At the heart of what we do, Greenbush School Improvement Services facilitates and supports system-wide change within and among participating school districts through a variety of evidence-based processes and professional learning. We understand the value of regional collaboration, so our efforts often focus on building and facilitating professional networks through our center-based professional development events. Delivery of our professional development services occurs through our center-based support at the Greenbush campus near Girard, our Greenbush Resource Center in Lawrence, and at the Flint Hills Discovery Center in Manhattan. Additionally, we recognize that districts have unique needs which we strive to serve through on-site support and web conferencing. Utilizing the knowledge, skills, certifications, and experiences of our team and consultants, our professional learning is based on forward-thinking concepts, best practices, relationship-building, thinking outside of the box, and a systems approach to continuous improvement.

Our belief is that we are a partner in this journey, and we will strive to help teachers and leaders build local capacity and efficacy within buildings and throughout districts. We continue to grow new and expand existing partnerships and professional relationships with experts in the field, which allows our team to provide the most relevant and timely professional learning regarding the ever-changing landscape of education, both in Kansas and from the national perspective. This includes supporting local efforts to not only achieve the state vision of leading the world in the success of every student through the Kansans Can initiative, but also meeting the individual and unique needs of each district that participates in our consortium to inspire "Ah-ha!" moments.

Our Process

1. **Review Needs & Current Goals**
   - Meet as an administrative team to review KESA needs assessment and goals
   - Review School Improvement Service opportunities related to your KESA needs and goals
   - Discuss additional goals and needs that could be met through School Improvement Services support

2. **Determine, Select & Schedule Services**
   - Select services to create your School Improvement Services Professional Learning Plan
   - Provide requests for specific dates of service
   - Confirm CIA leader forum attendee(s)
   - Confirm district contacts and contact information

3. **Reflect & Review**
   - Utilize Quarterly Check-Ins to review current plan and make any adjustments
   - Continue to attend CIA leaders forum events for latest opportunities

Our Vision and Beliefs

At the heart of what we do, Greenbush School Improvement Services facilitates and supports system-wide change within and among participating school districts through a variety of evidence-based processes and professional learning. We understand the value of regional collaboration, so our efforts often focus on building and facilitating professional networks through our center-based professional development events. Delivery of our professional development services occurs through our center-based support at the Greenbush campus near Girard, our Greenbush Resource Center in Lawrence, and at the Flint Hills Discovery Center in Manhattan. Additionally, we recognize that districts have unique needs which we strive to serve through on-site support and web conferencing. Utilizing the knowledge, skills, certifications, and experiences of our team and consultants, our professional learning is based on forward-thinking concepts, best practices, relationship-building, thinking outside of the box, and a systems approach to continuous improvement.

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Our Program Options

Your School Improvement Services point of contact will assist your team in selecting the most effective and relevant services based on data from your district profile, KESA needs assessment results, and other information you may have collected and analyzed to determine your professional learning needs.

Greenbush School Improvement Services offers three levels of participation:

**BASIC:**
Districts select 6 total services among our support options
$3250 base + $6.25 per student

**STANDARD:** (Our most popular option)
Districts receive all CORE services and choose 6 additional supports
$3500 base + $7.75 per student

**ENHANCED:**
Districts receive all CORE services and choose 10 additional supports
$3750 base + $8.75 per student

Private Schools, SPED Cooperatives, and large district participation options are also available.

Core Services

At the Standard and Enhanced levels of participation, School Improvement Services (SIS) districts receive the following:

- Curriculum, Instruction, and Assessment (CIA) Leaders Forum
- 1 Leadership Program Enrollment
- Quarterly Principal Forums
- Instructional Leaders Newsletter
- Materials and Resources Review Days
- Greenbush University
- KESA Accreditation Support
- District Data Profile
- Climate Perception Surveys (Student, Staff, Parent)
- Professional Development Needs Survey
- Access to Annual Requirement Video Resources

www.greenbush.org
Foundational Supports

These supports provide basic overview information and set the foundation for further learning. These are often delivered to larger groups; see each individual support for the service options.

