

# Charter School Specialists

## Professional Development Catalog

2025-2026 Catalog



Charter School Specialists  
[www.charterschoolspec.com](http://www.charterschoolspec.com)

### Upcoming Opportunities

**Digital Learning Office Hours**  
**Presenters: Andrea Dobbins**

**Available the first Tuesday of every month from 9:00am-10:00am**

Charter School Specialists is pleased to introduce Digital Learning Office Hours—a monthly opportunity for collaboration and support in digital education. These informal sessions are open to building leaders, teachers, and management company representatives from e-schools, blended learning environments, or anyone interested in strengthening digital instruction. Join us to ask questions, share effective practices, network with peers, and hear the latest updates from the Department of Education and Workforce. To receive the meeting link, please contact Andrea Dobbins at [adobbins@charterschoolspec.com](mailto:adobbins@charterschoolspec.com).

**Education Management Information System (EMIS)- Basics for Ohio Community Schools**  
**Presenter: Ohio Department of Education and Workforce Spring 2026**

In this session, participants will learn the fundamental components of EMIS reporting, including key data elements, common submission cycles, and the ways accurate data impacts funding, accountability, and state reporting. This session is hosted by Charter School Specialists in collaboration with the Ohio Department of Education and Workforce. Session information coming soon. For more information, please reach out to Andrea Dobbins at [adobbins@charterschoolspec.com](mailto:adobbins@charterschoolspec.com).

**Improving Graduation Outcomes**  
**Presenter: Bob Ross**  
**Wednesday, January 21, 2026**  
**9:00am-11:00am**

Join us for a focused professional development session reviewing current Ohio graduation requirements and available graduation pathways. Following the overview, representatives from Greater Cleveland Partnership and Embold will share resources, tools, and supports aligned with College and Career Readiness (CCR) and pathway planning. This session is designed to help school teams serving Grades 9-12 strengthen their understanding of requirements and expand access to high-quality CCR opportunities for students. For more information, please contact Bob Ross at [bross@charterschoolspec.com](mailto:bross@charterschoolspec.com).

**One Plan Professional Development Day**  
**Presenter: Nannette Sherman**  
**February 20, 2026**

The One Plan serves as the foundation for school improvement in Ohio. On February 20, 2026, Charter School Specialists will host a One Plan Development Day for Cohort 3 schools. While all schools are welcome to attend, Cohort 3 schools will receive priority registration, as their One Plans are due on April 30.

This session is designed for school teams of three to four participants. Schools are encouraged to bring—or have access to—their data, as dedicated team work time is built into the training. The day will begin with a brief review of the One Needs Assessment, followed by a clear overview of the required components of the One Plan to ensure teams understand all necessary elements.

To register, scan the QR Code below:



Don't forget: One Plans are due to ODEW by April 30. Be sure to register early and reserve your space!

### Mission

Charter School Specialists will be a high-performing sponsor that employs a team of qualified customer service-oriented professionals dedicated to increasing access to high-performing schools by expanding educational opportunities, improving school performance and ultimately lifting student achievement.

## Presenter Highlights

### Andrea Dobbins

- Online Instruction
- Student Engagement
- Data-driven decision making

### Barbara Murphy

- Teaming for results
- Urban education
- English learner students

### Bob Ross

- Career and CTE Pathways
- Differentiation for DOPR Schools
- Ohio Graduation Requirements
- Establishing School/Business Partnerships
- Career Connection Framework

### Daniel Willenborg

- Leadership development
- School Improvement processes

### Dr. Dee Morgan

- Standards and Deconstruction
- Evidence-based practices
- School Improvement
- Leadership development

### Dr. Erica McMillon

- SDI
- I-MTSS
- Differentiation
- Special Education Foundations and Compliance
- And more!

### Lauren Shockley

- Early Literacy
- Literacy
- Change Management
- Restorative Practices

### Nannette Sherman

- Federal programs and funding
- Co-teaching
- Special education
- CCIP/One Funding Application
- One Plan

## College and Career Readiness Professional Development Opportunities

### Career Technical Education Updates & Pathways

**Presenter: Bob Ross**  
(Available Upon Request)

Participants will learn how the Ohio Department of Education and Workforce (ODEW), in collaboration with the Governor's Office of Workforce Transformation (GOWT), is expanding opportunities for Ohio students to engage in Career-Technical Education (CTE) experiences that lead to strong postsecondary outcomes. This session will provide the latest updates from ODEW and explore practical strategies schools can use to expand access to industry-recognized credentials, work-based learning, and pre-apprenticeship pathways. Participants will leave with the knowledge and resources needed to help guide students toward achieving their own vision of a successful post-school "good life." For more information, please reach out to Bob Ross at [bross@charterschoolspec.com](mailto:bross@charterschoolspec.com).

