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Keynotes | Training | Workshops
Leadership Development
Professional Learning

Professional Learning Menu

Customizable experiences to build elite leaders, teams, and cultures.

- **ELITE Culture**
- **ELITE Leadership**
- **Teams & Collaboration**
- **Relationships & Belonging**
- **Engagement & Ownership**
- **Instructional Impact**
- **SEL, Wellness & Grit**
- **Change & Implementation**
- **Communication & Accountability**
- **Recognition & Momentum**
- **Student Leadership**
- **Systems, Strategy & Execution**

Customizable Topics & Formats | Flexible Delivery (Keynote to Multi-Day) | Tailored to Your People, Goals & Needs

EXPLORE TOPICS & SUB-TOPICS →



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Topic Overview

ELITE Solutions

Build a high-performing, people-centered culture where people and students thrive.

Outcome
A stronger, more connected and intentional culture.

Key Takeaway
Practical strategies and tools you can implement immediately.

Audience
All staff, leadership teams, PLC teams, or district groups.

Delivery Options
Keynote | Breakout | Workshop
Half-Day | Full-Day | Retreat

CUSTOMIZABLE SUB-TOPICS

- ✓ 1 | ELITE Culture
- ✓ 2 | ELITE Leadership
- ✓ 3 | Connection and Staff Engagement
- ✓ 4 | Teams and Leadership Capacity
- ✓ 5 | Instruction and Engagement
- ✓ 6 | Feedback, Data and Success
- ✓ 7 | Character and Positive Leadership
- ✓ 8 | Family and Community Partnerships
- ✓ 9 | Professional Learning Design
- ✓ 10 | Innovation, AI and Execution



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Professional Learning Experience

01 • ELITE Culture

ELITE Culture

Build a high-performing, people-centered culture where people and students thrive.

CUSTOMIZABLE SUB-TOPICS | *Select Individual Topics or Build a Custom Experience.*

- ☐ High Standards + Positive Environment
- ☐ The ELITE Framework (E-L-I-T-E)
- ☐ Culture by Design, Not by Default
- ☐ Staff Engagement & Ownership
- ☐ Recognizing and Repeating Wins
- ☐ Rituals, Rhythms & Traditions
- ☐ Sustaining Culture Over Time
- ☐ Belonging, Relationships & Connection
- ☐ Shared Values to Aligned Behaviors
- ☐ Accountability with Support
- ☐ Culture in Action (Daily Practices)
- ☐ Measuring & Monitoring Cultural Health

THE TRANSFORMATION | *From Culture by Default to Culture by Design.*

Clarity
A shared understanding of the culture you want to build.

Alignment
Connect expectations, values, and daily decisions.

Ownership
Greater individual and collective responsibility.

Action
Specific strategies and commitments to implement immediately.

Sustainability
Practices that keep culture strong over time.

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Professional Learning Experience

02 • ELITE Leadership

ELITE Leadership

Practical leadership principles and tools to lead people, grow capacity, and create lasting impact.

CUSTOMIZABLE SUB-TOPICS | *Select Individual Topics or Build a Custom Experience*

- ☐ **Modern Technology & AI Use for the Leader**
- ☐ **The ELITE Leadership Cycle**
- ☐ **Leadership Lives in the Gray: Standards + Relationships**
- ☐ **Five Levels of Personal Leadership**
- ☐ **Signal Over Noise**
- ☐ **Hyper-Focus, Momentum and Execution**
- ☐ **Presuming Positive Intent**
- ☐ **Dream Big and Backward Design**
- ☐ **Manufacturing Wins and Celebrating Progress**
- ☐ **New Principal and New Leader Success**
- ☐ **Building Your Own Core Values and Standards for Your Team's Success**
- ☐ **Aspiring Leaders: Preparing for the Next Role**
- ☐ **Experienced Leaders: Legacy and Multiplying Impact**

THE TRANSFORMATION | *From Leadership in Theory to **Leadership in Action.***

Clarity
A clear framework for leading people, making decisions, and creating focus.

Capacity
Practical tools to grow your leadership skills and the capacity of others.

Confidence
Strategies to navigate complexity, lead through challenges, and stay focused.

Action
High-leverage practices you can implement immediately.

Impact
A stronger leadership presence that creates momentum, collaboration, and lasting results.

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Professional Learning Experience

03 • Connection & Staff Engagement

Connection & Staff Engagement

Build stronger relationships, increase engagement, and create a culture where people feel valued, supported, and motivated to do their best work.