Introduction to Project Based Learning

Project Based Learning is a strategy that helps students learn content along with 21st Century Skills and higher levels in Bloom’s Taxonomy. There are many components of high quality PBL. This support will help your teachers develop a foundational level knowledge of how to design, plan and implement high impact PBL lessons and activities. Workshop settings and on-site trainings are available.

Understanding Redesign

School Redesign centers around the four principles of student success skills, personalized learning, real world applications community partnerships, as well as theories of change. This support will introduce educators to these concepts and the overall process of redesign. Workshop settings and on-site trainings are available.

Individual Plans of Study Overview

Individual plans of study are considered “best practice” for assisting students in achieving their life and career goals. They are also a part of the Career Awareness and Guidance criteria in accreditation. This support will help your teachers develop a basic level knowledge of what an IPS is and how to roll it out in your school. Workshop settings and on-site trainings are available.

Utilizing Data to Drive Instruction Overview

Data can be a highly effective tool to evaluate instruction and improve practices in schools. Schools should have a systematic way of collecting and analyzing data for streamlined discussions about school and student improvement practices. This support will help your staff think about what data sources are available to them and what information can be used to improve instruction and student outcomes. This is a basic knowledge level of data driven instruction. Workshop settings and on-site trainings are available.

Introduction to Aimsweb Plus

We offer this training by utilizing AIMSWeb-certified trainers. We can also provide support in utilizing the tool in a tiered system of support. Workshop settings and live webinars are the available delivery options.

ACT Basic Reports Overview

We offer an overview of the ACT and WorkKeys reports teachers and schools can use to help impact student learning and eventually improve Postsecondary Success. Workshop settings and live webinars are the available delivery options.

NWEA MAP Reports Overview

We offer an overview of the main group and individual student reports teachers and schools can use to help implement data-driven instruction and positively impact student learning. Workshop settings, live webinars, and on-site support are the available delivery options.

Color Code Interpersonal Skills for Staff**

Staff will provide workshops and on-site professional development on interpersonal skills using the Color Code theory. The Color Code looks at driving core motive rather than behaviors when creating your personality profile. Workshop settings and on-site trainings are available. Districts will incur personality profile costs.

KAGAN Workshop**

Greenbush offers professional development by utilizing KAGAN-certified trainers. Additional fees will be incurred by the district. A workshop setting is the available delivery option.

Textbook and Purchased Resource Workshops**

Our staff can leverage consortium dollars and connections to provide trainings for specific textbook resources through workshop settings. Districts will incur additional costs with this option.

LETRS Workshops**

We offer this training by contracting with LETRS-certified trainers. Districts will incur additional costs with this option. A workshop setting is the available delivery option.

Animated Literacy Workshop**

Greenbush partners with expert Jim Stone, the founder of Animated-Literacy, to provide training on his multi-sensory approach to beginning reading, writing, and oral language instruction. A workshop setting is the available delivery option. Districts will incur additional costs with this option.

FastBridge Workshop**

We offer this training by contracting with FastBridge-certified trainers. Districts will incur additional costs with this option. A workshop setting is the available delivery option.
In-Depth Supports

These events provide ongoing support for participants and often include multiple dates for continued learning and capacity building.

Mentoring Program for New Teachers and School Specialists
Greenbush will provide KSDE-approved mentoring training and support through workshops provided to district-selected mentors and new teachers/school specialists. Our mentoring model is built around relationships with staff and students as well as evidence-based instructional strategies. There is no limit to the number of initially licensed teachers or mentors who can be enrolled in this program, which will be delivered via workshops and online webinars.

Data Analysis Support
Our staff can provide teachers, PLC teams, and administrators the tools and supports necessary to analyze data sets to make instructional and curricular decisions. Workshop settings, live webinars, and on-site trainings are available.

Curriculum Framework Support
Our team can work with district curriculum teams to overcome the many barriers to developing a process and framework of curriculum design and review. Our team can also work with district curriculum teams, grade-level teams, and classroom teachers to create a common curriculum that is fully aligned to standards and outcomes, expand the work of horizontal alignment into a vertical scope and sequence of topics and content, and review data and reports to identify curricular gaps, strengths and weaknesses. Workshop settings, live webinars, and on-site trainings are available.