### Ohio Graduation Requirements

**Presenter: Bob Ross**  
(Available Upon Request)

To earn an Ohio diploma, students must meet three key requirements: Course Completion, Demonstration of Competency, and Demonstration of Readiness. This session will provide participants with an in-depth understanding of the various customizable pathways available to students as they work toward meeting these graduation requirements. Participants will explore how these options not only lead to earning the Ohio diploma but also ensure that each student is well-prepared to achieve their individual postsecondary goals. For more information, please reach out to Bob Ross at [bross@charterschoolspec.com](mailto:bross@charterschoolspec.com).

### Implementing the Ohio Career Connections Framework

**Presenter: Bob Ross**  
(Available Upon Request)

Participants will explore how Ohio's Career Connections Framework provides educators with turnkey resources to support developmentally appropriate career awareness, exploration, and preparation across the K-12 continuum. This session will highlight practical tools and instructional strategies that help ensure all students are equipped with the knowledge and skills necessary to achieve successful post-school outcomes. For more information, please reach out to Bob Ross at [bross@charterschoolspec.com](mailto:bross@charterschoolspec.com).

### Leadership: Achieving Results by Team Problem Solving

**Presenters: Bob Ross**  
(Available Upon Request)

As the saying goes, "*it takes a village.*" This professional development session will provide participants with ideas and resources to build meaningful partnerships with community and business organizations. Participants will learn how these collaborations can create work-based learning and career-technical education opportunities that not only benefit students but also address local and regional workforce needs in in-demand occupations. For more information, please reach out to Bob Ross at [bross@charterschoolspec.com](mailto:bross@charterschoolspec.com).

## Literacy Professional Development Opportunities

### **Foundations of the Science of Reading** **Presenter: Lauren Shockley** **(Available Upon Request)**

This three-session professional development series—offered in both virtual and in-person formats—is designed for K–5 teachers and literacy coaches seeking to strengthen foundational literacy instruction through the Science of Reading. Participants will take a deep dive into phonemic awareness, phonics, fluency, vocabulary, and comprehension while learning to evaluate their current practices and align daily instruction to the core pillars of the Science of Reading. For more information, please reach out to Lauren Shockley at [lshockley@charterschoolspec.com](mailto:lshockley@charterschoolspec.com).

### **Explicit Instruction & Core Implementation** **Presenter: Lauren Shockley** **(Available Upon Request)**

This professional development series, designed for all instructional staff, includes a full-day workshop followed by two coaching visits focused on the 16 elements of explicit instruction and how to embed them into daily lessons across content areas. Participants will redesign one unit to reflect the principles of explicit instruction, implement it in their classrooms, and receive targeted feedback to support mastery and long-term instructional improvement. For more information, please reach out to Lauren Shockley at [lshockley@charterschoolspec.com](mailto:lshockley@charterschoolspec.com).

### **Instructional Leadership & Coaching** **Presenter: Lauren Shockley** **(Available Upon Request)**

This six-month professional development series, designed for principals, instructional coaches, and ILT members, consists of monthly 90-minute virtual sessions focused on strengthening instructional leadership and coaching practices. Participants will build the capacity to monitor instructional fidelity, analyze walkthrough data, and lead effective improvement cycles while developing coaching plans, conducting observations, analyzing data, and facilitating ILT meetings to drive sustained schoolwide growth. For more information, please reach out to Lauren Shockley at [lshockley@charterschoolspec.com](mailto:lshockley@charterschoolspec.com).

### **I-MTSS, RTI & Data-Driven Instruction** **Presenter: Lauren Shockley** **(Available Upon Request)**

This four-session series, designed for literacy and intervention coaches as well as leadership teams, provides a focused exploration of how RTI fits within an Integrated Multi-Tiered System of Supports (I-MTSS). Participants will learn to build data-driven intervention systems with effective fidelity monitoring, map their current structures, set meaningful benchmarks, and launch improved referral and progress-monitoring processes, supported by implementation guidance throughout the series. For more information, please reach out to Lauren Shockley at [lshockley@charterschoolspec.com](mailto:lshockley@charterschoolspec.com).

### **Writing Across the Curriculum: Knowledge-Building & Vocabulary** **Presenter: Lauren Shockley** **(Available Upon Request)**

This four-session series, designed for literacy and intervention coaches as well as leadership teams, provides a focused exploration of how RTI fits within an Integrated Multi-Tiered System of Supports (I-MTSS). Participants will learn to build data-driven intervention systems with effective fidelity monitoring, map their current structures, set meaningful benchmarks, and launch improved referral and progress-monitoring processes, supported by implementation guidance throughout the series. For more information, please reach out to Lauren Shockley at [lshockley@charterschoolspec.com](mailto:lshockley@charterschoolspec.com).

