

**2024-2025**

# **PROFESSIONAL DEVELOPMENT & SERVICES**

**FOR SCHOOLS & EDUCATIONAL ORGANIZATIONS**





# GUIDING EDUCATION FORWARD

We are excited to introduce our fully customizable approach to ongoing professional development and coaching support, specifically designed to meet the unique needs of your district, your building, and your educators.

We recognize that continuous learning and growth are essential for the success of both students and staff. This is why we provide a wide range of professional development options and delivery methods, including ongoing coaching and support.

Each topic in our catalog can be tailored to meet your specific requirements, seamlessly integrating professional learning and ongoing coaching into your school calendar.

Additionally, each topic comes with a specific coaching and feedback opportunities designed to address the unique needs of each educator. Our approach focuses on creating a continuous journey of improvement rather than offering a one-time solution.

With decades of experience providing expert resources, support, and guidance for professional progress and better student outcomes, Compass Partners in Learning helps educational communities build strong relationships, navigate obstacles to learning, and chart a course to educational excellence. We have decades of experience providing expert resources, support, and guidance for professional progress and better student outcomes. Provided by you. Guided by us.

We are eager to collaborate with you and support your school's journey to excellence.

Your Partners in Learning,  
The Compass Team



## LET'S CONNECT

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**SCAN HERE**  
TO GET STARTED



## OUR MISSION

To help educational communities meet learners where they are and guide them to where they want to be.

## OUR VISION

To empower professional development in an evolving educational landscape by enhancing proven strategies with training, support, and technology.



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**I REALLY ENJOY THESE TRAINING SESSIONS. I LEARN SO MUCH THAT I AM WANTING TO IMPLEMENT IN MY CLASSROOM.**



**SUBSCRIBE TO OUR NEWSLETTER! >>>**



# PROFESSIONAL DEVELOPMENT

Refine your team's skills and knowledge with our professional development opportunities. The topics can be combined and customized to create a journey that meets your team's unique needs.

All of Compass's professional development is fully-customizable to ensure every participant receives the most relevant and impactful learning experience.



**SCAN THE QR CODE**  
to learn more about  
the fully customizable  
options available to  
your team!



**PARTNER WITH US FOR  
A TAILORED LEARNING  
EXPERIENCE**

# INSTRUCTIONAL PRACTICES

Empower teachers with research-backed skills to enhance students' potential for success.

## COMPETENCY-BASED LEARNING (CBL)

Competency-Based Learning (CBL) emphasizes mastering skills and knowledge over seat time. By embracing these principles, educators can personalize instruction, provide support, and cultivate a deeper understanding of the curriculum in every student. We provide guidance and tools to assist educators in effectively implementing these approaches.

## PROJECT BASED LEARNING (PBL)

Project-Based Learning (PBL) involves students in authentic, hands-on experiences that promote creativity, curiosity, and motivation. Embracing PBL allows teachers to create dynamic learning environments that prepare students for success in an ever-evolving world. With Compass, educators can gain the knowledge and tools to design and facilitate inspiring projects for deep learning and real-world connections.

## FOUNDATIONAL READING

Our Foundational Reading training covers the what, when, why, and how of the Big 5 components of reading: Phonemic Awareness, Phonics, Fluency, Vocabulary, and Comprehension. This training integrates brain science with practical classroom applications, equipping educators with the knowledge and tools to enhance students' reading skills and foster a love for reading.

## UNRAVELING THE READING ROPE

During this intensive and transformative journey into the Science of Reading, you will explore the theoretical framework known as the Reading Rope. You will also reflect on your current practices and leave with a stronger foundation and greater confidence to engage learners in reading based on scientific principles.

## INSTRUCTIONAL LEADERSHIP GROWTH

With Compass, you will develop the knowledge, skills, and mindset needed to lead and support your school community. We offer direct mentorship within your school environment, supporting everyone from new principals to veteran administrators. Topics of focus include progressive discipline, instructional leadership, and the evaluation process.

## EXPLICIT INSTRUCTION

This training prepares educators to develop engaging learning experiences for all students using the thirteen guiding principles of explicit instruction. Select from focused, comprehensive, or customized training options to accommodate your schedule and needs.

