Everyone is welcome to attend. NAIS has an institutional commitment to the principles of diversity. In that spirit, NAIS does not discriminate in violation of the law on the basis of race, religion, creed, color, sexual orientation, age, physical challenge, nation of origin, gender, or any other characteristic.
It is our great honor to welcome you to vibrant Baltimore for the 2017 NAIS Annual Conference. We are so glad you made the journey to be here with us to explore the theme, *Make Your Mission Matter: From Vision to Values*. 

Your school’s mission can shape your community, inform your curriculum, and play a role in everything from conduct on the field to your philosophy of education. But in these rapidly changing times, how do you stay true to who you are? How does your mission guide you? Over the coming days, discover how you can honor your values, be attentive to the complexities of the present, and look forward to a courageous vision for the future of your school and your students.

In fulfilling your mission, you must always strive to grow, to know more, and to be your best for your students, their families, and your colleagues. This effort extends beyond life on campus to your personal mission. It is our hope that the Annual Conference speakers, workshops, and events provide you with the direction you need to stay on your path.

We’d like to thank the many thoughtful educators and leaders who contributed their time and talents to making this conference a success. A special note of gratitude goes to the 2017 Think Tank, a group of esteemed local independent school leaders, for their help with planning. We’re grateful as well to the Association of Independent Maryland & DC Schools (AIMS) for assistance.

And on behalf of the NAIS board and staff, we thank everyone—all attendees, workshop presenters, and speakers—for spending time with us as we continue to tell the story of independent schools’ important work.
**WEDNESDAY, MARCH 1**

**8:30 AM – 4:00 PM**
- Sexuality Education and Issues: Full-Day Symposium (No On-Site Registration)

**11:00 AM – 6:00 PM**
- Registration Open

**1:00 – 4:00 PM**
- Klingenstein Seminar Series: A Case for Change

**1:00 – 4:00 PM**
- Optional Three-Hour Workshops

**1:30 – 4:30 PM**
- Families First Event (No On-Site Registration)

**5:00 – 6:00 PM**
- First-Time Attendee Reception

- This Ticket Required symbol indicates you can attend the event only if you registered in advance. Some events have on-site registration.

- These Video and Audio symbols indicate that sessions will be recorded and available through the NAIS Virtual Pass. See page 11 for more details.

**THE SCHEDULE AND ALL CONFERENCE INFORMATION ARE SUBJECT TO CHANGE. VISIT ANNUALCONFERENCE.NAIS.ORG AND THE APP FOR THE LATEST INFORMATION.**
<table>
<thead>
<tr>
<th>Time</th>
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<td>6:00 – 7:00 AM</td>
<td>Wellness Activities</td>
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<td>6:30 AM – 6:00 PM</td>
<td>Registration Open</td>
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<td>7:30 – 9:00 AM</td>
<td>President’s Breakfast and Annual Meeting</td>
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<td>One-Hour Workshop Block 1</td>
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<td>Families First Roundtable</td>
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<td>Opening General Session with Onaje X.O. Woodbine</td>
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<td>Featured Workshop with Charles Fadel</td>
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<td>Speed Innovating</td>
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<td>12:15 – 1:15 PM</td>
<td>Complimentary Lunch in the NAIS Expo</td>
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<td>One-Hour Workshop Block 3</td>
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<td>Featured Workshop with the Student Affairs Panel</td>
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<td>NAIS AC Powered by PechaKucha</td>
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<td>Networking Break and Meetups in the NAIS Expo</td>
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<td>3:15 – 4:30 PM</td>
<td>General Session with Susan Cain</td>
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<td>4:30 – 6:00 PM</td>
<td>Welcome Reception in the NAIS Expo</td>
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<td>FRIDAY, MARCH 3</td>
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<tr>
<td>6:00 – 7:00 AM</td>
<td>Wellness Activities</td>
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<td>Registration Open</td>
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<td>7:00 – 8:00 AM</td>
<td>Complimentary Breakfast in the NAIS Expo</td>
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<td>7:00 AM – 3:15 PM</td>
<td>NAIS Expo Open</td>
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<td>8:00 – 9:00 AM</td>
<td>One-Hour Workshop Block 4</td>
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<td>9:00 – 9:15 AM</td>
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<td>9:15 – 10:45 AM</td>
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<tr>
<td>10:45 – 11:15 AM</td>
<td>Break and Book Signing with Sir Ken Robinson</td>
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<td>11:15 AM – 12:15 PM</td>
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<td>Featured Workshop with Schuyler Bailar</td>
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<td>12:15 – 1:15 PM</td>
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<td>1:15 – 2:15 PM</td>
<td>One-Hour Workshop Block 6</td>
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<td>Featured Workshop with the Holistic Life Foundation</td>
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<td></td>
<td>NAIS AC Powered by PechaKucha</td>
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<tr>
<td>2:15 – 3:15 PM</td>
<td>Networking Break and Meetups in the NAIS Expo</td>
</tr>
<tr>
<td>3:15 – 4:30 PM</td>
<td>Closing General Session with Brené Brown</td>
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</table>
DOWNLOAD THE 2017 NAIS ANNUAL CONFERENCE APP
The app offers interactive, easy-to-use features to enhance your experience. The app lets you:
› Stay organized with up-to-the-minute event, speaker, and exhibitor information;
› Receive real-time communication from NAIS;
› Follow and join conference chatter on social media;
› Locate exhibitors you want to visit;
› Connect with your colleagues at the conference;
› Rate workshop sessions;
› And more!
Download it from your app store today!

CONNECT TO WI-FI
NETWORK: NAIS2017
PASSWORD: nais2017

MEDICAL EMERGENCY
In the event of an emergency, dial 7055 from any house phone. Calmly state the emergency and location.

FIRE EMERGENCY
If a fire is observed, please dial 7055 from any house phone, or activate the fire alarm system via the nearest pull station. There will be Convention Center staff as well as NAIS staff to assist.

NEW! NURSING MOTHERS’ ROOM
This quiet, peaceful space will meet the needs of nursing mothers during the conference. The room will include refrigerators, electrical outlets, private spaces, and other accommodations. Please pick up a key to access the room at the information booth.

HOURS:
Wednesday, 11:00 AM–6:00 PM
Thursday, 7:00 AM–6:00 PM
Friday, 7:00 AM–3:15 PM
LOCATION: 300 West Office (behind NAIS registration)

SPEAKER READY ROOM
If you are presenting a workshop, please stop by the speaker ready room to ensure your presentation and any audio/video clips are working properly or to test any connection cables you may be using.

HOURS:
Wednesday, 11:00 AM–4:30 PM
Thursday, 7:00 AM–4:30 PM
Friday, 7:00 AM–3:00 PM
ROOM: 333

NEW! DAILY SCHEDULES
Use these handy fold-out schedules to find workshops and events quickly while you’re at the convention center.

QUESTIONS?
VISIT THE INFORMATION BOOTH LOCATED NEAR REGISTRATION IN THE THIRD-FLOOR PRATT STREET LOBBY.

MEDIA RELEASE By attending the NAIS Annual Conference, attendees grant permission to NAIS and its agents to utilize the attendees’ image or likeness in an effort to promote NAIS. Attendees waive any right to inspect or approve the finished product or products and the advertising copy or other matter that may be used in connection therewith or the use to which it may be applied.
GENERAL SESSION SPEAKERS

ALL GENERAL SESSIONS WILL BE HELD IN HALL F/G.

THURSDAY 9:15 – 10:45 AM

ONA JE X.O. WOODBINE is an author and teacher of philosophy and religious studies at Phillips Academy in Andover, Massachusetts. His book, *Black Gods of the Asphalt: Religion, Hip-Hop, and Street Basketball*, has garnered praise as “a profound narrative of survival [and] self-determination... in this season where black male bodies are under attack.”

THURSDAY 3:15 – 4:30 PM

SUSAN CAIN is cofounder of Quiet Revolution and the author of *Quiet: The Power of Introverts in a World That Can’t Stop Talking*, which was on the *New York Times* best-seller list for more than four years. Cain is also the cofounder of the Quiet Schools Network and the Quiet Leadership Institute. See her in conversation with Heidi Kasevich, director of Quiet Education.

FRIDAY 9:15 – 10:45 AM

SIR KEN ROBINSON is an internationally recognized authority on creativity and innovation in education and business and is one of the world’s leading speakers. His latest book, *Creative Schools: The Grassroots Revolution That’s Transforming Education*, tackles the critical issue of how to transform the nation’s troubled educational system.

FRIDAY 3:15 – 4:30 PM

BRENÉ BROWN has spent the past 13 years studying vulnerability, courage, worthiness, and shame. She is a research professor at the University of Houston Graduate College of Social Work. Her books include three number one *New York Times* best sellers: *Rising Strong*, *Daring Greatly*, and *The Gifts of Imperfection*. 
FEATURED WORKSHOP SPEAKERS
ALL FEATURED WORKSHOPS WILL BE HELD IN ROOM 316/317.

THURSDAY 11:15 AM – 12:15 PM

CHARLES FADEL is the author of *Four-Dimensional Education*, which explores the competencies students need to thrive in today’s world. Fadel is a thought leader on global education and a futurist, author, and inventor. His work spans the continuum of schools, higher education, workforce development, and lifelong learning.

FRIDAY 11:15 AM – 12:15 PM

SCHUYLER BAILAR graduated from Georgetown Day School (DC) in 2014 as a top student and an award-winning swimmer. He was recruited by most of the Ivy League and eventually committed to swim for Harvard, where he became the first transgender man to compete in any sport on a Division 1 men’s team.

THURSDAY 1:15 – 2:15 PM

Join a conversation about creating a culture that lessens the challenges students may carry from K–12 to college. To encourage you to think in terms of a continuum of student wellness, A PANEL OF HIGHER EDUCATION STUDENT AFFAIRS EXPERTS will take questions.

Panelists: Zoila Aíral, Duke University; Shelia Higgs Burkhalter, University of Baltimore; Kevin Kruger, NASPA; Cindi Love, ACPA. Moderated by Debra Wilson, NAIS

FRIDAY 1:15 – 2:15 PM

Discover the work of the HOLISTIC LIFE FOUNDATION, a Baltimore-based nonprofit that nurtures children and adults in underserved communities. By helping children develop their inner lives through yoga, mindfulness, and self-care, the foundation demonstrates commitment to learning, community, and the environment.

