximum opportunities and resources to meet the state requirements. The school focused on student learning and improving the culture simultaneously. Word began to spread of the positive changes going on at the school, with local news channel News 9 reporting that “Principal Sanders and her staff transformed the culture

of Grant.” By the end of Year 3, only four seniors had not met the state testing requirements, and 35 seniors passed all seven EOI assessments.

The academic growth that occurred during Year 3 made a huge impact and ignited motivation for continued improvement. The unprecedented success of that year’s seniors raised the bar for all students. For Year 4, the number of seniors not meeting state graduation requirements was reduced to 85, compared to 204 for the previous year.



PROFESSIONAL
LEARNING

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



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



RTI AT WORK™

Bring our experts to your school



Kim Bailey



Brian K. Butler



Luis F. Cruz



Joe Cuddemi



Paul C. Farmer



Brandon Jones



Dennis King



Greg Kushnir



Paula Maeker



Regina Stephens Owens



Geri Parscale



Rich Rodriguez



Paula Rogers



Julie A. Schmidt



Eric Twadell



Nicole Dimich Vagle

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

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.

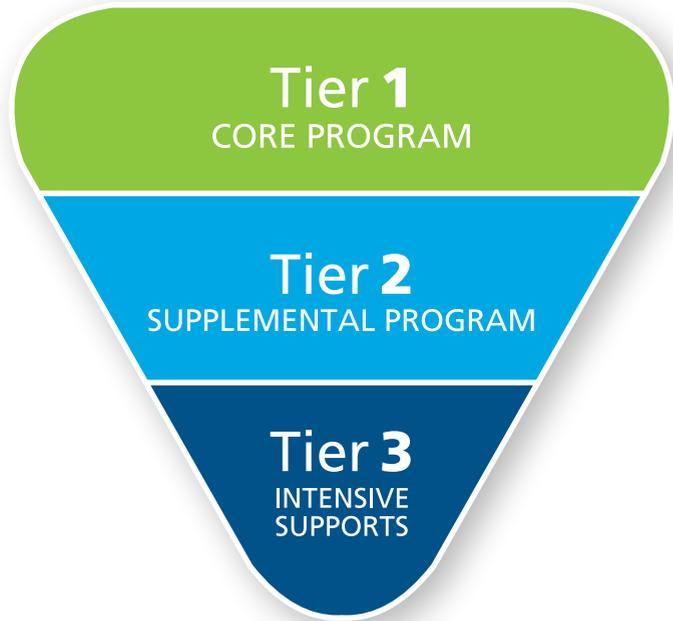
LEARN MORE

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 Support

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 workshops may be right for you, each of our services is designed to fit your goals, budget, and time commitment.

YOUR PRIMARY GOALS

BUILDING
Skills

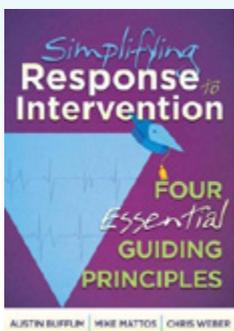
DEEPENING
Skills

SUSTAINING
Skills

1 DAY	One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.			
	Keynote	<input checked="" type="radio"/>		
	RTI at Work Overview	<input checked="" type="radio"/>		
2-4 DAYS	More intensive 2- to 4-day sessions with an expert on site to guide your entire staff or a smaller team to deepen understanding and further progress.			
	Simplifying Response to Intervention		<input checked="" type="radio"/>	
	RTI at Work 2-Day Workshop		<input checked="" type="radio"/>	
	Scheduling Time for Interventions and Enrichment		<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.			
	Embedded Coaching			<input checked="" type="radio"/>
	Customized Services			<input checked="" type="radio"/>
	Global PD			<input checked="" type="radio"/>
	Coaching Academy			<input checked="" type="radio"/>

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

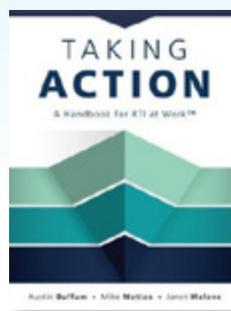
FEATURED RESOURCES



Simplifying Response to Intervention

Four Essential Guiding Principles

Change how you think about RTI, and learn how to create an effective model that begins with quality instruction in every classroom.



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.

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 remediation and enrichment.

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

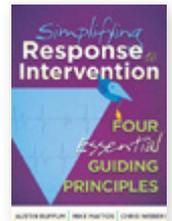


Included Resource

Simplifying Response to Intervention

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

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



Recommended Resource

RTI at Work 2-Day Workshop

Learn to refine your RTI processes or overcome your RTI challenges in this workshop for school teams. RTI is more than implementation steps to cross off a list; it is a way of thinking about how educators can ensure each student receives the time and support needed to achieve success. Help your school make RTI efficient, effective, and equitable.

- Create and support teacher, leadership, and intervention teams.
- Create a toolbox of effective interventions.
- Address complex issues such as motivation, attendance, and behavior.



Recommended Resource

Sustaining Your Skills

MULTI-DAY COMMITMENT

○ Scheduling Time for Interventions and Enrichment

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



Recommended Resources

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

○ Embedded Coaching

Give your staff on-site RTI training 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 learning 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

Create a fundamentally effective learning environment for every student. Provide job-embedded professional learning by giving your team access to videos and books on multitiered systems of support. Presented by experts in the field, the videos are between 3 and 15 minutes, and the books can be browsed by chapter to accommodate your team's busy schedules. Teachers can refresh their knowledge of RTI from experts like Mike Mattos, Austin Buffum, Luis F. Cruz, and Rebecca DuFour. Plus, use the Simplifying Response to Intervention video playlist to:

- Explore teacher-team supported Tier 1 core programs.
- Determine essential standards.
- Turn data into usable information.





Discover proven strategies and tools you can rely on

“Clinton High School's outstanding results are because our team comes together each week and has meaningful conversations around interventions. No excuses or complaining allowed. Student success is the only goal. Mike Mattos was right.”

—Karinne Tharaldson-Jones, former principal, Clinton High School, Iowa

Sustaining Your Skills

MULTI-DAY

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 support.
- 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



RTI at Work creator Mike Mattos



REQUEST MORE INFORMATION

SolutionTree.com/LeadRTI

Clinton High School

CLINTON, IOWA



▶ DEMOGRAPHICS

- ▶ **1,100** Students
- ▶ **55%** Free and reduced lunch
- ▶ **1%** Limited English proficient
- ▶ **18%** Special education
- ▶ **12.3%** African American
- ▶ **5.4%** Hispanic
- ▶ **1.4%** Asian/Pacific Islander
- ▶ **<1%** Other

Clinton High School is located on the Mississippi River in the county seat of Clinton, Iowa.

▶ CHALLENGE

When Clinton High School administrators attended a Solution Tree conference, they hoped to learn strategies that would help them fight several discouraging trends. The graduation rate was declining as failures were increasing. State assessment results and attendance were both down. Student behavior issues were increasing. Staff efficacy and overall school morale were low and continuing to diminish. The existing structure and culture did not allow staff the time to fully support all students—those in general classes as well as those in honors and AP. Another challenge was eliminating the barrier to honors and AP classes, making those opportunities available to all students.

“After hearing Mike Mattos speak, I was very intrigued by his vision but still had many reasons why none of it would really be successful for me in my school,” recalls former principal Karinne Tharaldson-Jones. “I approached him after his session and stated just that. He confirmed my belief by saying this: ‘You are the principal, right?’ He then stated, ‘You are right; it won’t work for you. You are the principal, and you don’t believe it.’”

▶ IMPLEMENTATION

“That conversation with Mike Mattos changed everything,” Tharaldson-Jones says. “He was right; I had the power, the resources, and the vision to fix things. If not me, who?” Tharaldson-Jones returned to CHS with her leadership team, determined to focus on the right things that would enable a total and complete school system change:

- ▶ Student learning
- ▶ Teacher collaboration
- ▶ Administrative laserlike focus

Using the books *Pyramid Response to Intervention* and *Simplifying Response to Intervention* as guides, CHS staff eventually realigned and implemented an intervention process where data for every student was analyzed by a data team each week. Student indicators

“CHS’s outstanding results are because our team comes together each week and has meaningful conversations around interventions. No excuses or complaining allowed. Student success is the only goal. Mike Mattos was right.”

—Karinne Tharaldson-Jones, former principal

► **IMPLEMENTATION** CONTINUED

now are reviewed each week, and interventions are implemented for all students in all class levels, including AP. Staff are required to update grades each week, and the data team reviews the success of each intervention.

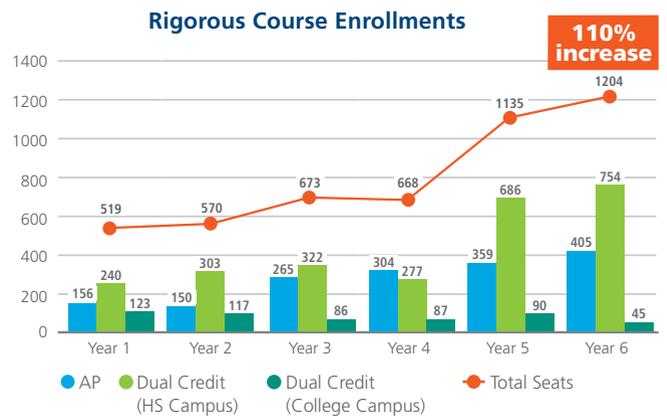
Tharaldson-Jones and her team started very small and with great focus: one teacher, one course, and one grade level. “We put a study table in place for Algebra 1 during lunch. One teacher was assigned to this lunch intervention to see if any progress could be made. We had great success after only one trimester. Our failures dropped in half.”

After expanding this small effort to other courses, school staff ultimately created a system where students could be successful and achieve at high levels.

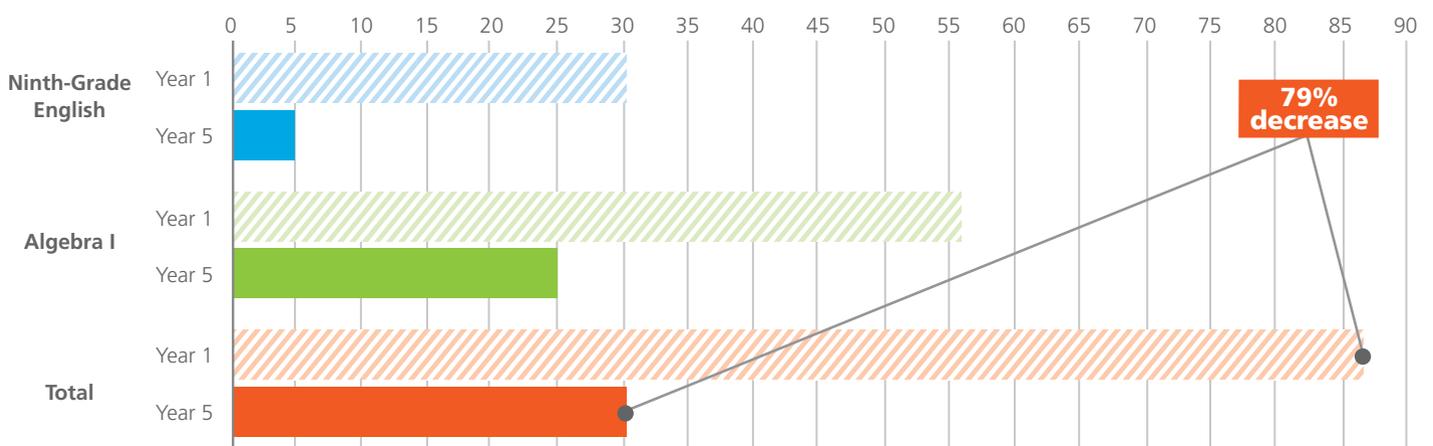
“In the end I realized the biggest barrier to the success at CHS was me,” Tharaldson-Jones says. “Our staff was good enough, our students were bright enough; the principal just had to be brave enough.”