## 5-POINT CHECKLIST FOR HIGH-LEVEL MATH INSTRUCTION

This training is designed to prepare K-12 teachers with the best practices for math instruction to enhance the effectiveness of Tier 1 math instruction. It focuses on optimizing the use of purchased curricula and integrating new resources. Key topics include visible learning, explicit instruction, feedback, formative assessments, and promoting high-level thinking.

## CREATING MATHEMATICIANS THROUGH THE 8 MATHEMATICAL PRACTICE STANDARDS

The focus of math education has evolved to develop students as mathematicians and problem solvers. This training connects the 8 Mathematical Practice Standards with Forbes' most employable skills of 2024, which helps educators identify the important traits students develop in math class. This training is a valuable resource for support staff and educators who assist math learners.

## ROPE THEM IN: EXPLICIT WRITING INSTRUCTION FOR K-12

This training supports explicit writing instruction based on the science of writing. It offers an overview of the five key components of writing and specific techniques for implementing them in the classroom at any level from K to 12.



**AMAZING  
PRESENTER,  
SUPER  
ENGAGING!**

# LEARNING OUTCOMES & EXPECTATIONS

Empower educators with strategies for effective curriculum alignment, essential standards identification, and evolving grading practices. Foster collaborative professional learning communities to share best practices and continuously improve teaching skills for enhanced student outcomes.

## PLC FACILITATION

Professional Learning Communities (PLCs) allow educators to collaborate, reflect, and refine their teaching practices. Participation in PLCs can help educators leverage their collective expertise, share best practices, and continue developing professionally to enhance student learning outcomes.

## CURRICULUM/RESOURCES ALIGNMENT

Educators need to understand the curriculum to meet their objectives and student needs. This training will cover strategies for aligning curriculum with standards and integrating learning objectives, assessments, and instructional practices for classroom success.

## ESSENTIAL STANDARDS/VISIBLE LEARNING

Clarity between teachers and their students is crucial for classroom success. Teachers must understand what their students are learning and help them comprehend the curriculum. Our team offers processes and protocols to assist teachers in identifying and aligning essential standards with their lesson plans, addressing the diverse needs of their students.

## STUDENT ENGAGEMENT

Engaging students is vital for effective learning. Our team supports teachers in creating dynamic and interactive classroom environments that capture students' interest and encourage active participation. We offer strategies and tools to enhance student engagement and promote a positive learning experience.

## EVOLVING GRADING PRACTICES

By shifting the focus of homework and practice to feedback instead of grades, we empower students to take ownership of their progress. This approach allows teachers to have a direct impact on classroom dynamics and ensures that high expectations for learning are maintained. Our team assists in establishing effective processes and protocols for teachers to implement these evolving grading practices.

**EMPOWERING  
EDUCATORS WITH  
THE TOOLS TO  
ENHANCE STUDENT  
OUTCOMES.**



# PROACTIVE PRACTICES

**Foster collaboration among educators to gain better insight into students' diverse educational needs.**

## **CO-TEACHING TRAINING**

Collaborative teaching in co-taught classrooms involves multiple educators working together to deliver tailored guidance and assistance to students with diverse needs. These trainings will teach you how to leverage various teaching styles and perspectives. This approach ensures that every student's needs are addressed, fostering an immersive and stimulating learning atmosphere.

## **CO-TEACHING COACHING**

Our coaches will provide ongoing support throughout co-teaching training. We accomplish this for our partners by developing solid relationships and structuring protocols for proper planning and instruction delivery.

## **CLASSROOM MANAGEMENT**

Effective classroom management is crucial for optimizing instructional time and fostering a student-centered environment. This approach helps students feel secure, involved, and motivated to achieve their full potential both in and out of the classroom. Compass offers a range of training opportunities, establishing a solid foundation through thoughtfully planned processes and procedures to ensure equitable access to learning. Ultimately, this helps teachers create a dynamic classroom environment.

## **COLLABORATIVE CULTURE**

Today's schools require more engaging and meaningful learning experiences. Teachers are expected to motivate and inspire even the most reluctant learners, but they can't do it alone. It requires the involvement of everyone connected to the school system, from students to community members. Compass helps guide educational communities through discussions that inspire cooperation, mutual respect, and shared responsibility.