Presenters: Andres Gonzalez, Ali Smith, and Atman Smith
NEW! SEXUALITY EDUCATION AND ISSUES: FULL-DAY SYMPOSIUM
Wednesday, March 1
8:30 AM – 4:00 PM
Ticket Required
On-site registration is not available.
Student-on-student sexual assaults, sexuality, student relationships, sexting, and other student health and safety issues have dominated the education landscape in recent months. Join us for this special preconference symposium as we delve into recent case studies and research. We’ll discuss what you can do to manage and mitigate these trends and develop healthy adults. For a full agenda, please visit annualconference.nais.org.
ROOM: Hilton, Billie Holiday 4

KLINGENSTEIN SEMINAR SERIES: A CASE FOR CHANGE
Wednesday, March 1
1:00 – 4:00 PM
Ticket Required: $25
How can you prepare your school for difficult changes, spot potential pitfalls, and build buy-in? Explore these questions with Todd Jick, an award-winning author, expert in leadership and organizational change, and professor at Columbia Business School. He will guide you through a case study on implementing successful change in schools.
ROOM: 316/317

OPTIONAL THREE-HOUR WORKSHOPS
Wednesday, March 1
1:00 – 4:00 PM
Ticket Required: $95
Optional three-hour workshops offer a deep dive into timely topics affecting independent schools.
ROOMS: For locations, see the full listing starting on page 16.
FIRST-TIME ATTENDEE RECEPTION
Wednesday, March 1
5:00 – 6:00 PM
Ticket Required: Free
Join fellow first-time Annual Conference attendees at a casual reception. Get to know each other and forge new connections as you begin your conference experience.
ROOM: Hilton, Billie Holiday Foyer

NEW! WELLNESS ACTIVITIES
Thursday, March 2, 6:00 – 7:00 AM
Friday, March 3, 6:00 – 7:00 AM
Mental and physical wellness are important aspects of everyday life. The 2017 NAIS Annual Conference will give you the opportunity to participate in early morning yoga and Zumba classes.
LOCATIONS:
YOGA: Hilton, Douglass
ZUMBA: Hilton, Paca

PRESIDENT’S BREAKFAST AND ANNUAL MEETING
Thursday, March 2
7:30 – 9:00 AM
Ticket Required: $25
Join heads of school for breakfast and a presentation by Donna Orem, the newly appointed NAIS president, and the NAIS Board of Trustees. The Annual Meeting for members immediately follows the breakfast.
ROOM: 308–310

SPEED INNOVATING
Thursday, March 2
11:15 AM – 12:15 PM
Following a “speed dating” format, this popular event lets you spend an hour hearing from some of the most innovative independent schools across the country. These intimate, 15-minute mini-sessions focus on the schools’ innovation journeys, why they embarked on their journeys, and some of the lessons learned so far. You’ll also have an opportunity to connect with members of the NAIS Innovation Task Force, a group of forward-thinking leaders in our community. Participation is first-come, first-served, so please be sure to show up early to snag a seat. Find table topics and presenters on page 26.
Note: No ticket required this year.
ROOM: Pratt Street Lobby

NEW! NAIS AC POWERED BY PECHAKUCHA
Thursday, March 2, 1:15 – 2:15 PM
Friday, March 3, 1:15 – 2:15 PM
NAIS has adapted the exciting, rapid-fire format of popular PechaKucha (pe-CHAW kuh-CHAW) presentations for the Annual Conference stage. All presenters adhere to the 20x20 rule: 20 slides that advance automatically at 20 seconds per slide. Whether funny, sad, informative, or inspirational, all presentations will be concise and visual. See the full list of presentations on pages 34 and 60.
ROOM: 308–310

NAIS WELCOME RECEPTION
Thursday, March 2
4:30 – 6:00 PM
Ticket Required: Free
Connect with your colleagues and exhibitors for a welcome reception in the NAIS Expo. Enjoy drinks, food, entertainment, and giveaways during this opening event.
ROOM: NAIS Expo

#NAISAC
Families First is a program for partners and spouses of heads of school. Our thanks to Shauna Betof, Boston University Academy (MA), and John Suitor, Boulder Country Day School (CO), for their work in programming Families First.

**FAMILIES FIRST: FOR THE LOVE OF FOOD**  
Wednesday, March 1  
1:30 – 4:30 PM  
*Ticket Required*  
On-site registration is not available.

Join fellow heads of school and their spouses for an afternoon as you cook a meal for yourselves and for less-fortunate citizens in the Baltimore community. Led by chef/owner Thomas Casey from For the Love of Food, this event is sure to leave you with a deeper partnership, new skills, full stomachs, and the chance to give back to those in need.  
**ROOM:** Hilton, Ruth

**FAMILIES FIRST ROUNDTABLE**  
Thursday, March 2  
8:00 – 9:00 AM  
Purpose and Its Power to Sustain First Families

First families risk falling prey to the grind of leadership and losing the sense of purpose that called you to your work to begin with. Come to this session to connect or reconnect with colleagues as you use Richard Leider’s “Power of Purpose” TED Talk to frame discussion and explore how his Purpose Formula (Giving + Passion + Values) can enhance and enrich your future.  
**ROOM:** 311

**FAMILIES FIRST WORKSHOP 1**  
Thursday, March 2  
1:15 – 2:15 PM  
Mindful Leadership: Exploring a Framework for Independent School Leaders and Their Spouses

Mindfulness is being taught and practiced in a growing number of schools and organizations. In this workshop, you will first explore an overview of the research on mindfulness and learn how these practices are being introduced for the benefit of students, faculty, staff, and leaders. Then you will gain experience with core skills for a mindful approach to leadership.  
**PRESENTER:** Irene McHenry, Friends Council on Education  
**ROOM:** 311

**FAMILIES FIRST WORKSHOP 2**  
Friday, March 3  
8:00 – 9:00 AM  
Building Inner Strength: Contemplative Practices for Calm, Clarity, and Renewed Spirit in the Life of a School’s First Family

The contemplative mind can be activated through a wide range of practices that quiet the daily chatter. From poetry to meditation, these practices open the mind to a greater capacity for awareness, concentration, clarity, creativity, and insight. This session will introduce you as a head or spouse to practices that can provide space in the midst of a busy day, a fresh lens on daily challenges, and a renewed sense of self and relationships.  
**PRESENTER:** Irene McHenry, Friends Council on Education  
**ROOM:** 311
The NAIS Virtual Pass is a new way for you to experience the NAIS Annual Conference. Now you can bring the valuable resources and learning from the conference straight to your school.

LEARN MORE AT NAIS.PLAYBACKNOW.COM OR VISIT PLAYBACK NOW ON-SITE IN THE PRATT STREET LOBBY NEAR REGISTRATION.

THE NAIS VIRTUAL PASS FEATURES TWO OPTIONS

1. **#NAISAC Live** gives you the opportunity to stream some of the General Session speakers for free from anywhere.

2. **#NAISAC On Demand** gets you recordings of Featured Workshop sessions, PechaKucha sessions, and more than 50 compelling workshops. If you didn’t add the discounted On Demand package into your original registration, it’s not too late—simply visit the Playback Now booth in the NAIS Expo and purchase it on-site.

We are pleased to partner with Playback Now to bring the NAIS Virtual Pass to you.

- This symbol means that the session will be recorded with video and audio.
- This symbol means that the session will be recorded with audio only.

PRICING

1. **#NAISAC LIVE**
   - Member Price: Free*
   - *This option is available to members, subscribers, and supporters only.

2. **#NAISAC ON DEMAND**
   - Price with Annual Conference registration: $149 (with USB: $199)
   - Price without Annual Conference registration: $199 (with USB: $249)
   - More than 50 audio workshops (synced with PowerPoints)
   - Two video-recorded NAIS workshops
   - PechaKucha sessions
   - Ability to access streaming for one year OR purchase USB

**BONUS** Featured Workshop sessions at no additional cost!
The NAIS Expo hosts exhibitors who invite you to explore all the latest products and resources designed to meet your school’s needs. Find everything from classroom furniture and school uniforms to technology designed to help you solve problems and innovate.

The Expo also houses exciting programming and NAIS resources, including:

- Complimentary lunches on Thursday and Friday
- Complimentary breakfast on Friday
- Networking break
- The NAIS Makerspace
- The NAIS Innovation Kitchen
- The NAIS Member Resource Center
- Charging stations
- Welcome reception
- Lots of prizes and giveaways
- Meetup Spaces to connect with colleagues

**COMPLIMENTARY LUNCH**
Thursday, March 2, 12:15 – 1:15 PM
Friday, March 3, 12:15 – 1:15 PM

**COMPLIMENTARY BREAKFAST**
Friday, March 3, 7:00 – 8:00 AM
NAIS MEMBER RESOURCE CENTER
Visit the Member Resource Center to learn about Data and Analysis for School Leadership (DASL), Inspiration Lab, NAIS Connect online communities, the NAIS Career Center, and more. Get all your questions answered and participate in hands-on demonstrations.

NAIS MAKERSPACE
Explore 3D printing, laser cutting and engraving, electronic prototyping, and new types of programming in the NAIS Makerspace. This dedicated space is intended to help school administrators and teachers better understand the maker movement and its potential in independent schools. Drop by and make a custom electronic name tag, create a flying object, try your hand at soldering simple circuits, drive a robot, take on various building challenges, and more. Return to the Makerspace throughout the conference to experience all the space has to offer.

Sponsored by TIAA

NEW! THE NAIS INNOVATION KITCHEN
NAIS is launching the Innovation Kitchen, a place to foster and incubate ideas to solve the most pressing challenges facing independent schools and to bring schools together to better serve all children. Come to our space in the NAIS Expo for:

➤ The NAIS recipe for innovation,
➤ Stories of innovation journeys from other schools,
➤ An opportunity for you and your team to tell your own innovation story, and
➤ Inspiring conversations with future-wise schools and thought leaders.

THE NAIS BOOKSTORE IS NO LONGER LOCATED IN THE NAIS EXPO. YOU CAN NOW FIND IT IN THE PRATT STREET FOYER, NEAR REGISTRATION.

VISIT THE NAIS BOOKSTORE TO PURCHASE BOOKS BY THE GENERAL SESSION SPEAKERS.

BOOKSTORE HOURS:
Thursday, 8:00 AM–6:00 PM
Friday, 7:30 AM–3:30 PM

NEW THIS YEAR
Join us for an afternoon snack break and engaging conversations. Take this time to explore important topics informally with fellow attendees in one of our four Meetup Spaces. Connect with exhibitors who will share their expertise and resources to address your school’s needs. And visit the NAIS Innovation Kitchen and NAIS Makerspace for hands-on demonstrations and vibrant discussions.

Choose one or more meetup topics that interest you:

**THURSDAY**
March 2, 2:15 – 3:15 PM
Snacks sponsored by EduBoston.

**Small Schools**
Small school staff and faculty know how to wear many hats. Sound like you? Share your experiences and swap stories with other resourceful educators.

**International Students and Global Education**
Schools benefit from the perspectives international students bring to campus. But do your curricula and community support global awareness? Join a conversation that’s all about the students.

**New Administrators**
Whether you’ve worked as a teacher for years or just accepted your first job in education, there’s a learning curve for new administrators. Swap thoughts and advice with your peers at other schools.

**Ed Tech**
“Ed tech” is much more than just a buzzword phrase. Come discuss the products that have changed your workday and get word-of-mouth recommendations from colleagues.

