



CREATIVE  
LEADERSHIP  
SOLUTIONS

EVIDENCE. PASSION. RESULTS.

Onsite Summits:  
**Evidence  
& Impact**

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Teachers were coming up to me after [the keynote] thanking me for bringing in such an amazing speaker who “spoke to them.” This week when I was in classrooms, teachers were fearless because they heard the same message I did. It was transformational. My board chair asked me the cost and said, “That was worth every penny we spent.”



# About Onsite Summits

**We don't believe in one-size-fits-all solutions, which is why we tailor each summit to the specific needs of each client.**

Our onsite summits, which include keynotes and breakout sessions, are engaging and creative-- you won't be lectured at from someone on a soapbox. As session leaders and keynote speakers, Creative Leadership Solutions Associates understand that your time is valuable. Every idea, every theme is backed by research. During onsite summits, Associates model engagement strategies, facilitate intentional conversation and robust collaboration, and readily share their experience as teachers and leaders.

Associates are impassioned presenters and experts in a wide variety of topics, from student engagement to better grading practices. Onsite summits are flexible and individualized. We spend anywhere from one day to one week onsite, presenting, facilitating, and collaborating with teachers and leaders. Some of our most popular topics include achieving equity and excellence, the crisis of engagement, deep change leadership, and fearless schools.

We believe that a keynote alone is not enough to galvanize the change needed in so many schools and districts. We know that growth doesn't come from a magic bullet product, but rather from the people in the schools and classrooms. Building off the momentum of a keynote, we work closely with teachers, administrators, and leaders to implement change at every level.

# What Our Clients Are Saying



"I value the approach of all the presenters. They value the human element in professional learning spaces. Today made me want to continue to expand my curiosity and learning."

"I came expecting not to leave with anything tangible, but I got two strategies that I will use with the faculty at my school and invite them to use with their students to increase engagement. I was amazed by the expertise of the presenter and her ability to illicit participation from the group-- and me."

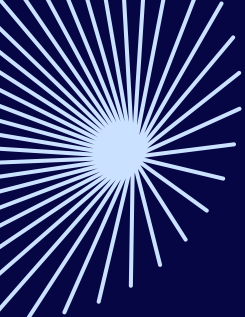
"[The presenter] was candid, honest, and energetic."

"I value the resources that are so freely given."

"I loved the fact that the speaker reiterated that as a leader, I cannot solve all the problems. I need to leverage my team."

"I thought I was going to be lectured on how I'm not doing enough as a [leader]. Instead, I was told that I am enough."





Every district has its own needs and priorities, so every onsite summit is different. Each agenda is unique, from the content to the structure to the timing. We can build in time for PLC work, curriculum discussions, and Q&A sessions. Below is an example of a basic agenda.

# Sample Agenda

9:00 – 10:15

## **Opening Keynote: Fearless Coaching**

In this keynote address, a Creative Leadership Solutions Associate will share essential insights about the power of coaching to improve teaching, learning, and leadership. Because the term “coaching” has been used in such an inconsistent manner, we first establish what coaching is and what it is not. We then address the ten greatest mistakes that many coaches make. Participants will learn how effective coaches help schools to focus on the essentials and gain relief from initiative fatigue. In addition to coaching individual teachers and leaders, the Associate will address how to coach teams from ranging from collaborative teacher teams to the cabinet.

10:15 – 11:45

## **Breakouts**

### **The Power of Nonfiction Writing**

In this interactive presentation, we will explore the power of non-fiction writing and its power of helping schools achieve equity and excellence. As a key strategy in American Classical Leadership Education, writing is an art and a tool for learning, thinking, and communicating. This session will help staff continue to refine their writing practices and explore how non-fiction writing can help PLCs on their path to excellence

### **Collaborative Teacher Teams with a Focus on Efficacy**

In this session, participants will focus on replicable strategies that can be used to strengthen collaboration with teacher teams, focusing on the use of formative data to drive their instructional decisions. We will also discuss how consistent feedback from school leaders makes a difference in improving and sustaining effective collaborative practices.

11:45 – 1:00

**Lunch**

# Sample Agenda

1:00 – 2:15

## **Keynote: Fearless Classrooms**

This interactive seminar will equip teachers, instructional coaches, and leaders at every level with the tools necessary to encourage and sustain the professional practices of the fearless classroom.

Participants will have the opportunity to practice giving and receiving feedback based on realistic classroom scenarios. Participants will receive reproducible forms, checklists, rubrics, and other tools so that they can engage in a process of continuous improvement in their journey toward a fearless classroom.

2:15 – 3:45

## **Breakouts**

### **Fearless Assessment**

In this hands-on session, participants will learn the critical design elements of assessments used in Fearless Schools which include relevance, alignment, accessibility, and precision. Participants will learn an assessment design structure and have an opportunity to apply the process. Finally, participants will discuss opportunities for refining the assessment practices in their districts or schools and the ways in which such refinements will support FAST feedback.

