



Solution Tree

SPRING 2016

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Communities**

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Solutions

for professional development

Ensuring Learning for All

Solution Tree empowers educators like you with professional development to help successfully navigate the most challenging issues in education.

Our research-based content is developed by highly vetted and qualified authors and experts. We help schools and districts advance their leadership while fostering knowledge and confidence for improved instruction, to ensure every student succeeds.

Why Work with Solution Tree?

▶ **We have education's leading experts and visionaries on our team.**

We cover the most relevant topics facing educators today, including professional learning communities (PLCs), assessment, mathematics, English learners, school improvement, RTI, leadership, and more.

▶ **We support educators.** Every year we help teachers and school staff meet essential challenges, with more than 25,000 educators attending our events and more than 3,000 on-site professional development days in schools. All of our services can be complemented with print and digital resources.

▶ **We have a proven track record.** We've partnered with schools and districts around the world to dramatically increase student achievement. Read school and district success stories on our website at [SolutionTree.com/success](https://www.solutiontree.com/success).

Delivering Results-Driven PD

Whether your focus is on assessment, student engagement, or any topic in between, we can help your team increase their knowledge with proven best practices, practical strategies, and research-based techniques. Below are some featured presenters and popular topics to get you started.

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



SCHOOL CULTURE

Transform teaching and learning

Anthony Muhammad

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UNSTOPPABLE LEARNING

Unleash student potential

Douglas Fisher and Nancy Frey

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MATHEMATICS

Strengthen mathematics practices districtwide

Juli K. Dixon and Timothy D. Kanold

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PLC AT WORK™

You want to . . .

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

Here's how we can help

Richard DuFour, Robert Eaker, Rebecca DuFour, Mike Mattos, Anthony Muhammad, and Tim Brown—the champions of Professional Learning Communities at Work™—are among the foremost authorities on applying PLC principles in the real world of schools. Our experts are hand-selected and trained by the PLC at Work™ champions. They are also practitioners who embody deep experiential knowledge—so you can be sure that you're getting the best training available.



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

PLC at Work™ Experts



Luis F. Cruz



J. Richard Dewey



Paul Farmer



Janel Keating



Dennis King



Sharon V. Kramer



Jasmine Kullar



Thomas W. Many



Maria Nielsen



Geri Parscale



W. Richard Smith



Sarah Schuhl



Eric Twadell



Kenneth C. Williams

Additional Experts

Kim Bailey
 Jack Baldermann
 Michael Bayewitz
 Paul Buckley
 Austin Buffum
 Barbara Bushnell
 Brian K. Butler
 Kimberly Rodriguez Cano
 Scott Carr
 Treena Casey
 Barbara Cirigliano
 Daniel Cohan
 Charlie Coleman
 Joe Cuddemi
 Scott A. Cunningham
 Joshua D. Curnett
 Matt Devan

Michelle Dillard
 Cassandra Erkens
 Darin L. Fahrney
 William M. Ferriter
 Heather Friziellie
 Héctor García
 Troy Gobble
 Paul Goldberg
 Duane Graber
 Bill Hall
 Aaron Hansen
 Mary Hendricks-Harris
 Jason Hillman
 David Hoss
 Susan B. Huff
 Joe Ianora
 Chris Jakicic

Marc Johnson
 Brandon Jones
 Tom Koenigsberger
 Greg Kushnir
 David LaRose
 Doug Lillydahl
 Virginia Mahlke
 François Massé
 Carolyn Carter Miller
 Nicholas Jay Myers
 Robin E. Noble
 Peter Noonan
 Cheryl O'Leary
 Tico Oms
 Mark Onuscheck
 Regina Stephens
 Owens

Kyle Palmer
 Steve Pearce
 Garrick Peterson
 Karen Power
 Mary Ann Ranells
 Anthony R. Reibel
 Will Remmert
 Samuel Ritchie
 Laurie Robinson-Sammons
 Ainsley B. Rose
 Clara Sale-Davis
 Julie A. Schmidt
 Bob Sonju
 Susan K. Sparks
 Jennifer L. Sparrow
 Jeanne Spiller
 Timothy S. Stuart

Mona Toncheff
 Jonathan G. Vander Els
 Jamie Virga
 Mark Weichel
 Amanda Wood
 Jon Yost

Enhanced PLC at Work™ Overview

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

PLC at Work™ Virtual Coaching

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

Global PD

Brought to you by Solution Tree—home of the PLC at Work™ process—Global PD is a powerful technology tool based on the findings of leading PLC at Work™ experts and top K–12 school districts. This innovative software will help your district reinforce PLC best practices and take student learning to the next level.



Other popular services

- Designing and Using Data From Common Assessments in a PLC
- Scheduling and Effective Use of Time in a PLC
- Ensuring Systemwide Implementation
- Working With Resisters to Achieve a Healthy Culture
- Overcoming the Challenges of Singletons and Small Schools in a PLC
- Leading a PLC
- Strengthening Team Collaboration



Achieve outstanding results

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

SESSION 1

Guiding Question

What must our school become to accomplish our purpose?

Goals

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

SESSION 2

Guiding Question

How do we know if students are learning?

Goals

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

SESSION 3

Guiding Question

How do we sustain the PLC at Work™ process?

Goals

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

DISTRICT SOLUTIONS

PLC AT WORK™

Contact your rep!
SolutionTree.com/Director

phase 1



Preparatory stage

Document the work you've already done, and develop a plan for districtwide implementation.