► **RESULTS**

The trends at CHS now tell a very different story. By every indicator, CHS has been successful in improving student performance. Over a six-year period, the total number of course failures in grades 9–12 decreased by 79 percent. Results also show that students feel supported in their efforts to be successful in the classroom and, in response, are showing up to learn. In just one year—from year 5 to year 6—student attendance increased by 3 percent!



Clinton High School Study Table Results—Ds



Assessment

Rely on Solution Tree resources, events, and on-site professional learning to help you implement assessment and grading practices that have the power to reduce failure rates and 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 utilize new technology tools for more efficient grading



the Solution Tree Assessment Center

Hope through achievement



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

Bring our experts to your school



Angela Freese Garnet Hillman Jodi Miller Susannah O'Bara Jim Smith Mandy Stalets Katie White

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



The Solution Tree Assessment Center's 6 Tenets of Success

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

ASSESSMENT CENTER SERVICES

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

YOUR PRIMARY GOALS

BUILDING
Skills

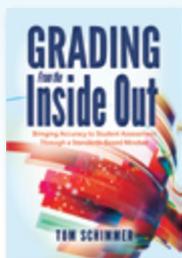
DEEPENING
Skills

SUSTAINING
Skills

1 DAY		BUILDING Skills	DEEPENING Skills	SUSTAINING 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	○		
	A Call to Action	○		
2-4 DAYS		BUILDING Skills	DEEPENING Skills	SUSTAINING Skills
2-4 DAYS	More intensive 2- to 4-day sessions with an expert on site to guide your entire staff or a smaller team to deepen understanding and further progress.			
	Collaborative Common Assessments		○	
	Developing Creative Processes in the Classroom through Formative Assessment		○	
	Rethinking Grading to Develop Confident Learners		○	
	Coaching Students in the Classroom through Effective Feedback		○	
MULTI-DAY COMMITMENT		BUILDING Skills	DEEPENING Skills	SUSTAINING Skills
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			○
	Implementing and Affirming with Evidence			○
	Embedded Practice, Systems Alignment, and Sustainability			○
	Customized Services			○
	Embedded Coaching			○
	Global PD			○
Coaching Academy			○	

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

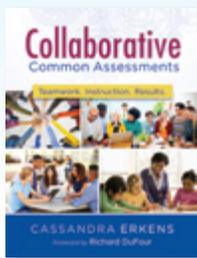
FEATURED RESOURCES



Grading From the Inside Out

Bringing Accuracy to Student Assessments Through a Standards-Based Mindset

The time for grading reform is now. Discover the steps your team can take to implement standards-based practices that transform grading and reporting schoolwide.



Collaborative Common Assessments

Teamwork. Action. Results.

Explore the practical steps teacher teams must take to establish clear, comprehensive assessment systems that guide instruction and strengthen PLCs.



Design in Five Essential Phases to Create Engaging Assessment Practice

Discover how to work with your school team to create innovative, effective, engaging assessments using a five-phase design protocol.

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.



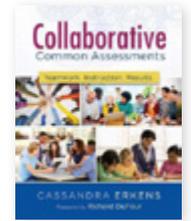
Recommended Resources

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.

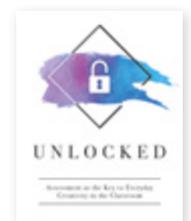


Recommended Resource

- Identify the process of designing and the practice of employing a robust and balanced assessment system at the classroom level.
- Focus on the keys to accurate design and effective use of collaborative common assessments.
- Gain supportive tools, such as planning templates and protocols.

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 on-site 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

- Examine the connection between effective assessment and students’ creative development.
- Develop an understanding of the creative process and its four critical stages.
- Explore the numerous benefits of encouraging and developing students’ creative thinking skills in any learning context.
- Acquire concrete strategies for developing strong formative assessment practices that support self-assessment and feedback—critical when unlocking students’ creative skills.



Deepening Your Skills

2-4-DAY COMMITMENT

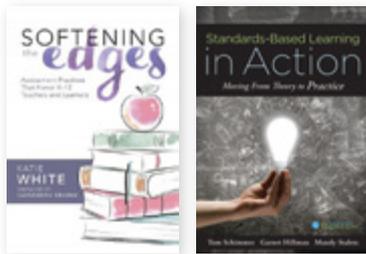
Sustaining Your Skills

MULTI-DAY COMMITMENT

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

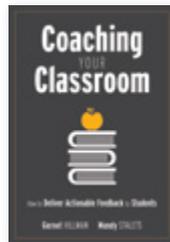


Recommended Resources

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.

- Analyze the impact of learning-centered classroom language and formative assessment on student learning.
- Understand the importance of effective communication in the classroom, as well as how giving feedback works and what a student-centered culture looks like.
- Learn how to deliver individualized next steps and support students through the feedback loop and the gradual release of responsibility
- Embrace the qualities of actionable feedback and examine the effect on student engagement and intrinsic motivation.



Recommended Resource

Developing Assessment Literacy

This on-site 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

Educators use data to identify best practices in classroom assessments and system alignment. They focus on topics contributing to assessment literacy, with an emphasis on transferring the skills, knowledge, and tools to 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.

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.

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.

Global PD

Develop assessment literacy

Use Global PD to access online tools to analyze your students' data by grade level, by classroom, and by individual student, as well as schoolwide. This award-winning digital tool will help your team:

- Identify essential standards, create student-friendly learning targets, and build common assessments.
- Group students by proficiency level and create graphs or charts that enable teams to analyze data—student by student and skill by skill.
- Turn data into usable information.

Also, learn how to incorporate common formative assessments into your practices using the Common Formative Assessment video playlist.



the Solution Tree
Assessment Center

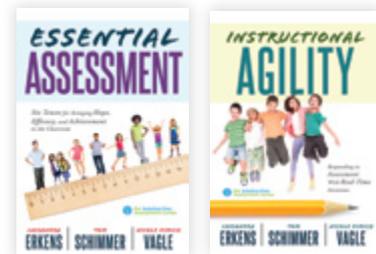
COACHING ACADEMY

Grow confident learners

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

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

Each participant receives:



Each school represented receives:

The Assessment Toolkit*



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



Kildeer Countryside Community Consolidated School District 96

BUFFALO GROVE, ILLINOIS



► DEMOGRAPHICS

- › 227 Teachers
- › 3,054 Students
- › 11.3% Free and reduced lunch
- › 10% Limited English proficient
- › 13.6% Special education
- › 1.3% African American
- › 7.7% Hispanic
- › 21.2% Asian/Pacific Islander
- › 6.4% Other

Kildeer Countryside Community Consolidated School District 96 is located in the northwest suburbs of Chicago, Illinois.



► CHALLENGE

Early in Kildeer’s PLC journey, administrators recognized that as a system they did not have clear answers to the four critical questions of a PLC. There was a lack of consistency regarding what students learned, and while assessment existed in the system, it was used to determine student grades, not to inform instructional practice. This realization led to a focus on the four questions as the basis of the district’s school improvement processes and remains the focus today. As Kildeer continues its journey, answers to the four questions get sharper and more refined, leading to higher levels of student achievement.

► IMPLEMENTATION

Kildeer’s implementation strategies began with the first question: what is it we expect our students to learn? Their work centered around the development of a guaranteed and viable curriculum districtwide. Using state standards, and then later the Common Core Standards, district teams worked to determine the essential standards and learning targets for every content area at every grade level throughout the system. From there, teams developed trimester pacing guides to ensure there was a common instructional focus in all grades for all content areas in the district. The next step was focused on the second question: how will we know when they have learned it? Teacher teams worked together to develop common formative assessments and district



**MODEL PLC
SCHOOL**

“Many Solution Tree authors and researchers have worked with District 96 throughout this journey, shaping our work and contributing to our progress. Through Solution Tree’s guidance, we believe we have built a premier school district where we strive to ensure that every student achieves, every day in every school.”

—Jeanne Spiller, assistant superintendent

► IMPLEMENTATION CONTINUED

benchmark assessments to measure student progress and establish appropriate instruction, interventions, and extensions. Teacher teams continue to refine and expand this work every year.

“One of the most impactful steps in the system has been scaling targets,” Principal Vail Kieser, a former technology coach, says. “This collaborative process allows us to gain a deep understanding of learning targets, which ultimately blossoms into addressing the following questions: What can we do if a child doesn’t know the target to meet standards? What can we do if a child already knows the target?”

► RESULTS

For twelve years, Kildeer saw a steady rise in districtwide average Illinois Standards Achievement Test scores. In the twelfth year, Kildeer scored 108.1 on the ISAT index compared to the statewide index of 100. Most impressive is the comparison of ISAT indices based on students with individualized education plans. Compared to the statewide score of 89.9, Kildeer achieved an index of 101.5. Across Kildeer, IEP reading scores increased from 62.3 percent to 81.8 over a

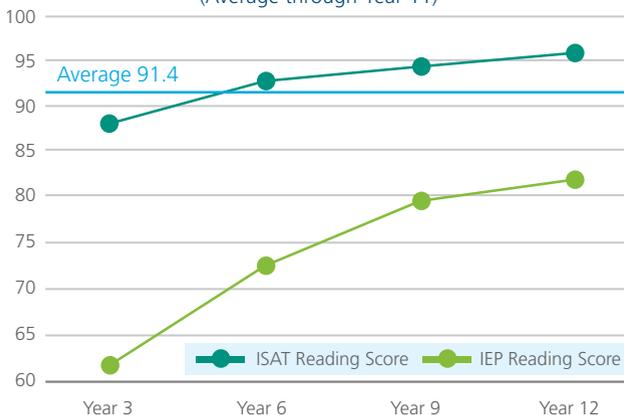
period of nine years. IEP math scores increased from 66.9 percent to 87.7 during that same period.

In year 4, Kildeer ranked 54th out of 868 districts in Illinois. Between year 4 and year 12, the district improved its state rank each year, and in year 12, the school ranked eighth in the state. Kieser attributes these increased levels of student achievement to the assessment strategies implemented over the last decade: “Assessment in District 96 is one of the most powerful tools we have to promote critical thinking by teachers, set high expectations for all students, and ultimately provide clarity and common language for all who have a stake in developing students’ maximum potential.”

Rethinking the way they assess has provided other benefits, according to Kieser. “Through multiple methods of assessment, we provide check-in points to promote assessment for learning versus solely of learning. This provides teachers, coaches, and building principals an opportunity to examine current practices, help each other solve problems, and provide the best possible learning opportunities for students. Coming from a classroom position to a coaching role, I understand how deeply our methods of assessment positively benefit learning in our district.”

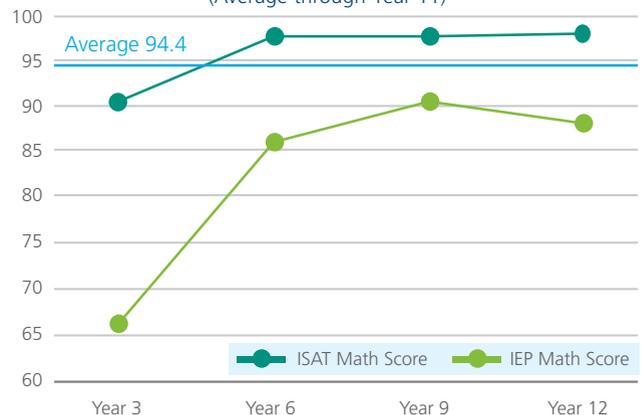
District ISAT and IEP Reading Scores Years 3–12

(Average through Year 11)



District ISAT and IEP Math Scores Years 3–12

(Average through Year 11)



ASSESSMENT SERVICES

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

YOUR PRIMARY GOALS

BUILDING
Skills

DEEPENING
Skills

SUSTAINING
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 DAYS	More intensive 2- to 4-day sessions with an expert on site to guide your entire staff or a smaller team to deepen understanding and further progress.			
	Designing Quality Assessments		○	
	Letting Data Lead		○	
MULTI-DAY	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.			
	Embedded Coaching			○
	Customized Services			○

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

Bring our experts to your school



Kim Bailey



Damian Cooper



Eileen Depka



Troy Gobble



Thomas R. Guskey



Tom Hierck



Chris Jakicic



Sharon V. Kramer



LeAnn Nickelsen



Ken O'Connor



Mark Onuscheck



Douglas Reeves



Anthony R. Reibel



Sarah Schuhl



Rebecca Stobaugh



Eric Twadell



Lee Watanabe-Crockett



Yong Zhao

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

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.

