S.T.E.P.S. 1: Build Skills

(Strategic Tools for Excellent Problem Solving)

Our flagship workshop helps education leaders build essential skills in collaborative problem solving and decision making. Participants learn practical, systematic methodologies to effectively resolve a school or district's toughest issues.

TregoED S.T.E.P.S. 1 workshop features

- Skill building in four research-based, data-driven analytic processes
- Activities to build practical skills—not just conceptual understanding
- Flexible scheduling—typically two, two-day segments
- Education-related case studies and job-embedded issues
- Experienced facilitators—feedback and follow-on support

Target Audience

- Current or aspiring school or district leaders

Return on Investment

Use of these skills on critical district issues results in:

- Enhanced teamwork and communication
- Increased transparency and trust
- Better decisions with stakeholder commitment and buy-in
- Smoother implementation of decisions and initiatives
- Earlier recognition and resolution of problems
- Skillful use of data—gathering, organizing, and analyzing—to identify and address tough issues
- Resolution of conflict in emotionally-charged situations
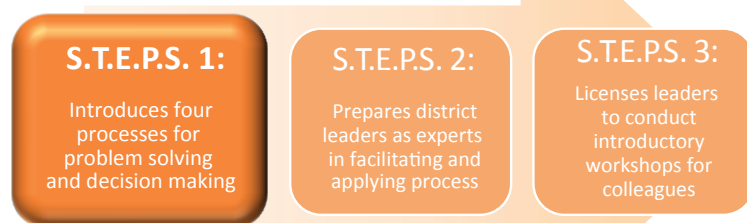- Recommendations that are compelling, data-based, and more likely to be approved

> "
> TregoED workshops are action-oriented and intensive—filled with authentic case work and job-embedded applications that require active engagement. The result? People leave with the skills needed to make changes back on the job. The impact to our district culture has been immediate and extremely positive."
>
> D. Means, Ed.D., Superintendent
> Clarke County School District (GA)

S.T.E.P.S. 1: Build Skills

Building S.T.E.P.S. Capability

S.T.E.P.S. 1:
Introduces four processes for problem solving and decision making

S.T.E.P.S. 2:
Prepares district leaders as experts in facilitating and applying process

S.T.E.P.S. 3:
Licenses leaders to conduct introductory workshops for colleagues

> "Gives you tools for facilitating, decision making and problem solving. Super, concrete and built to develop consensus."
>
> J. Walstra, Manager of Data Systems
> Ann Arbor Public Schools (MI)

The Four TregoED Analytic Processes

Process	Purpose	Description	Used for
Situation Appraisal	Addressing complex situations	Helps leaders clarify, prioritize and determine next steps for key components of complex issues. Facilitates involvement of stakeholders and shared understanding for moving forward.	• Conflict resolution • Airing stakeholder concerns • Preparing for a new initiative • Examining multi-faceted issues
Decision Analysis	Making decisions or choices	Helps leaders make effective choices characterized by clarity, transparency, and stakeholder involvement.	• High-visibility, high-impact choices (e.g., facilities, budget, programs, etc.) • Providing transparent record and rationale for controversial decisions • Key operational decisions (vendor selection, hiring, etc.) • Making clear, compelling recommendations
Potential Problem Analysis	Preventing or minimizing future problems	Helps leaders anticipate and protect against potential problems, maximizing the likelihood that change will bring desired results.	• Implementing new programs, changes and initiatives • Preparing for a significant event • Planning how to achieve goals
Problem Analysis	Finding root cause when expectations are not met	Helps leaders find true cause by identifying, organizing and analyzing relevant data. Avoids ineffective action by first ruling out improbable causes.	• Student achievement discrepancies (by sub-group, subject, grade level, etc.) • Key school climate disparities (e.g., absenteeism, disciplinary referrals, etc.) • Diffusing emotions on controversial problems

Who we are

For over 25 years, TregoED has helped build the decision-making and problem-solving capacity of education leaders. TregoED's proven analytic processes are based on Kepner-Tregoe's pioneering research used by organizations and Fortune 1000 companies around the world. These process tools are the essential first step to building leadership capacity and improving student outcomes.

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