Build a PLC foundation.

Create a district guiding coalition. Introduce the PLC at Work™ process to all of your stakeholders. Develop a shared mission, vision, collective commitments, and goals. Build a sustainable infrastructure and communication process.



Develop teams and a collaborative culture.

Build a collaborative culture that is committed to collective inquiry, action research, and continuous improvement. Help all students achieve at high levels by working in teams, not in isolation.

phase 3

Drive the PLC process deeper.

Work with a PLC at Work™ associate to analyze your progress on district SMART goal attainment, alignment of resources, and evidence of a focus on results.

phase 2



Identify essential student outcomes.

Ensure high levels of learning for all students. Focus on the four critical questions that will drive your PLC at Work™ process. Create a districtwide blueprint for achieving your learning outcomes.



Assess student learning.

Develop a shared understanding of assessments, implement common formative assessments, analyze evidence of student learning, and use that evidence to learn from one another and respond to the individual needs of students.



Student intervention and enrichment

Build a systematic process to provide additional time and support for students who are experiencing difficulty. Use this process to ensure every student has a clear path to deeper learning.

EVIDENCE OF EFFECTIVENESS **SANGER UNIFIED SCHOOL DISTRICT**

Demographics

- 20 Schools
- 10,800 Students
- PPE \$8,174
- 78% Free and reduced lunch
- 84% Minority
- 71% Hispanic
- 22% English learners

Sanger Unified School District is located in Fresno County, California, 13 miles east-southeast of Fresno.

Implementation

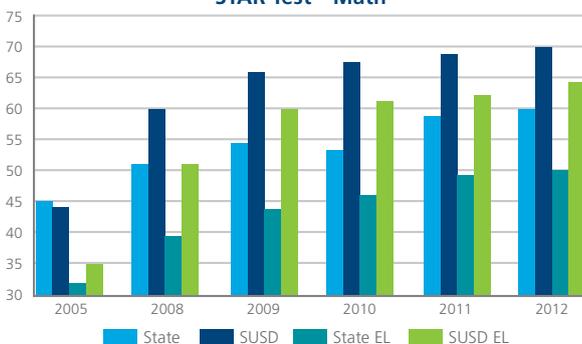
On a daily basis, the staff work together to identify critical standards where proficiency is not yet in evidence. Then, they design focused instructional support, identifying successful instructional strategies and developing explicit direct instruction and lesson plans as teams. The success of these efforts is assessed and monitored regularly at the district level and daily at the classroom level. Adjustments are made as needed, with immediate support being provided to students who are not showing mastery. This collaborative effort is supported and sustained by teams of teachers districtwide who share a common vision and goal: “success for our kids!”



Results

Since 2004, seven schools in the district have moved out of federal improvement status and four achieved state distinguished schools status. Sanger’s test score gains for all students and for English learners have surpassed average state gains each year since testing began under No Child Left Behind. From 2005 to 2012, student scores on the California Academic Performance Index (API) increased from 702 to 822. For EL students, the scores increased from 636 to 772. Currently, Sanger has a high school graduation rate of 94% for Latinos and close to 97% for all students.

Percentage of Proficient Students on California State STAR Test—Math



Percentage of Proficient Students on California State STAR Test—ELA



RTI AT WORK™

You want to . . .

- Integrate a targeted and systematic intervention program.
- Understand how to prioritize what's essential.
- Know how to shift your response when students are struggling or surpassing proficiency.

Here's how we can help

We'll simplify RTI into something less frustrating for you and highly beneficial to your students. Our experts will help make your interventions more effective by using universal screening tools and devising interventions at three tiers. By helping your staff move from compliance to commitment, you'll keep the focus where it matters—on student learning.



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

RTI at Work™ Experts



Kim Bailey



Brian K. Butler



Luis F. Cruz



Darin L. Fahrney



Paul Farmer



Brandon Jones



Dennis King



Greg Kushnir



David LaRose



Geri Parscale



Garrick Peterson



Rich Rodriguez



Julie A. Schmidt



W. Richard Smith

Additional Experts

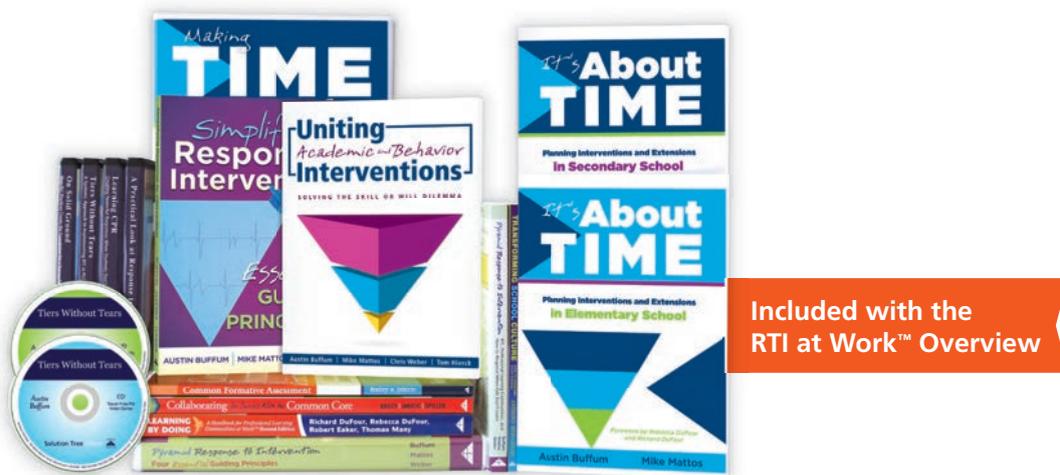
Tim Brown
Daniel Cohan
Paul Goldberg
Thomas W. Many

