

About Solution Tree

For over 25 years, Solution Tree has provided a combination of premium professional development options that include books and videos, onsite and virtual options, unique technology, and events hosted across North America and international locations.

Our experience includes positive transformation at the school, district, regional, and state levels. We are one of the largest providers of onsite staff development, and we lead the industry in the number and scope of successful professional learning events provided to educators. Solution Tree's professional development services are designed to build leadership capacity and create sustainability.

By blending administrative coaching, teacher-leader training, onsite workshops, and instructional modeling and observation, we embed best practice into the daily course of educating students. Our school improvement services bring the best of both structure and research-based strategy to help you move student learning and achievement forward.

Solution Tree has experience implementing best practices in a wide variety of settings. Our systematic approach includes numerous benefits:

- coherence and clarity in the district mission, vision, values, and goals across all buildings
- a guaranteed and implemented curriculum throughout the district
- short- and long-term action plans driven by reciprocal accountability
- a collaborative culture that takes collective responsibility for achieving mutual goals
- teachers, building administrators, and district staff maintain a continuous improvement orientation.

“When a school or district functions as a PLC, educators within the organization embrace high levels of learning for all students as both the reason the organization exists and the fundamental responsibility of those who work within it.”

—Richard DuFour, Rebecca DuFour, Robert Eaker, Thomas W. Many, and Mike Mattos

The Solution Tree Approach

In this undertaking, we will implement the Three Big Ideas of a Professional Learning Community (PLC) at Work® with fidelity.

- A focus on learning
- A collaborative culture
- A focus on results

Teams who are organized as PLCs work collaboratively to answer, “Four Critical Questions”, and a PLC at Work consistently exhibits the Six Essential School Cultural Characteristics.

Three Big Ideas	<ul style="list-style-type: none">• Creating a sustainable focus on learning in every school• Building a collaborative culture in which learning matters• Creating a relentless focus on results
Four Critical Questions	<ul style="list-style-type: none">• What is it we expect our students to learn?• How will we know when they have learned it?• How will we respond when some students do not learn?• How will we respond when some students already know it?
Six Characteristics	<ul style="list-style-type: none">• Building a shared mission, vision, values, and goals• Creating collaborative teams focused on learning• Nurturing action orientation and experimentation• Encouraging collective inquiry• Driving a commitment to continuous improvement• Building a results orientation

Our approach to training builds the capacity of leadership staff while also providing targeted coaching to educators on the front line – individual teachers.

Establishing and sustaining an effective collaborative culture requires overcoming common obstacles, such as staff turnover, adopting best practices, and focused collaboration on “the things that matter” in improving student achievement. The challenge is reaching the greatest audience of educators within the limitations of available resources. Solution Tree supports educators in these efforts through events, innovative publishing of renowned thought leaders, and inspired professional development.

Educators in a district who function as a PLC at Work benefit from clarity regarding their shared purpose, a common understanding of the school district they are trying to create, collective communities to help move all schools in the desired direction, and specific, measurable, attainable, results-oriented, and time-bound (SMART) goals to mark their progress.