

CONTRACT

Silver Strong & Associates LLC

3 Tice Road, Suite 2, Franklin Lakes, New Jersey 07417

Phone (201) 652-1155 FAX: (201) 652-1127

The following contract, dated **4/27/2026**, is between **Silver Strong & Associates LLC** (hereafter called Contractor) and **Marion County Public Schools** (hereafter called Client). The individual responsible for the execution of this contract on behalf of Client will be:

Dana Thomas
Marion County Public Schools
755 East Main St
Lebanon, KY 40033

This contract will be filed in Contractor's records under file number **2264**.

Section 1: Dates and Consultants

Contractor agrees to provide the services described in *Section 3* of this contract for Client on the following date(s):

All dates are tentative...

Principal Leadership Session - July 22, 2026

Teaching Fellows Institute/Launch - September 9, 2026

Fall Virtual Coaching (with each participant) - TBD

Fall Learning Walks - November 4-5, 2026

Fall Debrief (full group) - TBD

Winter Learning Walks - TBD 2 days in January 2027

Winter Debrief (full group) - TBD

Spring Coaching (with selected Model Classroom teachers) - TBD

Model Classroom Learning Walks - March 10-11, 2027

Reflection and Celebration Summit - April 1, 2027

Contractor will provide the following consultant(s) to perform the services described in *Section 3* of this contract: Rick Fisher

If needed, the Contractor can switch to a suitable substitute for the consultant/presenter.

Section 2: Client Costs

Total cost for labor (includes travel expenses for onsite work): \$52,500

Materials fees are as follows (includes s & h): n/a

Total Contract Amount: \$52,500

Copyright fee: \$n/a

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This Copyright fee grants Marion County Public Schools the right to copy and distribute any materials/packets/workshop activities to staff members as needed throughout the duration of this contract. Please note: This fee is only charged if/when materials are sent to Client for copying/printing. If none are needed; this fee is waived.

Please see Section 5 for more information about reporting final number of participants to Contractor.

Section 3: Program Information

Contractor agrees to provide Client with the service(s) and materials described below.

Services:

Please see attached, "Marion Teaching Fellows"

Materials:

Marion should have all materials needed to participant in the "Marion Teaching Fellows Initiative"

Section 4: Payment Information & Terms

Payment Schedules: All payments are due and payable within thirty (30) days of Client's receipt of an invoice.

Penalty Schedule: If payment is not received within thirty (30) days of receiving an invoice, Clients will be charged an additional 1.5% per month until account is brought up to date.

Cancellation Window: Clients may cancel this agreement within five (5) business days of signing with no penalty.

Cancellations After 5 Days:

If cancellation occurs after five (5) business days but within ninety (90) calendar days of signing, the Client will remain responsible for fifty percent (50%) of the total contract amount.

If cancellation occurs after ninety (90) days from signing, the Client will remain responsible for the full contract amount.

Client Responsibility: If payment is not received or scheduling attempts are not acknowledged within a six-month period, the entire contract amount will be invoiced, and the account will be terminated.

Rescheduling (weather & unexpected circumstances): If something unexpected, like bad weather, comes up, and you need to reschedule, you will be responsible for any travel fees the Contractor already spent on reservations. The Client will reschedule the services as soon as possible

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Please Note: Unless otherwise mentioned in this contract, all TBD work is expected to happen in the same school calendar year (August through July).

Section 5: Responsibilities of the Client

For onsite work: To ensure a successful onsite session, the client is to provide a venue that includes adequate seating and work space for every educator to actively participate. In addition, the venue should include reliable Wi-Fi and all essential audio-visual equipment (screen, projector, cables, etc.) required for an interactive presentation.

For online work: Client will receive meeting links 24 hours before the training event. For a successful online session, Client should please log in 15 minutes ahead to check Wi-Fi and ensure access to the meeting.

Participant Count: As we often customize materials, we kindly ask for the final participant count for all sessions at least ten business days before the training date. Additional participants requiring materials reported after this deadline may incur expedited shipping costs.

Section 6: Changes

Any modifications to this contract, which involve additional costs for extra services requested by the Client, will only be implemented upon receipt of a written request. The Contractor will then incorporate these changes into the contract.

Section 7: Contractor Signature

Alexis Connor

4/27/2026

Date

Please review this contract, sign and date it, and then e-sign and send it back to us. Keep a copy for your records!