**FRIDAY**
March 3, 2:15 – 3:15 PM
Snacks sponsored by Blackbaud.

**Hiring/Managing a Team**
Managing talent takes talent. How do you hire the best people for the job? And once they’re hired, how do you keep them engaged? Chat about hiring tips and management best practices in this space.

**Equity/Inclusion**
We all strive to make our schools into places where all individuals are valued and can be themselves. Talk about what has worked—and what hasn’t—to generate productive dialogue in your community.

**Student Well-Being**
Educators play a vital role in helping students become well-rounded, emotionally balanced, and life-ready. Talk about the latest trends, best practices, and policies to make your school a safe and enriching place that helps students grow into healthy, happy adults.

**Teaching and Learning**
Our field is always evolving with new research and studies about teaching and learning. Share what informs your school’s instruction and curricula—and don’t be afraid to discuss the details.
CHOOSE THE WORKSHOPS THAT ARE RIGHT FOR YOU
Your time at the conference is valuable, so we recommend planning which workshops you want to attend in advance. Here’s how to choose workshops that are right for you.

DO A DEEPER DIVE
Get a comprehensive view of timely topics with our optional three-hour Wednesday workshops. Workshops are listed in this program and on the website.

FOLLOW THE TRACKS
Choose from workshops across six tracks: The Classroom Experience, Communications and Advancement, Governance, Leadership, Management, and The Student Experience. Tracks are listed under presenter names.

BOOKMARK THE WORKSHOPS-AT-A-GLANCE PAGE
Use this convenient online resource to sort, search, and filter all our one-hour workshops in one place. Find the page at annualconference.nais.org/workshops.

USE THE APP
Try our conference app. Once you’ve decided where you want to spend your time, simply *star* each workshop in the app to add it to your schedule for easy reference.

WORKSHOPS ARE LISTED ALPHABETICALLY WITHIN EACH BLOCK. YOU CAN SEARCH BY TRACK ONLINE AT ANNUALCONFERENCE.NAIS.ORG. YOU MAY ALSO USE THE ONLINE WORKSHOPS-AT-A-GLANCE FEATURE TO SEARCH PRESENTER NAMES OR OTHER DETAILS.
8:30 AM – 4:00 PM
Sexuality Education and Issues: Full-Day Symposium
More details on page 8.

1:00 – 4:00 PM
Klingenstein Seminar Series: A Case for Change
More details on page 8.

THREE-HOUR WORKSHOPS
1:00 – 4:00 PM

W1. ABCs of Risk Management for Global and Off-Campus Programs
PRESENTERS: Daniel Lopez, Colorado Academy (CO); Ross Wehner, World Leadership School (CO); Charlotte Blessing, Lakeside School (WA)
ROOM: 301/302

W2. Advancement Essentials for Small Schools and Small Shops
PRESENTERS: Starr Snead, Advancement Connections; Shelley Reese, The Learning Center for the Deaf (MA)
ROOM: 303

W3. Building a Collaborative Decision-Making Culture with Faculty, Staff, and the Board
PRESENTER: Edward Kuh, Fayerweather Street School (MA)
ROOM: 318
W4. Creating a Code of Ethical Conduct: Difficult Conversations Following Boundary Violations
PRESENTERS: E. Quincy McLaughlin, The Hotchkiss School (CT); Kevin Hicks, Stevenson School—Carmel Campus (CA); David Wolowitz, McLane, Graf, Raulerson & Middleton Professional Association
ROOM: 319/320

W5. Creating a Well-Being-Centered School
PRESENTER: Dave Mochel, Applied Attention Consulting, LLC
ROOM: 321

W6. Creating Mission-Driven Faculty Evaluation and Compensation
PRESENTERS: Margaret Haviland, John Baird, and Carolyn Hapeman, Westtown School (PA)
ROOM: 322/323

W7. Design the Edge Effect: Transforming Learning Through Space and Place Renovations
PRESENTERS: Howard Levin and Geoff De Santis, Convent & Stuart Hall Schools of the Sacred Heart San Francisco (CA); Christian Talbot, Malvern Preparatory School (PA); Chelle Wabrek, The Episcopal School of Dallas (TX)
ROOM: 324/325

W8. From Prototype to Pitch: Designing an Entrepreneurship Program for Your School
PRESENTERS: Kate Godwin, Marymount School of New York (NY); Reshan Richards, Montclair Kimberley Academy (NJ); Jeff Tillinghast, University Preparatory Academy (WA); Don Buckley, Tools at Schools
ROOM: 326

W9. From Teacher to Learner and Back: A Blended Learning Design Studio
PRESENTERS: Eric Hudson, Kristin Daniel, and Emily Hamlin, Global Online Academy (WA)
ROOM: 328

PRESENTERS: Jennifer Bryan, Team Finch Consultants; Catherine Steiner-Adair, Clinical Psychologist
ROOM: 329

W11. Infectious Leadership: Developing Leadership Capacity to Move Your Mission and Vision Forward
PRESENTERS: Christopher Cox, Colleen Ramsden, Aaron Sundstrom, and Jennifer Baccus, Ravenscroft School (NC); Marin Burton, Center for Creative Leadership
ROOM: 330

THREE-HOUR WORKSHOPS REQUIRE REGISTRATION AND COST $95 TO ATTEND. FIND FULL DESCRIPTIONS ONLINE OR IN THE CONFERENCE APP.
W14. The Power of Personalized Learning for Independent Schools
PRESENTERS: Bradford Rathgeber, Corinne Dedini, and Joanne Mamenta, One Schoolhouse (MD)
ROOM: 338

W15. The Question Is the Answer: Inspire Authentic Teacher Growth Through Feedback Conversations
PRESENTERS: Lana Shea, St. Stephen’s & St. Agnes School (VA); Meredith Monk Ford, Folio Collaborative
ROOM: 339

W16. Shift Happens: Creating a School Culture of Iteration and Professional Learning
PRESENTERS: Rachel Herlein, Mary Dobroth, Christy Diefenderfer, and Sarah Roney, Holton-Arms School (MD)
ROOM: 340

W17. A Solid Foundation: The Head of School Employment Agreement
PRESENTERS: Terrence Briggs, Bowditch & Dewey, LLP; Kirk Duncan, Carolina Day School (NC); Arch McIntosh, Charlotte Latin School (NC); Rebekah Jordan, Indian Mountain School (CT)
ROOM: 341

W18. So You Think You Can Empathize?
PRESENTERS: Carla Silver and Erin Cohn, Leadership+Design; Garrett Mason, St. Martin’s Episcopal School (LA); Ryan Burke, Allendale Columbia School (NY)
ROOM: 342

W19. Tackling the Big Hairy Audacious Changes of Future “Schools”
PRESENTERS: Grant Lichtman, Future of K-12 Education; John Gulla, The Edward E. Ford Foundation
ROOM: 343

W20. A Tale of Two Cities: Authentic Engagement in Public Education
PRESENTERS: Carla Spawn-van Berkum and Elisha James, Roland Park Country School (MD); Laurel Freedman and Damia Thomas, Lillie May Carroll Jackson Charter School (MD)
ROOM: 344

W21. Values to Vision: Leveraging the Past and Present as Leaders Embolden the Future
PRESENTERS: Debbie Freed, Debbie Freed & Associates; Katherine Dinh, Prospect Sierra School (CA); Lucinda Lee Katz, Marin Country Day School (CA); Mark McKee, Viewpoint School (CA)
ROOM: 345/346
WORKSHOP BLOCK 1
8:00 – 9:00 AM

Back from the Brink: Use Your Mission to Transform Enrollment, Governance, and Fundraising
Discover how Lake Forest Country Day School dramatically increased enrollment, achieved record fundraising, and enhanced morale by re-energizing the school’s mission. Learn practical tools and techniques to reinvigorate your mission from the perspectives of the head of school, admissions director, board chair, and division head.

PRESENTERS: Robert Whelan, Pete Moore, Judith Arnstein, and Wendy Weil, Lake Forest Country Day School (IL)

LEADERSHIP
ROOM: 338

Chess with the Press… or Seven Tips for Crisis Communications
All schools are liable to confront crises and attract unwanted attention. International schools must cope with an added layer of complexity. They have to stay attuned to global events that might stoke fears locally. The French American International School in San Francisco has grappled with study trips to Latin American during a Zika outbreak, requests for perspectives on the Parisian terrorist attacks, and an erroneous report of graffiti that resembled an ISIS flag. Find out how the school has managed the ensuing chaos, internally and externally.

PRESENTERS: Robert Movradinov and Melinda Bihn, French American International School (CA)

COMMUNICATIONS AND ADVANCEMENT
ROOM: 339
Conflicting Priorities: Marrying Stakeholder Vision with College Counseling Mission

College counselors are under scrutiny from varied stakeholders—parents, trustees, alumni, heads of school, administrators, and students. Often these parties have differing concerns, which create conflicting priorities. Join in a discussion about these issues and hear suggestions on how to use mission to engage with your college counseling team to help manage admission hysteria.

PRESENTERS: Jessica Sant, The Lovett School (GA); Gavin Bradley, Pace Academy (GA); Jenny Byers, Harpeth Hall School (TN)

Leadership Room: 329

Creating Good Citizens at School and at Home... But What About Online?

Digital citizenship—being smart, safe, and kind online—has emerged as a requisite curriculum to help NAIS schools realize their missions of developing good global citizens. Be the student yourself by participating in a #digcit lesson on “safe chatting” that addresses online safety, security, and digital footprints. Watch videos of lessons on cyberbullying, media literacy, and sexting, and learn how to implement a schoolwide #digcit curriculum.

PRESENTERS: Mike Scafati, The Meadowbrook School of Weston (MA); Barbara Huth, Common Sense Education

The Classroom Experience Room: 330

Critical Collaboration: How to Develop Successful Admission and Marketing Partnerships

This session focuses on the importance of breaking down silos. Get strategies for achieving admission goals by combining strong recruiting efforts with top-notch marketing plans. Learn how events, travel, inquiry generation, and enrollment can all benefit from coordinated marketing campaigns with targeted email, social media, blogs, SEO, lead nurturing, and more.

PRESENTER: Stacy Jagodowski, Cheshire Academy (CT)

Communications and Advancement Room: 337

Embedding an International Student Program into the Fabric of Your School Culture

International student programs are becoming increasingly popular, but all too often these programs become a school within a school. This session will explore effective ways to successfully integrate international learners into your community so these students can deepen the learning experience for everyone. Come ready to learn, reflect, and develop plans to take back to your school.

PRESENTERS: Brenda Vishanoff and Kori Hocket, Wheaton Academy (IL)

The Student Experience Room: 341
Empowering Faculty, Learning from Students, and Redefining the Diversity Coordinator Role

Seeking to build upon internal strengths, a Baltimore school engaged all constituent groups and a consultant to create a student-centered, faculty-implemented, and administratively led inclusion program. Come learn about a framework for school self-assessment and program implementation. You’ll find out how to maximize the role of diversity coordinator and put responsibility for diversity conversations on the desks of all members of the school community.