François Massé
Maria Nielsen
Will Rimmert
Laurie Robinson-Sammons

Paula Rogers
Bob Sonju
Timothy S. Stuart
Eric Twadell

RTI at Work™ Overview

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



Other popular services

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



Accelerate student progress

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

Sessions 1–2 Initial Instruction

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

Sessions 3–4 Systematic Response

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

Sessions 5–6 Refining the System

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

COMMON CORE

You want to . . .

- Train staff to design assessments that align with state academic and Common Core standards.
- Increase rigor and relevance in every classroom.
- Gain the know-how to monitor and support state academic and Common Core standards.
- Align resources with state academic and Common Core standards, filling any gaps.
- Ensure staff uses the most effective instructional strategies to achieve standards.

Here's how we can help

We've partnered with the most respected experts to ensure you have the capacity and know-how to embed the standards throughout your practice. These expert practitioners have developed research-based implementation strategies, targeted instruction, and best assessment practices to ensure successful mathematics and English language arts learning in every classroom.

Common Core Experts



Kim Bailey



James W. Cunningham



Eileen Depka



Cassandra Erkens



Maria C. Grant



Chris Jakicic



Lee Ann Jung



Timothy D. Kanold



Martha Kaufeldt



Sharon V. Kramer



Diane Lapp



LeAnn Nickelsen



Maria Nielsen



Brian M. Pete



Mary Kim Schreck



Sarah Schuhl



W. Richard Smith



Jeanne Spiller



Rebecca L. Stinson



Cheryl Zintgraff Tibbals



Susan Udelhofen

Additional Experts

Lisa Almeida
Victoria L. Bernhardt
Allyson J. Burnett
Brad Cawn
Eileen Depka

Douglas Fisher
Robin J. Fogarty
Nancy Frey
Angela Freese
Heather Frizziellie

Gayle Gregory
Aaron Hansen
Tom Hierck
Alexander McNeece
Geri Parscale

Beth Parrott Reynolds
Laurie Robinson-Sammons
Julie A. Schmidt
Eric Twadell
Nicole Dimich Vagle

No Common Core?
No problem! Let's chat
about how we can help
with your state standards.
888.409.1682



Aligning Assessments With the Standards

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

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

Demanding Rigor Without Discouraging Students

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

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

Working With Standards in a Professional Learning Community

Understand how to use the power of collaboration to meet the rigorous expectations of the standards to maximize student learning.

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



Other popular services

- Designing Effective Performance Assessments
- Teaching to More Rigorous Standards
- Supporting Staff Through the Instructional Shifts
- Preparing for PARCC or SBAC
- Implementing Anchor Standards at the Secondary Level
- Aligning Instruction With ELA or Mathematics Standards
- Connections Between CCSS-ELA and NGSS



Ignite excellence schoolwide

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

Learn more!
888.409.1682

SCHOOL CULTURE

You want to . . .

- Enhance communication between teachers and school leaders.
- Build strong staff relationships.
- Gain a deeper understanding of varied student backgrounds.
- Engage students from diverse cultures and backgrounds.

Here's how we can help

School culture can change. Partner with us to create a safe and productive learning environment for your students and staff. We'll help you develop action steps that will bring out the best in your school and create a dynamic learning environment where high student achievement is not just the goal, but the reality. You'll acquire strategies and insights to power your staff through the shift to a positive school culture.

School Culture Experts



Dawn Billings



Charlie Coleman



Luis F. Cruz



Mardale Dunsworth



John F. Eller



Sheila A. Eller



Emily Gibson



Tom Hierck



Sharroky Hollie



Carlos Johnson



Ricardo LeBlanc-Esparza



Alexander McNeece



Anthony Muhammad



Kenneth C. Williams

Transforming School Culture

Gain new insight into the diverse issues of resistant staff with an emphasis on developing a cohesive, positive culture.

- Examine the root causes of staff resistance to change, and leave with concrete strategies that will create healthy working and learning environments.
- Learn the strategies necessary to address staff cohesion issues, and maximize staff potential in schools and districts.

The Will to Lead, the Skill to Teach

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

- Identify your school as high will/low skill, high skill/low will, low will/low skill, or high will/high skill.
- Develop a blueprint for achieving skilled pedagogy and successful school improvement.

UNSTOPPABLE LEARNING

Driving the essential elements of student success

You want to . . .

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

Here's how we can help

Douglas Fisher and Nancy Frey—creators of Unstoppable Learning—are among the most sought-after experts in education today. Hand-selected and trained by Dr. Fisher and Dr. Frey, each expert has incredible knowledge and firsthand experience. Partner with us to develop a plan to ensure everyone on your team understands the intricate relationships that affect teaching and learning in the classroom.