CUSTOMIZABLE SUB-TOPICS | *Select Individual Topics or Build a Custom Experience.*

- ☐ **Relationships Before Results**
- ☐ **Transforming Your Team: Know and Value Your People**
- ☐ **The ELITE Connection Profile**
  - ☐ Recognition: Say It
  - ☐ Support: Help Me
  - ☐ Appreciation: Show It
  - ☐ Presence: Be There
- ☐ **Personalized Appreciation and Authentic Encouragement**
- ☐ **The Power of Appreciation: Engagement and Morale**
- ☐ **Building Staff Engagement Intentionally**
- ☐ **Trust, Belonging and Psychological Safety**
- ☐ **Staff Retention Through Culture and Recognition**
- ☐ **Engaging Support Staff**

THE TRANSFORMATION | *From Workplace Connections to a More Engaged, Valued, and Committed Team.*

PARTICIPANTS WILL BE EQUIPPED TO:

- ✓ **Strengthen relationships** that build trust, belonging, and a shared sense of purpose.
- ✓ **Recognize and value people** in practical, personal, and consistent ways.
- ✓ **Increase engagement and morale** through intentional, daily actions.
- ✓ **Create a supportive environment** where all staff feel seen, heard, and appreciated.
- ✓ **Improve retention** *by building a culture people want to be a part of long term.*

Connection
Stronger, more meaningful relationships across the team.

Engagement
A more motivated, energized, and invested team.

Belonging
A culture where people feel valued, supported, and part of something bigger.

Retention
Practical strategies to recognize, support, and keep great people.

Performance
A more connected team that collaborates, serves, and achieves at a higher level.



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Professional Learning Experience

04 • Teams & Leadership Capacity

Teams & Leadership Capacity

Build high-performing teams, strengthen leadership capacity, and create the systems, communication, and collaboration needed for lasting success.

CUSTOMIZABLE SUB-TOPICS | *Select Individual Topics or Build a Custom Experience.*

- ☐ High-Performing Teams
- ☐ Communication, Communication, Communication!
- ☐ Consistent Communication Across All Stakeholders
- ☐ Building Effective Communication Systems & Processes
- ☐ ELITE Conversations and Collaborative Problem-Solving
- ☐ Effective Staff and PLC Meetings
- ☐ Coaching, Delegation and Building Capacity
- ☐ Teacher Leader and Department Chair Development
- ☐ Growing Your Own Leadership Pipeline

THE TRANSFORMATION | *From Disconnected Teams to Aligned, High-Performing Teams.*

PARTICIPANTS WILL BE EQUIPPED TO:

- ✓ Establish clear, **consistent communication systems** across all stakeholders.
- ✓ Build stronger, more collaborative and accountable teams.
- ✓ **Lead purposeful, productive meetings** that drive action and results.
- ✓ Develop and grow **leadership capacity** at every level.
- ✓ Create systems for follow-through that turn plans into lasting, meaningful progress.

Communication
Clear, consistent and intentional communication that builds trust and alignment.

Alignment
Teams that understand priorities, roles, and shared goals.

Collaboration
More purposeful conversations, stronger teamwork, and a problem-solving mindset.

Capacity
Expanded leadership at every level through coaching, delegation, and targeted development.

Execution
Systems and processes that ensure follow-through and turn great ideas into real results.



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Professional Learning Experience

05 · Instruction & Engagement

Instruction & Engagement

Activate student learning, increase engagement, and elevate instructional practice through high-impact, research-based strategies.

CUSTOMIZABLE SUB-TOPICS | *Select Individual Topics or Build a Custom Experience.*

- ☐ **Student Engagement Beyond Compliance**
- ☐ **Evidence-Informed Instruction and Hattie Research**
- ☐ **Station Rotations That Work**
- ☐ **Differentiated Instruction Through Stations**
- ☐ **Gallery Walks and Active Learning**
- ☐ **ELITE Close Reading**
- ☐ **Aggressive Monitoring and Responsive Instruction**
- ☐ **Teacher Efficacy and Collective Impact**
- ☐ **Student Leadership**
- ☐ **Multilingual Learners: Connection and Engagement**
- ☐ **Student Voice, Choice, and Ownership**
- ☐ **Student Communication, Teamwork, and Strengths**

THE TRANSFORMATION | *From Compliance and Passive Learning to* ***Engaged, Independent, and High-Achieving Learners.***

PARTICIPANTS WILL BE EQUIPPED TO:

- ✓ **Design and deliver research-based instruction** that increases student engagement.
- ✓ Use **evidence and data** (including Hattie's research) to make instructional decisions that improve learning.
- ✓ **Implement high-impact strategies** (e.g., stations, close reading, active learning, and monitoring) that meet the needs of all learners.
- ✓ **Empower students** through **leadership, voice, choice, and ownership** in their learning.
- ✓ **Strengthen teacher efficacy and collective impact** for sustained instructional improvement.

Engagement
Students who are actively involved, invested, and ready to learn.

Instruction
Practical, research-based strategies that elevate teaching and learning.

Ownership
Students who take greater responsibility for their learning despite voice, choice, and leadership.

Growth
Real-time, evidence-informed adjustments that respond to student needs and drive achievement.

Impact
A classroom culture where high-quality instruction, student engagement, and measurable growth go hand in hand.

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Professional Learning Experience

06 • Feedback, Data & Success

Feedback, Data & Success

Create a systematic, data-informed approach to feedback, support, and continuous improvement that drives increased engagement, student growth, and sustained success.