## **SUPPORTIVE CLASSROOM**

In this workshop, learn how to create and implement strategies for a collaborative classroom with at least one certified staff member and one or more non-certified support staff. This could involve pairs of certified teachers teaching together without co-planning time, paraprofessionals, parent volunteers, high school mentors, or any classroom personnel who have a good understanding of student needs. Participants will learn about co-teaching models and data collection tools.

## **BEHAVIOR COACHING**

Enhance your expertise in managing student behaviors with our Behavior Coaching program. Receive personalized coaching, observations, and small group or 1-on-1 training—on-site, virtually, or through a blended approach—from our Compass behavior specialists. Learn to understand behavior antecedents and consequences and implement effective interventions tailored to your school's or district's unique needs.

## **BEHAVIOR INTERVENTION SPECIALISTS TRAINING & COACHING**

Equip your team with the expertise to independently analyze behaviors, develop effective interventions, and assess their impact. Our comprehensive program, led by qualified trainers, offers personalized coaching and support through virtual and on-site sessions. Your staff will gain practical skills to enhance student behavior management, ensuring effective interventions and measurable outcomes.

## **BEHAVIOR SUPPORT & IMPLEMENTATION PLC**

Transform your school's behavior management with Compass's support for establishing Professional Learning Communities (PLCs). Our monthly training sessions, led by experts, focus on improving academic and social behavior outcomes for all students. Educators will develop essential skills to address classroom behaviors effectively and create a supportive learning environment for every student.

## **MONITORING & MANAGING BEHAVIORS TRAINING**

Go in-depth about why behaviors develop and occur. Staff will learn various approaches to manage behaviors effectively. Let the Compass team support behavior management in your school.

# SPECIAL EDUCATION

Enable educators to cultivate an inclusive classroom by offering targeted training on effectively supporting diverse learning needs.

## IEP BEST PRACTICES

Move beyond mere compliance with our IEP Best Practices training. Gain valuable tips, tricks, and strategies to craft effective and comprehensive Individualized Education Programs (IEPs) that meet your students' needs while ensuring adherence to best practices.

## INTRODUCTION TO FUNCTIONAL BEHAVIOR ASSESSMENTS

Unlock the potential of Functional Behavior Assessments (FBAs) with our comprehensive training. Learn to identify the purposes and functions behind student behaviors and master the FBA process to implement effective, data-driven behavior interventions.

## WRITING BEHAVIOR INTERVENTION PLANS (BIPS)

Ensure consistency and effectiveness in addressing student behaviors with our Writing Behavior Intervention Plans (BIPs) training. Learn to develop clear, comprehensive BIPs that provide all staff members with the same protocol, promoting a unified approach to behavior management.

## SENSORY PROCESSING

Gain insights into sensory processing disorders and their impact on student learning and behavior. This training offers practical strategies to create inclusive classroom environments that support sensory needs, enhancing the ability to create positive learning experiences for students.

## EXECUTIVE FUNCTIONING


Discover the critical role of executive functioning skills in classroom success. This training provides educators with practical insights into enhancing students' executive function abilities. Learn effective strategies to support organization, planning, time management, and self-regulation skills, empowering students to achieve academic and personal growth.

## FUNCTIONAL SKILLS

Enhance students' ability to live independently through targeted training on essential functional skills, covering daily living, communication, and social skills. Educators will gain practical strategies to effectively teach and reinforce these skills, empowering students for greater independence and success in everyday life.

## ADMINISTRATOR'S ROLE IN SPECIAL EDUCATION

Admins play a key role in fostering successful special education programs. This training equips them with knowledge and strategies to support diverse student needs, collaborate with stakeholders, and ensure compliance with regulations. Gain insights for creating inclusive learning environments for all students.



**I LOVE THAT WE TOOK A DEEP DIVE ON OUR STUDENTS WITH DISABILITIES. IT HAS HELPED ME TO UNDERSTAND THIS INCREDIBLY IMPORTANT POPULATION OF STUDENTS.**



# PARAPROFESSIONAL TOOLKIT

## MODULE-BASED LEARNING

Strengthen the classroom experience by providing paraprofessionals with the tools they need to make a meaningful impact. This toolkit equips paraprofessionals with knowledge, skills, and a practical framework for differentiation, ensuring that all students receive the support they need.