Douglas Fisher and Nancy Frey—the creators of Unstoppable Learning

Unstoppable Learning Experts



Heather Anderson



Angela Freese



Kathy Tuchman Glass



Maria C. Grant



Diane Lapp



Virginia Mahlke



Alexander McNeece



Maria Nielsen



Mark Onuscheck



Laurie Robinson-Sammons



Carol Rothenberg



Nanci Smith



Rebecca L. Stinson

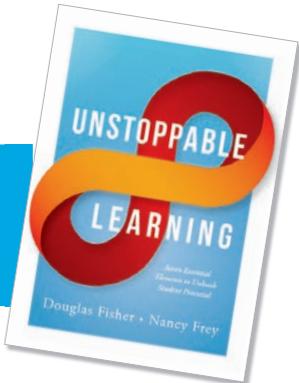


Javier Vaca

Additional Experts

Carmen Emery
Doug Lillydahl
John M. Nelson
Marisol Thayre

Unstoppable Learning by Douglas Fisher and Nancy Frey is available at SolutionTree.com



Progressive series

Service 1: Leadership Focused on Identifying Needs

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

Service 2: Building Capacity and Knowledge Development for Teacher Leaders

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

Service 3: Differentiated Professional Learning for Teachers

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

Service 4: Individual Site Development

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

Service 5: Focus Schools for Going to Scale

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

Additional services

English Language Arts Site-Specific Coaching

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

English Learners Site-Specific Coaching

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



Targeted workshops

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

EVIDENCE OF EFFECTIVENESS CHULA VISTA ELEMENTARY SCHOOL DISTRICT

Demographics

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

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

Implementation

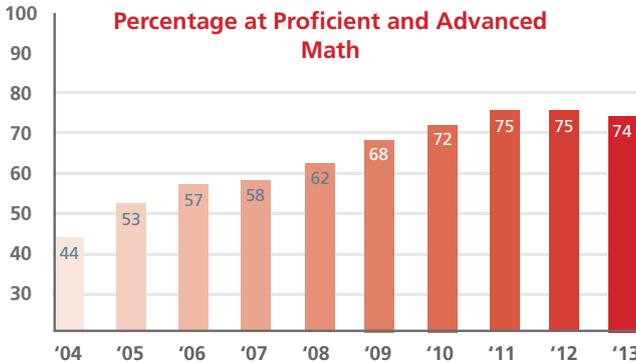
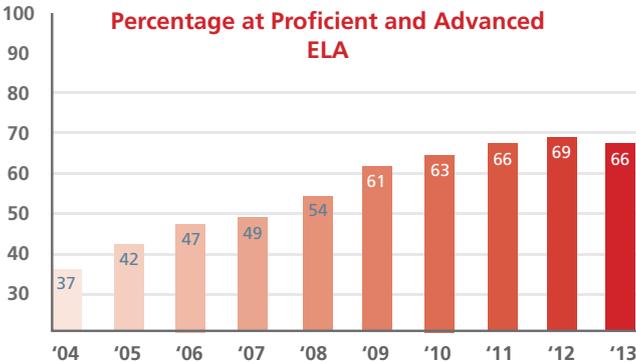
Douglas Fisher and Nancy Frey worked for three years with site-based instructional leadership teams comprised of the principal and one teacher per grade. Eventually, the professional development extended to all teachers districtwide.

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



Results

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



ASSESSMENT

You want to . . .

- Ensure your current assessments are driving instruction and intervention.
- Design common formative assessments that measure essential learning outcomes.
- Create assessments that provide data about what to do next for students.
- Explore new ways of grading that clearly reflect student learning.

Here's how we can help

We'll help ensure you have sustainable assessment practices. Our experts can provide insight into your existing assessment practices and help create a system of common formative assessments powered by targeted feedback that motivates student learning. Partner with us to identify and set learning goals reinforced by a framework of collaboration and reporting.

Assessment Experts



Kim
Bailey



Susan M.
Brookhart



Damian
Cooper



Anne
Davies



Eileen
Depka



Angela
Freese



Troy
Gobble



Thomas R.
Guskey



Tom
Hierck



Chris
Jakicic



Mark
Onuscheck



Anthony R.
Reibel



Beth Parrott
Reynolds



Eric
Twadell

Additional Experts

Lisa Almeida
Cassandra Erkens
Sandra Herbst
Dennis King
Sandi Kitts
Sharon V. Kramer
Laura Lipton
Virginia Mahlke

Thomas W. Many
LeAnn Nickelsen
Maria Nielsen
Karen Power
Douglas Reeves
Laurie Robinson-Sammons
Ainsley B. Rose
Tom Schimmer

Sarah Schuhl
Jennifer L. Sparrow
Jeanne Spiller
Nicole Dimich Vagle
Gerry Varty
Bruce Wellman