## Available Upon Request

### Special Education & Instructional Practice Topics:

- IDEA compliance, IEP development, and documentation
- Data-driven instruction and progress monitoring
- Inclusive practices, UDL, and co-teaching
- Transition planning for post-secondary readiness
- Strategies for students with extensive needs
- Behavior supports and replacement skill development
- Section 504 essentials

### Safety, Security & Crisis Response Topics:

- Emergency Standard Response Protocols
- School safety procedures and prevention strategies
- Behavioral Threat Assessment
- Substance use awareness and response
- Crisis response and trauma-informed recovery
- Positive school climate and SEL supports
- Situational Awareness & recognizing concerning behaviors

### Language Development Topics:

- Supporting emergent bilingual learners
- Principles of second language acquisition and Spanish instruction



## **Literacy Professional Development Opportunities Cont.**

### **School-Wide Literacy Implementation Boot Camp Presenter: Lauren Shockley (Available Upon Request)**

This School-Wide Literacy Implementation Boot Camp is designed for whole-school or grade-span teams and includes two full days of professional development, a half-day follow-up, and monthly check-ins. Participants will learn to facilitate the rollout of a literacy improvement plan, focusing on core fidelity, explicit instruction, and ILT coordination. Teams will develop actionable plans, begin implementation, and monitor early results to drive meaningful schoolwide literacy growth. For more information, please reach out to Lauren Shockley at [lshockley@charterschoolspec.com](mailto:lshockley@charterschoolspec.com).

### **Early Literacy Pre-Season: Using Diagnostic Data to Drive Fall Planning Presenter: Lauren Shockley (Available Upon Request)**

This hands-on working session supports K-3 teachers, literacy coaches, building leaders, and MTSS/RtI teams in using spring and early-fall diagnostic data (i-Ready, Acadience, STAR Early Literacy, etc.) to drive planning for Ohio's Early Literacy Report Card measure. Participants will learn how the Early Literacy calculation works, how to interpret "on track/off track" determinations, and how to analyze diagnostic data to identify student and grade-level risk patterns—including those in "urgent intervention" status. The session will guide educators in developing targeted small-group instructional plans aligned to decoding, language comprehension, and fluency needs, as well as designing tiered intervention plans that launch within the first week of school. Attendees will leave with progress-monitoring calendars, intervention rosters, and actionable next steps to accelerate reading proficiency ahead of the fall diagnostic window. For more information, please reach out to Lauren Shockley at [lshockley@charterschoolspec.com](mailto:lshockley@charterschoolspec.com).

### **Change Management for School Leaders Presenter: Lauren Shockley (Available Upon Request)**

This session provides school leaders, improvement teams, and instructional coaches with practical strategies for effectively guiding staff through instructional, cultural, and operational change. Grounded in adaptive leadership and implementation science, the training focuses on diagnosing root causes, communicating purpose and urgency, addressing resistance through transparency and shared problem-solving, and sequencing initiatives to maintain clarity and focus. Participants will learn how to implement a step-by-step change plan aligned to school priorities and monitor progress using clear data sources and feedback loops. Leaders will leave the session with a customized change roadmap tailored to their building's needs. For more information, please reach out to Lauren Shockley at [lshockley@charterschoolspec.com](mailto:lshockley@charterschoolspec.com).

### **Restorative Practices: Building Relationships, Repairing Harm, and Strengthening School Culture Presenter: Lauren Shockley (Available Upon Request)**

This session offers a practical introduction to restorative practices, equipping teachers, leaders, and support staff with strategies to build relationship-centered classrooms and strengthen school culture. Participants will learn the core principles of restorative practices, including proactive community-building circles, restorative language, conflict de-escalation, and approaches for repairing harm in ways that promote accountability and dignity. The training also demonstrates how to integrate restorative routines into daily classroom management as well as PBIS and MTSS behavioral systems to improve climate and reduce disruptions across the school. For more information, please reach out to Lauren Shockley at [lshockley@charterschoolspec.com](mailto:lshockley@charterschoolspec.com).