»»» These tools can be combined and customized to create an in-person, online, or hybrid training opportunity. Ask us about additional online tools that support English Language learners.



# AI TRAINING & SUPPORT

## WHAT IS GENERATIVE AI?

Generative AI works by learning from large amounts of data, such as images, text, or sounds. It then uses that data to make predictions or decisions. When a user enters a prompt into a generative AI tool, the tool generates a response based on the data and patterns it has learned.

## WHY SHOULD EDUCATORS CARE ABOUT AI?

Generative AI is revolutionizing education by streamlining processes and providing personalized guidance to students. Additionally, it equips students with essential skills for the ever-changing job landscape. It is crucial for administrators and educators to develop AI policies that prioritize safety and accountability.

## AI & EDUCATION WORKSHOPS



1/2 Day Each

### AI FOR EDUCATORS

Learn what generative AI is and how it works. Participants will explore AI-powered tools and how they can help streamline tasks while also engaging with colleagues on the ethical implications of AI integration. This workshop is a prerequisite for either of the following two workshops.

### NEW! ADVANCED AI FOR EDUCATORS

Enhance your AI knowledge by delving deeper into crafting prompts, refining processes, and offering peer feedback to improve the integration of AI in educational settings. This experience is designed for entire staffs, teams, and Professional Learning Communities (PLC) seeking to collaboratively develop tailored workplace solutions using AI tools.

### NEW! TEACHING AI LITERACY

Explore the effective ways to educate secondary students about the responsible use of generative AI tools. As an essential skill for future employment, AI literacy entails providing students with the knowledge and ethical principles to competently engage with AI technologies.

### CUSTOMIZED PROFESSIONAL DEVELOPMENT

Do you have an idea of how to integrate AI into your school, district, or organization? Let's brainstorm solutions for you or your staff!

### TRY THIS CHATGPT PROMPT:

“Create a list of the effects of AI on education, breaking out the list by the different groups affected by it.”

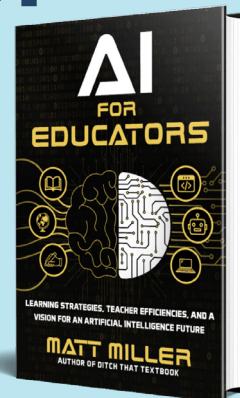
## AI FOR ORGANIZATIONS

Let's collaborate to develop a custom generative AI training program for your organization, non-profit, or business. Our curriculum will cover responsible AI usage, ethical considerations, interactive discussions, use-case demonstrations, and much more.

## BOOK STUDY

### AI FOR EDUCATORS

Enroll individually or as teams in this online, self-paced book study of Matt Miller's *AI for Educators*. Free for Compass Members.