**Deepening Your Skills**

2-4-DAY COMMITMENT

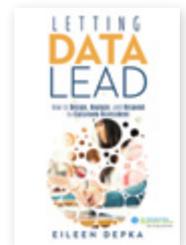
Designing Quality Assessments

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.

Letting Data Lead

Build a culture of school data analysis and interpretation, starting with instruction and assessment techniques that promote student achievement and ensure a response to data.



Recommended
Resource

- Define the purpose of assessments and distinguish between when a response is needed and when a response is not essential.
- Design assessment of student learning in a way that creates actionable insights and pinpoints where students are struggling.
- Build a classroom culture where students engage in critical thinking, react to their personal data, and set goals to promote future success.

Sustaining Your Skills

MULTI-DAY COMMITMENT

Embedded Coaching

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

Customized Services

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

PROFESSIONAL
LEARNING

Transforming School Culture

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

Work with **Solution Tree** to:

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

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

ENHANCE communication between teachers and school leaders

ALIGN your organizational philosophy and create a shared mission and vision



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



Joe Cuddemi



Scott A. Cunningham



Rosa Isiah



Carlos Johnson



Alexander McNeece



Malik Muhammad



Robin Noble

Additional experts

Kimberly Rodriguez Cano
Charlie Coleman
Matt Devan

Michelle Dillard
Reuben Gresham
Tom Hierck

Shawn Hurt
Joseph A. Ianora
Maria Nielsen

Regina Stephens Owens
Geri Parscale
Karen Power

Darwin Prater Spiller
Jon Yost

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

A close-up photograph of a woman with long dark hair and a young boy with dark hair, both looking down. They are framed by several overlapping blue circles of varying shades. The woman is on the left, and the boy is on the right. The background is blurred, suggesting an indoor setting like a classroom.

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

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

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

TRANSFORMING SCHOOL CULTURE SERVICES

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

YOUR PRIMARY GOALS

BUILDING
Skills

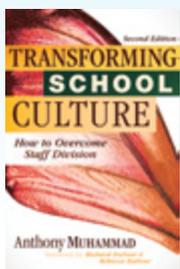
DEEPENING
Skills

SUSTAINING
Skills

	1-DAY COMMITMENT	2-4 DAYS	MULTI-DAY
<p>One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.</p>			
Keynote	<input checked="" type="radio"/>		
Transforming School Culture Framework	<input checked="" type="radio"/>		
Basics of School Culture	<input checked="" type="radio"/>		
Time for Change	<input checked="" type="radio"/>		
School Culture Audit	<input checked="" type="radio"/>		
<p>More intensive 2- to 4-day sessions with an expert on site to guide your entire staff or a smaller team to deepen understanding and further progress.</p>			
The Will to Lead, the Skill to Teach		<input checked="" type="radio"/>	
<p>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.</p>			
Embedded Coaching			<input checked="" type="radio"/>
Customized Services			<input checked="" type="radio"/>
Global PD			<input checked="" type="radio"/>

All training is delivered by a Transforming School Culture 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. Dedicated to answering frequently asked questions on culture, leadership, and more.



Time for Change NEW

Four Essential Skills for Transformational School and District Leaders

Discover how to develop and strengthen the four essential skills of effective educational leaders. Inspire a shared vision of strategic change and overcome resistance through strong communication, trust building, empowerment of those you lead, and a focus on results.

Keynote

Bring one of our expert authors or certified associates to motivate and align your staff, centered around 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 the area of school culture.

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.

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

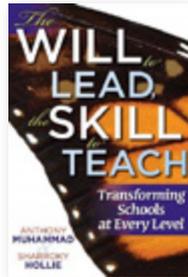
Recommendations for changes to policies, practices, and procedures are included in the formal report, which is provided to the school principal.

- One-day on-site visit to observe 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 on-site visit.
- Author or associate reviews data and survey and compiles the formal report.
- 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
- Web conferencing is available for schools interested in follow-up 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.



Sustaining Your Skills
MULTI-DAY COMMITMENT

Embedded Coaching

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

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

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

Customized Services

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

Global PD

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

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

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

DNA Mathematics

DNA Mathematics empowers teachers, administrators, and coaches to make sense of mathematics for teaching.

Participants explore tasks that help them engage with the 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 B. Andreasen



Guy Barmoha



Melissa D. Boston



Lisa A. Brooks



Amber G. Candela



Melissa R. Carli



Lakesia L. Dupree



Jennifer Eli



Erhan Selcuk Haciomeroglu



Tashana D. Howse



Stephanie Luke



George J. Roy



Farshid Safi



Makini Sutherland

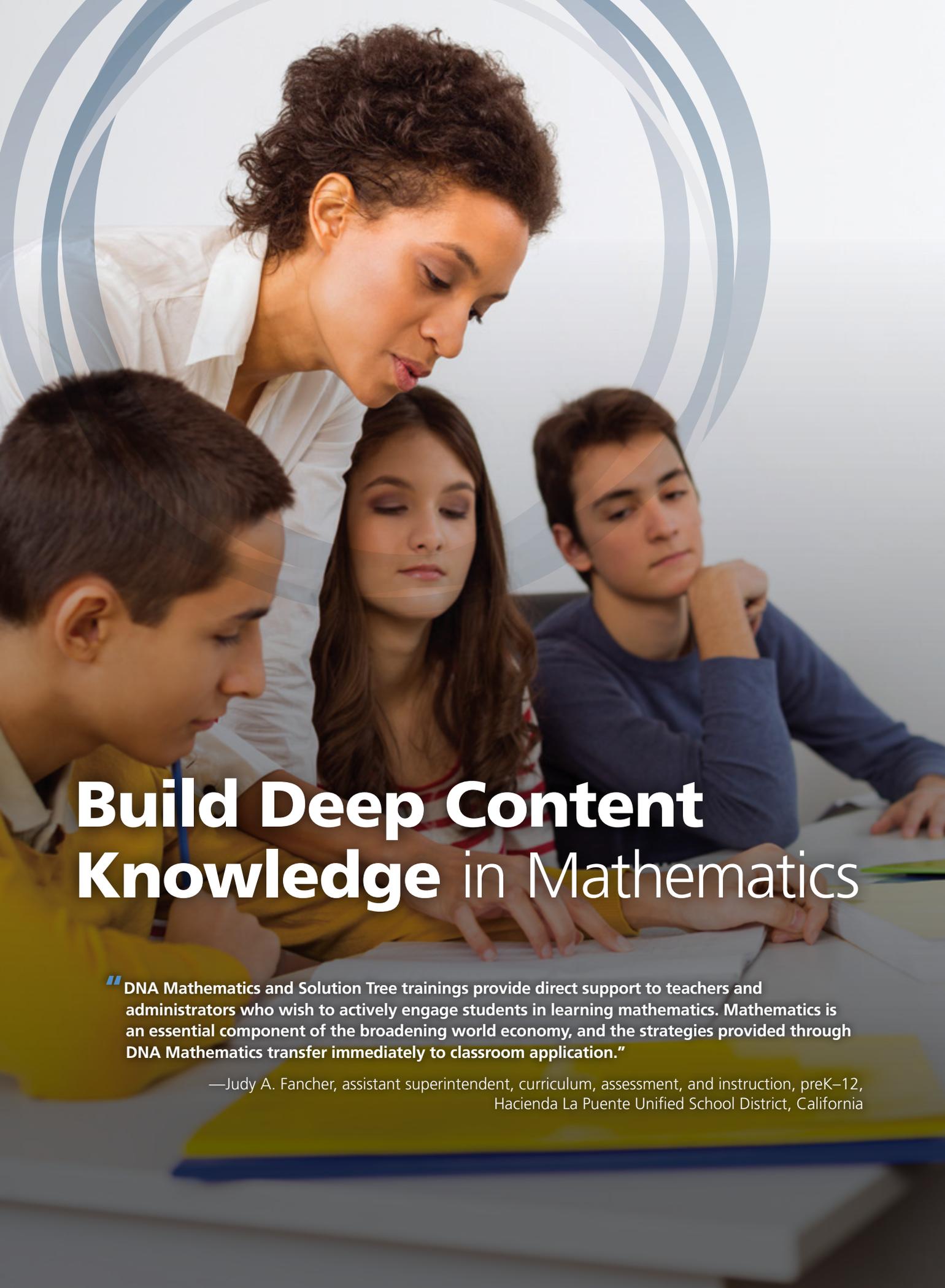


Jennifer Tobias



Taylor Wenzel

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



Build Deep Content Knowledge in Mathematics

“DNA Mathematics and Solution Tree trainings provide direct support to teachers and administrators who wish to actively engage students in learning mathematics. Mathematics is an essential component of the broadening world economy, and the strategies provided through DNA Mathematics transfer immediately to classroom application.”

—Judy A. Fancher, assistant superintendent, curriculum, assessment, and instruction, preK–12,
Hacienda La Puente Unified School District, California

DNA MATHEMATICS SERVICES

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

YOUR PRIMARY GOALS

BUILDING
Skills

DEEPENING
Skills

SUSTAINING
Skills

1 DAY	2-4-DAY COMMITMENT	MULTI-DAY
<p>One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.</p>		
Keynote		
Big-Picture Shifts in Content and Instruction		
<p>More intensive 2- to 4-day sessions with an expert on site to guide your entire staff or a smaller team to deepen understanding and further progress.</p>		
Content Institutes		
Closing the Gender Gap in Mathematics Grades K-5		
Implementation Workshops		
Instructional Quality Assessment Tools		
<p>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.</p>		
Coaching and In-School Support		
Customized Services		
Global PD		

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

FEATURED RESOURCES

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.



Making Sense of Mathematics for Teaching

Facilitator's Guide and DVD series

These facilitator guides equip workshop leaders to build on the Making Sense of Mathematics for Teaching series through the TQE Process.



Building Your Skills

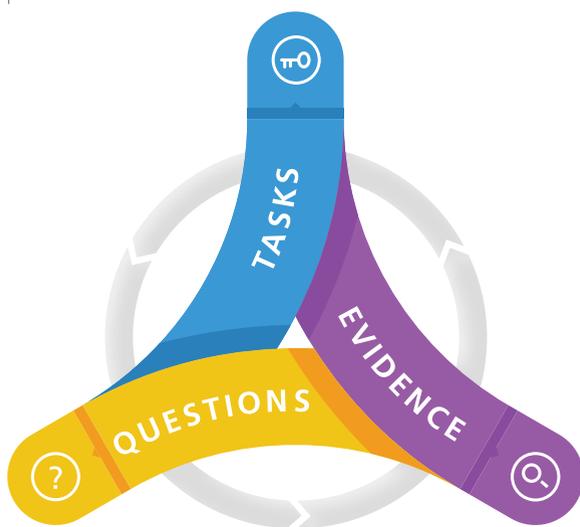
1-DAY COMMITMENT

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.



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**.