Assessment Practices Progress Report

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

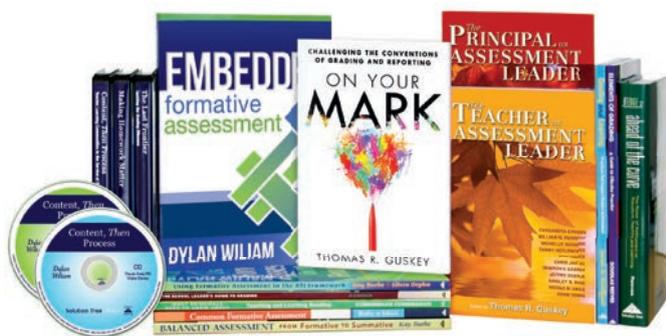
Advantages

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

Assessment Overview

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

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



Included with the Assessment Overview

Designing Quality Assessments

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

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

Common Formative Assessment Development

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

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

Grading and Reporting Student Learning

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

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

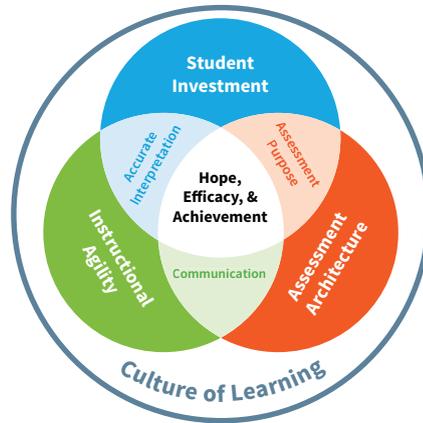


Other popular services

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

DISTRICT SOLUTIONS

ASSESSMENT



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

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

District Solutions for Assessment Experts



Cassandra Erkens



Tom Schimmer



Nicole Dimich Vagle



Garnet Hillman



Jodi Miller



Susannah O'Bara



Jim Smith



Mandy Stalets



Katie White

Additional Experts

Kim Bailey
Tim Brown
Angela Freese
Sandra Herbst

Tom Hierck
Chris Jakicic
Sharon V. Kramer
Jeff Overlie

Laurie Robinson-Sammons
Sarah Schuhl
Jeanne Spiller
Eric Twadell



Service 1**A Call to Action**

Generate awareness and provoke the need for change. Your team will clarify the role of quality assessments and develop a new vision for internal assessment practices.

Timeframe: One day

Recommended participants:
Teachers and leaders

Service 2**Developing Assessment Literacy**

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

Timeframe: Multiple days on-site with an expert during one school year

Recommended participants:
District- and site-based leaders

Service 3**Implementing and Affirming With Local Evidence**

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

Timeframe: Six days on-site with an expert during one year (three sessions, two days each)

Recommended participants:
District- and site-based leaders

Service 4**Embedded Practice, Systems Alignment, and Sustainability**

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

Timeframe: One year of facilitated planning sessions, progress monitoring, and executive coaching

Recommended participants:
District- and site-based leaders

MATHEMATICS

You want to . . .

- Develop consistent knowledge, skills, and effectiveness among mathematics teachers.
- Focus the work of teachers on actions that result in improved student learning.
- Effectively teach and assess the difficult content expectations of rigorous mathematics standards.

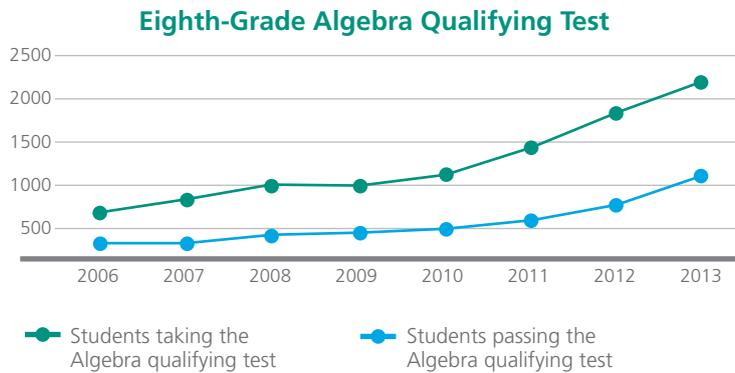
Here's how we can help

Foster powerful mathematics practices. Partner with our thought leaders and mathematics experts to get there faster. Mathematics at Work™ and Dixon Nolan Adams Mathematics build on the foundation of the PLC at Work™ process by using team structures and focusing on student learning, collaboration, and results to drive successful learning outcomes.

Demographics

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

Results



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

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

Read our success stories at
SolutionTree.com/Success

Demographics

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

Results

Discovery Education Benchmark Assessments

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

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

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

DISTRICT SOLUTIONS

MATHEMATICS AT WORK™

Empower your students to meet or exceed state expectations for mathematics achievement. Mathematics at Work™, designed by renowned experts and led by Dr. Timothy D. Kanold, is a research-affirmed and evidence-based K–12 collaborative professional development process used by diverse districts while demonstrating proven increases in student performance. Work with us to exceed your expectations for student learning by using effective mathematical content, practices, and processes; gain a deeper understanding of how to use higher-level cognitive demand tasks; design effective and common mathematics assessments and homework; and deliver mathematics instruction using formative assessment processes every day.

SERVICE 1

Mathematics Vision, Implementation, and Focus

Implement systematic change in your district. This service integrates the lessons from Dr. Kanold's *The Five Disciplines of PLC Leaders* and the Common Core Mathematics in a PLC at Work™ series to significantly improve sustainable districtwide results in mathematics.

Timeframe: One or two days on-site with an expert

Recommended participants: District- and site-based leaders

SERVICE 2

Mathematics Teaching and Learning

Impact student learning using the Mathematics at Work™ 10 high-leverage team actions for effective instruction and assessment. Learn to teach mathematics based on the Standards for Mathematical Practice, and discover how to create and use high-quality assessments, homework, and formative assessment processes in the classroom.

Timeframe: One or two days on-site with an expert

Recommended participants: District- and site-based leaders, teachers, teacher teams, and teacher leaders

SERVICE 3

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

Learn to design high-quality instruction and formative assessment processes based on the Common Core's eight mathematical practices and the Mathematics at Work™ 10 high-leverage team actions. The coaching academy—a train-the-trainer model—uses the PLC at Work™ teaching-assessing-learning cycle to achieve the necessary rigor, coherence, and focus of CCSS-M-type assessments.