**PRESENTERS:** Jen Cort, Jen Cort Educational Consulting; Aisha Mason and Penny Evins, St. Paul’s School for Girls (MD)

**THE STUDENT EXPERIENCE ROOM:** 303

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**Enough Is Enough: Student Discipline and Expulsion (What Holds Up in Court?)**

More parents are suing schools for expulsions related to bullying, drug use, cheating, and other inappropriate behaviors. Do independent schools have the right to remove students in these circumstances? What do the courts assess in determining whether the school had legal justification to expel? What steps should your school take to ensure that its decisions will be upheld?

**PRESENTERS:** Candice Pinares-Baez, Fisher & Phillips, LLP; Helena Levine, Donna Klein Jewish Academy (FL)

**MANAGEMENT ROOM:** 342

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E-Portfolios: Unleash Students’ Imagination, Capture Goals

Capturing artifacts of understanding and metacognitive reflections leads students to better understand what they know and how they came to know it. Through interactive activities, this session addresses how portfolios help students connect learning between courses, foster intrinsic motivation, and develop genuine buy-in to the program. Find out how a portfolio serves as a mirror reflecting growth over time.

**PRESENTERS:** Chris Bigenho, Claudia Loewenstein, and Don Myers, Greenhill School (TX)

**THE CLASSROOM EXPERIENCE ROOM:** 301/302

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Evolving Expectations of School Responses to Student-on-Student Sexual Assaults

Expectations about how to prevent and respond to sexual assault on college campuses have had a trickle-down effect at independent schools. Using an interactive case student format, learn how schools are responding by developing new policies and procedures, training top administrators and responders, and educating students about rights, responsibilities, and ramifications of their behavior.

**PRESENTERS:** Linda Johnson, McLane Middleton Professional Association; Maureen Ferris, Phillips Academy (MA); Eric Seaborg, United Educators Insurance Risk Retention Group; Sandy Lish, The Castle Group

**THE STUDENT EXPERIENCE ROOM:** 336
WORKSHOP BLOCK 1
8:00 – 9:00 AM CONTINUED

Find Your Market Share and Growth Potential Using the NAIS Demographic Center
Come see how you can utilize a few NAIS tools to determine your market share, growth potential, and other market opportunities. More important, you’ll learn how to get ahead of forecasts of slowing population areas near you long before the next admissions season approaches. Last, we will show you how to determine your affordability range.
PRESENTER: Alisa Evans, NAIS MANAGEMENT
ROOM: 321

Fundraising Can Be Fun! Generating Excitement and Philanthropy Using Mini-Campaigns
Could your annual fund use a midwinter boost? Perhaps a fun mini-campaign would energize your donors. This presentation will explore Woodlynde School’s use of themed mini-campaigns to build interest in the annual fund, galvanize the community, and create a culture of philanthropy. Come see the music videos, morning assemblies, and marketing materials that have enabled this school to reach its goal for five consecutive years.
PRESENTERS: Chris Fulco and Lisa Ketcham, Woodlynde School (PA)
COMMUNICATIONS AND ADVANCEMENT
ROOM: 307

Good Intent vs. Intentional Execution: Establishing a Bona Fide Culture of Equity and Inclusion
Many independent schools have well-meaning programs and practices that celebrate difference. However, this approach to diversity does little to facilitate cultural competence and mitigate systemic bias. Asking “What will my school look like when it has successfully created a culture of equity and inclusion?” is useful for moving beyond good intent. Find out the steps you need to take to answer that question as you explore one school’s journey to systematically establish equity and inclusion as schoolwide cultural norms.
PRESENTERS: Eric Jones and Jocelyn Hillman, Community Partnership School (PA); Edith Arrington, Consultant
LEADERSHIP
ROOM: 314

Green Ribbon Schools: The Sustainability Mission Is Possible
In 2016, the U.S. Department of Education Green Ribbon Schools program recognized five NAIS schools. Leaders from these exemplary schools will present their innovative achievements and the benefits of becoming a Green Ribbon School. You will learn about the Green Ribbon Schools application process and how this program develops more sustainable facilities, operations, and curricula.
PRESENTERS: Paul Chapman, Inverness Associates; Stephen Phelps, Bishop O’Dowd High School (CA); Frank Barros, King School (CT); Brian Kane, St. Stephen’s & St. Agnes School (VA); Laurie Orsic, Wilmington Montessori School (DE)
LEADERSHIP
ROOM: 318
Greening Your Mission: High-Impact Environmental Strategic Planning and Partnerships

Environmental stress is a central challenge facing humanity, and schools are increasingly placing environmental sustainability at the center of mission and program. Using The Gunston School’s innovative environmental strategic planning process as a model, this session will focus on how such planning can enhance a school’s curriculum and physical plant, as well as lead to the development of new programs and high-impact partnerships.

**PRESENTERS:** John Lewis and Emily Beck, The Gunston School (MD); Tom Ackerman, The Chesapeake Bay Foundation

**GOVERNANCE ROOM:** 319/320

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Inspiring Million-Dollar Giving from Women: Real Data, Real Results, Unreal Impact

Women are a force in the philanthropic landscape; are you prepared to harness this force? This session provides an overview of research on women in philanthropy and offers actionable data findings to cultivate million-dollar gifts from women donors. You’ll emerge with insights from the tangible results of campaign efforts at selected girls’ schools.

**PRESENTERS:** Elizabeth Zeigler, Graham-Pelton Consulting, Inc.; Louise Peterson, The Madeira School (VA); Preston Athey, T. Rowe Price Group, Inc.

**COMMUNICATIONS AND ADVANCEMENT ROOM:** 322/323

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Leadership Coaching: A Powerful Practice to Support the New Head of School

In the last 15 years, executive coaching has grown from a relatively novel to a mainstream development activity in organizations worldwide. Join two current school heads who benefitted from working with an executive coach and two former heads who are now certified executive coaches in a discussion focusing on the coaching process and the value of coaching for heads and schools.

**PRESENTERS:** Ann Teaff, certified executive coach; Paul Barton, Holy Innocents Episcopal School (GA); Bill Clarkson, certified executive coach; Lisa Lyle, Mary Institute Country Day School (MO)

**GOVERNANCE ROOM:** 324/325

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Leading to Results: Unconventional Ways to Limit Operating Costs and Bolster Your Budget

School leaders concerned with escalating costs seek new ways to evaluate budget priorities and achieve greater financial efficiencies. This session will explain how to go beyond typical approaches and limit expenses, cut costs, and bolster revenue. The presentation will provide strategies such as price-based costing and tuition-only budgeting. You will engage in small groups and lively discussion, with time for Q & A.

**PRESENTERS:** Olaf Jorgenson, Almaden Country School (CA); James Wickenden, Wickenden Associates, Inc.; Bernie Noe, Lakeside School (WA)

**MANAGEMENT ROOM:** 326
Mapping the Change from an Operational to a Strategic/Generative Board

Are your trustees failing to accomplish important long-range work because they spend too much time on day-to-day oversight? Are board meetings dreaded events instead of opportunities for leadership and partnership? This session will explore concrete steps to move your board from being too operational to focusing on strategic and generative questions.

**PRESENTERS:** David Michelman and MC Ragsdale, Duke School (NC)  
**GOVERNANCE ROOM:** 343

Project 2051: The Future of Canadian Independent Schools: Design Thinking the Findings

Come learn about Project 2051, designed by Canadian Accredited Independent Schools (CAIS), and experience the design-thinking framework that enabled it. You will use design thinking to process and engage with the Project 2051 findings to reveal opportunities for academic and business innovation in your own school.

**PRESENTERS:** Anne-Marie Kee, Canadian Accredited Independent Schools; Garth Nichols, Havergal College (Canada); Justin Medved, The York School (Canada)  
**LEADERSHIP ROOM:** 327

Risk Management and Crisis Response: An Integrated Approach

Increasingly, schools have much more on their risk management plates. Is your school creating an integrated culture to effectively address and manage risks to both the student and the school without limiting important opportunities for students? In this session, you will examine three case studies to consider a schoolwide approach to risk management.

**PRESENTERS:** Catherine Hansen-Stamp, Attorney; Daniel O’Brien, High Mountain Institute (CO)  
**MANAGEMENT ROOM:** 315

School as Launch Pad: How Start-Up Schools Are Creating Impact and Change in Education

This decade has seen the creation of new independent schools that differentiate themselves with a specific focus, like adaptive and personalized instruction, innovation, and social-emotional learning. Yet, the question is the same: What type of education will best prepare children for the future? Come hear how two schools being built in the iPhone era are answering that question and contending with the challenges they face.

**PRESENTERS:** Jim Eagen, Synapse School (CA); Alex Ragone, AltSchool (NY)  
**THE CLASSROOM EXPERIENCE ROOM:** 344

Struggling to Launch: Rethinking the College Search to Find Success in Tomorrow’s Job Market

High school students devote much time, effort, and money to the college search, but little time focused on how they will spend their undergraduate years. This session’s presenter...
is the author of *There Is Life After College*. The book is based on a national survey of 20-somethings about the experiences from high school and after that shaped their lives. Explore his findings about the decisions that start the moment young people secure their spot on campus—decisions that play a much larger role in life after graduation than where they go to college.

**PRESENTER:** Jeffrey Selingo, *The Washington Post*

**THE STUDENT EXPERIENCE**

**ROOM:** 347/348

**A Tale of Three Schools: A Successful Coordination Program**

For almost 30 years, three Baltimore schools have had a program that lets them share more than 90 senior-elective offerings as well as language programs that start in ninth grade. Key program structures include standing meetings among the schools and procedures for introducing new courses and scheduling students. Join us if you’d like a blueprint for your own successful coordination program.

**PRESENTERS:** Ereni Malfa, Roland Park Country School (MD); Jennifer Galambos, Bryn Mawr School (MD); Rob Heubeck, Gilman School (MD)

**MANAGEMENT**

**ROOM:** 328

**Vision and (Di)Visions: Tackling Thorny Issues with Faculty, Students, and School Mission**

We all try to live our missions, but sometimes school divisions split on how that mission actually plays out. What happens when an upper school divides over student discipline, middle school faculty resent the admission process, or a small school needs to restructure its divisions? Whether you’re a teacher or administrator, we invite you to discuss processes for structuring mission-based discussions that lead to real outcomes for real problems.

**PRESENTERS:** Barry Gilmore, Hutchison School (TN); Matthew Rush, Allen Academy (TX); Michelle Alexander, Cannon School (NC)

**MANAGEMENT**

**ROOM:** 349/350

**Walking the Tightrope: Balancing Effective Communication with Privacy Laws**

Internal investigations, untimely departures, and public allegations can lead to uncomfortable questions from parents, students, and employees. This session will focus on how your school can address these legitimate issues with the community, correct misinformation, and deter gossip. Emphasis will be placed on discussion of the most common scenarios faced by schools, and examples of what your school can communicate in those situations.