Learn more about DNA Mathematics
SolutionTree.com/WhyDNA

Deepening Your Skills

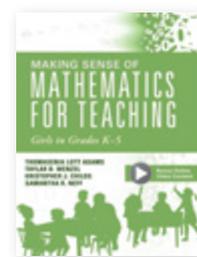
2-4-DAY COMMITMENT

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

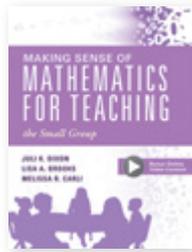
- Understand the environmental barriers and gender stereotypes that create gender differences in mathematics performance and prevent many girls from learning mathematics at high levels.
- Learn how to foster a safe learning environment that encourages girls to take risks when they learn math.
- Focus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

Sustaining Your Skills

MULTI-DAY COMMITMENT

Implementation Workshops

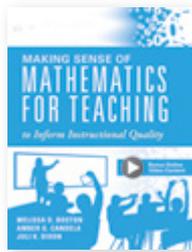
Learn how content-based strategies transform teaching and advance learning. Participants will apply deep understanding of mathematics content to create tasks that engage students in high-cognitive-demand tasks, collect evidence of student understanding, and both support and enrich learning experiences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



Recommended
Resource

Instructional Quality Assessment Tools

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.

Coaching and In-School 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, coherence, and rigor.

Global PD

Build deep content knowledge in mathematics

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

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

Hacienda La Puente Unified School District

LOS ANGELES COUNTY, CALIFORNIA



► DEMOGRAPHICS

- › **18,860** Students
- › **72%** Free and reduced lunch
- › **19%** Limited English proficient
- › **10%** Special education
- › **79.6%** Hispanic
- › **1%** African American
- › **3.3%** Caucasian
- › **13.1%** Asian
- › **0.1%** Native American
- › **0.3%** Pacific Islander
- › **0.5%** Multiracial
- › **2.1%** Other

Hacienda La Puente Unified School District (HLPUSD) is located in Los Angeles County. HLPUSD is one of the largest districts in the San Gabriel Valley and serves students in Hacienda Heights, La Puente, and City of Industry.



► CHALLENGE

Mathematics had been a challenge at HLPUSD. Fewer than 30 percent of students were proficient in mathematics, and only 12 percent of 11th-grade students demonstrated college readiness on the Early Assessment Program (EAP). District leadership decided to provide teachers with ongoing, intensive professional development to increase rigor and student achievement in mathematics.

► IMPLEMENTATION

District leaders made the decision to bring Dr. Juli K. Dixon to HLPUSD to lead a one-day training for principals and teachers. Afterward, teachers were asked if they would be interested in summer professional development—the answer was an overwhelming yes.

HLPUSD began partnering with Solution Tree's DNA Mathematics experts to drive excellence in mathematics instruction. Leadership scheduled a variety of training opportunities over several years to ensure teachers at all grade levels increased their content knowledge and depth of understanding. Mathematics became a constant

“The strength of DNA Mathematics is the real-life examples they bring to the table. What teachers like the most is that they learn the strategies in action. The teachers and administrators who attend the three-day sessions come away with increased content knowledge, depth of understanding, and practical classroom application.”

—Judy A. Fancher, assistant superintendent

► IMPLEMENTATION CONTINUED

part of the district’s academic conversation and focus, with staff developing a sincere commitment to the mindset that all students have the ability to achieve in mathematics.

“The strength of the professional development is the real-life examples they bring to the table,” explained Assistant Superintendent Judy Fancher.

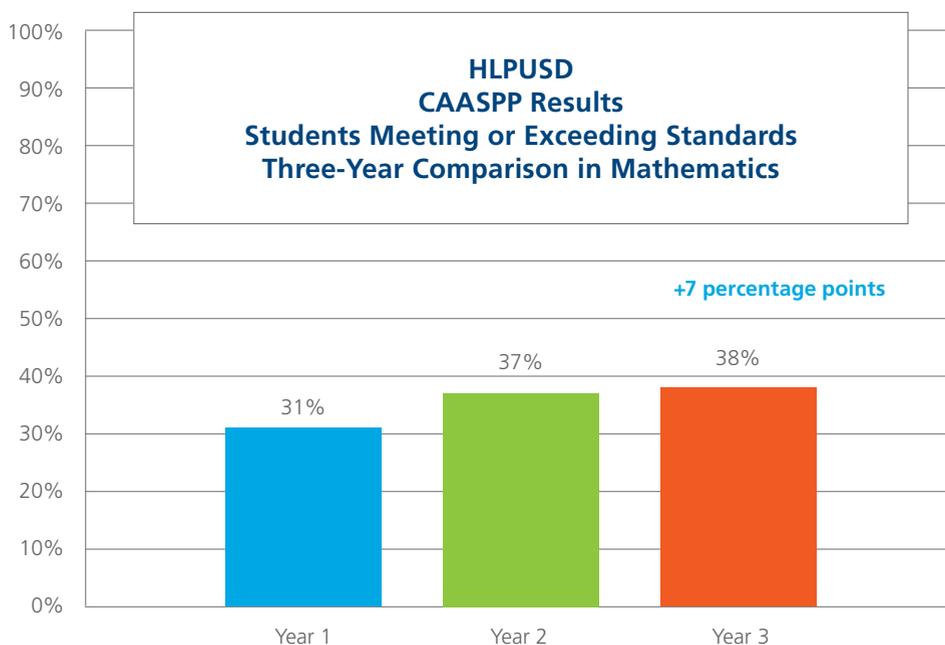
“What teachers like the most is that they learn the strategies in action. The workshops are interactive with the use of manipulatives, participant-created charts, and technology.”

► RESULTS

HLPUSD’s long-term goal is for all students to complete four years of high school college-preparatory mathematics. Since partnering with Solution Tree, the district has seen consistent growth from year to year and continues to build capacity at the site and district levels.

“We face the moral imperative to provide all students an opportunity to learn and apply mathematics,” said Dr. Fancher.

“As the global economy evolves, students, more than ever, require sophisticated math skills to increase opportunities for postsecondary education and careers.”



PROFESSIONAL LEARNING

Mathematics at Work™

Our Mathematics at Work experts

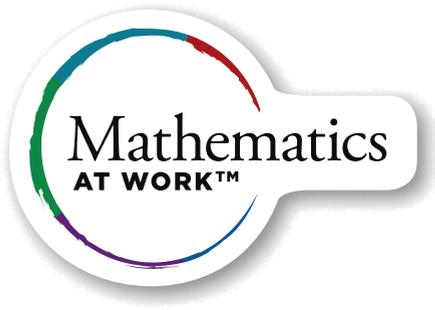
and professional development workshops will help you establish a reflect, refine, and act formative learning process for students, teachers, and mathematics education leaders.

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 Larson, Sarah Schuhl, Jessica Kanold-McIntyre, and Bill Barnes—the Mathematics at Work™ experts



MATHEMATICS AT WORK

Bring our experts to your school



Jason
Cianfrance



Jennifer
Deinhart



Mardi A.
Gale



Darshan M.
Jain



Janice L.
Krouse



Nathan D.
Lang-Raad



Donna
Simpson Leak



Erin
Lehmann



Brittany
Mozingo



Kit
Norris



Sharon
Rendon



Nick
Resnick



Jennifer L.
Smith



Mignon
Smith



Nanci N.
Smith



Gwendolyn
Zimmermann

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

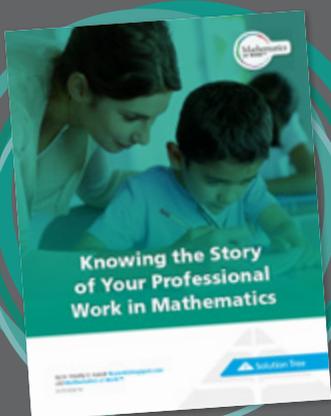


Why Mathematics at Work™?

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



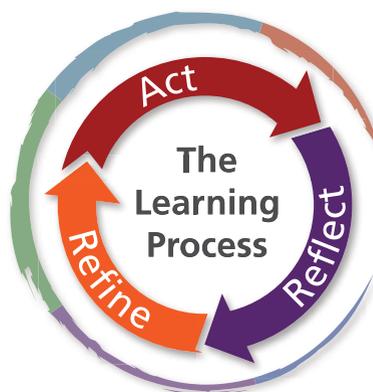
↓ **LEARN MORE ABOUT THE REFLECT, REFINE, AND ACT CYCLE**

SolutionTree.com/Cycle

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

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

The Reflect, Refine, and Act Cycle



Persevere

Ask: Do I seek to understand my own learning?

Work the Task

Ask: Is this the best solution strategy?

Receive FAST Feedback

Ask: Do I embrace my errors?

MATHEMATICS AT WORK™ SERVICES

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

YOUR PRIMARY GOALS

BUILDING
Skills

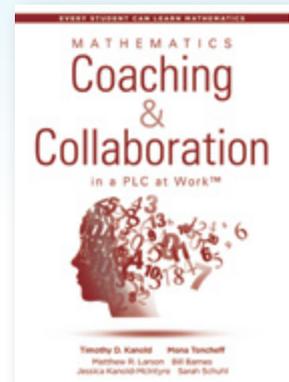
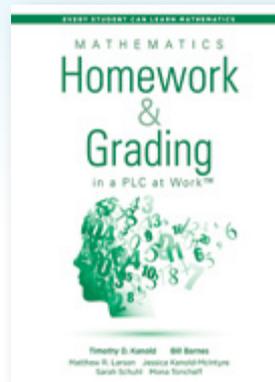
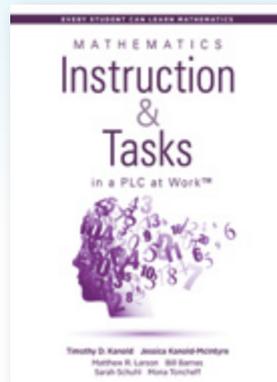
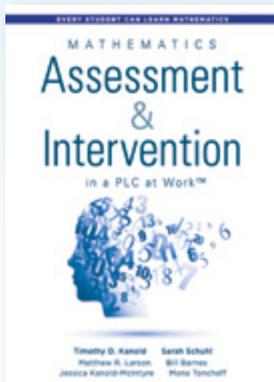
DEEPENING
Skills

SUSTAINING
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 on site to guide your entire staff or a smaller team to deepen understanding and further progress.			
Coaching Academy			○	
Assessment Design Criteria and Intervention Routines			○	
Lesson Design Criteria and Formative Feedback Task Routines			○	
Homework Criteria and Grading Routines			○	
MULTI-DAY COMMITMENT	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.			
Embedded On-Site Coaching				○
Customized Services				○
Global PD				○

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

FEATURED RESOURCES



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.

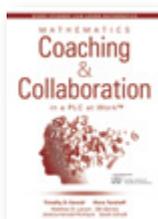


Deepening Your Skills

2-4-DAY COMMITMENT

Coaching Academy

Learn how to support a teacher reflection and action process by using team actions outlined in the Mathematics at Work evaluation framework. Participants will understand the role school leaders play in supporting the team actions and understand next steps to implement at their school sites.



Required Resource

Assessment Design Criteria and Intervention Routines

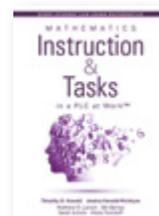
Participants will use the eight criteria for highly effective mathematics assessment design to reflect, refine, and act on the alignment of all current unit assessments, the scoring of those assessments, and the creation of an efficient and sustainable intervention process for formative student action on teacher feedback.



Required Resource

Lesson Design Criteria and Formative Feedback Task Routines

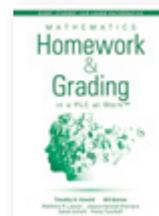
Participants will use the six lesson design criteria to reflect, refine, and act on levels of student perseverance and engagement during the lesson, the nature of the cognitive-demand tasks for those lessons, and a sustainable formative feedback process, with student action during the lesson.



Required Resource

Homework Criteria and Grading Routines

Participants will use the eight criteria for highly effective homework and grading design to reflect, refine, and act on all current homework assignments, the scoring of those assignments, and the creation of efficient and effective grading routines designed to inspire student perseverance, effort, and engagement in learning.



Required Resource

Sustaining Your Skills

MULTI-DAY COMMITMENT

Embedded On-Site Coaching

Engage in job-embedded real-time coaching and feedback on how to effectively teach, assess, and align mathematics instruction and formative assessment processes in and out of the classroom. Teachers engage with an expert, both at their school building site and through virtual interactive coaching about their unit-by-unit work for effective lesson design, homework, and common assessment protocols. This service includes classroom observations and deep feedback for collaborative teams based on the ten high-leverage team actions of Mathematics at Work™.

