



SMRT Growth Solutions Empower Your Staff



SMRT Growth Solutions

- PLC Pack
- SEL Pack
- Coaching Pack
- Grant Pack
- Marketing Pack

Creating and Sustaining a Culture of Growth

Meaningful training goes far beyond a single workshop or session. To achieve lasting benefits, your professional development program requires an ongoing commitment — and **sustainable** strategies for growth. SMRT Growth Solutions deliver specific areas of focus to help staff members deepen their skills, and to help programs broaden their reach. Each SMRT Focus Pack under the Growth Solutions umbrella **builds** upon the solid foundation of process management, staff development, and data collection delivered by our SMRT Core™ solution — yet each one also adds tremendous depth to each area of **focus**. From social and emotional learning to funding and outreach efforts, SMRT Growth Solutions give you the **flexibility** to choose one or more Focus Packs to make a lasting difference in your program.

Go Beyond “One and Done”

SMRT Growth Solutions empower teams to rise to emerging challenges while shaping sustainable processes for individual and organizational growth.

Why SMRT?

- » Sustainable Solutions
- » Ongoing Involvement
- » Targeted Process Management

What are the outcomes with SMRT Growth Solutions?

- » Program Sustainability
- » Increased Staff Capacity
- » Increased Program Efficacy

Tighten Your Focus with SMRT

While our SMRT Core™ solution already offers robust process management, staff development, and data collection functionality, each Focus Pack adds even more depth and dimension to your program.

Growth Solutions

Challenges Addressed:



Improved Processes & Communication



Sustainability



Proven and Promising Practices



Do What Works

PLC Pack

In the age of accountability, data-informed decisions fueled by a **Continuous Improvement Model** are necessary — and Professional Learning Communities are essential to staying competitive. With the PLC Pack, your staff members never stop learning and growing. This pack also provides advanced tools to track teacher evaluation data, student outcome data, and much more to inform these decisions. The PLC Pack is predicated on developing a **self-sustaining** Continuous Improvement Model. Effective professional development should not promise universal solutions to educational challenges; rather, it should offer **proven approaches** that will help educators and institutions determine for themselves the strategies that are best suited for their unique circumstances.

» Challenges Addressed

Improved Processes & Communication, Sustainability, Proven and Promising Practices, Do What Works

» Projected Outcome

Higher Retention, Data for Action, Increased Staff Capacity, Higher Program Efficacy, Improved Student Outcomes

» Time to Implement

Immediate Engagement

» Minimum Engagement Period

1 Year

SEL Pack

When we hear “do what works,” the science is clear — focusing on social and emotional learning (SEL) is a powerful way to effect change in a group. The SEL Pack includes targeted **perception testing** to reveal SEL strengths and weaknesses, along with **intensive training** by SMRT professionals to encourage awareness and growth. By focusing on these “soft skills” — like problem solving, critical thinking, teamwork, conflict resolution, perseverance, and decision making — you have the power to change the **emotional climate** of your classroom, workforce center, or professional development program.

» Challenges Addressed

Improved Processes & Communication, Sustainability, Proven and Promising Practices, Do What Works

» Projected Outcome

Higher Retention, Data for Action, Increased Staff Capacity, Higher Program Efficacy, Improved Student Outcomes

» Time to Implement

Immediate Engagement

» Minimum Engagement Period

1 Year

Start at the Core.



Growth Solutions

Coaching Pack

The Coaching Pack helps programs **increase capacity** by helping individuals hone their strengths and overcome challenges. The engagement includes data collection and classroom walks. SMRT Professional Development staff will identify teachers in need of support and pinpoint areas for improvement, create individual teacher **action plans**, and conduct continuing learning walks to **monitor** teacher progress. SMRT staff will then focus on identifying each instructor's use of the lesson cycle, supporting the writing of relevant objectives aligned to the standards, making sure teachers understand the gradual release of responsibility, and unpacking the standards for effective lesson planning.

» Challenges Addressed

Improved Processes & Communication, Sustainability, Proven and Promising Practices, Do What Works

» Projected Outcome

Higher Retention, Data for Action, Increased Staff Capacity, Higher Program Efficacy, Improved Student Outcomes

» Time to Implement

Immediate Engagement

» Minimum Engagement Period

1 Year

Grant Pack

With your SMRT Core solution in place, you've already positioned your program to face new mandates and produce key data to support **compliance**. The Grant Pack puts the academic insights of SMRT to work on your behalf as you pursue much-needed **funding**. We work closely with you throughout the **entire process** and take on many of the time-consuming and specialized tasks involved along the way — from writing the actual grant to organizing and following up with key stakeholders in your consortium.

