



The Schlechty Center works with schools and school districts in a variety of ways. Our offerings are organized into three categories: customized on-site work, regional or district experiences, and national conferences for teams or individuals.

Customized On-Site Work: Schlechty Center frameworks are used to create a common understanding of the problems and challenges facing the school district so that a context-specific work plan can be developed. Our systemic approach and the tools we use are appropriate for developing strategies at both the level of the schoolhouse and the district level.

Regional/District Experiences: The following two-day interactive experiences are offered to teams in a region or in a school district. The purpose is to deepen understandings of key concepts such as capacity, design, and transformation, and to apply what is learned to the local situation.

- **Executive Assessment of System Capacity**
This experience offers an exercise in strategic thinking and collaboration with a focus on assessing the capacity of the organization to support changes needed for transformation.
- **Collaborative School Investigation (CSI)**
Participants practice analyzing artifacts of life in a school or district using the Schlechty Center's Six Critical Systems and other tools to understand why initiatives succeed or fail.
- **Transformation 2.0**
In this experience, attendees assess a school's capacity, not its present performance, gathering evidence from artifacts and interviews to draw conclusions about the potential of this school to support school transformation.
- **Design Academy**
Teachers experienced in using the Working on the Work framework participate in experiences intended to increase their understanding of design and how the role of teacher needs to be redefined to that of leader, designer, and guide to instruction.

National Conferences: Schlechty Center national conferences are organized into three categories: designing engaging student work, designing systems to support the design of engaging work, and leadership development. The target audience for designing engaging work is teachers who learn to use our frameworks to design academic work that is engaging to students and that results in students' learning what is intended. The target audience for designing systems is principals and others who are responsible for creating the conditions to make it possible for teachers to design engaging work. Leadership development conferences are intended for role groups that range from the classroom to the boardroom. Their focus is on redefining roles. Conference dates, fees, and logistical information are available on our website at www.slechtycenter.org/events.

- **Working on the Work Conference (Designing Engaging Student Work)**
The Working on the Work Conference is an introduction to the Working on the Work framework, highlighting the concepts of beliefs and engagement and establishing a discipline for thinking about the work designed for students.
- **Coaching for Design Level II (Designing Engaging Student Work)**
Coaching for Design Level II (C4DII) provides a district with coaches who are a valuable resource, as they will impact the district culture and provide the district with tools to build capacity at all levels. C4DII coaches will practice coaching with Schlechty Center senior associates and colleagues from across the nation so they

are comfortable with the content and the process before returning to their districts. This session is limited to 20 participants to ensure all participants have ample opportunity for personal interaction and customized support.

- **Design Team Conference** (Designing Systems to Support the Design of Engaging Work)
The Design Team Conference provides a place for team members to connect and come together to get direction about how to go about the work of a Design Team. Teams will have the opportunity to network with other school and district Design Teams from across the nation. Participants will understand how this type of leadership differs from other types, such as committee/task force; learn about the role, purpose, and function of a Design Team; learn about the design process; and practice strategic thinking to determine the Design Team's best next steps.
- **Teacher Leader Academy** (Leadership Development)
The Teacher Leader Academy provides a special experience designed to develop leaders and build leadership capacity within teachers who have demonstrated commitment and a willingness to make a contribution toward the transformation of their school or district to a learning organization. Participants will have an opportunity to network with other teacher leaders in the same unique position.
- **Principals Academy** (Leadership Development)
The Principals Academy provides participants with a deep understanding of fundamental concepts such as the nature of engagement, the core business of school, and marketing change. Principals will develop a personal plan for leadership, exploring the role of the principal and including appropriate strategies for causing and sustaining change. Academy members have continuing opportunities to share and learn with principals who are serious about student and staff engagement. Membership also provides participants with tools, resources, and materials that can be used throughout their career.
- **Leadership Academy** (Leadership Development)
The Leadership Academy provides participants an opportunity to keep abreast of the latest developments in Schlechty Center work and to reflect deeply regarding their own leadership. It is an experience for alumni of the Principals Academy, Teacher Leader Academy, or other district-based Schlechty Center leadership academy. Participants will explore systems thinking within a learning organization, apply new learning to their self-assessment of progress, and focus on next steps to move their school or district or both toward becoming a learning organization.
- **Key Leaders Conference** (Leadership Development)
The Key Leaders Conference provides participants an opportunity to solidify working relationships across role groups. A major goal for this conference is to coordinate the efforts of all role groups toward becoming a learning organization. Participants will clarify the differences between a bureaucracy and a learning organization and build an understanding of how each role group contributes to a learning organization.
- **Central Office Conference** (Leadership Development)
The Central Office Conference provides teams with an opportunity to begin to redefine what it means for the central office to become capacity builders. Central office teams will think collectively rather than as individuals who head departments or divisions. The significance of becoming a part of "the office of the superintendent" is highlighted and teams will benefit from participating with their superintendent.
- **School Board Conference** (Leadership Development)
The School Board Conference provides various examples of the school board's role as community leaders and advocates for the schools. For school boards committed to continuing their direction beyond a particular leader and those recognizing how critical it is to build community beyond the school, this conference is built each year around the Schlechty Center's definition of the role of the board and a current book which reinforces the board's role. Participants will learn from board members with common concerns from different districts.