Section 8: Client Acceptance of Contract

Client agrees to the prices, details, and terms in Sections 1 to 7 and authorizes Silver Strong & Associates, LLC to do the conduct the work outlined. Payment will be made by Client as described in *Section 4* of this contract.

Authorized Client Signature

Date

Print Name and Title



Silver Strong & Associates

The Marion Teaching Fellows Initiative

Strengthening Classroom Instruction Through Teacher Leadership and Focused Implementation

Great teaching does not emerge from programs or mandates alone. It grows from teachers who have clear instructional tools, opportunities to practice those tools in real classrooms, and a professional community that supports them as they refine their craft.

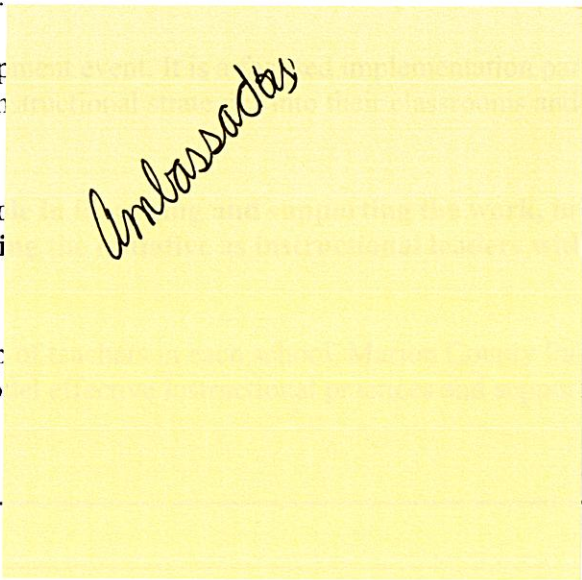
Marion County Public Schools has already taken an important step by investing in Thoughtful Classroom instructional resources. The next step is helping those tools come alive in classrooms—not as ideas in a book, but as daily practices that shape how students think, engage, and learn.

The **Marion Teaching Fellows Initiative** is designed to support that work.

Through a structured year-long cycle of professional learning, classroom observation, coaching, and reflection, a cohort of teachers from across the district will work together to strengthen instructional practice and deepen student engagement.

As teachers begin implementing these strategies, classrooms across the district will increasingly serve as models of effective instruction, creating opportunities for educators to observe powerful teaching in action and learn directly from one another.

This is not a one-time professional development opportunity that supports teachers as they bring powerful instructional strategies over time.



Partnership that supports teachers as they refine those

Principals will also play an important role in introducing key strategies to their full staff and reinforcing them in their schools.

Partnership that supports teachers as they refine those

By working intensively with a small group of educators, Marion County Public Schools builds a network of educators who can model and support continued growth across the district.

Partnership that supports teachers as they refine those

The Marion Teaching Fellows Cohort

Marion will identify 6 Aspiring Leaders and 4 Instructional Coaches to serve as Marion Teaching Fellows during the 2026-2027 school year.

While principals will introduce key Thoughtful Classroom tools to their full staff during opening-of-year professional development, the Teaching Fellows will participate in a **year-long implementation cycle** designed to deepen their use of these strategies in classroom practice.

The Teaching Fellows will:

- implement selected Thoughtful Classroom instructional tools in their classrooms
- collaborate with colleagues through **PLC groups**
- participate in coaching and reflection sessions throughout the year
- share effective strategies and insights with colleagues in their schools

This structure allows the district to develop a **core group of teachers deeply engaged in instructional improvement**, creating momentum that can expand to additional classrooms over time.

Using Thoughtful Classroom Tools

Marion County teachers already have access to the **Thoughtful Classroom Tools resources**, which provide a wide range of practical instructional strategies designed to increase student engagement, strengthen thinking, and improve lesson design.

This initiative focuses on helping teachers **actively implement those tools in daily classroom practice**.

During the launch session, Teaching Fellows will identify **two to three high-impact instructional tools** to serve as the initiative's initial focus. These strategies will guide lesson design, classroom discussion, and student engagement during the early phases of the school year.

As the year progresses, teachers will continue refining their use of these tools while exploring additional strategies from the Thoughtful Classroom resources.