### **Whose Culture are we Responding to?**

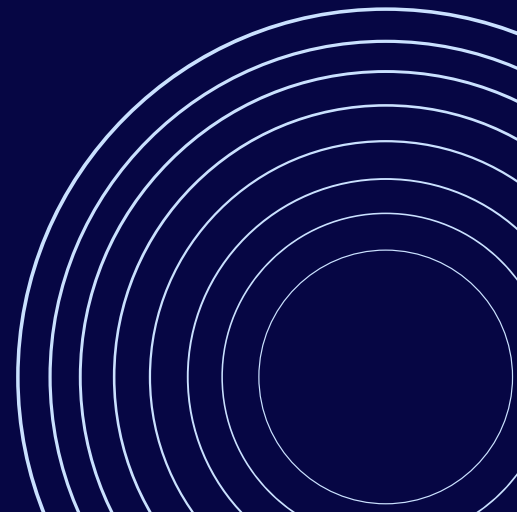
A renowned educator once noted, "all teaching is culturally responsive, the question is whose culture is it responsive to?"

Achieving equity is strategic and purposeful work that requires all educators to check their biases in the hallway and enter the classroom knowing both what they teach and who they teach. That is particularly important when it comes to literacy. There are five fundamental elements to developing a culturally responsive literature curriculum that participants will examine while comparing to current efforts in their own schools and districts.

3:45– 4:30

## **PLC and Team Reflection**

PLCs and teams gather to reflect and process the day.



FROM AN EDUCATOR

I appreciated the format of the conversation and [the speaker's] candidness to talk openly about his thinking.





# Selected Keynotes and Breakout Sessions

## **Achieving Equity and Excellence**

This interactive keynote makes the case that equity and excellence are inseparable. The damage done to student learning especially hurts high-poverty schools, and now is the time for teachers and leaders to take decisive action to reverse the effects of the pandemic on student learning and educational equity.

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## **Fearless Schools**

Educational leaders cannot provide certainty in an uncertain world. But they can provide an environment that is physically and psychologically safe. The essence of fearless schools is psychological safety. In this interactive keynote presentation, we explain how leaders and teachers build and maintain trust and psychological safety and how sometimes these ideals are inadvertently undermined.

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## **The Ghosts in our Classrooms**

Statistics from three years of interrupted learning indicate we have an impending dropout timebomb. Even more students are now disconnected, disengaged, and disenchanting with schooling. Instead of only addressing the symptoms of dropping out, this interactive presentation focuses on addressing the causes of the disengagement. Dropping out of school is a process that starts well before students get into high school. Because the classroom is where disconnection is most evident, we will explore specific classroom-level strategies to change the dropout trajectory and mitigate risk factors.

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## **Deep Change Leadership**

As the nation emerges from the ravages of the pandemic and school closures, changes in instruction, engagement, schedules, curriculum, and assessment are essential. Schools that cling to the old model of change will be still attempting to make change happen five years from now. It is, therefore, time for a change in change leadership. The change model that educational leaders have used to create and implement change for the past fifty years is irretrievably broken. In this interactive learning experience, participants will:

- Evaluate and analyze existing change models
- Synthesize the latest and best research on change
- Apply the new research on change to current challenges at the school and district levels

# Frequently Asked Questions

[Watch a video of Dr. Douglas Reeves talking about the impact of an onsite summit.](#)

## **Who can attend an onsite summit?**

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One of the benefits of an onsite summit is not only can the content be tailored to the interests of the entire district, everyone from maintenance and facilities staff to the superintendent and the school board can attend with no travel cost. We believe that everyone in the building has a hand in effective change.

## **Why can't we do this on our own?**

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Bringing in experts with an outside eye is beneficial for many reasons. They bring a new perspective informed by their experiences at districts around the country. They'll be able to offer what worked and what didn't at a district facing similar challenges thousands of miles away. Creative Leadership Solutions Associates allow the district leaders to whom the responsibility of leading the professional development might have fallen to participate fully in the onsite summit. District administrators are busy people-- they don't need one more thing on their plates.

## **What are the outcomes of an onsite summit?**

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One of the greatest outcomes of an onsite summit is the atmosphere of growth and learning that Creative Leadership Solutions Associates create. A superintendent in Oregon told us that when she visited schools in the weeks following the onsite summit, she noticed tactics and practices that she learned about at the summit were already being put into use. The presentations give the attendees a common vocabulary and reference point. An onsite summit is an experience that empowers teachers, staff, administrators, and leaders to take an active role in making change happen in their district.

# Why Us?

Creative Leadership Solutions empowers students, teachers, and leaders with evidence, passion, and results. We help build the knowledge and skills of educators with the goal of improving student achievement. The schools we work with become more equitable and define excellence for themselves.

Our team includes world-class experts, best-selling authors, and internationally recognized authorities in leadership, teaching, assessment, and organizational culture.

We emphasize people over products. We don't believe in one size fits all solutions. Each school is unique, so we believe in unique, flexible, ongoing solutions driven by school leaders and teachers and supported by our team.

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