**PRESENTERS:** Linda Adler, Liebert Cassidy Whitmore; Dan Glass, Brandeis School of San Francisco (CA)

**MANAGEMENT**

**ROOM:** 345/346

**You Can’t Get Strategic Unless You Get Strategic**

How do schools become diverse and inclusive communities? It only happens through the skillful and culturally competent leadership of senior administrative teams. Come learn how to identify this work as being mission critical; communicate frequently and effectively the connection between diversity and inclusion to your core educational operation; and incorporate inclusive and innovative policies and practices into your leadership role.

**PRESENTERS:** Veronica Codrington-Cazeau, The Evergreen School (WA); Robert Greene, Jones and Associates Consulting

**LEADERSHIP**

**ROOM:** 340
FELLOWSHIP WORKSHOP
This 30-minute session is part of the NAIS Fellowship for Aspiring School Heads workshop series and is presented by the current cohort of fellows. All are welcome to attend.

Impact Marketing: Leveraging Faculty
Even though your teachers probably don't see themselves as marketers, they have a big impact on how well your school distinguishes itself from its many competitors. This presentation will show you what independent schools are doing to leverage faculty members, how faculty perceive their roles in marketing, and why your marketing efforts benefit when your faculty do what they do well.

PRESENTERS: Terry Kung, Brooklyn Friends School (NY); Michael Mallett, St. Stephen's & St. Agnes School (VA); Juna McDaid, Drew School (CA); Deborah Monroe, Buckley School (CA); Doug Poskitt, Rocky Hill School (RI); Donna Ruggiero, Albany Academy for Girls (NY)
ROOM: 313

SPEED INNOVATING

ROOM: Pratt Street Lobby
More information on page 9.

Aligning Strategy with Faculty Culture to Promote Next Generation Learning
PRESENTERS: Matt Davidson, University Preparatory Academy (WA); Luke Felker, Bay School of San Francisco (CA)

Building an Innovative School from the Ground Up
PRESENTER: Jim Eagan, Synapse School (CA)

Building Your School’s Innovation Portfolio
PRESENTERS: Brett Jacobsen and Bo Adams, Mount Vernon Presbyterian School (GA)

The Future in the Instant: LifeReady Innovation
PRESENTERS: Charles Britton and Kevin Costa, McDonogh School (MD)

The Mastery Transcript: A Path to Transforming High School Curriculum and College Admission
PRESENTER: D. Scott Looney, Hawken School (OH)
Aligning Professional Development with Your School’s Mission
This session tells how to balance the interests of your faculty with the mission of your school while getting the biggest bang for your professional development buck. You will discover ways to leverage the experts in your own building; find sources of outside experts and nontraditional “unconferences”; and take advantage of teacher coaching, action research, professional learning networks, online groups, and more. Throughout, the emphasis will be on prioritizing professional growth plans based on the mission, vision, and goals of your school.

PRESENTERS: Liz Davis, Synapse School (CA); Kimberly Sivick, professional development consultant; Karen Blumberg, The Brearly School (NY)

LEADERSHIP ROOM: 329

Best Practices for Mission-Based Risk Management
What are the best ways for administrators and boards to serve the school’s mission as they navigate risks? Proactive risk management requires teamwork among administrators, boards, and outside professionals. Using case studies, this interactive workshop will identify potential pitfalls that are unique to the school setting. It will provide practical methods for managing risks in a way that advances your mission.

PRESENTERS: Geoffrey Genth, Kramon & Graham, P.A.; Penny Evins, St. Paul’s School for Girls (MD); Clifford Lull, former board chair of St. Paul’s School for Girls (MD); Michael Young, SC&H Group

GOVERNANCE ROOM: 330
Beyond the Binary: Supporting Transgender and Gender-Expansive Students in Our Schools
The number of children who come out as transgender or gender expansive has been increasing, and schools are not always prepared to support them and their families. This workshop is an opportunity to engage with a school administrator, a student who came out as transgender during middle school, and the student’s family. You’ll emerge with a clearer understanding of their partnership and perspectives on how to best support individuals like them.

PRESENTERS: Rachel Kane, Sidwell Friends School (DC); Valerie Stone, Jeff Stone, and Chester Stone, Abington Friends School (PA)

THE STUDENT EXPERIENCE
ROOM: 303

Beyond the Mission: Inspiring and Igniting the Brand Promise
See how authentic and compelling stories can further your efforts to fulfill your school’s mission while celebrating and promoting your brand promise. Presenters will share how stories about “Mission Moments” promoted their school brand and became integral parts of the school’s family events, faculty meetings, electronic and print communication, social media promotion, and admission events. Learn new and engaging multimedia presentation skills to tell your own story.

PRESENTERS: Raymond Yu and Joe Silvestri, The Blake School (MN)

THE CLASSROOM EXPERIENCE
ROOM: 315

Breaking the Mold: 21st Century Best Practices for Women Leaders
The most recent NAIS statistics show that women continue to be underrepresented in headship positions. Be a part of a working session that invites both conversation and examination. Build a deeper understanding of the variables at the intersection of gender and culture in independent school leadership.

PRESENTERS: Amada Torres, NAIS; Susan Feibelman, educational consultant; Gillian Goodman, Greensboro Day School (NC); Tekakwitha Pernambuco-Wise, Sea Crest School (CA); Laura Blackburn Reed, North Carolina Association of Independent Schools

LEADERSHIP
ROOM: 337

Bridges Baltimore: Transformative Outreach and Service Learning Experiences
Come learn about an innovative, year-round service learning program that supports Baltimore public school students and provides transformational learning experiences for private school students. Get practical advice about how to build a similar program at your own school by hearing from the program directors as well as public and private school students currently in the program.

PRESENTERS: Ned Harris, Gilman School (MD); Robert Paymer, St. Paul’s School (MD)

THE CLASSROOM EXPERIENCE
ROOM: 315
Building an Innovator Mindset by Blending Social-Emotional Learning with Academics
Synapse School’s mission rests on three pillars: social-emotional learning (SEL), academics, and innovation. Our project-based curriculum integrates these pillars to help us develop change makers. We will share how our teaching models help develop interdisciplinary, constructivist curricula. You will learn about practical tools and models that you can use to integrate SEL, innovation, and academics in your school.
PRESENTERS: Stephanie Seto and Noa Mendelevitch, Synapse School (CA)
THE CLASSROOM EXPERIENCE
ROOM: 318

Collaborative Leadership in Action: The Value of Sharing Leadership Roles at Your School
Leadership positions have traditionally been the role of one person. Come hear how The Boys’ Latin School reorganized its divisional leadership structure through a collaborative leadership model. The head of school and the two co-heads of the upper school will discuss the rationale, benefits, and implementation of this leadership model and how it might apply at your school for a number of leadership positions.
PRESENTERS: Charles Franklin, Brian Mitchell, and Christopher Post, The Boys’ Latin School of Maryland (MD)
LEADERSHIP
ROOM: 319/320

Critical Decisions
School leaders are often confronted with difficult decisions — ones that can divide a community. This participatory session will address questions such as, Why are some decisions so difficult? What are the different types of difficult decisions in schools? Where can a school leader turn for help in making difficult decisions? What are the various methods for addressing difficulty?
PRESENTERS: Gary Niels and Maura Farrell, Winchester Thurston School (PA)
LEADERSHIP
ROOM: 321

Does Your Market Value Your Values? Aligning Your School’s Brand with Its Identity
Although the relevance of your mission, values, and vision statements is usually self-evident to school insiders, too often the way you translate these core ideas leaves prospective families baffled, bored, or — worse — convinced you’re something you’re not! Learn tips from one school that strengthened its value proposition and reframed its “artsy, LD school” reputation while remaining steadfastly grounded in timeless values.
PRESENTERS: Tiffany Hendryx, Firebrand for Education; Sharon Klein, St. George’s School of Montreal (Canada)
COMMUNICATIONS AND ADVANCEMENT
ROOM: 340

Drug and Alcohol Programs: What’s Legal, What’s Not, What’s Hot?
Schools have done a good job teaching students about the perils of drug and alcohol use. Unfortunately, schools often learn the hard way that their efforts to dismiss employees or students for drug violations may not hold up in court. As the issues become more complicated, this session will help your school understand the best practices for managing a good drug and alcohol program.
PRESENTERS: Suzanne Bogdan, Fisher & Phillips, LLP; Jayme Karolyi, The Shipley School (PA)
LEADERSHIP
ROOM: 341
**WORKSHOP BLOCK 2**  
11:15 AM – 12:15 PM CONTINUED

**Engaging in Honest Conversations on Race Through Storytelling**
After discovering that personal stories within the school community are an untapped treasure, Cambridge School has developed an effective venue for families to share their own life journeys pertaining to racial identity. Hear about Cambridge’s experience with storytelling, including how it was developed and implemented, its impact upon ongoing conversations about race, and its potential in other school settings.  
**PRESENTERS:** John Blumenstein and Kaliq Hunter Simms, Cambridge School (MD)  
**THE STUDENT EXPERIENCE ROOM:** 342

**Eyes Wide Open: Fearless Institutional Risk Management**
Does thinking about every one of your school’s risks keep you up at night? It doesn’t have to. NAIS and United Educators teamed up to survey schools and identify the best, most manageable, and most easily implemented and sustained institutional risk management techniques. Join this conversation to hear the results of the survey and practical approaches to risk management that suit even small schools.  
**PRESENTERS:** Debra Wilson, NAIS; Constance Neary, United Educators Insurance Risk Retention Group  
**MANAGEMENT ROOM:** 345/346

**Five Top Priorities for an Independent School Communicator**
In this interactive session, a veteran of 20 years in independent school communications will attempt to boil down his wisdom into five top recommendations for anyone working in this field. How many will involve websites? Indeed, how many will involve formal communications such as magazines, websites, and viewbooks at all? Come with your own list of five and see how they compare to the presenter’s recommendations.  
**PRESENTER:** Mark Neustadt, Neustadt Creative Marketing  
**COMMUNICATIONS AND ADVANCEMENT ROOM:** 322/323

**From Trend to Traction**
Schools are continually looking to improve, innovate, and initiate new ideas and programs, which are driven by a blend of mission, aspirations, and financial realities. Managing change requires a combination of creative leadership, effective networking, resource allocation, and faculty and board support. Learn from the experiences of school professionals who’ve worked mission-aligned initiatives through from inspiration to reality.  
**PRESENTERS:** Michael Nachbar, Global Online Academy (WA); Monique DeVane, The College Preparatory School (CA)  
**LEADERSHIP ROOM:** Hilton, Billie Holiday 4

**Healthy Head of School Transitions for Small Schools**
The recent head of school transition at Maple Street School went exceptionally smoothly, and this was by no means an accident. It was a result of clear forethought, careful planning, timely communication with everyone involved with or affected by the transition, as well as
a set of common goals for all. Find out how Maple Street has set itself up for success heading into the next chapter of its life.

