K-12 Coaching & Training Programs

Project Management Fundamentals for Educators (Level 1) – Strengthen your ability to lead initiatives that enhance school operations, curriculum development, and student success. This program introduces methods and strategies that help educators effectively plan, coordinate, and implement school-wide projects. Participants will gain essential skills for navigating complex educational environments, including managing risks, communicating with stakeholders, and monitoring progress to ensure successful outcomes. Through hands-on activities and real-world case studies, educators will build the confidence and expertise needed to drive meaningful change in their schools.

Advanced Project Management for Educators (Level 2) – Take your leadership and collaboration skills to the next level with advanced strategies designed to streamline communication, enhance teamwork, and drive meaningful progress in schools. This program introduces the Team Alignment Map (TAM) method, a simple yet powerful approach that helps educators coordinate efforts, align priorities, and achieve shared goals effectively. While originally developed for project managers, the TAM method is highly adaptable and can be used to improve teamwork among teachers, administrative staff, and district leaders. Through practical applications tailored to the education sector, participants will gain tools to foster innovation, strengthen school-wide initiatives, and create structured, goal-driven plans. Note: Completion of the fundamentals program (Level 1) is strongly recommended before enrolling in this program (Level 2).

Change Management Fundamentals for Educators (Level 1): Leading Transitions with Confidence & Care- Change is a constant in education—whether it's shifting policies, curriculum updates, or school-wide initiatives. This program equips educators to navigate transitions with resilience, adaptability, and empathy, ensuring a positive and supportive environment for both staff and students. Participants will explore strategies for maintaining morale, fostering collaboration, and providing emotional support during periods of change. By developing practical approaches to communication and leadership, educators will gain confidence in guiding their school community through uncertainty while keeping engagement and optimism at the forefront.

Advanced Change Management for Educators (Level 2): Proactive Strategies for School Resiliency- Strong schools don't just react to change—they anticipate and shape it. This program empowers educators to take a proactive approach to navigating transitions, ensuring that schools remain adaptable, forward-thinking, and prepared for emerging challenges. Participants will explore scenario planning, systems thinking, and risk analysis, gaining tools to assess potential disruptions such as curriculum shifts, leadership changes, policy updates, and school-wide initiatives. Grounded in research and real-world applications, this course helps educators foster a school culture where change is seen as an opportunity for growth and innovation, rather than a setback. By shifting the focus from crisis response to strategic preparedness, participants will learn practical techniques to mitigate the disruption of change and increase stability in their school community. Note: Completion of the fundamentals program (Level 1) is recommended before enrolling in this program (Level 2).

Navigating Tough Conversations: Communicating Effectively in Challenging Times- Difficult conversations are an inevitable part of education—whether addressing concerns with

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parents, guiding students through challenges, or discussing sensitive topics with colleagues. Using a method developed at Harvard University, this program equips teachers and administrators with practical strategies for navigating intense or difficult discussions with confidence. The method is designed to foster open communication and maintain strong, positive relationships. Participants will explore techniques for resolving conflicts constructively, managing emotions, and ensuring that all voices are heard. Through real-world examples and interactive simulations, educators will gain tools to navigate delicate conversations with professionalism, empathy, and clarity—ultimately strengthening collaboration and trust within their school communities.

Bridging the Cultural Divide: Building Intercultural Competence in Education- In today's classrooms, educators play a crucial role in creating an environment where all families feel seen, heard, and valued. This program equips teachers and administrators with the skills to navigate cultural differences, enhance communication, and create inclusive spaces. Participants will explore strategies to build intercultural awareness, manage potential misunderstandings, and develop respectful collaborations with students, families, and colleagues from various backgrounds. Through engaging discussions and practical applications, educators will gain the tools to support culturally responsive interactions, strengthen school-community relationships, and prepare students for a globally connected world.

