



Educational Leadership Uncensored, LLC  
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## Summer Leadership Retreats

Build Stronger Teams • Strengthen Systems • Lead with Purpose

Partner with Educational Leadership Uncensored to design a powerful leadership experience that strengthens alignment, builds capacity, and prepares your administrative team for a successful year ahead. A comprehensive summer retreat experience will help your team calibrate practices and policies with your district vision and strategic plan. From evidence-based goal setting to progress monitoring plans, we empower your team with strategies rooted in learner centered, culturally proficient principles. We specialize in designing sustainable practices and thriving cultures for administrative leadership teams.

### Current Challenge

Competing initiatives pulling leaders in different directions

Inconsistent practices and priorities across schools

Growing pressure from enrollment shifts, budget constraints, and a new assessment roll out

MTSS structure that relies on administrative heroics

Unclear accountability system and compliance fatigue

Communication overload and breakdown

Leadership burnout

### What This Retreat Delivers

A **coherent leadership focus** aligned to district strategy

**Calibrated leadership expectations** across schools

Thoughtful and inclusive systems for **balanced policy development**

**Leadership-aligned MTSS roles** and support structures

**Accountability systems grounded in trust and responsibility**

**Clear decision-making and communication protocols**

**Sustainable routines** that reduce reactive leadership

**Unlock the potential of your leadership team with our fully custom-built summer retreats or choose from pre-built workshops. Make it your own!**

### One-Day Retreat Options

Option A - One pre-built workshop + ½ day of meeting time for your own agenda \$1500

Option B - Two pre-built workshops \$1750

Option C - Fully customized one day retreat \$2250

### Two-Day Retreat Options

Option A - Two pre-built workshops + one full day of meeting time for your own agenda \$2500

Option B - Three pre-built workshops + ½ day meeting time \$2750

Option C - Fully customized two-day retreat \$3250

To discuss and reserve dates - [teresasullivan@edleaderu.com](mailto:teresasullivan@edleaderu.com) or 339-832-0177

## Recent Testimonials

*"Our training at ELU was a great opportunity to strengthen our leadership team with a relevant and timely common experience. Terri is relatable, engaging, and she was able to connect to our team at their level. This program was a great experience with an expert instructor."* M. Ferron, Superintendent, Hanover Public Schools, August 2025

*"Terri has leveraged her extensive experience and knowledge as an administrator to design and facilitate meaningful, high quality professional development."* L. Jodoin, Superintendent, Avon Public Schools, July 2025

*"Thank you for the amazing PD from last week. It was one of the best PD I have ever attended."* J. Hogan, Science Department Chair, Mansfield Public Schools, December 2025

*"Dr. Sullivan's work is not only aligned with current research and best practices in leadership, her impact on building leadership capacity, fostering professional cultures of growth, and advancing equity is clear, consistent, and commendable."* E. Martin, Assistant Superintendent, Marshfield Public Schools, July 2025

*"On behalf of our team, I want to sincerely thank you for the professional development session you provided yesterday. It was excellent, and I have already received wonderful feedback from those who attended."* D. St. Ives, Assistant Superintendent, Hanover Public Schools, August 2025

*"Terri's workshops are not just theoretical - they are grounded in evidence based, inclusive, and culturally sustaining instructional practices that are directly applicable to my daily work."* M. Doherty, Mathematics Department Chair, Abington, June 2025

*"I have had the pleasure of attending multiple professional development offerings led by Dr. Sullivan over the past three years and have enthusiastically recommended her services to my colleagues. Her professional development offerings exemplify how effective administrators connect decisions to school and district goals, foster consensus, encourage diverse perspectives, and maintain a clear focus on what best serves all students."* L. Mathisen, Assistant Executive Director, Pilgrim Area Collaborative, July 2025

## Pre-built Workshops (1/2 day each)

### Supervision, Documentation, and Difficult Decisions

- Examine your supervision and evaluation practices and develop confidence in your supervisory role.
- Is it a reprimand, a letter in personnel file, a warning, a day without pay, a recommendation to dismiss, or included in the performance evaluation?
- Handle push back with integrity and clarity.
- Manage teacher misconduct, attendance issues, insubordination, weak performance, and 'bad attitudes'
- Explore best practices for moving people to directed growth plans and improvement plans.
- Is it discipline and Weingarten kicks in or is it performance - understand the difference!
- Share personnel issues and examine strategies to avoid litigation.
- Be provided with letters of reprimand and sample improvement plans.
- Aligned to Massachusetts DESE Educator Evaluation Standards I, II, and IV and grounded in 603 CMR 35.00 regulations.

### De-escalating ~ Disarming ~ Disagreeing Productively

- Master the art and science of conflict management
- Workshop the strategies of Sinek's F-B-I, Judy Ringer, Jefferson Fisher and Terri Sullivan.
- Develop communication skills to navigate difficult people.
- Learn the six elements of mastering difficult conversations.
- Employ de-escalating techniques to common scenarios.
- Recognize fear-based behavior and resistance.
- Practice difficult conversations for mediations, complaints, and evaluation conferences

## **Resiliency Training: Stress management and emotional endurance for the workplace**

- Employ techniques to prioritize self-care and well-being
- Build self-confidence, fortitude, and tenacity for the workplace
- Disrupt the neural pathways causing stress and anxiety
- Control the cognitive and sensory overload that impedes perceived success
- Master strategies for self-regulation and time management
- Manage the compassion fatigue of caring for youth

## **Leadership A~C~E~S: Accountability – Contribution – Expectations – Support/Sustainability**

- Examine relevant case studies and pressing issues using the ACES model
- **Accountability** – learn strategies in holding others accountable vs. adding more to the plates of the strongest and most effective (including yourself)
- **Contributions** – move away from outcome-based practices and develop contribution-based practices
- **Expectations** – implement a fire *prevention* leadership style
- **Support and Sustainability**– apply the MA MTSS Blueprint of *support to staff*

## **Influencer-in-Chief: Leading with integrity, courage, and purpose**

- Move from supporting to **pursuing** principles of social justice, economic and social equity, and humanitarian ideals
- Move from depoliticized, vanilla school leadership to politically contextualized policy and practice
- Recognize that silence and vanilla school leadership is a disservice to students and actively contributes to systemic failures
- Harness your influence in profound and productive ways
- Commit to choosing a leadership path of influence
- Ground school leadership in principles of common humanity
- Leave with renewed gravitas

## **Neuroscience for Educational Leadership: IQ + EQ + EA**

- Apply principles of neuroscience to leadership practices
- Develop your emotional agility (EA) and support your team's EA skills
- Explore strategies to strengthen team coherence, problem-solving capacity, and emotional agility
- Share inclusive leadership tiered practices that advance strong school cultures
- Applying: *The 15 Commitments of Conscious Leadership*. Dethmer, Chapman, and Klemp, *Neuroscience for Leadership*. Swart, Chisholm, and Brown, *Mindsight: The new science of personal transformation*. Siegel, D.J., and *The Progress Principle: Using Small Wins to Ignite Joy, Engagement, and Creativity at Work*. Amabile, Teresa M., and Steve J. Kramer

## **Logistics**

Our location is a bright custom classroom space with adult office style seating, strong Wi-Fi, and professional technology. We are situated in the Cordage Commerce Center with the ocean in the back and a beautiful pond and outdoor space in the front.

Three restaurants are on site:

- Roosters Café - morning coffee, juices, smoothies, breakfast and lunch
- Three V – Italian-American menu for lunch and dinner with outdoor seating, run by the Viscariello family
- Black Raspberry Pub – Bar and grill with outdoor seating, specializing in pizza and wings