Customized Services

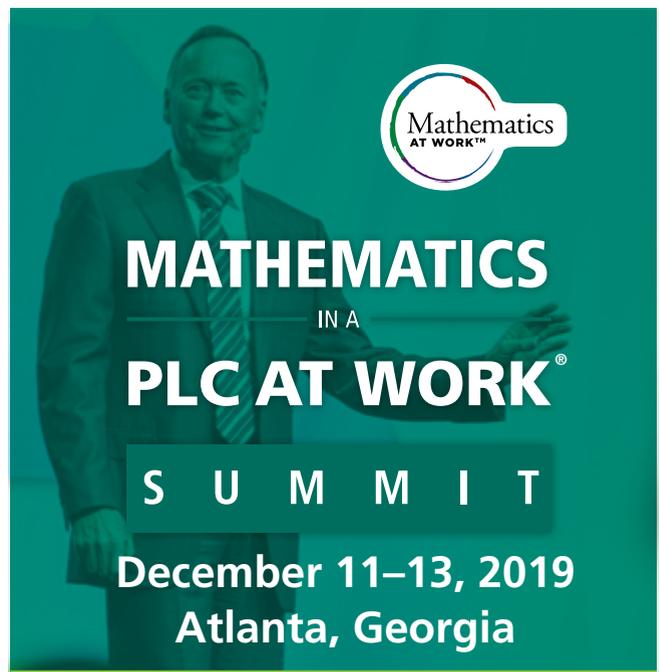
Work with us to develop a custom learning plan designed to help teachers of mathematics improve student performance and engagement. Through a targeted mix of on-site professional learning and virtual training, your team will receive the support they need to implement best practices in mathematics instruction,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

Global PD

Improve student performance and engagement in mathematics

Sustain learning throughout the year with Global PD. Built on the research-based work of education experts, Global PD provides high-quality, goal-oriented trainings.

- Access hundreds of videos and resources from top authors, including Timothy D. Kanold, Sarah Schuhl, and Mona Toncheff.
- Receive on-demand, personalized webinar-coaching from certified experts.
- Use online tools to unpack standards, build common assessments, review team data, and manage interventions.



MAXIMIZE MATHEMATICS ACHIEVEMENT

Led by renowned Solution Tree authors and thought leaders, this unique summit will help you erase inequities in student achievement and inspire meaningful mathematics teaching and learning.

- Experience demonstrations of how to help students persevere, understand, and apply mathematics every day.
- Identify high-quality assessment criteria and Tier 2 intervention strategies to target students who struggle to learn mathematics.
- Examine teacher team actions that lead to significant increases in mathematics achievement.
- Learn how to apply the four critical questions of a PLC to improve daily planning and teaching through formative processes for lessons, homework, and assessment tasks.

LEARN MORE

SolutionTree.com/MAW/Summit

Anoka-Hennepin School District ANOKA, MINNESOTA



► DEMOGRAPHICS

- **35.55%** Free and reduced lunch
- **6.43%** Limited English proficient
- **12.86%** Special education
- **11.22%** African American
- **4.49%** Hispanic
- **7.32%** Asian/Pacific Islander
- **1.44%** Native American

The Anoka-Hennepin School District is Minnesota's largest, serving approximately 38,000 students and 248,000 residents. Anoka-Hennepin has 24 elementary schools, 6 middle schools (grades 6–8), and 5 high schools, plus alternative middle and high school sites, an award-winning secondary technical education program, and an online high school.



► CHALLENGE

The faculty at the five high schools in the Anoka-Hennepin School District needed to work together to focus their energy on substantial changes in mathematics instruction and assessment. Student proficiencies on the Minnesota Comprehensive Assessment (MCA) were below state average with a combined percentage of 26 percent. Coon Rapids High School had the lowest proficiency of all five high schools and the highest percentage of students qualifying for free and reduced lunch. Former assistant superintendent of high schools Jeff McGonigal—who was principal of Coon Rapids at the time—wanted those results to change.

After meeting Dr. Timothy D. Kanold and hearing about the Mathematics at Work strategies teachers and administrators could implement to impact student achievement, McGonigal believed that this could be the change that would drive continuous improvement in Anoka-Hennepin.

► IMPLEMENTATION

Dr. Kanold and nine of his Mathematics at Work colleagues came to Anoka-Hennepin, working on site in each high school and middle school with course-based teacher teams. They visited classrooms, providing meaningful and timely feedback. They also provided a full day of assessment professional learning: writing quality

“Tim Kanold and his colleagues helped our teachers look at student data in a different way. Now, they work in collaborative teams to get real meaning from the assessments and use the information to improve instruction in all classrooms for all students.”

—Jeff McGonigal, former assistant superintendent of high schools

► **IMPLEMENTATION** CONTINUED

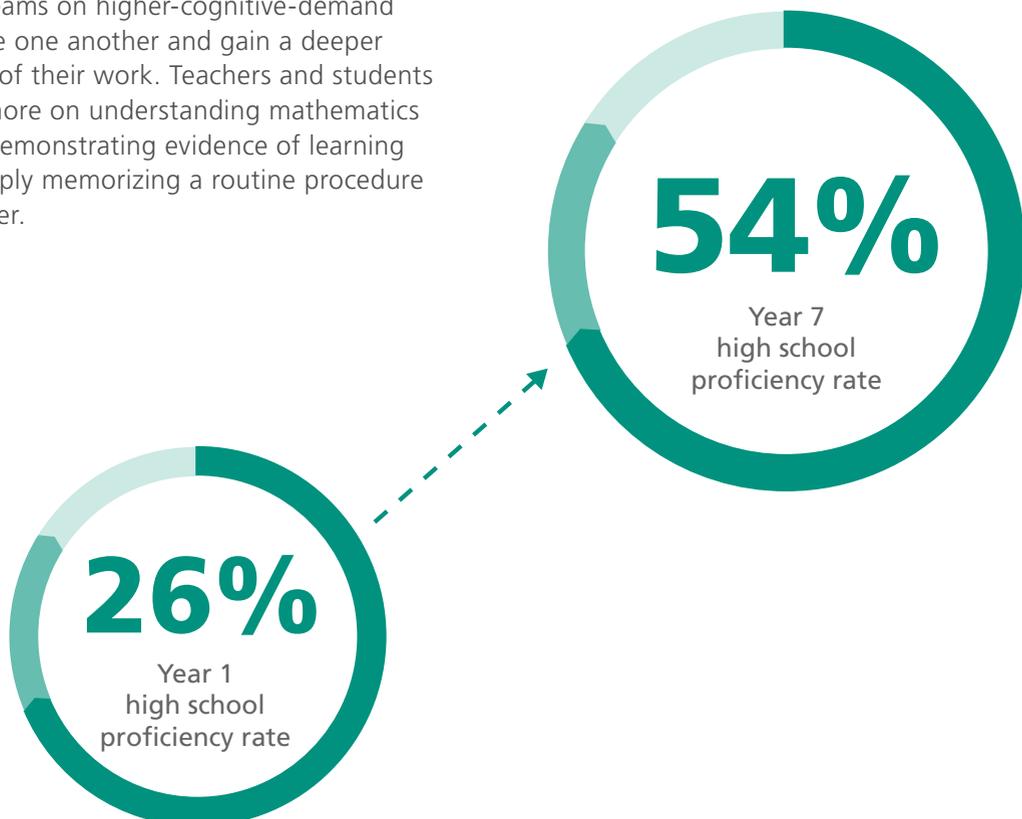
exams, creating effective homework assignments, and conducting lesson studies. Their constructive feedback inspired reflection among the teachers and led to more effective mathematics assessment and instruction throughout the district.

Dr. Kanold also reviewed the overall mathematics program and provided an analysis for the district. Over time, he observed a shift away from the all-too-common routine mathematics teachers fall into—starting the class with a review of last night’s homework, presenting the next concept from the front of the room, then assigning a new lesson. The Anoka-Hennepin faculty worked with the Mathematics at Work™ team to use more effective in-class teaching strategies and end-of-unit assessment strategies. Eventually, students worked more in peer teams on higher-cognitive-demand tasks to engage one another and gain a deeper understanding of their work. Teachers and students alike focused more on understanding mathematics concepts and demonstrating evidence of learning rather than simply memorizing a routine procedure to get an answer.

► **RESULTS**

The effort of the Anoka-Hennepin middle school and high school teachers has shown steady progress over the past several years. High school student proficiency rates rose from 26 percent to 54 percent in the span of seven years. McGonigal, who is now retired, reflects on the changes he’s observed among the teachers:

“You see teachers collaborating more than they ever have in the past. Before, unit test scores were quickly reviewed and the teachers moved on. Now, teachers are working together to see who has the best results. Whoever has success with a particular strategy shares that strategy with other members of the team. They get more meaning from the data and use it to continuously improve instruction.”





PROFESSIONAL
LEARNING

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

LITERACY

Bring our experts to your school



Heather
Anderson



Brad
Cawn



James W.
Cunningham



Patricia M.
Cunningham



Robin J.
Fogarty



Kathy Tuchman
Glass



Maria C.
Grant



Sharroky
Hollie



Kelly
Johnson



Katie Stover
Kelly



Diane
Lapp



Jacie
Maslyk



Barbara
Moss



LeAnn
Nickelsen



Sandi
Novak



Angela
Peery



Kathy
Perez



Brian M.
Pete



Lindsay
Yearta

Additional experts

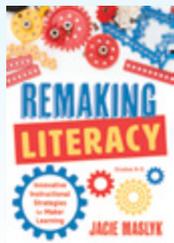
Marie Alcock
Douglas Fisher
Whitney K. Freije
Nancy Frey

Peter Hayes
Jacqueline Heller
Doug Lillydahl
Mark Onuscheck

Barbara Phillips
Kristine E. Pytash
Timothy V. Rasinski
Carol Rothenberg

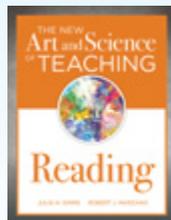
For a complete list of experts, go to [SolutionTree.com/Literacy/Experts](https://www.solutiontree.com/Literacy/Experts)

FEATURED RESOURCES



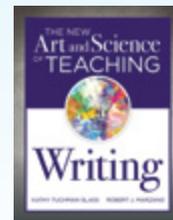
**Remaking
Literacy**
Innovative
Instructional
Strategies for Maker
Learning, Grades K-5

Transform how you teach literacy in elementary classrooms by integrating makerspace ideas and hands-on learning experiences designed to deepen student understanding and reading comprehension.



**The New Art
and Science
of Teaching
Reading**

Discover a model for reading development and 100+ targeted instructional strategies. Apply the framework from *The New Art and Science of Teaching* by Robert Marzano to the specific needs of teaching reading comprehension.



**The New Art
and Science
of Teaching
Writing**

Using a simple structure, Kathy Tuchman Glass and Robert J. Marzano apply the instructional strategies of *The New Art and Science of Teaching* to teaching and assessing writing skills, as well as some associated reading skills.

LITERACY SERVICES

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

YOUR PRIMARY GOALS

BUILDING
Skills

DEEPENING
Skills

SUSTAINING
Skills

		BUILDING Skills	DEEPENING Skills	SUSTAINING 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	○		
	The New Art and Science of Teaching Writing	○		
	The New Art and Science of Teaching Reading	○		
2-4-DAY COMMITMENT	More intensive 2- to 4-day sessions with an expert on site to guide your entire staff or a smaller team to deepen understanding and further progress.			
	Literacy Strategies to Master the Standards		○	
	Building Vocabulary and Academic Language		○	
	Teaching with Complex Texts		○	
	Elementary Reading Intervention Strategies		○	
	Close Reading Skills		○	
	Integrating Makerspace Ideas into Elementary Literacy Education		○	
Vocabulary in a SNAP		○		
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.			
	Literacy Instructional Strategies and Assessments			○
	Customized Services			○
	Embedded Coaching			○
	ELA Site-Specific Coaching			○

All training is delivered by a literacy author or certified associate.