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

Recommended participants: Mathematics instructional coaches, district- and site-based leaders, teacher teams, and teacher leaders



SERVICE 4

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

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 one-to-one 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 10 high-leverage team actions of Mathematics at Work™.

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

Recommended participants: Grade-level or course-based mathematics teams and teacher leaders

Mathematics at Work™ Experts



Timothy D. Kanold



Bill Barnes



Francis (Skip) Fennell



Linda Fulmore



Jessica Kanold-McIntyre



Beth McCord Kobett



Donna Simpson Leak



Kit Norris



Randy Phippen



Sue Phippen



Sarah Schuhl



Nanci Smith



Mona Toncheff



Gwendolyn Zimmermann

Additional Experts

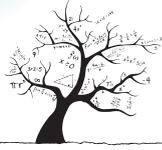
Comfort Akwaji-Anderson
Judy Curran Buck
John A. Carter
Dianne DeMille

Mardi A. Gale
Laura Godfrey
Darshan M. Jain
Christina Kelly

Janice L. Krouse
Christy McAloney
Suzanne Mitchell
Sharon Rendon

Connie Schrock

**DIG DEEP
INTO CONTENT**
DIXON · NOLAN · ADAMS
MATHEMATICS



Dixon Nolan Adams Mathematics Leaders



Juli K. Dixon



Edward C. Nolan



Thomasenia Lott Adams

Dixon Nolan Adams Mathematics Experts



Janet Andreasen



Kristopher Childs



Erhan Selcuk Haciomeroglu



Tashana Howse



Farshid Safi

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

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

Dixon Nolan Adams Mathematics experts provide content-based professional development to transform teaching and advance learning by focusing on helping teachers understand mathematics in ways that promote increased student achievement. Partner with us to create and support a shared vision of what it means—and looks like—to teach mathematics for depth.

We focus on mathematics teaching and learning so teachers can:

- Assess student understanding and use this knowledge to advance student learning.
- Develop a shared vision of teaching and learning mathematics for depth to motivate change in teaching practices.
- Enact research-based and practitioner-approved strategies to improve student understanding and achievement.
- Use intervention time to support students and close the achievement gap.

We focus on mathematics teaching and learning so coaches and administrators can:

- Enhance the effectiveness of teacher collaborative planning.
- Focus on student thinking during classroom observations.
- Guide teachers to implement rigorous mathematics standards.



Service 1

Big-Picture Shifts in Content and Instruction

Introduce content-based strategies to transform teaching and advance learning. Teachers, coaches, and administrators investigate shifts in planning, instructing, and assessing to focus on deeper content-based instruction. This service will broaden teachers’ understanding of mathematics to improve student achievement. It can be tailored for multiple grade levels and for teachers, coaches, administrators, or a combination.

Timeframe: One day

Service 2

Content Institutes

Build the capacity of teachers on important concepts and learning progressions for grades K–2, 3–5, 6–8, and 9–12. These institutes focus on making sense of mathematics and incorporate research-based instructional practices, including the use of classroom videos.

Timeframe: Three or four days

Service 3

Implementation Workshops

Support teachers to apply new strategies gained from Service 2 into instruction using the 10 high-leverage team actions from the Beyond the Common Core series. Use newly developed deep understandings of mathematics content to plan, instruct, and assess mathematics teaching and learning.

Timeframe: Two days in summer or four days during school year

Service 4

On-Site Support

Make explicit connections between content-focused professional development and classroom practices through on-site support for teachers, coaches, and administrators. Discover how to unpack learning progressions within and across teacher teams; focus teacher observations and evaluations on moving mathematics instruction forward; and support implementation of a focused, coherent, and rigorous curriculum.

Timeframe: Two to six days during school year

DIGITAL LEARNING

You want to . . .

- Enhance students' 21st century skills.
- Ensure equitable digital implementation across all schools and classrooms.
- Use technology to create a personalized and authentic learning environment.
- Integrate technology into instruction and assessment for deeper student learning.

Here's how we can help

Partner with our leading experts to develop a digital learning plan that brings classrooms to life. Using state-of-the-art tools like Michael Fullan's Digital Innovation Index, we'll guide you every step of the way as you integrate top-notch instructional and assessment strategies to ensure every student becomes a successful 21st century global citizen.

Digital Learning Experts



Michael Fullan



Suzie Boss



Mark A. Edwards



Richard E. Ferdig



William M. Ferriter



Adam Garry



Heidi Hayes Jacobs



Ian Jukes



Angela Maiers



Sheryl Nussbaum-Beach



Meg Ormiston



Regina Stephens Owens



Will Richardson



Kipp D. Rogers

Additional Experts

Bryan N. Alexander
Gayle Allen
James A. Bellanca
Bruce Dixon
Amos Fodchuk

William Kist
Cheryl Lemke
Rob Mancabelli
Marge Maxwell
Ted McCain

Nicky Mohan
Jason T. Ramsden
Casey Reason
Ryan Schaaf
Roger Schank

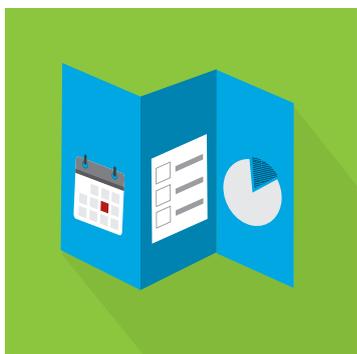
Eric C. Sheninger
Rebecca Stobaugh
Janet Lynne Tassell

