



The Sustainable Innovation Lab

The only PD program to improve teacher wellbeing *through* innovation, not despite it.

The Challenge

⚡ Educators are overworked, stretched thin, and **at risk of leaving** the profession.

📌 New initiatives, including **AI adoption**, often feel imposed rather than empowering.

The *Intrapreneurship* Opportunity

Turn your team's stress into meaningful progress by giving educators the **agency**, **structure**, and **support** to design solutions to the challenges they face every day.

How It Works

Teachers use a guided ***intrapreneurial process*** to:

1. Identify *problems* they're personally passionate about solving
2. Design *solutions* using entrepreneurial frameworks
3. Pilot approved *innovations* with district support
4. Share *results* in a showcase that **strengthens trust** and leadership buy-in

"Innovation isn't about adopting the latest tech. It's about giving teachers the agency to solve problems they see every day. That's what builds wellbeing, and that's what transforms districts."

– Margot Toppen, Founder
Sustainable Innovation Lab

Autonomy + Efficacy + Connection = Teacher Wellbeing

Program Options

Innovation Sprint

1-time workshop

\$2500 (90 min)
\$4,000 (3 hrs)

What Happens:

- Identify real challenges teachers want to solve (not top-down mandates)
- Rapid prototyping grounded in school context
- Participants leave with action-ready innovation concepts they can test immediately
- Creates positive momentum by giving teachers a voice and a pathway forward

Outcomes:

- Teachers feel seen, supported, and empowered
- Clear next steps they chose, grounded in reality
- Strengthens relationships and trust among staff

Sustainable Innovation Lab

6-week cohort

~~\$12,500 (std)~~
\$7500

*Winter/Spring
2026 discount
limited to 5
districts*

What Happens:

- Teachers design, pilot, and refine innovations that address authentic school needs
- Weekly collaboration that prevents “venting spirals” and builds constructive problem-solving habits
- Coaching support to ensure solutions fit priorities
- Culminates in an Innovation Showcase that elevates teacher voice and builds leadership buy-in

Outcomes:

- Teacher-led solutions that reduce administrative burden and support staff wellbeing
- Teacher innovators who model culture change
- Stronger teacher retention tied to increased agency

*Prices reflect live, virtual program delivery. In-person also available - request a custom quote.

Measurable Outcomes

FOR TEACHERS:

- Increased autonomy, efficacy, and connection (research-backed wellbeing drivers)
- Reduced workload through AI proficiency
- Restored professional identity as a problem-solver & changemaker
- A constructive, uplifting professional community (not a venting circle)

FOR SCHOOLS/DISTRICTS:

- Teacher-built solutions that don't require new software or vendor dependency
- Improved retention (5-10% increase in intent to stay)
- Improved teacher-leadership trust through shared problem solving
- Scalable innovation (train-the-trainer)
- PR value of teacher-led AI integration



FUNDING OPTIONS

- 💰 Professional development budgets
- 🤖 AI integration and technology funds
- 🌱 Teacher retention and wellbeing initiatives
- 📚 Innovation and STEM grants
- 🎓 Title II funds (if applicable)

RETURN ON INVESTMENT

Retaining even 2-3 teachers saves \$40K-60K in replacement costs - while gaining dozens of innovations.

TYPICAL EDTECH PD

Tool-focused, one-size-fits-all

Top-down mandates & external consultants

No well-being focus

SUSTAINABLE INNOVATION LAB

Problem-focused ("solve real challenges you personally face")

Teacher-led intrapreneurship; change comes from within

Well-being is the foundation

Let's Get Started!

Ready to explore how teacher intrapreneurship can support your school or district's goals?

SCHEDULE A 15-MIN
CATALYST CALL

EMAIL QUESTIONS:
MMTOPPEN@GMAIL.COM

Winter/Spring 2026: Accepting 5 districts for pilot cohort program (discounted rate)

2026-2027: Booking workshops and cohorts now

Popular dates fill quickly - especially fall kickoff PD days and
January/February innovation sprints!



Margot Toppen is an education innovation strategist with 20+ years developing programs at the intersection of educator wellbeing, AI, and entrepreneurial thinking.

Experience includes:

- CATCH Global Foundation (SEL and wellness programs)
- Alongside / AI for Education initiatives
- New Schools Venture Fund Fellow (2018)
- Trained 500+ educators on mental wellness & innovation

Approach: Evidence-based, human-centered; bridges educator well-being with practical innovation strategies so that organizational change can come from within.

Margot

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