Building Your Skills

1-DAY COMMITMENT

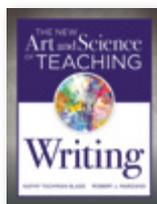
Keynote

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.

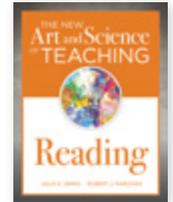
- Learn research-based instructional strategies and assessments best suited to teaching writing, as well as some reading, skills.
- Examine samples of writing rubrics, proficiency scales, and checklists, and learn effective teaching methods to use them as assessment and instructional tools.
- Utilize 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 develop your ability to develop writing skills in students.
- Examine sample rubrics for assessing student writing skills.



Recommended Resource

The New Art and Science of Teaching Reading

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



Recommended Resource

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



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.

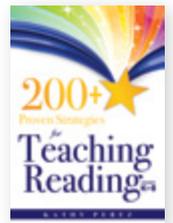


Recommended Resource

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.

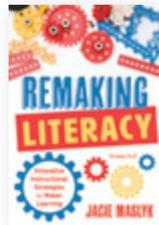


Sustaining Your Skills

MULTI-DAY COMMITMENT

Integrating Makerspace Ideas into Elementary Literacy Education

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

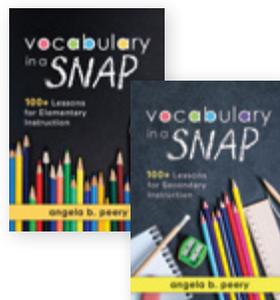


Recommended Resource

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

Vocabulary in a SNAP

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



Recommended Resources

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

Literacy Instructional Strategies and Assessments

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

Customized Services

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

Embedded Coaching

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

ELA Site-Specific Coaching

These schools are identified for targeted work, linking coaching and professional development over multiple sessions during the school year, with a specific focus on applying systems thinking to strengthen ELA instruction. Emphasis will be placed on the following principles: collaborative conversations and text complexity, close reading in all disciplines, writing from sources, supporting diverse language and learning needs, text-dependent questions, and promoting writing in all disciplines.

Instruction

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

Work with **Solution Tree** to:

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

EFFECTIVELY TEACH diverse learners and make your content meaningful to every student

CONNECT data analysis to instructional practices

EXAMINE current practices and identify areas for improvement

INSTRUCTION

Bring our experts to your school



Tina H.
Boogren



Douglas
Fisher



Nancy
Frey



Kathy
Tuchman Glass



Sharroky
Hollie



Ann
Kaiser



Alex
Kajitani



Toby J.
Karten



Martha
Kaufeldt



Jane A. G.
Kise



Kathleen
Kryza



Jay
McTighe



LeAnn
Nickelsen



Kathy
Perez



Rebecca
Stobaugh



Carol Ann
Tomlinson

Additional experts

Marie Alcock
Melissa Dickson

William M. Ferriter
Amos Fodchuk

Julie Graber
Maria C. Grant

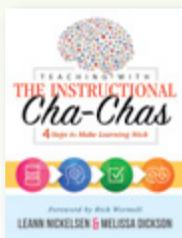
Jennifer D. Klein
Nathan D. Lang-Raad

Jacie Maslyk
Mark Onuscheck

John Spencer
Allison Zmuda

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

FEATURED RESOURCES



Teaching With the Instructional Cha-Chas: Four Steps to Make Learning Stick

Combining educational neuroscience, formative assessment, and

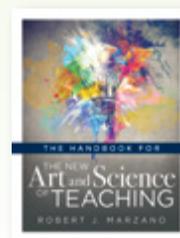
differentiated instruction strategies to improve student achievement, Nickelsen and Dickson create a four-step instructional cycle that educators can easily implement.



Best Practices at Tier 2

Support struggling students with powerful RTI (or MTSS) Tier 2 instruction and intervention strategies. A companion to *Best Practices at Tier 1*,

this book guides educators through the implementation of Tier 2 of response to intervention in secondary schools.



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.

INSTRUCTION SERVICES

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

YOUR PRIMARY GOALS

BUILDING
Skills

DEEPENING
Skills

SUSTAINING
Skills

1 DAY		BUILDING Skills	DEEPENING Skills	SUSTAINING 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 Culturally Responsive Instruction	○		
2-4-DAY COMMITMENT		BUILDING Skills	DEEPENING Skills	SUSTAINING Skills
2-4-DAY COMMITMENT	More intensive 2- to 4-day sessions with an expert on site to guide your entire staff or a smaller team to deepen understanding and further progress.			
	Daily Differentiation Strategies for the Classroom		○	
	Motivating Students		○	
	The New Art and Science of Teaching		○	
	Succeeding as a Beginning Teacher		○	
	Establishing a Learning Culture		○	
	Adapting Instruction for Diverse Populations		○	
	Unstoppable Learning		○	
	Supporting Classroom Growth Mindsets and Increasing Learner Autonomy		○	
	The New Art and Science of Teaching Art and Music		○	
	The New Art and Science of Teaching Mathematics		○	
	Brain-Friendly Teaching Strategies		○	
	Differentiation and the Brain		○	
	Engineering Creative Critical Thinking in Your Classroom		○	
	Strategies for Instructional Coaches		○	
Personalizing Learning Through Voice and Choice		○		
Making Learning Flow		○		
MULTI-DAY		BUILDING Skills	DEEPENING Skills	SUSTAINING Skills
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			○

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

Building Your Skills

1-DAY COMMITMENT

Deepening Your Skills

2-4-DAY COMMITMENT

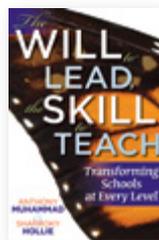
Keynote

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

Implementing Culturally Responsive Instruction

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

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



Recommended Resource

Daily Differentiation Strategies for the Classroom

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



Recommended Resources

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

Motivating Students

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

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



The New Art and Science of Teaching

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



Recommended Resources

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

Succeeding as a Beginning Teacher

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

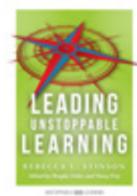


Recommended Resource

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

Establishing a Learning Culture

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

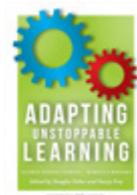


Recommended Resource

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

Adapting Instruction for Diverse Populations

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

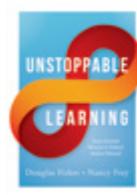


Recommended Resource

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

Unstoppable Learning

Discover how to enhance teaching and learning using the seven elements of the Unstoppable Learning model: (1) planning, (2) launching, (3) consolidating, (4) assessing, (5) adapting, (6) managing, and (7) leading.



Recommended Resource

- Learn to effectively distinguish patterns and consider short- and long-term consequences in the classroom.

Deepening Your Skills

2-4-DAY COMMITMENT

Supporting Classroom Growth Mindsets and Increasing Learner Autonomy

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

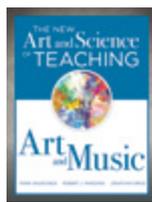


Recommended Resource

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

The New Art and Science of Teaching Art and Music

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

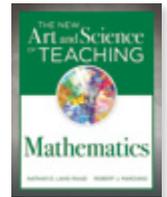


Recommended Resource

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

The New Art and Science of Teaching Mathematics

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

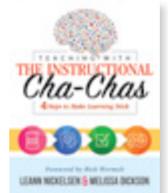


Recommended Resource

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

Brain-Friendly Teaching Strategies

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



Recommended Resource

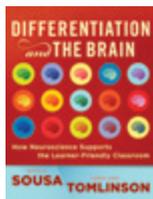
- Examine effective teaching strategies and differentiation practices so you can adjust instruction according to student needs.
- Consider the four-step instructional cycle and understand the components of chunk, chew, check, and change.
- Learn how to plan instruction and preassess efficiently so that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

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 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.

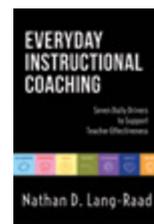


Recommended Resource

- 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: (1) collaboration, (2) transparency, (3) inquiry, (4) discourse, (5) reverberation, (6) sincerity, and (7) influence.

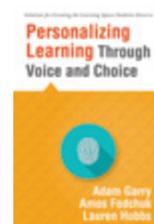


Recommended Resource

- 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.

Deepening Your Skills

2-4-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 flow, generate a state of flow in the classroom every day to spark optimal student performance.



Recommended Resource

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

Sustaining Your Skills

MULTI-DAY COMMITMENT

Embedded Coaching

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

Customized Services

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

Global PD

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

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

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



PROFESSIONAL
LEARNING

Classroom Management & Behavior

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

Work with **Solution Tree** to:

DEVELOP shared knowledge of research behind behavior and behavior supports

FOSTER quality relationships with students

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

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

CLASSROOM MANAGEMENT & BEHAVIOR SERVICES

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

YOUR PRIMARY GOALS

BUILDING
Skills

DEEPENING
Skills

SUSTAINING
Skills

	YOUR PRIMARY GOALS	BUILDING Skills	DEEPENING Skills	SUSTAINING 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.			
	Owning It: Empowering Teachers to Close the Achievement Gap	○		
	Creating Positive Classroom Learning Environments	○		
2-4-DAY COMMITMENT	More intensive 2- to 4-day sessions with an expert on site to guide your entire staff or a smaller team to deepen understanding and further progress.			
	Compassionate Discipline: Empowering Our Students and Ourselves		○	
	EMPOWER Tools to Build Advisory Programs		○	
	Building Trusting Relationships With Students at Risk		○	
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.			
	Using RTI to Transform Classroom Behavior		○	
	Embedded Coaching			○
	Customized Services			○

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

Bring our experts to your school



Kristyn Klei Borrero

Charlie Coleman

Tom Hierck

Alex Kajitani

Don Parker

Lauren Porosoff

Chris Weber

Jonathan Weinstein

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

Building Your Skills

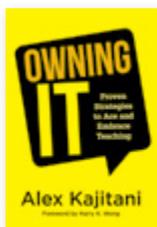
1-DAY COMMITMENT

Deepening Your Skills

2-4-DAY COMMITMENT

Owning It: Empowering Teachers to Close the Achievement Gap

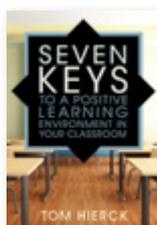
Learn to embrace the struggles teachers face every day, then implement effective teaching strategies to close the achievement gap and ensure that all students succeed. This on-site engagement empowers teachers to own their careers, teach effectively, and develop strong relationships with their students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



Recommended Resource

Creating Positive Classroom Learning Environments

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



Recommended Resource

Empowering Partnerships With Parents

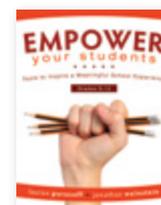
In this experiential and interactive workshop, teachers will learn strategies based on psychological science to approach parent communications with compassion and self-compassion. Teachers and parents can then build more collaborative relationships that ultimately empower the student to make school personally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



Recommended Resource

Compassionate Discipline: Empowering Our Students and Ourselves

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



Recommended Resource

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

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

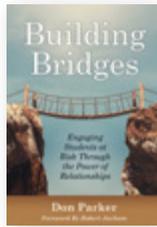
- Discover how to help students determine what values they want to enact at school and in life.
- Practice doing activities that empower students to connect their learning and work to their own values.
- Discuss ideas for how to follow up, create variations to match students' needs and backgrounds, and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

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

- Employ the strategies necessary to break down barriers and build meaningful relationships.
- Learn how to decode the true meaning of behavior displayed by students.
- Identify the root of students' problems to prescribe the correct interventions.
- Assist learners in being socially and academically successful in the school environment.