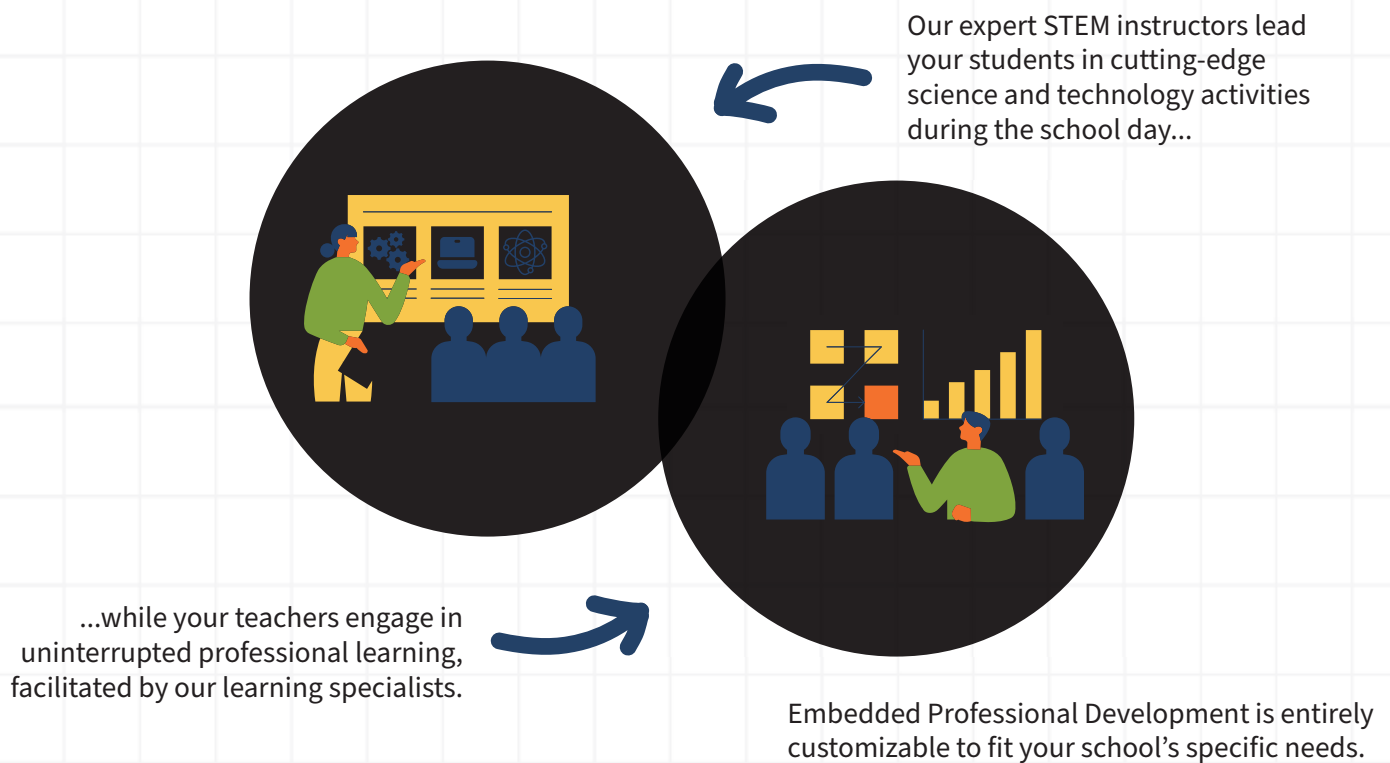


# ADD-ONS

Enhance the impact of your professional development with these optional add-ons, designed to maximize learning outcomes and support continuous improvement in your school.

## EMBEDDED PROFESSIONAL DEVELOPMENT

Need more professional development days in the school calendar? Can't get substitute teachers so that teachers can attend training? Not enough time within the duty day for joint planning, data cycles, and collaboration? We have a solution for you!



## COACHING

Improve teacher effectiveness, student achievement, and overall school culture by adding coaching to any of the professional development topics outlined in this catalog.

Our trained coaches provide personalized support, accountability, and targeted training. Our coaching framework drives continuous improvement in teaching practices and elevates overall school performance.

Interested in learning more about how coaching can support your school's goals? Contact us today to schedule a consultation with one of our experienced instructional coaches.



# DATA ANALYSIS & SUPPORTS



## SCAN THE QR CODE

to learn more about the fully-customizable options available to your team!

Compass specializes in providing customized data collection tools and analysis processes tailored to meet the unique needs of each district or classroom. Our user-friendly tools gather and organize meaningful data, offering a comprehensive view of your school or organization.

We ensure that the data is current and valid through clear implementation processes, enabling stakeholders to easily interpret and utilize insights for informed decision-making.

Our data analysis identifies root causes, pinpoints challenges, and guides the development of actionable improvement plans, with ongoing support provided throughout the process.

All of Compass's data analysis process can be customized to meet the needs of your team. We can analyze data at grade level, building-wide level, and district-wide level. A minimum of a half-day is required to analyze data and complete the root cause analysis process.



**IMPROVE YOUR  
SCHOOL'S RESULTS  
WITH PROVEN  
DECISION-MAKING  
PROCESSES**

# DATASMART PROCESSES

Our DataSmart processes involve forming dedicated committees, conducting in-depth quantitative and qualitative data collection, and facilitating data retreats. These retreats span one to two days, during which data is presented and analyzed in a user-friendly way to inform goal setting and action planning. Monthly check-ins and validation retreats ensure continuous progress monitoring and adjustment based on evolving data insights.