High Impact Instructional Strategies
Research all points to the impact of utilizing high impact instructional strategies. Our team as well as content experts will lead teachers through research-based instructional strategies to improve student learning. Workshop settings, live webinars, and on-site trainings are available.

BYOC Training and Support
Our team can work with district curriculum teams to utilize the BYOC tool for curriculum design and review. Our team can also work with district curriculum teams, grade-level teams, and classroom teachers to create a common curriculum that is fully aligned to standards and outcomes, expand the work of horizontal alignment into a vertical scope and sequence of topics and content, and review data and reports to identify curricular gaps, strengths and weaknesses. Workshop settings, live webinars, and on-site trainings are available.

Aimsweb Plus Ongoing Support
We offer this support by utilizing AIMSWeb-certified trainers. We can also provide support in utilizing the tool in a tiered system of support. Workshop settings, live webinars, and on-site support are the available delivery options.

NWEA MAP Ongoing Support
We offer this support to help teachers utilize the various reports gained throughout the year to implement data-driven instruction and positively impact student learning. Workshop settings, live webinars, and on-site support are the available delivery options.

Greenbush Outservice Program
We have heard from many educators they want to see things in action, whether it’s Redesign, IPS, PBL, or other innovative programs. Within our network of schools, we will facilitate opportunities for educators to visit different schools and see the great things happening in education in person, while expanding your professional learning network. In addition to visiting schools, we will facilitate a guided reflection as to how educators can apply what they saw to their classrooms.

Individual Plans of Study Framework and Support
Our staff can provide support on implementing Individual Plans of Study within your district, focusing on the process and how to utilize tools. This level of support is tailored to guidance counselors and the IPS point of contact for your district to develop a personalized framework for your school. Live webinars and coaching trainings are available.

School Redesign Support
Our staff can take districts and/or buildings through the Redesign process, providing school redesign teams the tools and processes necessary to create momentum and change in their buildings. This option is available both for Apollo buildings as well as buildings interested in learning more and completing the work on their own. Workshop settings and live webinars are the available delivery options.

www.greenbush.org
Building In-House Experts

This support provides an opportunity for personalized professional learning where you send individual(s) to regional events that include multiple dates and activities for continued learning leading to a Greenbush Micro-Credential. The requirements of a Greenbush Micro-Credential will involve tasks at the application and/or impact levels for professional development points and licensure. Some micro-credentials are available for graduate credit. These supports will result in building experts on these topics within your district to lead meetings or professional development events.

Teacher Leader Cadre
Teacher Leader Cadre, or TLC, is a special cadre of teachers that meet monthly, except December or May. Throughout the year, teachers will learn strategies to hone their leadership skills. This group is unique because all participants have to have been nominated by an administrator in their district in order to participate. This series of professional learning is aligned to the NEA teacher leader standards and at the end of the year, teachers will have the skills and confidence to more effectively lead collaborative team meetings, professional development in your district and/or formally or informally mentor other teachers. *Graduate credit available through Pittsburg State University*

Project Based Learning
Participants working towards a micro-credential in project based learning will meet four times throughout the year to receive training based upon research-based PBL practices. There will also be follow-up opportunities designed to get participants back together to build a personal learning network of PBL educators to share successes and setbacks in order to further growth and provide a better understanding of the PBL process. Participants will be encouraged to become local experts on the topic with the idea of going back to their districts to provide PBL training and support to other staff members.

Data-Driven, High Impact Instructional Strategies
Data can inform school improvement on many levels, from whole school performance levels to whole class instruction and then to each student's mastery of specific skills. Understanding the data and what it is telling us is key for streamlining processes in any school. Participants of this micro-credential will gain extensive knowledge of how to collect data to answer the questions you have about how to move forward in your school, and evidence-based high impact teaching strategies and how to use data to measure its effectiveness. They will then apply this knowledge to impact student learning both in the classroom and the school. *Graduate credit available through Pittsburg State University*

Personalized Learning
Personalized learning provides students choices on how they learn, what they learn and the pace at which they learn. In this micro-credential, participants will learn how to be sure students are able to get the instruction and direction they need, when they need it, while maintaining the autonomy to regulate their own learning. They will gain extensive knowledge of the strategies and foundations needed to establish a personalized learning environment and than apply that knowledge to impact student learning in the classroom.