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

DISTRICT SOLUTIONS

DIGITAL LEARNING

Digital Learning Framework



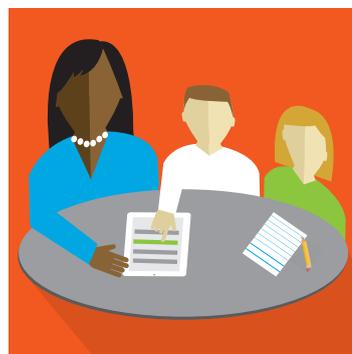
Planning and Decision Making

- Select stakeholders.
- Develop a vision.
- Determine budgets and select resources.
- Lead a digital learning initiative.
- Implement Fullan's Innovation Index.
- Establish ubiquitous access to technology.



Personalized Learning

- Focus on student-centered learning.
- Use digital tools.
- Encourage student connectivity.
- Promote inquiry-based learning.
- Foster student engagement and investment.
- Establish project-based learning.



Pedagogy and Practice

- Ensure standards-based alignment.
- Provide digitally rich instruction.
- Create a professional learning community.
- Build teacher and student partnerships.
- Acquire digital tools for assessment.
- Implement effective pedagogy.

“The experience and proven results evident in the Mooresville Graded School District digital conversion bolstered our collective confidence in our ability to tackle such a potentially overwhelming project. Expertise saved us valuable time and dollars during a midyear rollout to over 5,850 students, teachers, and administrators.”



—Benny Hendrix, chief technology officer,
Rutherford County Schools, North Carolina



MGSD Digital Learning Experts



Mark A. Edwards



Crystal Hill



Stephen Mauney



Scott Smith

Solution Tree is pleased to partner with Dr. Mark A. Edwards and the teachers, technology leaders, and principals of Mooresville Graded School District to help educators across the country achieve digital conversion and deeper learning for students.

Additional Experts

Damien Akelman
Jemma Conley
April Davala
Felicia Davis

Chris Gammon
Tara Gander
Jason Gardner
Samone Graham

Meghan McGrath
Tanae Sump-McLean
Michael Royal
Tracey Waid

Service I Planning and Decision Making

Create a blueprint for systematic change and instructional technology implementation across your district. Results from the Digital Innovation Index, a practical evaluation tool by Michael Fullan and Katelyn Donnelly, will be used as a guide to focus policy making and decision making around digital innovations.

Timeframe: Three to six days

Service II Personalized Learning

This service is designed specifically for district-level teams of representatives from schools, leadership, and technology. Teams will recommend and implement digital policies and practices, platform and access procedures, and digital tools and resources.

Timeframe: Two to four days

Service III Pedagogy and Practice

Participants will deepen pedagogy and instructional practices that draw on the power of technology and digital tools. Opportunities for districts include:

Timeframe: Five to ten days

- On-site workshops
- Virtual content and collaboration
- On-site coaching and guidance
- On-site digital learning conference

SCHOOL IMPROVEMENT

You want to . . .

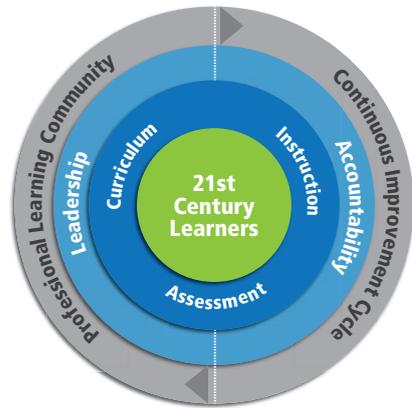
- Establish collaborative teams of educators who work together on critical student issues.
- Foster positive perceptions about students and student groups.
- Create a culture of shared decision making.
- Break down academic data into transparent information that can be used by students, parents, and educators.

Here's how we can help

Make a commitment to school improvement today. Partner with us to build a comprehensive improvement plan customized to your school's goals. Our experts will help your team identify key areas of opportunity and build processes and structures to set the stage for success. You'll develop a long-term vision and expand your repertoire of practical tools and strategies to ensure your efforts are meaningful and sustainable over time.

DISTRICT SOLUTIONS

SCHOOL IMPROVEMENT



Empower your students to meet or exceed state, national, and international expectations for student achievement. Designed by renowned experts and led by Sharon V. Kramer, these services are evidence-based, K–12 collaborative professional development processes. Harness the power of your district to improve school culture; build effective leadership; implement student-centered learning and assessment practices; and sustain continuous improvement. With the support of a school improvement coach, you’ll implement customized strategies to improve student performance and increase instructional effectiveness.

Additional Experts



Kimberly Rodriguez Cano



Michelle Dillard



Geri Parscale



Sarah Schuhl



Mona Toncheff

What sets our services apart?