## COMPREHENSIVE ASSESSMENT OF DISTRICT SPECIAL EDUCATION PROGRAMS (CADS)

CADS comprehensively evaluates district special education systems, including student performance, culture, leadership, teacher efficacy, and instructional practices. This process yields comprehensive reports that drive data-informed decision-making and strategic goal-setting. Compass supports over forty districts annually through facilitated analysis sessions and ongoing coaching to ensure the effective implementation of improvement plans.

## COMPREHENSIVE NEEDS ASSESSMENT (CNA)

Our Comprehensive Needs Assessment (CNA) helps schools and organizations identify critical gaps and opportunities within their systems. By strategically aligning resources and interventions, we empower institutions to address specific stakeholder needs and enhance overall educational outcomes. Our customizable approach ensures that data gathering and analysis are tailored to reflect the unique challenges and priorities of each district or organization.

# OTHER DATA SERVICES

Compass supports local, state, and federal data organizations, providing tailored data collection tools and facilitating impactful data retreats. We guide decision-making processes through comprehensive needs assessments, ensuring educational strategies align with data-driven insights.

## LOCAL, STATE & FEDERAL DATA ANALYSIS

We specialize in interpreting and leveraging local, state, and federal data to inform educational practices and policy decisions. By analyzing various district-specific assessments—including NWEA, Acadeince, statewide assessments, and more—we help schools and organizations optimize resource allocation and improve educational outcomes.

## DATA CYCLES

Our Data Cycle sessions empower educators with the tools to implement data-driven instruction effectively. By identifying learning gaps and enabling timely interventions, we support personalized learning approaches that enhance student achievement and instructional effectiveness.

## MTSS FRAMEWORK ASSESSMENT TRAINING

We offer specialized training on reading assessments within the Multi-Tiered System of Supports (MTSS) framework. Our experts assist schools in selecting and implementing assessment tools that best meet their instructional needs, fostering a supportive learning environment for all students.

## STRATEGIC PLANNING

Compass facilitates strategic planning initiatives that align with agency goals and enhance organizational effectiveness. From developing surveys and gathering information to managing strategic plan initiatives, we support schools in implementing structured processes that drive continuous improvement and long-term success.

**EVERY TEACHER SHOULD TAKE THIS OPPORTUNITY TO DIG INTO THE DATA.**



# CULTURE & CLIMATE SERVICES

Unlock the potential of your school by cultivating a positive and healthy culture and climate. Our professional development workshops, led by knowledgeable learning specialists, seamlessly integrate research and practice to elevate your school's culture and climate, leading to improved student success.

Embark on a transformative journey to enhance your school's culture and climate with the support of our adept learning specialists. Our workshops are fully customizable to meet your needs and drive impactful change.



**SCAN THE QR CODE**  
to learn more about  
the fully-customizable  
options available to  
your team!



**TRANSFORM YOUR  
ORGANIZATION OR  
COMMUNITY THROUGH  
RELATIONAL TRUST**

# CIRCLEBRIDGE

## DEVELOP RELATIONAL SKILLS TO CREATE WHOLENESS IN YOUR COMMUNITY

The CircleBridge framework is an approach to community and organizational transformation. This framework helps build bridges and cultivate trust, allowing individuals to navigate differences, tell their stories, and begin healing trauma.

CircleBridge is a process of shared exploration. Through learning pathways, workshops, and other modalities, individuals can nurture deep integrity and relational trust.

Partner with our team of specialists for whatever challenge you are facing. Each member brings a unique body of knowledge, research practices, experience, and enthusiasm to meet your individual needs. Together, you will work to determine a pathway and curate a plan. Then, we will guide and facilitate you through this transformative journey using the CircleBridge framework.



# LEADERSHIP & COLLABORATION

## BUILDING RELATIONAL TRUST AMONG ADULTS IN A SCHOOL SETTING

Develop skills to foster a supportive and collaborative school environment. Address the challenges of teacher shortages by cultivating relational trust, a crucial factor for learner achievement. Empower your educators with the tools they need for a supportive and collaborative school environment.

## ADDRESSING SCHOOL CLIMATE AND CULTURE

Gain insights into creating a conducive learning environment that removes barriers for students. This workshop benefits teachers, staff, and administrators seeking to overcome workplace frustration, fatigue, or discouragement. Developing a healthier climate and culture fosters a vibrant learning community where everyone thrives.

