

Indiana Department of Education

School Improvement Summit

March 10, 2020

School Improvement Technical Assistance Partner Profile

Background

Organization name: Solution Tree, Inc.

Organization address: 555 North Morton Street, Bloomington IN. 47404

Organization contact person, contact email, and phone number: Paul Getzen, Director of Educational Partnerships, paul.getzen@solutiontree.com, 812.336.7700 ext. 406

Organization mission: To transform education worldwide to ensure learning for all

Approach

Describe your organization's school improvement services:

The Priority Schools in a PLC at Work® Process (Priority Schools) is designed to help empower all students to meet or exceed state, national, and international expectations for student achievement. Developed by renowned experts and led by Dr. Sharon Kramer, Priority Schools follows an evidence-based K-12 collaborative professional development process that improves school culture; builds effective leadership; implements student-centered learning and assessment practices; and sustains continuous improvement. The services include 2 Needs Assessment/ Action Plan Development days, monthly embedded coaching, and content-specific professional development. Depending on the size and scope of the undertaking, district level days for planning and professional development may be built into the plan. Embedded Coaching days are recommended to be 20 per year and/or determined by the Needs Assessment results and budget at each building. Content-specific professional development is recommended based on results of the Needs Assessment, too.

Describe how your organization differentiates its services to meet the unique needs of districts and schools:

Solution Tree is committed to working with all stakeholders in the coordination of school improvement and other projects in which it collaborates with other entities. Its commitment and experience to supporting and collaborating include attending planning and regular meetings in order to coordinate initiatives among entities, including efforts around reporting and data collection. Solution Tree will also work with other 3rd Party providers to ensure services and scheduling are conducted in a coordinated fashion negating unnecessary conflicts in these and other areas.

Describe the attributes of your organization's ideal partner district and/or school:

The ideal partner District and/or School demonstrates at all levels of planning and implementation a commitment to the extent of reform necessary to meet identified improvement

goals. As is the case with an evidence-based solution, impact is often tied to fidelity in implementation. Achieving the desired outcome is often then predicated on certain inputs and resources which can only be provided by the District and/or school. An ideal district and/or school client is also one that shares Solution Tree's interest in data-informed decision making and continuous improvement. Solution Tree seeks to work with its clients around shared goals, shared accountability and shared commitment to impact. By collecting, sharing and analyzing data, Solution Tree and the targeted school improvement sites will initiate a process where interventions and reforms are regularly assessed and modified as needed in keeping on track toward identified outcomes.

Impact

Describe your organization's track record of dramatically improving schools or systems and/or radically increasing outcomes for targeted subgroups of students:

For more than 20 years, Solution Tree has empowered K–12 schools and districts to raise achievement for all students, including those with high-needs, through a comprehensive range of services and products including events, district-centered solutions for long-term professional development, workshops, books, videos, online courses, and much, much more. Our experience includes school reform success at the school, district, and regional levels. Situated in Bloomington, Indiana, we are one of the largest providers of onsite staff development, and we lead the industry in the number and scope of successful events like National Summits, State and Provincial Summits, Institutes, and Two-Day Workshops. Solution Tree provides PLC institutes, workshops, and coaching to over 1,000 schools and districts across North America, and as a further testament to the relevance of our work, we've seen our international practice expand to include Guam, Indonesia, Mexico, Oman, Singapore, and Australia.

Evaluating PLCs – The GE Foundation/APQC Education Report

Over the course of six months, the American Productivity and Quality Center (APQC) team, with the support of the GE Foundation, conducted a national benchmarking project to identify real-world practices and processes that have been developed and used with success by districts and schools. Essentially, to find out how organizations implement research-based practices associated with PLCs.

The team studied over 50 districts and schools and identified 10 “Best Practice” organizations. Solution Tree has worked extensively with each of these 10 exemplars, and in many of the other districts and schools studied by the team. Individual schools and entire districts working with Solution Tree can rely on our experience to design, implement, and support Professional Learning Communities at Work®.

Other Evidence of Success Regarding the Professional Learning Communities at Work Process

The website www.allthingsplc.info maintains a section titled “Evidence of Effectiveness” (<http://www.allthingsplc.info/evidence/evidence.php>) and contains over 120 schools sharing their data, strategies, and lessons learned. Each school listed on this site has realized increased student success – as well as many other benefits – using the PLC process.