CUSTOMIZABLE SUB-TOPICS | *Select Individual Topics or Build a Custom Experience.*

- ☐ **The ELITE Feedback System**
  A comprehensive, growth-focused system for meaningful, consistent, and actionable feedback that improves teaching, learning, and results.
- ☐ **Feedback That Leads to Growth**
  Turn feedback into specific next steps, increased capacity, and measurable improvement.
- ☐ **Differentiated Feedback Pathways**
  Tailor feedback and support to meet the unique needs of individuals, teams, and experience levels.
- ☐ **Administrator Observation Look-Fors**
  Clear, research-aligned indicators to guide observations, feedback, and coaching conversations.
- ☐ **Teacher and Student Feedback Conversations**
  Build a culture of open, constructive, and solution-focused dialogue that drives learning.
- ☐ **The ELITE Data Dashboard (Campus-Wide Tool)**
  A comprehensive, campus-wide system to monitor student success across academics, attendance, behavior, and wellness — all in one place.
- ☐ **Early Identification and Tiered Student Support**
  Use data to quickly identify needs and connect students to the right level of support, at the right time.

THE TRANSFORMATION | *From Reactive Feedback and Disconnected Data to a **Proactive, Integrated System for Growth.***

PARTICIPANTS WILL BE EQUIPPED TO:

- ✓ **Implement a coherent feedback system** *that is purposeful, consistent, and growth-focused.*
- ✓ **Use data as a strategic tool** *to monitor progress, identify needs early, and drive support.*
- ✓ **Conduct high-quality, evidence-based observations** *that lead to meaningful conversations.*
- ✓ **Differentiate feedback and support** *to meet the needs of all staff and students.*
- ✓ **Build a campus-wide monitoring system** that connects academics, attendance, behavior, and wellness.

A Clear System
A structured, repeatable process for feedback, observation, and continuous growth.

Actionable Data
Real-time, campus-wide insights (academics, attendance, behavior, and wellness) that inform decisions and support students.

Targeted Support
The ability to identify needs early and provide the right level of support through a tiered framework.

Increased Capacity
Stronger feedback conversations, coaching, and instructional practices that build staff and student success.

Measurable Impact
Improved engagement, student growth, and overall campus performance through aligned feedback, data, and support.

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07 • Character & Positive Leadership

Character & Positive Leadership

Build character, fuel positivity, and lead with purpose.

CUSTOMIZABLE SUB-TOPICS | *Select Individual Topics or Build a Custom Experience.*

- ☐ Leading With a Positive Mindset
- ☐ Positive Energy & Attitude
- ☐ Energy Bus for Schools
- ☐ Power of Positive Leadership
- ☐ Power of a Positive Team
- ☐ Character Development
- ☐ Resilience, Optimism & Hope

THE TRANSFORMATION | *From Reactive to Positive, Purposeful Leadership.*

Mindset Shift | **Stronger Teams** | **Greater Resilience** | **Character Growth** | **Lasting Positivity**



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08 • Family & Community

Family & Community

Build strong partnerships that support student success.

CUSTOMIZABLE SUB-TOPICS | *Select Individual Topics or Build a Custom Experience.*

- ☐ **Family & Community Engagement**
- ☐ **Authentic Parent Partnerships**
- ☐ **PTA & Community Participation**
- ☐ **The Dad's Club & Community Leadership**
- ☐ **Student Voice as a Culture-Building Tool**
- ☐ **Service, Volunteerism & Community Connection**
- ☐ **Building Community Trust Through Communication**
- ☐ **Celebrations, Traditions & Shared Experiences**

THE TRANSFORMATION | *From Outreach to Lasting Partnerships.*

Stronger Partnerships

Higher Engagement

School Pride

Greater Trust

Credibility & Recognition
(e.g., National PTA School of Excellence)

Professional Learning Design

Purposeful PD that leads to real implementation.

CUSTOMIZABLE SUB-TOPICS | *Select Individual Topics or Build a Custom Experience.*

- ☐ Designing PD That Actually Makes a Difference
- ☐ PD Compass: What, Why, How, Did It Work?
- ☐ Diagnosing Root Causes Before Choosing Solutions
- ☐ Engaging Adult Learners Through Movement and Collaboration
- ☐ Differentiating PD for Teachers, Leaders and Support Staff
- ☐ Gallery Walks and Collaborative Rotations
- ☐ Turning Training Into Implementation
- ☐ Action Planning, Reflection and Follow-Through
- ☐ Coaching and Continuous Improvement Cycles
- ☐ Leadership Retreats and Alignment Experiences

THE TRANSFORMATION | *From One-Time Training to Lasting Implementation.*

Purposeful PD | **Practical Implementation** | **Greater Engagement** | **Measurable Impact** | **Sustainable Growth**

Innovation, AI & Execution

SELECTABLE SUBTOPICS | *Choose what belongs in this offering family.*

- ☐ Practical AI for Teachers
- ☐ Practical AI for School and District Leaders
- ☐ Technology With Purpose
- ☐ Simplifying Complex Organizational Problems
- ☐ Staff Handbook
- ☐ Lesson Planning
- ☐ Formative and Informative Assessments
- ☐ Brainstorming for High Student Engagement
- ☐ Differentiation for All Student Subpopulation Needs