## EMBRACING CHANGE

In this introductory course, participants will acquire personal change management techniques for educators — a critical skill for all educators. They will also receive a complimentary workbook.



# LEARNING PATHWAYS

A sense of community among students and adults is essential for a successful school culture and climate. With intention and effort, we can create safe, supportive, and caring school communities that empower all students to reach their full potential.

Let our learning pathways guide you in developing and fostering these transformative communities. Our learning pathways consist of the following modalities to help you grasp and implement the topics:

Intercultural Development Inventory (IDI) • Coaching • Video & Discussion Course • Book Study • Discussion & Reflection

## RESPONSIVE PRACTICES

Learn how to build cultural competency in your school or organization to engage diverse learners better and promote success for all students.

## HUMAN-SHAPED LEARNING

Find ways to prioritize student and teacher well-being by valuing uniqueness, promoting healthy relationships, supporting relational learning, and addressing self-care.

**I APPRECIATE THE TIME TO GATHER  
AS A TEAM TO FOCUS ON OUR  
SCHOOL'S NEEDS.**






# CIRCLE OF TRUST® RETREATS

Immerse yourself in the transformative experience of the Circle of Trust® retreats. This retreat offer a unique opportunity to engage in inner work within a supportive community.

By participating in the Circles of Trust, you will have the chance to tap into your inner wisdom, honor the individuality of each participant, and rejuvenate your courage as you journey toward personal and societal wholeness. Join us for this four-part retreat held over the course of a year and embark on a journey of self-discovery and renewal.



**CONNECTING  
WITH YOUR  
INNER WISDOM  
IN WAYS THAT  
RENEW YOUR  
SPIRIT AND  
SUSTAIN YOU  
FOR YOUR LIFE'S  
IMPORTANT  
WORK.**





# ENHANCED EDUCATIONAL SUPPORT SERVICES



We are committed to offering a wide range of specialized services to enhance the learning experiences of students and educators. Our services focus on developing critical skills and strategies necessary for success in today's educational environment. By utilizing these resources, educators can establish dynamic, supportive, and effective learning environments.

All of Compass's support services are customizable to ensure every participant receives the most relevant and impactful learning experience.



**SCAN THE QR CODE**  
to learn more about  
the fully- customizable  
options available to  
your team!

## STEAM

STEAM education encourages a hands-on, exploratory approach that fosters critical thinking, problem-solving, and analytical skills. By engaging in research, designing solutions, and testing hypotheses, young people learn to ask questions, identify patterns, and develop strategies to overcome challenges. Partner with Compass to give your students with opportunities to grow these valuable skills.

## OUT-OF-SCHOOL TIME (OST) SUPPORT

Our Out-of-School Time (OST) support services are expertly crafted to elevate the educational experiences provided during after-school programs. These specialized services place a strong emphasis on two crucial areas: STEM and Behavior Management.

### STEM

Explore the exciting world of STEM (Science | Technology | Engineering | Math) in this hands-on training designed specifically for Out-of-School Time Programs. Learn its importance, unlock creative lesson ideas, and gain the skills to deliver engaging STEM experiences that will empower your students of all ages.

### BEHAVIOR

Our behavior training for after-school programs focuses on developing behavioral principles, strategies, and structures to support a positive learning environment through real-life scenarios and interactive conversations to address students with diverse behavioral needs.

# COMPASS MEMBERSHIP

Your school's partner in navigating the ever-evolving landscape of education. Designed to support your staff's growth and development throughout the year, at an affordable price point.



**LEARN MORE**  
and become a member today!  
[my.path.link/CompassMembership](https://my.path.link/CompassMembership)



## ON-DEMAND TRAINING

Access a growing library of self-paced, online courses, including evergreen content, book studies, and shorter learning modules.



## EXPANDED PD SERVICES

Enhance your on-site professional development with discounted training rates, complimentary pre- and post-training support.



## TIE CONFERENCE SUPPORT

Enjoy discounts on TIE Conference registration, including 30% off per staff member and 40% off whole-staff registrations.

# SAVE THE DATE

April 28-29, 2025 | Rapid City, SD

[TIECONFERENCE.NET](https://TIECONFERENCE.NET)

Presented By **COMPASS**



# TIE 2025 CONFERENCE



**A Division of BHSSC**

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