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

- Understand the importance of communicating the "why" of behavioral learning to staff, parents, and students.
- Identify and define the behavioral skills that will most benefit your students.
- Model and teach behavioral skills simultaneously with academic skills.

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 workshops may be right for you, each of our services is designed to fit your goals, budget, and time commitment.

YOUR PRIMARY GOALS

BUILDING
Skills

DEEPENING
Skills

SUSTAINING
Skills

1 DAY	Description	BUILDING Skills	DEEPENING Skills	SUSTAINING Skills
	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	Description	BUILDING Skills	DEEPENING Skills	SUSTAINING Skills
	More intensive 2- to 4-day sessions with an expert on site to guide your entire staff or a smaller team to deepen understanding and further progress.			
	Now We're Talking!		○	
	Take Time for You: Self-Care for Educators		○	
	Empowering Women for School Leadership		○	
	Building Great School Counselor-Administrator Teams		○	
	Swimming in the Deep End: What Does It Take?		○	
	Supporting the Whole Child Through Reflective School Leadership		○	
MULTI-DAY	Description	BUILDING Skills	DEEPENING Skills	SUSTAINING Skills
	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.			
	Customized Services			○
	Global PD			○

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

Bring our experts to your school



Jennifer Abrams



Justin Baeder



John F. Eller



Sheila A. Eller



Janel Keating



Jane A. G. Kise



Thomas W. Many



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/Leadership/Experts](https://www.solutiontree.com/Leadership/Experts)

Building Your Skills

1-DAY COMMITMENT

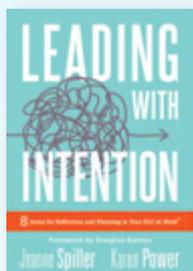
Deepening Your Skills

2-4-DAY COMMITMENT

Keynote

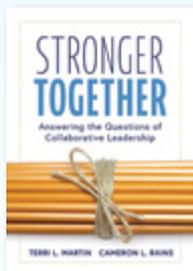
Empower your leadership team by scheduling a dynamic keynote with one of our experts. Participants will gain best practices, practical strategies, and forward-thinking approaches for supporting staff, driving school improvement efforts, and increasing student achievement.

FEATURED RESOURCES



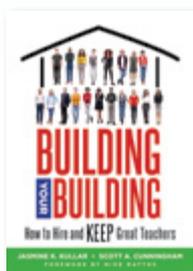
Leading With Intention

This guide for reflective, educational leadership will focus your invaluable everyday work in schools. Discover actionable steps for staff collaboration, evidence-based decision making, and change leadership that will ensure student learning comes first.



Stronger Together

Foster leadership development and empower teams by understanding your own leadership style, engendering trust, supporting others, and implementing transparent communication. Improve student achievement and develop collaborative teams using various strategies.



Building Your Building

Ensure you hire—and retain—great teachers with the support of this practical book from Jasmine K. Kullar and Scott A. Cunningham. Learn techniques for teacher recruitment and retention that will draw effective teachers to your school and reduce teacher turnover.

Now We're Talking!

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

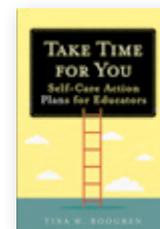


Recommended Resource

Take Time for You: Self-Care for Educators

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

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



Recommended Resource

Empowering Women for School Leadership

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

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



Recommended Resource

Sustaining Your Skills

MULTI-DAY COMMITMENT

Building Great School Counselor–Administrator Teams

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

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

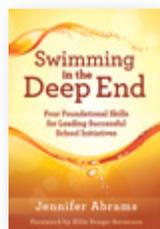


Recommended Resource

Swimming in the Deep End: What Does It Take?

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

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

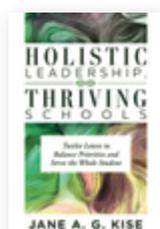


Recommended Resource

Supporting the Whole Child Through Reflective School Leadership

By 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 adult needs by developing leadership skills and emotional intelligence.



Recommended Resource

Customized Services

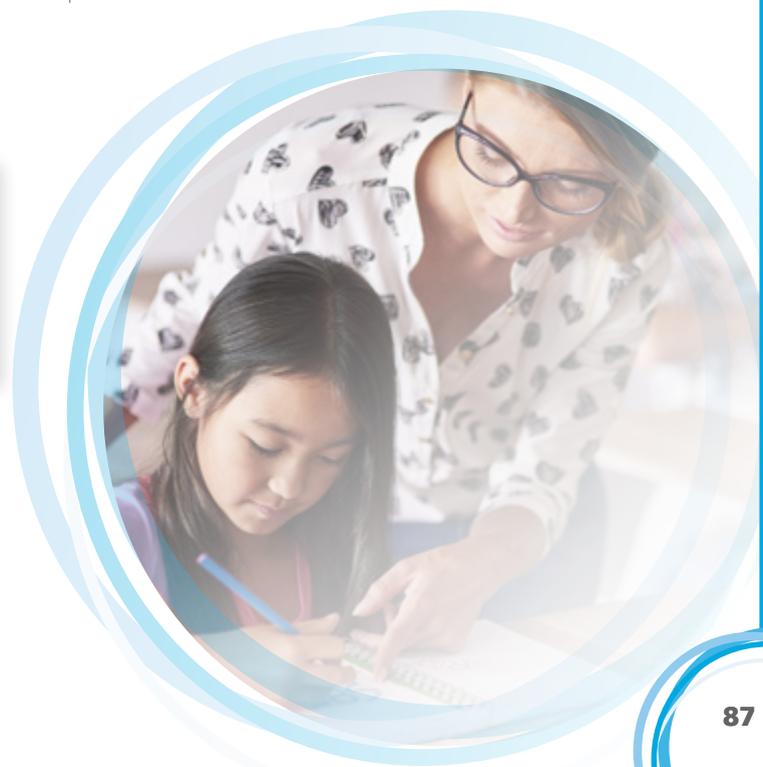
With your goals and challenges in mind, we'll develop a learning plan custom-made for your leadership team. Based on your unique needs, our experts will provide targeted training sessions—either face-to-face, virtually, or a combination of both—that deliver foundational knowledge, real-world solutions,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

Global PD

Build strong leadership across your school or district

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

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



English Learners

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

Work with **Solution Tree** to:

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

DIFFERENTIATE instruction for English learners

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

BUILD background knowledge and vocabulary effectively

ENGLISH LEARNERS SERVICES

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

YOUR PRIMARY GOALS

BUILDING
Skills

DEEPENING
Skills

SUSTAINING
Skills

	1 DAY	2-4-DAY COMMITMENT	MULTI-DAY
<p>One day with an expert in your school or district. Your team will gain understanding, inspiration, and strategies to start a professional learning program.</p>	<p>Keynote</p>		
<p>More intensive 2- to 4-day sessions with an expert on site to guide your entire staff or a smaller team to deepen understanding and further progress.</p>	<p>Essentials for Teaching Reading and Comprehension to ELs</p>	<p>Implementing RTI with English Learners</p>	<p>Teaching ELs in a Professional Learning Community</p>
<p>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.</p>	<p>EL Site-Specific Coaching</p>	<p>Embedded Coaching</p>	<p>Customized Services</p>
	<p>Dual-language Instructional Coaching for Bilingual Teachers and Classrooms</p>		

All training is delivered by a Solution Tree author or approved 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/Experts](https://www.solutiontree.com/EL/Experts)

Building Your Skills

1-DAY COMMITMENT

Deepening Your Skills

2-4-DAY COMMITMENT

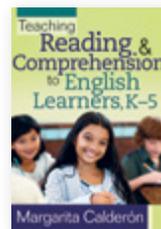
Keynote

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

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.



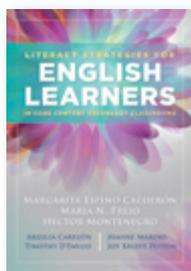
Recommended Resource

FEATURED RESOURCES



Promises Fulfilled

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



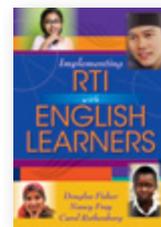
Literacy Strategies for English Learners in Core Content Secondary Classrooms

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

Implementing RTI with English Learners

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

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



Recommended Resource

Teaching ELs in a Professional Learning Community

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

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

Sustaining Your Skills

MULTI-DAY COMMITMENT

EL Site-Specific Coaching

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

Embedded Coaching

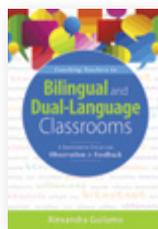
Prepare your teachers to support English learners with one-on-one coaching. During this personalized service, acclaimed Solution Tree experts will share tailor-made strategies for specific grade levels and subject areas. Educators will receive ongoing support and guidance as they work to identify and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

Customized Services

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

Instructional Coaching for Dual-Language and Bilingual Teachers Classrooms

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



Recommended Resource

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

Soluciones
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**EMPOWERING
HISPANIC & LATINO
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Rosa Isiah



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Laura Reyes



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 workshops may be right for you, each of our services is designed to fit your goals, budget, and time commitment.

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

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

Bring our experts to your school



Suzie Boss



Richard E. Ferdig



William M. Ferriter



Michael Fullan



Adam Garry



Heidi Hayes Jacobs



Jennifer D. Klein



Suzette Lovely



Scott McLeod



Meg Ormiston



Brian M. Pete



Casey Reason



Will Richardson



Kipp D. Rogers



Lee Watanabe-Crockett

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

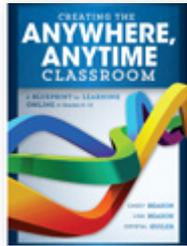
Building Your Skills

1-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

Deepening Your Skills

2-4-DAY COMMITMENT

Enhancing Teaching and Learning through Technology

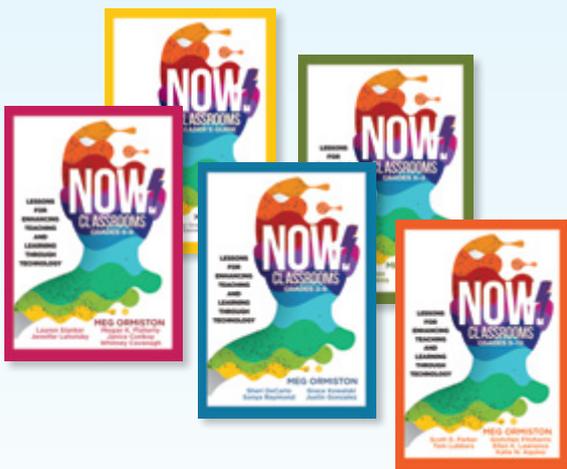
Rely on our digital learning experts to help you implement a technology program aligned to the ISTE Standards for Students. Participants will discover how to actively engage today's connected generation of students, give them a voice and choice in how they learn, and ensure they are equipped with the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

FEATURED RESOURCES



NOW Classrooms series

Lessons for Enhancing Teaching and Learning through Technology

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

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.

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



Recommended Resource

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.

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



Recommended Resource

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.

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



Recommended Resource

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 BYOD, 1:1, and blended learning practices into classrooms.

Global PD

Provide digitally rich instruction that accelerates student achievement

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

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



Special Education

As states adopt more rigorous academic standards, schools must define how special education fits into standards-aligned curricula, instruction, and assessment.