Avoiding Toxic Productivity: Promoting Achievement & Well-Being in Education- In the fast-paced world of education, teachers and administrators juggle countless responsibilities—but productivity should never come at the cost of well-being. This program equips educators with practical strategies to effectively manage time, set boundaries, prevent burnout, and maintain a healthy work-life balance. Participants will learn strategies for prioritizing tasks, reducing anxiety, and cultivating a sustainable approach to high-impact leadership. Through actionable insights and real-world applications, educators will gain the tools to maximize effectiveness without sacrificing energy or passion.

Efficient Decision-Making for Educators: Models for Confident Leadership- From classroom management to school-wide initiatives, educators make countless decisions every day. This program introduces decision-making models that help educators make well-informed, strategic choices in complex situations. Participants will explore frameworks such as design thinking, problem-solving strategies, collaborative decision-making, and evidence-based reasoning—all tailored for educational settings. Through real-world case studies, and practical applications, educators will gain the tools to confidently navigate challenges, enhance problem-solving skills, and foster decisive leadership in schools.

Understanding the Landscape: Strategic Thinking for Educational Leadership- Strong schools thrive when educators can see the big picture —recognizing how policies, curriculum, student needs, and external influences intersect. This program empowers educators to develop a systems-level perspective, enabling them to identify connections, anticipate challenges, and create holistic solutions that drive long-term success in education. Participants will explore strategies to navigate the relationships between processes, people, and resources, strengthening their ability to develop effective strategies that increase success in dynamic school environments. By applying these insights, educators will learn to foster collaboration, innovation, and adaptability, empowering their schools to build allies, achieve goals, and affect lasting change.

Educational Advocacy for K-12 Educators: Foundations & Strategies (Level 1)- Advocacy is a powerful tool for shaping educational policies, funding, and school initiatives. Whether

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engaging with legislators, mobilizing communities, or influencing district decisions, educators play a critical role in driving meaningful change. This program equips educators with the foundational knowledge and practical strategies needed to become effective advocates for their students, schools, and profession. Participants will explore the core principles of advocacy in legislative, community, and professional contexts. Through case studies and simulations, educators will examine real-world examples of successful advocacy efforts, learning how to navigate challenges and leverage their voices for impact.

Advanced Educational Advocacy: Persuasion, Argumentation, & Evaluation (Level 2)- Educational advocacy depends on our ability to convince others to support our causes. Developing critical analysis and advanced argumentation skills is an essential part of that process. These skills shape our ability to communicate our needs, motivations, and desired impact to different audiences. They are also the foundation for managing critiques and defending our proposals. This program empowers educators to develop, refine, and defend their ideas with clarity and confidence. Participants will learn to avoid common mistakes and explore strategies for constructively formulating proposals. By mastering these techniques, participants will sharpen their ability to analyze, adapt, and present compelling arguments that drive meaningful improvements in schools, organizations, and communities.

Adaptive Leadership: Enhancing Leadership Flexibility in Schools- A one-size-fits-all approach to leadership doesn't work in our diverse school environments. This program equips educators with the knowledge and skills to adapt their leadership approach to different situations, school environments, and team dynamics. Participants will explore key leadership models—including transformational, transactional, participatory, situational, and cosmopolitan leadership. Strategies for applying each model effectively in classroom management, staff collaboration, and district-wide initiatives will also be explored. Through a combination of theoretical insights, practical exercises, and real-world applications, educators will gain a deeper understanding of when and how to shift leadership styles to meet the evolving needs of students, faculty, and school communities.

Giving & Receiving Feedback: Fostering Constructive Communication with Peers, Parents, & School Stakeholders- Educators spend a tremendous amount of time learning to give feedback to students. But how effectively do we give feedback to each other? Effective feedback is essential for professional collaboration and school improvement. This program equips teachers and administrators with practical techniques to provide constructive, meaningful feedback to peers and colleagues while learning to receive feedback with openness and professionalism. Participants will explore strategies to foster a feedback-rich culture in schools and meetings, promoting continuous learning, mutual respect, and improvement. The program emphasizes active listening, clear communication, and productive dialogue, ensuring that feedback strengthens performance, leadership, and teamwork within the school community. Through interactive exercises and real-world applications, educators will gain the confidence to give and receive feedback effectively, respectfully, and with impact.