The goal is not to introduce new programs, but to ensure the tools Marion County already possesses are **used consistently and effectively in classrooms across the district**.

Principal Leadership Planning Session 1 Day Onsite | July 22, 2026

On July 22, 2026, Rick Fisher will meet with participating school principals for a half-day leadership planning session.

During this session, Rick will model several high-impact Thoughtful Classroom instructional tools and work with principals to design **opening-of-the-year professional learning sessions for their entire staff**.

Principals will leave the session with:

- practical strategies they can introduce to all teachers at the start of the school year
- a structured plan for leading their opening day professional development session
- a clear understanding of the instructional tools that will anchor the Teaching Fellows initiative

This session ensures that the initiative begins with **schoolwide awareness and principal leadership**, while the Teaching Fellows cohort engages in deeper implementation work throughout the year.

Year-Long Implementation Cycle

The Marion Teaching Fellows Initiative follows a **structured cycle of learning, implementation, observation, and reflection**.

Teachers receive support not only as they learn new strategies, but as they apply those strategies in their classrooms, reflect on their effectiveness, and refine their practice over time.

This cycle ensures that professional learning moves beyond theory and becomes **visible, consistent instructional practice across Marion County classrooms**.

Summer Teaching Fellows Launch

1 Day Onsite | September 9, 2026

The initiative begins with a full-day session bringing together all Teaching Fellows.

During this session, Teaching Fellows will:

- explore several high-impact Thoughtful Classroom instructional tools
- identify **two to three focus strategies** that will guide implementation
- examine real classroom examples of these tools in action
- begin designing lessons that incorporate the strategies
- establish **PLC groups** that will serve as support systems throughout the year

Teachers will leave the session with a **clear instructional focus and a practical implementation plan** for the beginning of the school year.

This launch ensures that the initiative begins with **clarity, shared expectations, and momentum across all participating schools**.

Fall Implementation Cycle

Virtual Coaching 1 Hour with each Teaching Fellow

Early in the fall, Rick will meet virtually with each Teaching Fellow to support early implementation.

These sessions provide an opportunity for teachers to:

- discuss how the instructional tools are working in their classrooms
- share successes and challenges
- refine lesson planning approaches
- prepare for the upcoming learning walks

This early coaching ensures that teachers receive guidance as they begin implementing the strategies in their classrooms and as they prepare **for the first observation cycle.**

Fall Learning Walks 2 Days Onsite (November 4-5, 2026)

During Fall Learning Walks, Rick will visit **five schools** to conduct structured classroom observations of the selected instructional tools in action.

Teaching Fellows will participate in one of two cycles across the year, **Fall or Winter**, ensuring that every Teaching Fellow receives a classroom observation visit and follow-up reflection.

These visits provide an opportunity to:

- observe how instructional strategies are being implemented in real classrooms
- examine levels of student engagement and thinking
- identify strengths and opportunities for strengthening practice

Learning walks help connect professional learning to **observable classroom practice**, allowing teachers to see how the strategies translate into real instructional environments.

While one group of schools participates in learning walks, Teaching Fellows in the remaining schools will continue to implement the instructional tools in their classrooms and collaborate through their PLC teams.

Insights from the learning walk visits will be shared across the Fellows cohort during coaching sessions so that **all participating teachers benefit from the observations and instructional conversations.**

School Debrief Sessions 2 Hours (with full group, following Learning Walks)

Following each round of learning walks, Rick will meet with the full group to reflect on observations and discuss next steps to strengthen implementation.

These sessions provide an opportunity for teachers to analyze classroom practice and refine their instructional approach.

Conversations will focus on:

- identifying effective instructional practices observed during the visits
- addressing challenges teachers encountered while implementing the tools
- refining strategy implementation in upcoming lessons
- strengthening the connection between lesson design and student engagement

These debrief sessions ensure that classroom observations lead directly to **actionable insights that improve instruction**.

Winter Implementation Cycle

Second Round of Learning Walks 2 Days Onsite (TBD – January 2027)

During the winter cycle, Rick will conduct a second set of classroom learning walks, visiting the **remaining Teaching Fellows** who did not participate in the fall cycle.

These visits follow the same structure as the fall learning walks, providing an opportunity to observe how the selected instructional tools are being implemented in classrooms and how practice has developed over the course of the school year.