**PRESENTERS:** Jeffrey Barclay, Amy Panitz, and Fanning Hearon, Maple Street School (VT); Fran M. Bisselle, Hathaway Brown School (OH)

**GOVERNANCE ROOM:** 344

**How International Is Your School?**
The staggering growth in international student enrollment at NAIS schools shows no sign of abating. The implications for mission and bottom line are significant, providing both challenges and extraordinary opportunities for the independent school community. Explore enrollment trends and engage in a discussion of what it means to be an “international” school.

**PRESENTERS:** Ioana Wheeler, NAIS; Aimee Gruber, The Enrollment Management Association

**LEADERSHIP ROOM:** 301/302

**How to Find and Keep an Exceptional Board Chair (or Mentor a Poor One)**
Most board chairs are loyal, embrace the partnership with the head, build consensus on their boards, and bring passion and time to the position (and money to the school). How does a head (along with the nominating committee) find and encourage a capable chair to serve or continue to serve? And how does a head or board handle a chair either unwilling or unable to learn the role? Both heads and chairs will find the true case studies used in this session enlightening.

**PRESENTER:** John Littleford, Littleford & Associates

**GOVERNANCE ROOM:** 338

**It’s Here Again, But Are You Ready? Navigating the Independent School Hiring Season**
A well-crafted hiring strategy is critical to ensuring your school has the best possible faculty. Careful planning can mean the difference between a faculty that shines and one that has you tossing and turning at night. Hear from experienced educators and recruiters what works and what doesn’t. From establishing timelines to determining the role of the search committee, every step matters.

**PRESENTERS:** Lisa Lovering and Abby Glover, Educator’s Ally; Jennifer Zaccara, The Nightingale-Bamford School (NY); Jim Reynolds, The Browning School (NY); Roberto D’Erizans, The American School of Sao Paulo (Brazil)

**MANAGEMENT ROOM:** 324/325

**Keepin’ It Real: Rewards and Risks of Using Authentic Voices in Marketing Independent Schools**
Consumers love companies that are “authentic.” So what does that mean for independent schools? Learn how two communications directors highlighted the authentic voices of students, faculty, and alumni on their new websites. You will learn marketing best practices, hear how to deal with the challenges of combining authenticity with strategy, and get tips on how to use real voices of community members to convey what is unique about your school.

**PRESENTERS:** Amanda Darling, Lakeside School (WA); Joanna Gilman, Thayer Academy (MA)

**COMMUNICATIONS AND ADVANCEMENT ROOM:** 326
Kids in Conflict: Solving Problems in a Digital Era Without the Delete Button
Learn how to facilitate conflict resolution between students by practicing proven, hands-on strategies. Implement strategies that provide a structure for students to identify a conflict, self-advocate, and work to solve problems. This session includes a brief history of one school’s program as well as small breakout sessions in which you will role-play various scenarios.

**PRESENTERS:** Alissa Abelson and Sara Jo Wayne; Friends School of Minnesota (MN)

**THE STUDENT EXPERIENCE ROOM:** 327

Navigating the Wage and Hour Maze: What Independent Schools Really Need to Know
The possible doubling of the minimum salary requirement for exempt employees and increased scrutiny of wage and hour compliance are hot topics in the business world, but what do these developments mean for independent schools? This session will explore the new Department of Labor exemption regulations that were scheduled to take effect December 1, 2016, as well as other hot wage and hour topics, such as rules affecting independent contractors and volunteers.

**PRESENTERS:** Kathleen McLeod Caminiti, Fisher & Phillips, LLP; Raye Jean Leastman, Oak Knoll School of the Holy Child (NJ)

**MANAGEMENT ROOM:** 347/348

Planning a Capital Campaign: Are Your Trustees Ready to Take the Lead?
Before you begin a capital campaign, look carefully at your board of trustees. Are there major donor prospects and potential campaign leaders on your board? Have you done recent strategic planning? Will your trustees help to cultivate and to steward top donors? And will all of your trustees be the first to give? What can you do if your board is not ready to take the lead in fundraising? Come to discuss these questions and to share your experiences.

**PRESENTERS:** Helen Colson, Helen Colson Development Associates; Anne Seltzer, Development Strategies

**COMMUNICATIONS AND ADVANCEMENT ROOM:** 336

Ready, Action! Making Video the Best Tool in Your Kit
Images elicit seven times the online engagement that text does — and video does seven times that. The tools have gotten easier and more accessible, but many schools still struggle to produce quality videos that draw viewers in. Learn what to buy, how to use it, and basic principles of filmcraft that will take your video game to a new level.

**PRESENTER:** Adam Olenn, Moses Brown School (RI)

**COMMUNICATIONS AND ADVANCEMENT ROOM:** Hilton, Billie Holiday 2
**School Safety: Security and Space on the Independent School Campus**
How does your school determine an “adequate” level of security? This session will focus on how a collaborative, multidisciplinary approach can provide answers that will help to ensure the safety of your campus community. You will also explore ways in which the design of the physical building and campus environment can help to create more secure school settings.
**PRESENTERS:** Walter Kneis, NK Architects; David McCann, Wivenhoe Management Group
**MANAGEMENT ROOM:** Hilton, Billie Holiday 1

**The Smart Money: Designing a School Budget to Get the Most for Your School Dollar**
In this hands-on workshop, you’ll take a deep dive into the math of school resource allocation. You will learn innovative financial strategies and how to apply concepts to your own school context. Topics include getting a grip on rising costs; gauging value for programs and courses; paying good teachers well amid cost constraints; personalizing education without breaking the bank; and making costs part of everyone’s agenda.
**PRESENTER:** Marguerite Roza, Georgetown University
**MANAGEMENT ROOM:** 314

**Technology at Your Service: Building a Mission-Driven Technology Department**
All too often, technology decisions are focused on efficient management rather than mission-aligned educational objectives. In this session, you will learn how to engage the technology staff in focusing decision making on the mission of the school while supporting what is best for teaching and learning. Come explore how to build a mission-driven technology department that aligns with your school’s core values.
**PRESENTERS:** Sarah Hanawald, Association of Technology Leaders in Independent Schools; Jennifer Carey, Ransom Everglades School (FL); Kelsey Vrooman, NAIS
**MANAGEMENT ROOM:** 343

**Thriving or Barely Surviving? Strategies for School Board Success**
Why do some boards seem to flourish and others seem to flounder? This session will walk you through steps for building a more diversified board and address best practices for focusing on the long-term health and sustainability of your school. Topics include board member skill sets, strategic planning, and fundraising.
**PRESENTER:** David Schriver, Ellin & Tucker
**GOVERNANCE ROOM:** 339

**Your School’s Mission and Values: How to Use Them to Attract a Wider Pool of Applicants**
Whether you realize it or not, your school’s values link directly to your mission—and also to your school’s brand. In this interactive session, you will learn how two very different schools each successfully used their values to create a brand and admission campaign to attract new families. You’ll leave smarter about school branding; clearer on how your mission, values, and brand are linked; and practiced in a powerful new way of describing your school.
**PRESENTERS:** Dan Glass, Brandeis School of San Francisco (CA); Trent Nutting, Marin Academy (CA); Jennie Winton and Zach Hochstad, Mission Minded
**COMMUNICATIONS AND ADVANCEMENT ROOM:** Hilton, Billie Holiday 3
**WORKSHOP BLOCK 3**

1:15 – 2:15 PM

**FEATURED WORKSHOP**

THE STUDENT AFFAIRS PANEL
Shelia Higgs Burkhalter, Cindi Love, Kevin Kruger, and Zoila Airall

**ROOM:** 316/317

More information on page 6.

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**PECHAKUCHA**

**ROOM:** 308–310

More information on page 9.

Come to this PechaKucha session to see the following presentations:

**Where Are You (Really) From?**
**PRESENTER:** Liza Talusan, The Park School (MA)

**Reclaiming Healthy Intimacy**
**PRESENTER:** Daisy Pellant, Breck School (MN)

**The Feedback Feast: Building a Menu of Options for Nourishing, Actionable Feedback**
**PRESENTER:** Susan Fine, Global Online Academy (WA)

**Who’s Afraid of Greyback Beetles?**
**PRESENTER:** Christian Talbot, Malvern Prep (PA)

**The Blog as Change Agent**
**PRESENTER:** Kellye Crockett, The Barstow School (MO)

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**ONE-HOUR WORKSHOPS**

**What Can We Learn from the Finns?**
**PRESENTER:** Day Rosenberg, New Canaan Country School (CT)

**JoJo: When a Project Becomes a Passion**
**PRESENTER:** Luke Hladek, Wheeling Country Day School (WV)

Find full descriptions in the conference app and online at [annualconference.nais.org](http://annualconference.nais.org).

**(Almost) Everything You Need to Know About Leading School Change**

Designed for school leaders, this interactive session will examine the key processes and theories of strategic change. Experienced administrators know that even under the most favorable conditions, leading change can be challenging. Explore change theory and research-proven leadership strategies associated with building your capacity to support change.

**PRESENTERS:** Anne-Marie Balzano and Scott Bauer, George Mason University

**LEADERSHIP**

**ROOM:** 336

**Beyond Leaning In: What It Takes to Thrive as a Female Leader**

In this workshop, we will share the latest research and successful strategies for developing and supporting women leaders in independent schools. In addition to discussing the key challenges facing women leaders, you will use speed conversations and a quick needs assessment to identify challenges in your own community and create effective prototype models for your school.

**PRESENTERS:** Peggy Procter, Windward School (CA); Crystal Land, Head-Royce School (CA)

**LEADERSHIP**

**ROOM:** 314
Building a School Community in Tune with Your Mission
Explore how one school uses the admission process, parent education, a common language, three different social-emotional learning (SEL) assessments, and events to ensure that parents and teachers thrive within the school’s social norms and mission. The presenters will show how transparency and intentional culture-building through feedback and education have strengthened the school community. More important, presenters will use design thinking to help you find solutions for building your own community.

PRESENTERS: Liz Davis and Jim Eagen, Synapse School (CA)

Leadership Room: 338

Beyond the Interview: From Recruiting to Retention
Although numerous schools wish to increase their staff and faculty diversity, many find it difficult to attract diverse candidates. When they do, they often fail to support the individuals, resulting in low retention rates. Learn strategies to recruit and hire diverse candidates and, equally important, to support new hires. You will gain low-cost ideas, samples, and systems that you can take back to your school and use immediately.

PRESENTER: Edward Kuh, Fayerweather Street School (MA)

Management Room: 337

Brand and Mission Are Not One and the Same
When done well, a rebranding process can help an internal community better understand and articulate the goals of its mission while also strengthening its brand promise to an external audience. This interactive session will lead you through a group discussion based on New Canaan Country School’s experience. Country School successfully translated its mission into a brand, increased enrollment, and unified the skeptical internal community.

PRESENTERS: Brooke Springer, New Canaan Country School (CT); Maria Kadison, Edwards & Co.