» Challenges Addressed

Improved Processes & Communication, Sustainability, Proven and Promising Practices, Do What Works

» Projected Outcome

Higher Enrollment, Higher Retention, Increased Staff Capacity, Improved Student Outcomes

» Time to Implement

Immediate Engagement

» Minimum Engagement Period

4 Months

Marketing Pack

Recruiting participants and keeping them informed and involved is a never-ending task. But when you engage in a marketing consultation with SMRT on the front end, you'll save considerable time and effort down the road. The Marketing Pack gives authorized users easy access to frequently used marketing and outreach **tools** — including customized materials developed by the SMRT team in collaboration with yours. Resources like **customized**, print-ready literature, posters, banners, and other materials are available online via a secure Web portal. These valuable resources not only save time — they also **enhance communication** and convey professionalism.

» Challenges Addressed

Improved Processes & Communication, Sustainability

» Projected Outcome

Enhanced Recruitment

» Time to Implement

1–2 Months

» Minimum Engagement Period

3 Months

Every new engagement requires our SMRT Core solution — your first and most critical step to increasing capacity while ensuring **valid data collection**.

» Included SMRT Core Components

Process Management
Staff Development
Data Collection Web Portal

» SMRT Core Enhancements

Advanced Analytics Pack
Case Management Pack
Early Warning System
SMRT Focus Packs (see back panel)



The SMRT Core Process: From Discovery to Sustainability

The SMRT Process Management team will focus on what makes each school program unique. While there are many similarities involved with each SMRT engagement, every client is different — which is why we work with you to develop an intelligent implementation strategy that takes these important differences into account.

SMRT Core™ Phase 1

Discovery and Planning

During the first 90 days of each SMRT engagement, SMRT Process Management and Professional Development teams will devote 50–80 hours on data collection, priming, and training.

Step 1: Informed Discovery through Collection of Valid Data

Step 2: Process Management and Professional Development Planning

Step 3: On-Site Staff Training by SMRT Specialists

Step 4: On-Site and/or Remote Data Collection

Step 5: Perception Testing

Step 6: Collaborative Planning with Teachers and Administrators to Draft Implementation Plan

Customize to Maximize

During Phase 1 of a SMRT Core engagement, when you weave in one or more of the **SMRT Core Enhancements**, such as the SEL, PLC, and Coaching Packs, you add substantial support and focus in each area of need.

SMRT Core™ Phase 2

Implementation and Sustainability

Steps 7–14 will come at different stages, in different orders, and at different intensities as required. SMRT staff will devote 120–140 hours to implementation, evaluation, and support during this phase.

Step 7: Targeted On-Site Professional Development Training

Step 8: Coaching and Mentoring to Prepare for Implementation

Step 9: Facilitate and Oversee Implementation Plan

Step 10: Evaluation of Implementation Using Data Collection and Perception Testing

Step 11: Planning Assessments for Teacher and Administrator Performance

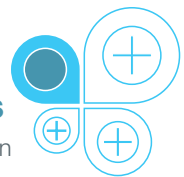
Step 12: Ongoing Professional Development for Individual Instructors and Groups

Step 13: Ongoing Process Management and Professional Development for Administrative Staff

Step 14: Ongoing Support for Implementation

Fortify Your Focus in Other Areas with These SMRT Focus Packs

In addition to the Growth Focus Packs outlined here, SMRT gives you the flexibility to expand your capacity in targeted areas at any time by choosing one or more enhancements. SMRT Core required.



SMRT TECHNOLOGY SOLUTIONS

Data Comm Pack
Achievement Data Pack
Workshop CMS Pack
Volunteer CMS Pack
Custom Forms Pack
Custom Case Management Pack
Data Inform Pack

SMRT DIGITAL LEARNING SOLUTIONS

DL Program Pack
DL Start Pack
DL Blend Pack

SMRT WIOA SOLUTIONS

Career Pathway Pack
Career Navigator Pack
Tech Lit Pack
Adult Ed PM Pack