## **Leadership Professional Development Opportunities**

**Leadership Coaching and Consulting**  
**Presenter: Daniel Willenborg**  
**(Available Upon Request)**

School leaders make dozens of difficult decisions daily, and by the end of the day, they may find themselves with few friends or partners in their work. Know that you are never alone with CSS by your side! CSS offers a listening ear and support to our school leaders through our experienced cadre of former school leaders who will visit with you at your school or do a virtual session for educational coaching and consulting. Whether it be for an hour, a half day, or an ongoing check-in, use CSS as a thought-partner to validate your work and build your confidence. For more information, please reach out to Daniel Willenborg at [dwillenborg@charterschoolspec.com](mailto:dwillenborg@charterschoolspec.com).

## **Digital Learning Professional Development Opportunities**

**Instructional Best Practices in Virtual Classrooms**  
**Presenter: Andrea Dobbins**  
**Coming February 2025**

This session explores practical, high-impact strategies to enhance student engagement and improve learning outcomes in online environments. Participants will examine proven instructional techniques and learn how to create interactive, student-centered virtual lessons that increase participation and support diverse learners. For more information, please reach out to Andrea Dobbins at [adobbins@charterschoolspec.com](mailto:adobbins@charterschoolspec.com).

**AI: Your Students Are Using It, Why Aren't You?**  
**Presenter: Andrea Dobbins**  
**Coming March 2025**

The debate over artificial intelligence has been ongoing, but AI is a technology that is here to stay. In this session, participants will explore current trends, practical classroom applications, and responsible use practices, empowering teachers to integrate AI in meaningful and instructionally sound ways. For more information, please reach out to Andrea Dobbins at [adobbins@charterschoolspec.com](mailto:adobbins@charterschoolspec.com).

**Strategies for Effective Online Learning**  
**Presenter: Andrea Dobbins**  
**(Available Upon Request)**

In this webinar, participants will explore strategies and best practices for creating positive online learning environments for both students and teachers. The session includes discussions on student engagement, effective communication, and instructional approaches that maximize learning in virtual settings. For more information, please reach out to Andrea Dobbins at [adobbins@charterschoolspec.com](mailto:adobbins@charterschoolspec.com).

## Special Education Professional Development Opportunities

### Specially Designed Instruction Presenter: Dr. Erica McMillon (Available Upon Request)

This session provides educators with a clear understanding of Specially Designed Instruction (SDI) and how to implement it with fidelity in both general and special education settings. Participants will learn to translate IEP goals into targeted, measurable instructional practices, adapt content and delivery to meet diverse student needs, and document SDI effectively to ensure compliance and support improved student outcomes. For more information, please reach out to Dr. Erica McMillon at [emcmillon@charterschoolspec.com](mailto:emcmillon@charterschoolspec.com).

### Integrated Multi-Tiered System of Supports Presenter: Dr. Erica McMillon (Available Upon Request)

This session provides a comprehensive introduction to Ohio's Integrated MTSS (I-MTSS) framework, covering all seven essential components. Participants will learn to implement universal screening, progress monitoring, and data-based decision making within a system of tiered academic, behavioral, and social-emotional supports. The training also emphasizes the adult implementation side of I-MTSS, including shared leadership structures, collaborative problem-solving routines, and strategies for building professional capacity across teams. Educators will leave with practical tools to strengthen communication, improve fidelity, and create a cohesive system that supports every learner. For more information, please reach out to Dr. Erica McMillon at [emcmillon@charterschoolspec.com](mailto:emcmillon@charterschoolspec.com).

## Differentiation Presenter: Dr. Erica McMillon (Available Upon Request)

This session equips teachers with evidence-based strategies for differentiating instruction to meet the diverse learning needs of students within a single classroom. Participants will learn how to adjust content, process, product, and learning environment based on student readiness, interests, and learning profiles, and will leave with practical techniques to increase engagement and ensure equitable access to grade-level learning. For more information, please reach out to Dr. Erica McMillon at [emcmillon@charterschoolspec.com](mailto:emcmillon@charterschoolspec.com).

### \*CSS provides training for individual schools and networks upon request.

Have a request for a Professional Development presentation that your school would like CSS to present? Click on the icon below to complete a request form:

Looking for suggestions for additional resources for your school? Please reach out to the School Improvement team.

CSS Professional Development Request Form

Name: \_\_\_\_\_

Email: \_\_\_\_\_

School: \_\_\_\_\_

Request Details:

☐ Social-Emotional Learning

☐ Literacy

☐ Math

☐ Science

☐ Other: \_\_\_\_\_

Submit

## About Us:

Our team at Charter School Specialists is dedicated to providing high-quality professional development opportunities for our sponsored community schools. We thoughtfully design our offerings to meet the needs of our school leaders, teachers, and board members. We encourage you to reach out to us to request personalized trainings for your specific needs. We would be happy to provide web-based trainings, one-on-one support or in-person sessions.