Work with **Solution Tree** to:

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

TAKE collective responsibility in improving outcomes for students with special needs

ADJUST curriculum in ways that maintain appropriate levels of rigor for all students

FIND and prepare differentiated interventions for particular categories of learners and subjects

EXPLORE the research-based co-teaching strategies and available resources that allow students to achieve their highest potential within the general education classroom

SPECIAL EDUCATION SERVICES

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

YOUR PRIMARY GOALS

BUILDING
Skills

DEEPENING
Skills

SUSTAINING
Skills

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

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

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Mandy Barrett



Rebecca Brooks



Carrie Chapman



Kim Davis



Susan D. Dixon



Heather Friziellie



Cate Hart Hyatt



Brandon Jones



Toby J. Karten



Paula Maeker



Ambrose Panico



Kathy Perez



Kimberly Salomonson



Julie A. Schmidt



Jeanne Spiller



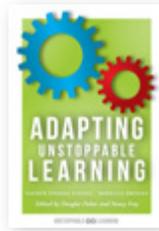
Yazmin Pineda Zapata

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

Adapting Instruction for Diverse Populations

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

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



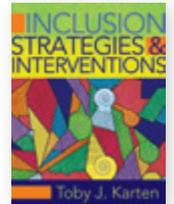
Recommended Resource

Collaborative and Inclusive Partnerships Between General and Special Educators

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

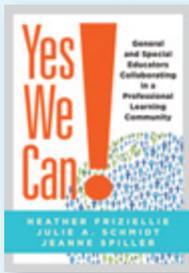
Plan for instructional division of tasks with ongoing reflective collaborative roles and responsibilities.

- 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.



Recommended Resource

FEATURED RESOURCE



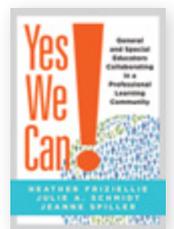
Yes We Can!

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

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.

- 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.



Recommended Resource



Sustaining Your Skills

MULTI-DAY COMMITMENT

Embedded Coaching

Execute proven strategies and confront special education 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.





PROFESSIONAL
LEARNING

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 that lead to co-teaching and co-learning, where voices and choices matter

DISCOVER policies and practices to work with students experiencing trauma

EXAMINE strategies to give disenfranchised students a sense of belonging

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 workshops may be right for you, each of our services is designed to fit your goals, budget, and time commitment.

YOUR PRIMARY GOALS

BUILDING
Skills

DEEPENING
Skills

SUSTAINING
Skills

1 DAY	DESCRIPTION	BUILDING Skills	DEEPENING Skills	SUSTAINING Skills
	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 Techniques	○		
2-4-DAY COMMITMENT	DESCRIPTION	BUILDING Skills	DEEPENING Skills	SUSTAINING Skills
	More intensive 2- to 4-day sessions with an expert on site 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		○	
	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	DESCRIPTION	BUILDING Skills	DEEPENING Skills	SUSTAINING Skills
	Work with one or several experts across multiple days to embed key processes, practices, and procedures designed to significantly improve staff performance and student achievement.			
	Embedded Coaching			○
	Customized Services			○

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

Bring our experts to your school



Tina H. Boogren



Larry Brendtro



MaryAnn Brittingham



Kathleen Kryza



Jane A. G. Kise



Christine Mason



Michele Rivers



Mark Onuscheck



Lauren Porosoff



Eric Twadell



Jonathan Weinstein

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

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.



Recommended Resource

This workshop explores easy-to-implement wellness hacks that will positively impact both the adults and the students in your building or district.

- 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/wellness hacks that are easy to implement at both the personal and professional level and correlate to the phases of the school year.
- Discover new ways to motivate and inspire your staff so they can lead by example for their students.

Maximizing Student Engagement

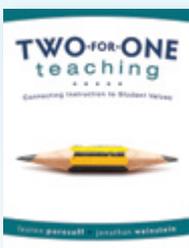
Discover how to use Questing—a contemporary pedagogy tailored to a student's interests, needs, and abilities—to develop critical thinking, collaboration, and self-direction. Educators can engross students in emotionally gripping and compelling learning experiences, engage them with actionable targets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



Recommended Resource

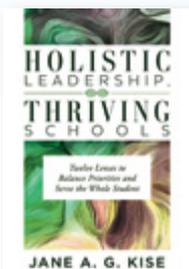
- Form learning partnerships with students that lead to co-teaching and co-learning, where voices and choices matter.
- Explore the three main design types—(1) inquiry, (2) network, and (3) game—through which students can Quest.
- Investigate the design decisions involved in identifying a Quest, determining checkpoints, and helping students reflect on their Quest.

FEATURED RESOURCES



Two-for-One Teaching

Use the academic tasks students already do for social-emotional learning. This resource helps educators empower students to discover what matters to them. Featuring protocols and strategies derived from contextual behavioral science, teachers can promote student agency, inclusivity, collaboration, engagement, and motivation in their learners.

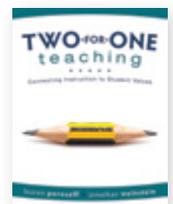


Holistic Leadership, Thriving Schools

Lead a whole-child learning environment where student engagement and success thrive. This practical educational leadership book guides school leaders in using powerful leadership lenses and the stages of leadership development to overcome challenges and balance priorities while still supporting the whole student.

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

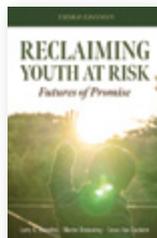
- Understand how to develop a classroom culture of willingness and empowerment.
- Practice using protocols that incorporate values work into academic units.
- Explore some of the psychology of how to help students discover and do what matters to them.
- Learn how to structure units to incorporate social-emotional learning (SEL) into every stage of learning.

Sustaining Your Skills MULTI-DAY COMMITMENT

Reclaiming Youth at Risk: Developing Strengths in All Students

The need for belonging, mastery, independence, and generosity are core principles of social and emotional learning.

- Study the hazards facing youth at risk: relational trauma, failure as futility, powerlessness, and loss of purpose.
- Explore this unique relational, strength-based approach for reclaiming discouraged or alienated youth.



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.

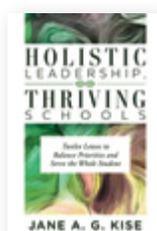


Recommended Resource

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



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.

Work with **Solution Tree** to:

BECOME familiar with the basic concepts and essential decisions of evidence-based grading that apply to teaching in all content areas

STUDY individual-level and institutional-level grading decisions and how they differ from each other

RECOGNIZE the challenges that can impede efforts to change grading practices

UNDERSTAND the causes of learning gaps

DEVELOP a consensus with students and staff on the conditions that need to be met to achieve mastery of the standards

COMPETENCY-BASED LEARNING SERVICES

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

YOUR PRIMARY GOALS

BUILDING
Skills

DEEPENING
Skills

SUSTAINING
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.	BUILDING Skills	DEEPENING Skills	SUSTAINING Skills
Implementing a Competency-Based Learning and Grading System		○		
2-4-DAY COMMITMENT	More intensive 2- to 4-day sessions with an expert on site to guide your entire staff or a smaller team to deepen understanding and further progress.	BUILDING Skills	DEEPENING Skills	SUSTAINING Skills
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®			○	
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.	BUILDING Skills	DEEPENING Skills	SUSTAINING Skills
Becoming an Evidence-Based School				○

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

Bring our experts to your school



Wendy Custable



Troy Gobble



Jonathan Grice



Darshan M. Jain



Doug Lillydahl



Blane McCann



Mark Onuscheck



Anthony R. Reibel



Brian M. Stack



Eric Twadell



Jonathan G. Vander Els



Mark Weichel



Amy Williams



Steven M. Wood

Learn more at [SolutionTree.com/CBL/Experts](https://www.solutiontree.com/CBL/Experts)

Building Your Skills

1-DAY COMMITMENT

Deepening Your Skills

2-4-DAY COMMITMENT

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.

- Learn how to assign a final grade based upon a student's level of competence.
- Gain a more accurate perception of student learning.
- Engage your learners in dialogue about how they can master the skills of a course.
- Create reliable evidence of proficiency through assessment, instruction, grading, and feedback.

Proficiency-Based Assessment

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

- Follow a curriculum team's journey through the process of learning about and implementing proficiency-based assessment.
- Discover how the phases in the proficiency-based assessment implementation process relate to each other and how each is important.
- Understand the causes of learning gaps.



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:

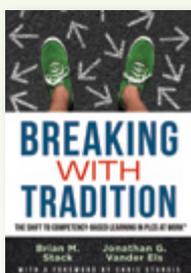
(1) preparation, (2) incubation, (3) insight, (4) evaluation, and (5) elaboration.

- Recognize the challenges that can impede efforts to change grading practices.
- Consider research that can help shape individualized, valuable professional learning experiences.
- Identify the concepts and perspectives to which curriculum team members must commit, to successfully adopt evidence-based grading practices.
- Approach grading practices to focus collaborative team discussions designed to improve student learning.



Recommended Resource

FEATURED RESOURCES



Breaking with Tradition

Shifting to competency-based learning allows educators to replace traditional, ineffective systems with a personalized, student-centered approach. In this resource, the authors explore how the components of PLCs promote the principles of competency-based education and share real-world examples from practitioners who have made the transition.



Proficiency-Based Grading in the Content Areas

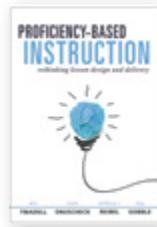
Discover a clear path for implementing a proficiency-based grading (evidence-based grading) system where student growth is at the heart of every classroom, in every content area, from career and technical education to world languages. This book equips any educator with the tools to make the shift to focusing on standards and competency.

Sustaining Your Skills MULTI-DAY COMMITMENT

Innovative Strategies for Proficiency-Based Instruction

Reinvent classroom lesson design with a focus on proficiency-based instructional strategies.

- Learn the benefits of switching from traditional instruction to proficiency-based instruction.
- Explore the process, concepts, and supporting pedagogy of proficiency-based instruction and curriculum planning.
- Acquire a five-step implementation strategy: (1) preparation, (2) incubation, (3) insight, (4) evaluation, and (5) elaboration.



Recommended Resource

Adapting Evidence-Based Grading for Content Area Teachers

Put student growth at the heart of the classroom. Designed for content-area teachers and administrators, these strategies and techniques reveal how to implement evidence-based grading and maintain its effectiveness over time.

- Become familiar with the basic concepts and essential decisions of evidence-based grading that apply to teaching in all content areas.
- Study individual-level and institutional-level grading decisions and how they differ from each other.
- Become familiar with the steps, paradigm shifts, and pedagogy necessary to implement proficiency-based grading in a particular content area.



Recommended Resource

Competency-Based Learning in a PLC at Work®

Shifting to a competency-based system allows educators to revolutionize learning experiences in their schools by replacing traditional, ineffective systems with a personalized, learner-centered approach.

- Evaluate your school based upon the principles of competency-based learning and determine entry points and next steps for deepening learning experiences for your students.
- Consider the critical foundational role that PLCs have in establishing a competency-based approach and promoting learning for all.



Recommended Resource

Becoming an Evidence-Based School

Help your school achieve proficiency and efficacy for all students using evidence-based pedagogy and collaboration. In addition to re-examining their current practices, participants will explore the nature of assessment as a tool to support, learn how to involve the student in the feedback process, and understand how to promote reflective thought and evidence-based actions among learners.

- Consider the importance of learning objectives and targets in the assessment process.
- Learn the concept of co-constructed feedback and apply co-constructed rubrics to several learning scenarios.
- Review the core elements of formative assessment and discover how to implement the elements in example assessments.
- Explore the learner-led process of reflective inquiry that occurs before and after assessment.
- Engage with the reflective model to explore how it works and how it can be applied in your classroom.
- Learn about mindsets and strategies that promote conversations which lead to change.



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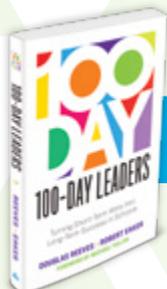
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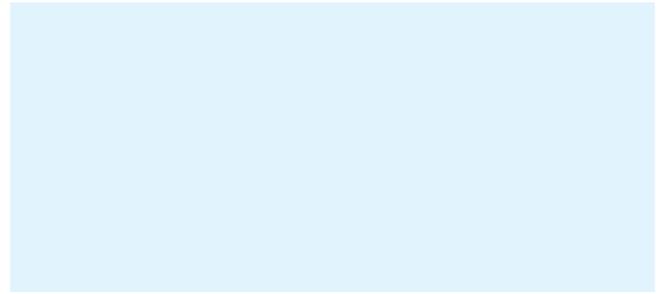
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