Developing a Growth Mindset in Education: Fostering Resilience & Lifelong Learning- In the classroom and beyond, a growth mindset is key to fostering resilience, encouraging perseverance, and helping educators see challenges as opportunities for growth. This program equips teachers and administrators with strategies to cultivate a positive work environment, where effort, adaptability, and problem-solving are valued as essential paths to professional mastery. Participants will explore techniques that reframe setbacks as learning opportunities,

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foster continuous improvement, and create a school culture where educators embrace challenges with confidence.

Setting Healthy Boundaries: Balancing Relationships & Productivity in Education- For educators, the demands of teaching, mentoring, and administration often blur the lines between professional and personal relationships. This program helps teachers and school leaders establish and maintain healthy boundaries, ensuring they can support student success while nurturing healthy relationships. Participants will explore practical strategies for managing expectations with different people, preventing burnout, and creating a culture of mutual respect. The program emphasizes compassionate communication, self-awareness, and self-care, helping educators build sustainable relationships while remaining fully engaged in their professional roles. Through guided reflection and real-world applications, educators will gain tools to advocate for their needs and create an environment that values respect, balance, and long-term success.

Communicating to Motivate & Empower: Adaptive Communication Techniques- Effective communication is the heart of a successful school. This program equips educators to engage in empathetic, thoughtful communication that motivates and empowers peers and co-workers. Focused on practical methods, the program teaches participants to tailor their communication style to the unique needs of groups and individuals. This model fosters relationship-building and creates a supportive work environment that motivates team members to take action and succeed. Participants will explore techniques for adapting the level of detail, developing respectful dialogue, and creating clear messaging based on the specific characteristics of the audience. The program emphasizes strategies for identifying the best approach, the role of self-awareness in communication, and using dialogue to build meaningful connections.

Authentic Leadership: Harnessing Self-Awareness for Effective Communication- Strong leadership begins with self-awareness, and a leader's communication style is shaped by their personal tendencies, strengths, and challenges. This program helps educators refine their leadership presence through deeper self-awareness and enhanced communication. Using a DISC assessment, participants will explore how their instinctive communication traits influence their interactions with colleagues, administrators, and students. By recognizing their natural communication patterns, educators will gain insights into how they motivate, collaborate, and resolve conflicts within their school communities. The program emphasizes tools for identifying blind spots, developing personalized strategies, and enhancing leadership effectiveness. By mastering self-awareness in communication, participants will develop the confidence to lead with authenticity and impact. NOTE: Registrants will receive a code for a free DISC assessment as part of the course fee.

Emotional Intelligence in Education: Strengthening Leadership at all Levels- Strong emotional intelligence is essential for educators—it helps teachers and administrators understand their own emotions, manage challenges effectively, and foster positive relationships with students, colleagues, and families. This program equips educators with practical strategies to enhance self-awareness, regulate emotions, and create a supportive school environment. Participants will explore techniques for identifying emotional triggers, practicing empathy in leadership, and strengthening collaboration among staff and students. The program emphasizes personal growth and reflection, ensuring that educators can cultivate trust, respect, and emotional resilience in their classrooms and schools. Through innovative exercises and insightful activities, educators will develop the confidence to navigate complex situations, inspire positive interactions, and build a school culture that enhances learning and leadership.

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Goal-Setting for Educators: Driving Success in Schools- Effective goal-setting is essential for student achievement, professional growth, and school-wide success. This program equips educators with practical strategies to set achievable goals, manage expectations, and maintain motivation across roles and responsibilities. Participants will explore multiple techniques for aligning objectives, tracking progress and fostering a collaborative, goal-driven school culture. Through practical applications, educators will gain the confidence to create transparent, measurable goals that support both personal and organizational growth.

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