Communications and Advancement Room: 318

Change 101: A Narrative for Creating Systemic Equity and Justice Programming
Many faculty and administrators struggle to develop a collaborative and cohesive approach to implementing systemic equity and justice programming for multiple stakeholders within their schools. You will be able to use this shared experience to brainstorm ways to create systemic equity and justice programming in your school community.

PRESENTERS: Jason Novak and Michelle Belton, Lowell School (DC); Malikkah Rollins, The Barrie School (MD)

The Student Experience Room: 339

#NAISAC
WORKSHOP BLOCK 3
1:15 – 2:15 PM CONTINUED

Educating the 21st Century Man
What does it mean to be a 21st century man? Join leading educators and veteran heads of boys’ schools to learn how best to lead and support boys in today’s society. Encourage their growth as both citizens and individuals so they are engaged, virtuous, and kind. Participate in this global conversation to ensure boys’ success in and outside of your school.

PRESENTERS: David Armstrong, International Boys’ Schools’ Coalition; Kerry Brennan, The Roxbury Latin School (MA); Bradford Gioia, Montgomery Bell Academy (TN); Christopher Post, The Boys’ Latin School of Maryland (MD); Dave Faus, St. Paul’s School (MD)

LEADERSHIP
ROOM: 319/320

Engaging Students in Consequential Learning: Our Journey from Uncertainty to Collaboration
Explore a multiyear process one school used to define how it engaged students in consequential work. What started as schoolwide discussions about core learning beliefs led to a mission/vision redesign and the creation of a robust on-campus adult learning program. During this workshop, the presenters will share their journey, immerse you in discussion, and describe their use of the design thinking process and collaborative routines.

PRESENTERS: Greg James and Ralph Maurer, International School Nido de Aguilas (Chile)

THE CLASSROOM EXPERIENCE
ROOM: 321

Expanding Enrollment by Identifying and Converting Fence-Sitters
As competition for students continues to increase among all types of schools, how does your school expand its pool of potential students? One viable possibility may be to pursue “fence-sitters”—families who are somewhat likely to consider attending an independent school but currently choosing another education option. This session will cover the market research necessary to find and influence this untapped market.

PRESENTERS: Beruria Novich and Brian Doyle, Pacific Consulting Group

COMMUNICATIONS AND ADVANCEMENT
ROOM: 340

Facebook, Stanford, and NAIS: Moving the Innovation Puck Forward
Learn from some of the nation’s premier experts in personalized and blended learning. This session will include an overview of the blended learning world, comments from the high-profile Alt School, and a case study from Impact Schools at Tahoe Expedition Academy. Impact Schools became the first NAIS member to partner with Summit Basecamp, an open-source platform and personalized learning system created with help from Facebook software engineers and validated with Stanford assessments.

PRESENTERS: Ryan Aldrich and Mark Kushner, Tahoe Expedition Academy (CA); Michael Horn, Christensen Institute; Coddy Johnson, AltSchool (CA)

THE CLASSROOM EXPERIENCE
ROOM: 345/346
Innovation Through the Lens of Neuroscience: What Our Ancestors Already Knew About Learning

Neuroscientific research suggests that innovative frameworks like design thinking, STEAM, and the Maker Movement are strongly aligned with how the brain wants to learn and are ideal for all students—from those with learning differences to advanced learners. This session will translate these connections into a broader framework to help you design intentionally innovative, cerebrodiverse, meaning-rich classrooms.

**PRESENTERS:** Allen Broyles, The Children’s School (GA); Scott Hamilton, The Howard School (GA)

**THE CLASSROOM EXPERIENCE**

**ROOM:** 324/325

Leadership Quicksand: Advancing School Mission and Culture in Disruptive Times

Join three school heads for an intimate session on the unexpected moments when school mission is challenged by highly disruptive external events. Whether rebuilding in the aftermath of Hurricane Katrina, managing student and faculty grief during the Baltimore uprising, or addressing gender diversity in a single-sex environment, these heads will share lessons learned about crisis, community, and healing.

**PRESENTERS:** Kimberley Roberts, Garrison Forest School (MD); Nanci Kauffman, Castilleja School (CA); Carolyn Chandler, Metairie Park Country Day School (LA); Ann Teaff, certified executive coach

**MANAGEMENT**

**ROOM:** 341

Leading with Identity Intact: Life as an LGBT Head of School

Three school leaders, each identifying as gay or lesbian, will discuss rewards and obstacles on the path to headship and successful service as a head of school. Count on lively interaction among panelists and with the audience and the experienced moderator.

**PRESENTERS:** Claudia Daggett, Independent Schools Association of the Central States; A. Travis Brownley, Marin Academy (CA); Michael Roberts, The Catherine Cook School (IL); Eric Temple, Lick-Wilmerding High School (CA)

**LEADERSHIP**

**ROOM:** 307

Make New Friends But Keep the Old: Including “Outside” Trustees on Your Board

Traditionally, trustees are recruited from the school community. But a new breed of trustees is joining the ranks: the interested outsider. These trustees forge relationships and partnerships. They also provide expertise, diversity, and an outside perspective. The benefits of, and strategies for, finding, recruiting, and embracing these “outside” trustees will be explored.

**PRESENTERS:** Mike Saxenian and Lynn Friedman, McLean School of Maryland (MD); Valaida Wise, National Child Research Center

**GOVERNANCE**

**ROOM:** 342
Marketing Your School to Millennials
Millennial families are a fast-growing population segment. Will they choose your school or your competition? In this session, we’ll explore why marketing to Millennial families is key for long-term growth, and we’ll show you how to do it, too. From Facebook to Pinterest and from mobile apps to responsive websites, new tools are vital for getting ready for the new generation of families at your school.

PRESENTERS: Jaclyn Day, RenWeb; Courtney Haindel, Parkview Baptist School (LA)
ROOM: 326

COMMUNICATIONS AND ADVANCEMENT

FAMILIES FIRST WORKSHOP
Mindful Leadership: Exploring a Framework for Independent School Leaders and Their Spouses
Mindfulness is being taught and practiced in a growing number of schools and organizations. In this workshop, you will first explore an overview of the research on mindfulness and learn how these practices are being introduced for the benefit of students, faculty, staff, and leaders. Then you will gain experience with core skills for a mindful approach to leadership.

PRESENTER: Irene McHenry, Friends Council on Education
ROOM: 311

GOVERNANCE

Need Board Education? Join Forces and Find Solutions: The Governance Roundtable
The Governance Roundtable gathered trustees and heads from 12 California schools facing the same challenges: affordability, adaptability, financial sustainability, measuring value-added, and more. The result was rich collaboration and practical takeaways. We’ll explain how to develop and deliver a roundtable, review our structure and topics, and share tips to help you optimize this powerful trustee education model.

PRESENTERS: Olaf Jorgenson, Almaden Country School (CA); Tekakwitha Pernambuco-Wise, Sea Crest School (CA)
ROOM: 301/302

New Essential Attributes for School Leaders
Based on his own work as a board chair, governance consultant, and search consultant, Skip Kotkins will tell you about the most desirable skills in a head of school. Some are teachable skills, but many are predispositions of character and personality. These are the strengths that enable you to build enrollment, manage parents, support faculty, partner with your board, create high-performing communities, raise money, and adapt to the new normal.

PRESENTER: Skip Kotkins, Carney, Sandoe & Associates
ROOM: 315
Normal Social Conflict or True Bullying? How to Differentiate and Respond Effectively to Each
Parents and students are quick to label all unkind behaviors as bullying. In truth, there is a big difference between normal social conflict and actual peer bullying, and the way adults should respond to each is vastly different. Join an expert on bullying dynamics and learn to quickly assess a painful situation using several criteria. If it’s normal social conflict, you’ll find ways for kids to resolve their problems in a healthy manner without having adults “fix it.” If it’s bullying, you’ll gain effective responses that don’t blame the victim but do emphasize positive school climate.
PRESENTER: Carrie Goldman, author
THE STUDENT EXPERIENCE
ROOM: 330

Sex and Race: Confronting Complex Challenges on Campus
Our society is grappling with complex, volatile issues of race and sexual misconduct. Drawing from numerous real-world scenarios, an experienced attorney will facilitate a frank conversation about these challenging developments and how to handle them.
PRESENTER: Sara Schwartz, Schwartz Hannum PC
LEADERSHIP
ROOM: 303

So Long, Farewell: The Legal Challenges of Employee Departures
Review the issues schools confront when employees depart, whether voluntarily or involuntarily. Hear best-practice tips for planning for the departure, responding to claims raised by the departure, and protecting the school from liability. Learn concrete strategies for establishing policies and procedures to limit liability, promote a smooth departure/transition, and handle crisis management.
PRESENTERS: Caryn Pass and Megan Mann, Venable, LLP
MANAGEMENT
ROOM: Hilton, Billie Holiday 4

A Strategic Agenda: Creating Meaningful Accountability Between the Board and Leadership
Are you looking for a way to facilitate ongoing and authentic conversations between your board and school leadership team? Do you want a plan that is integrated with your mission, vision, and values? Join us to learn about our creation of a strategic agenda. It’s a flexible and living document built upon our mission, values, vision, and brand that fosters meaningful conversation and accountability between our leadership team and board.
PRESENTERS: Dawn Marie Cunnion and Michael Riera, Brentwood School (CA)
GOVERNANCE
ROOM: 328

ALL WORKSHOPS ARE LOCATED IN THE BALTIMORE CONVENTION CENTER UNLESS OTHERWISE NOTED.
Success and Sanity: How Not to Die as Division Head
The division head’s role can be the most demanding job in the school. With stakeholders above and below you, it’s easy to lose your sense of calm and confidence as you attempt to manage everything from enrollment pressures to family emergencies. Intentional practice can preserve your sanity and bring joy back to your work. This workshop hopes to offer perspective, concrete strategies, and humor to those on the journey of a division head.

PRESENTERS: Jennifer Rao, Garrison Forest School (MD); Amanda Macomber, The Bryn Mawr School (MD); Joshua Wolf, The Park School of Baltimore (MD)

LEADERSHIP ROOM: Hilton, Billie Holiday 6

Supporting the Access and Success of Lower-Income African American Students: A Model That Works
How is your school enrolling, supporting, and retaining lower-income African American students? Examine the ways the Baltimore Educational Scholarship Trust (B.E.S.T.) is partnering with its member schools to provide the support necessary for students to flourish in their communities and for parents to navigate the process. Hear from a head of school and an alumna of the B.E.S.T. program about this 29-year-old organization and its model for success.

PRESENTERS: Jessica Suriano and Crystal Lee, Baltimore Educational Scholarship Trust; Dan Paradis, The Park School of Baltimore (MD)

MANAGEMENT ROOM: Hilton, Billie Holiday 1

Sustainable Schools: How Utilities Metrics Can Save Money and Reduce Your Carbon Footprint
Sustainable schools can save money and reduce their carbon footprint, but many have yet to do so. How can we ensure that all schools become more financially and environmentally sustainable? Through case studies and online tools, this workshop will describe how your school can reduce costs for electricity, natural gas/fuel oil, water, and waste, and in the process, build a “virtual endowment.”