Results-Driven Approach

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

On-Site Coaching

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

Renowned Thought Leaders

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

Innovative Tools

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

Service 1

Leading Learning Communities With Research-Based Practices

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

Timeframe: Three days on-site with an expert

Service 2

Transforming Culture and Structures to Support School Improvement

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

Timeframe: Four days on-site with an expert

Service 3

Teaching, Learning, and Assessing for Improved Results

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

Timeframe: Six to ten days on-site with an expert

Service 4

Sustaining Continuous Improvement

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

Timeframe: Four days on-site with an expert

More Solution Tree Services

Classroom Management & Behavior

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

Experts

MaryAnn Brittingham	Tom Hierck
Charlie Coleman	Kenneth C. Williams

Leadership

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

Experts

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

Special Education

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

Experts

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

Student Engagement

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

Experts

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

INSTRUCTION

You want to . . .

- Develop instructional practices that engage, empower, and motivate all students.
- Connect data analysis to instructional practices.
- Effectively teach special education students, English learners, and high-achieving individuals.
- Examine current practices, and identify areas for improvement.

Here's how we can help

Our experts are well-versed in creating an environment that maximizes student learning. They'll help you develop high-yield strategies for assessing student knowledge, interests, and preferences. Learn how to modify your presentation style to engage students more effectively. Discover seamless differentiated instruction integration, including best practices, classroom strategies, and troubleshooting techniques.

Instruction Experts



Douglas
Fisher



Nancy
Frey



Maria C.
Grant



Gayle
Gregory



Sharroky
Hollie



Cate Hart
Hyatt



Martha
Kaufeldt



Jane A. G.
Kise



Kathleen
Kryza



Diane
Lapp



Mary Kim
Schreck



David A.
Sousa



Rebecca L.
Stinson



Carol Ann
Tomlinson

Additional Experts

MaryAnn Brittingham
Carrie Chapman
Alicia Duncan
Angela Maiers

Katherine McCluskey
LeeAnn Nickelsen
Rebecca Stobaugh
Janet Lynne Tassell

Daily Differentiation Strategies for the Classroom

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

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

Implementing Culturally Responsive Instruction

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

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

LITERACY

You want 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 who have a deficient academic vocabulary.

Here's how we can help

Work with us to ignite the passion for reading and writing in your students. Our literacy experts will help you build lesson plans that integrate literacy, language, and content. Build content rigor to meet the standards for literacy. You'll gain research-based strategies to develop students' ability to analyze complex text and integrate literacy and academic language development across all content areas.

Literacy Experts



Ruth
Culham



James W.
Cunningham



Patricia M.
Cunningham



Bonnie M.
Davis



Sharroky
Hollie



Timothy V.
Rasinski



Mary Kim
Schreck

Additional Experts

Allyson J. Burnett
Brad Cawn
Alicia Duncan
Douglas Fisher

Robin J. Fogarty
Nancy Frey
Maria C. Grant
Diane Lapp

LeAnn Nickelsen
Brian M. Pete
Kristine E. Pytash
Laurie Robinson-Sammons

Literacy Strategies to Master the Standards

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

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

Building Vocabulary and Academic Language

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

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

Close Reading Skills

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

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

ENGLISH LEARNERS

You want to . . .

- Close the achievement gap by ensuring ELs have the support they need.
- Differentiate instruction for ELs.
- Build background knowledge and vocabulary effectively.

Here's how we can help

Discover powerful practices for teaching ELs with the help of our experts. You'll gain practical strategies for teaching academic vocabulary, reading, and writing using evidence-based instruction. We'll help you construct common assessments for ELs, restructure roles so that all teachers are accountable for ELs' learning, and implement systems for student assessment and placement.

English Learners Experts



Margarita
Espino Calderón



Luis F.
Cruz



Alicia
Duncan



Katherine
McCluskey



Hector
Montenegro



Carol
Rothenberg



Maria N.
Trejo

Additional Experts

Argelia Carreón
Margo Gottlieb

Teaching ELs in a Professional Learning Community

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

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

Essentials for Teaching Reading and Comprehension to ELs

Determine how to effectively close the learning gap for ELs.

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

PROFESSIONAL
DEVELOPMENT
THAT INSPIRES
RESULTS

Does every student succeed in your school?



With Solution Tree's on-site professional development, you can organize an in-service day your team will always remember, with lasting benefits for your students and faculty.

Beyond the written word, our experts bring you:

- > Knowledge and experience in person, in an interactive session
- > Opportunities to develop your team's ability and their focus on student achievement
- > A cost-effective and flexible way to schedule and train your team

Experience on-site professional development with authors you know and trust

PLC

Learn from:



Richard DuFour

Rebecca DuFour

Robert Eaker

Thomas W. Many

Mike Mattos

Must-have complementary books:

NEW! *Learning by Doing* (Third Edition)

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

LEADERSHIP

Learn from:



Tom Hierck

Douglas Reeves

Kenneth C. Williams

Must-have complementary books:

NEW! *From Leading to Succeeding: Starting a Movement*

ASSESSMENT

Learn from:



Kim Bailey

Cassandra Erkens

Chris Jakicic

Must-have complementary books:

NEW! *Collaborative Common Assessments*

Common Formative Assessment

GRADING

Learn from:



Thomas R. Guskey

Tom Schimmer

Douglas Reeves

Must-have complementary books:

On Your Mark

NEW! *Grading From the Inside Out*

NEW! *FAST Grading*

MATHEMATICS

Learn from:



Juli K. Dixon

Timothy D. Kanold

Matthew R. Larson

Kit Norris

Sarah Schuhl

Must-have complementary books:

NEW! *Making Sense of Mathematics for Teaching* series

NEW! *Balancing the Equation*

NEW! *Engage in Mathematical Practices*

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

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