Building and Maintaining Positive Relationships
Positive relationships are vital in a school environment. In this micro-credential, participants will gain extensive knowledge of the many personality and communication styles as well as how to better understand how driving core motives affect our behavior and interaction with others. They will then apply this information and other important strategies to helping improve relationships between staff, students, and the community, impacting the overall environment in the classroom and the building.
Selecting Supports

1 Review Needs & Current Goals
• Meet as an administrative team to review goals
• Review School Improvement Service program guide for opportunities related to your goals
• Discuss additional goals and needs that could be met through School Improvement Services support

2 Submit selections via our website
• Go to www.greenbush.org/SISEnroll
• Enter the contact information, membership information, goals, and then make your selections. NOTE: Standard and Enhanced options include all of the core services; please indicate which you plan to utilize as part of your participation.

3 Finalize your plan with your SIS Point of Contact
• Once your form is submitted, your School Improvement Services Point of Contact will create a Professional Learning Plan with your supports listed and contact you to finalize plans.

Questions?
Please contact Jennifer Hanni, Director of School Improvement.
jennifer.hanni@greenbush.org

To complete your SIS enrollment, go to www.greenbush.org/SISEnroll to enter your support selections.

Contact Information

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At which Greenbush location do you typically attend events?* 

— Select One —

Membership Information

Select your membership level for 2019-2020.*

- BASIC - up to 6 supports selected from all available service categories
- STANDARD - all Core Services PLUS up to 6 additional supports
- ENHANCED - all Core Services PLUS up to 10 additional supports

District Goals*

Please list your goals above. These may include both district and building goals, such as those for KESA, Redesign, and/or a strategic plan.

Select your supports

Core Services (Included for Standard and Enhanced)

- Curriculum, Instruction & Assessment (CIA) Leaders Forum
- 1 Leadership Program Enrollment
- Quarterly Principal Forums
- Instructional Leaders Newsletter
- Greenbush University
- Materials and Resources Review Days

- Climate Perception Surveys
- Professional Development Needs Survey
- KESA Accreditation Support
- District Data Profile
- Annual Requirement Video Resources

For more information on the supports available to you as an SIS member, download our program guide:
School Improvement Services Program Guide (PDF)

Foundational Supports
These supports provide basic overview information and set the foundation for further learning. These are often delivered to larger groups.

- Introduction to Project Based Learning
- Understanding Redesign
- Individual Plans of Study Overview
- Utilizing Data to Drive Instruction Overview
- Introduction to AimsWeb Plus
- ACT Basic Reports Overview
- NWEA MAP Reports Overview
- Color Code Interpersonal Skills for Staff Training**
- KAGAN Workshop**
- Textbook & Purchased Resource Workshops**
- LETRS Workshop**
- Animated Literacy Workshop**
- FastBridge Workshop**
- Other

In-Depth Supports
These regional events provide ongoing support for participants and include multiple dates for continued learning and capacity building.

- Mentoring Program for New Teachers & School Specialists
- Data Analysis Support
- Curriculum Framework Support
- High Impact Instructional Strategies
- BYOGO Training and Support
- AimsWeb Plus Ongoing Support
- NWEA MAP Ongoing Support
- Greenbush Outservice Program
- Individual Plans of Study Framework and Support
- School Redesign Support
- Other

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This support provides an opportunity for personalized professional learning where you send individual(s) to regional events that include multiple dates and activities for continued learning. These programs will take learning from knowledge level to application and/or impact level, leading to a Greenbush Micro-Credential.

- Teacher Leader Cadre
- Project Based Learning
- Data-Driven High, Impact Instructional Strategies
- Personalized Learning
- Building and Maintaining Positive Relationships

**Items marked include additional costs at a reduced rate for participating School Improvement Services districts.