By this stage, teachers will have had several months of experience applying the strategies in their classrooms, allowing for deeper observation of instructional practice, student engagement, and how teachers are refining the tools in their lessons.

Winter Debrief Sessions (with full group, following Learning Walks)

Following the winter learning walks, Rick will meet with the full group of Teaching Fellows to reflect on classroom observations and identify next steps for strengthening instructional practice.

These sessions follow the same reflective structure as the fall debriefs, providing teachers with an opportunity to analyze classroom observations, discuss implementation challenges, and refine their use of the instructional tools.

Spring Implementation Cycle

Model Classroom Preparation Coaching 1 Hour Per Model Classroom (6 total classrooms selected)

In preparation for the spring learning showcase, Rick will meet individually with the six Teaching Fellows selected to **serve as model implementation sites**.

These sessions will focus on preparing demonstration lessons that highlight the instructional tools being implemented throughout the initiative. Rick will work with teachers to refine lesson design, identify the specific strategies observers should look for, and ensure the classroom visits provide meaningful learning opportunities for participating educators.

This preparation helps ensure that model classroom visits offer clear, **practical examples of the Thoughtful Classroom tools in action**.

Model Classroom Learning Walks 2 Days Onsite (March 10-11, 2026)

In the spring, Marion County Public Schools will host a district learning showcase designed to highlight classrooms where the instructional tools are being implemented most effectively.

Based on the implementation work occurring throughout the year, **six classrooms will be selected as model implementation sites**. Over these two days, small groups of teachers and Administrators from across the district will rotate through classrooms to observe lessons in which the Thoughtful Classroom tools are actively used.

These visits provide an opportunity for teachers and Leaders to:

- observe how teachers are implementing instructional tools in authentic classroom settings
- see multiple approaches to lesson design and student engagement
- examine how strategies evolve as teachers gain experience using them
- gather practical ideas they can bring back to their own classrooms and schools

These learning walks shift the focus from external coaching to **peer-to-peer professional learning**, allowing teachers to learn directly from colleagues who are successfully implementing the strategies.

District Reflection and Celebration Session 1 Day Onsite (April 1, 2026)

The initiative concludes with a districtwide reflection and celebration session bringing together all Teaching Fellows.

During this final session, teachers will reflect on the year's work and share the instructional practices that had the greatest impact in their classrooms.

The session will include:

- reflection on classroom observations from the model school learning walks
- discussion of instructional strategies that proved most effective
- sharing lessons learned during the implementation process
- presentations from Teaching Fellows highlighting tools that strengthened student engagement and thinking

This culminating experience allows teachers to celebrate their work, consolidate what they have learned, and identify how the strategies can continue expanding across Marion County classrooms.

The session reinforces the central goal of the initiative: **building a sustainable culture of instructional collaboration and continuous improvement.**

Why This Model Works

The Marion Teaching Fellows Initiative succeeds because it focuses on **implementation rather than exposure.**

Teachers are not simply introduced to strategies. They are supported as they apply those strategies in real classrooms, reflect on their effectiveness, and refine their practice over time.

The initiative combines:

- focused instructional tools
- PLC collaboration within schools
- classroom observation and feedback
- active involvement of school leaders to support implementation
- structured reflection following implementation cycles
- peer-to-peer learning through model classroom observations

Together, these elements create a **continuous improvement cycle** that strengthens teaching and learning across Marion County Public Schools.

By the end of the year, the district will have:

- a network of **Teaching Fellows confidently implementing high-impact instructional strategies**
 - stronger PLC collaboration
 - observable improvements in classroom engagement and student thinking
 - model classrooms that demonstrate effective instructional practices
 - a foundation for expanding the work to additional teachers and classrooms
 - **a leadership structure capable of expanding the work to additional teachers and classrooms**
-

Investment: Marion Teaching Fellows Instructional Initiative

\$52,500

This investment includes:

- Principal leadership planning session to design the opening-of-the-year professional learning
- Summer Launch Institute for all Teaching Fellows
- Fall virtual coaching sessions with each Teaching Fellow
- Two rounds of classroom learning walks and whole-group instructional debrief sessions
- Model classroom preparation coaching and two days of model classroom learning walks
- District reflection and celebration summit
- Planning, facilitation, and implementation support throughout the year