PRESENTERS: Paul Chapman, Inverness Associates; Robert Oxenburgh, The Athenian School (CA); Liz Zavattero, Marin Country Day School (CA); Frank Barros, King School (CT); Brian Kane, St. Stephen’s & St. Agnes School (VA)

MANAGEMENT ROOM: Hilton, Billie Holiday 2

The Teaching and Learning Center: An Innovative Model for Professional Development
Have you found it challenging to find the time and resources to provide faculty with the professional development they want and need? Learn how you can easily create and run an in-house teaching and learning center to provide faculty with accessible, meaningful, and cost-effective PD. Through a quietstorming activity and an interactive protocol, this workshop will help you envision how a teaching and learning center can work for your school.

PRESENTERS: Ruth Aichenbaum, David Brightbill, and Marianne Master, William Penn Charter School (PA)

LEADERSHIP ROOM: Hilton, Billie Holiday 3
They’re Back: Parents Who Bully the School
At the 2015 NAIS Annual Conference, educators packed a room to talk about the small but ever more challenging minority of parents who are rude, demanding, and disrespectful; who make personal attacks on teachers and administrators; and who repeatedly violate the school’s policies and values. Now let’s delve further into the causes and types of bully parents. We’ll also present more specific steps for managing confrontation, building faculty skill and confidence, and redesigning the parent partnership. As a bonus, you will walk away with four foolproof things to say that help with even the most hostile parent.

PRESENTERS: Robert Evans, psychologist and consultant; Michael Thompson, psychologist and consultant
LEADERSHIP
ROOM: 347/348

A Transformational Approach to Thrivability
Ensuring a strong financial future is complex. It requires boards and leadership teams to have a deep understanding of essential data and institutional narrative. NAIS and NBOA, with support from the Edward E. Ford Foundation, are partnering to develop resources that will facilitate a transformational approach to strategic conversation about thrivability. You are invited to participate, learn, and shape this journey with us.

PRESENTERS: Jeff Shields, National Business Officers Association; Tim Fish, NAIS
GOVERNANCE
ROOM: 329

Tuition Trends in Independent Day Schools
Explore the results of a study that examines the factors that drive tuition increases, the decisions school leaders make about tuition and spending, and potential interest in cost-cutting measures and alternative business models. You’ll emerge with recommendations for making decisions about programmatic changes and tuition and financial policies at your own school.

PRESENTERS: William Daughtrey, University School (OH); Will Hester, Nashville School of the Arts (TN); Kevin Weatherill, St. Martin’s Episcopal School (LA)
MANAGEMENT
ROOM: 344

What Is Your Role in Preventing Harassment and Maintaining Appropriate Boundaries?
With independent schools in the spotlight regarding harassment, inappropriate relationships, and sexual assaults, heads of school at all levels of experience may have questions about their role in incident response and prevention. Come discuss concrete steps to address past incidents and to help ensure a healthy school culture.

PRESENTER: Heather Broadwater, Potomac Law Group
MANAGEMENT
ROOM: Hilton, Billie Holiday 5
What’s on Your Strategic Agenda for the 2017–2018 School Year?
The time to plan for 2017 is now. Get a look at the top 10 things to put on your agenda, including the need for a crisis communication plan, effective techniques to recruit and retain the best talent and students, and ways to communicate with families while protecting their information online. You’ll also get examples of how smart schools are using their websites as marketing engines to boost inquiries and enrollment. Don’t miss this chance to get primed for success in the school year to come.

PRESENTERS: Jon Moser, Finalsite; Patrick Bassett, Heads Up Consulting

MANAGEMENT
ROOM: 327

The Whole Child Not Left Behind: Develop, Implement, and Assess Your School’s SEL Program
Social-emotional learning (SEL) is associated with higher cognitive and academic performance. Implementing a program that is well designed, assessed, and marketed is challenging. Explore one school’s several-year journey to create a cornerstone SEL program that led to higher school climate ratings. You will have the opportunity to reflect upon your own school’s needs and determine your next steps.

PRESENTERS: Maria Arellano and Shanie Israel, Montclair Kimberley Academy (NJ)
THE CLASSROOM EXPERIENCE
ROOM: 343

Each of these 30-minute sessions is part of the NAIS Fellowship for Aspiring School Heads workshop series and is presented by the current cohort of fellows. All are welcome to attend.

Happy Faculty, Vibrant School: Key Considerations Regarding Faculty Wellness
A vibrant school is one that invests in the health and wellness of its teachers. Find out about an action research project that examines how a school establishes and maintains a healthy workforce. You’ll discover how contributing to the health and success of faculty ultimately bolsters the health and success of the institution itself.

PRESENTERS: Judith Arnstein, Lake Forest Country Day School (IL); Laurynn Evans, Francis Parker School (CA); Jon Deveauz, Westminster School (CT); Mike Drude, The Harvey School (NY); Rose Helm, Hamlin School (CA); Patricia Sasser, Loomis Chaffee School (CT); Jenn Elkin, The Pike School (MA)

ROOM: 313

Strategic Thinking in Uncertain Financial Times
In the face of increasing financial challenges, independent schools are adopting creative strategies to cut costs, streamline operations, and increase revenue. Explore ways in which schools nationwide are thinking boldly, whether they’re introducing innovative curricular offerings or adjusting enrollments, salaries, and benefit structures.

PRESENTERS: Rick Abrams, Miss Porter’s School (CT); Marc Addington, Parish Episcopal School (TX); Father Charles Blizzard, Casady School (OK); Cotter Donnell, Polytechnic School (CA); Doug Key, Bosque School, (NM)

ROOM: 313
An “A” Player Who Does Not Share Your Vision Is Not an “A” Player

We know we should hire teachers who fit the culture of our school, but we often interpret culture to simply mean “style.” The true culture derives from a deeper place, driven by shared assumptions about the very purpose of education. Because these beliefs operate at a subconscious level, we may not even recognize their existence. That is the source of many hiring mistakes. An expert in “best fit hiring” will present a model that addresses these issues, and two current school leaders will discuss real-world experiences.

PRESENTERS: Steve Chapman, Broad Reach Strategies; Michael Spencer, St. Paul’s School (NH); Clair Ward, Valley School of Ligonier (PA)

LEADERSHIP
ROOM: 321

Bridging the Gap: Bringing Blended Learning to Our Youngest Students

Come learn how to design, develop, and implement blended enrichment-learning classes for your prekindergarten through fifth-grade students. This session will focus on why it is important to introduce your youngest students to the blended format, how to develop courses that are appropriate for primary- and elementary-age students, and how to connect with families to engage them in the process.

PRESENTERS: Sarah Allen, Megan McManus, and Kelly Bryant, Indian Creek School (MD)

THE CLASSROOM EXPERIENCE
ROOM: 301/302
Building Effective Resource Teams to Help Students Reach Their Goals
Independent schools face an urgent need to support the increasing number of students with complex health, social, emotional, academic, and familial challenges. Using a case study approach, you will work in small groups to come away from this session with specific protocols, strategies, and practices. You’ll learn to either build a resource team from scratch or to take an existing team’s practices to the next level.

**PRESENTERS:** Jon Cassie, Tarbut V’Torah Community Day School (CA); Shannon Mulholland and Ken Goleski, Sewickley Academy (PA)

**THE STUDENT EXPERIENCE**
**ROOM:** 303

**FAMILIES FIRST WORKSHOP**

**Building Inner Strength: Contemplative Practices for Calm, Clarity, and Renewed Spirit in the Life of a School’s First Family**

The contemplative mind can be activated through a wide range of practices that quiet the daily chatter. From poetry to meditation, these practices open the mind to a greater capacity for awareness, concentration, clarity, creativity, and insight. This session will introduce you as a head or spouse to practices that can provide space in the midst of a busy day, a fresh lens on daily challenges, and a renewed sense of self and relationships.

**PRESENTER:** Irene McHenry, Friends Council on Education

**ROOM:** 311

**Conversations with Impact:**
**Deepening Annual Fund Support With Major Gifts Strategies**

Does it feel like every year your goal for the annual fund gets larger and more challenging to achieve? Do you wonder how best to sustain your annual fund long-term in the face of increasing competition and decreasing retention? Join this conversation about the value of applying traditional major gifts strategies to change the trajectory of your institution’s annual fund.

**PREPONER:** Kelly Fantegrossi, Buckingham Browne & Nichols School (MA)

**COMMUNICATIONS AND ADVANCEMENT**
**ROOM:** 307

**Creating and Managing the Magic:**
**A Design Sprint for Changemakers in Schools**

How do you balance innovation with the institutional need for predictability and parental buy-in? Drawing on the speakers’ own experiences, this presentation will showcase strategies to help program administrators, department heads, and curriculum developers create and sustain the program of their dreams. You will leave with an actionable plan for how to improve your own change leadership strategy.

**PRESENTERS:** Kim Saxe and Diane Rosenberg, The Nueva School (CA); Scott Swaaley, High Tech High (CA)

**LEADERSHIP**
**ROOM:** 338
Creating Innovators: Developing Creative Capacities of Students in a College Prep Setting
Our students need to be equipped to thrive in this complex world. We say this, but how well do we do it? Schools around the globe are finding unique ways to intentionally develop the qualities of innovators. In this workshop-like session, you will join the discussion of how this concept is being explored by experienced educators. You will leave inspired by examples and armed with specific tools to put into action in your own school.
PRESENTERS: Peter Dry, Samantha Dry, and Steve Henn, The Principia (MO)
THE CLASSROOM EXPERIENCE
ROOM: 315

Current and Coming Legal Challenges for Independent Schools
How are schools managing wage and hour law changes? Do you really need to comply with Title IX for student sexual assaults? What kind of documentation is higher education requesting on that front? What about lawsuits against higher education for unreasonable retirement plan fees? These topics and more are all on the docket for this interactive session with NAIS’s general counsel. We will discuss this year’s issues and look ahead to the next iteration of legal conundrums.
PRESENTER: Debra Wilson, NAIS
MANAGEMENT
ROOM: 308–310

Developing Executive Function Skills in the Middle Grades
This session will provide ideas to support all students as they develop their inner executive. We will explore tools to help students organize their materials, create structure for their thinking, manage their time, and develop study strategies. Come explore ways to reinforce executive function skills in individual classrooms and in your larger school community.
PRESENTER: Susan James, McLean School of Maryland (MD)
THE CLASSROOM EXPERIENCE
ROOM: 318

Elevating the Black Male: Creating Culturally Competent Schools
Examine the societal perceptions of young black males that perpetuate racial disparities in education. Then build the cultural competence to develop a learning environment that fosters academic success for these students. When you gain the required cultural competence to reach young black males, you’ll develop the competencies you need to reach all students.
PRESENTER: Omekongo Dibinga, Upstander International
THE STUDENT EXPERIENCE
ROOM: 319/320

Facilitating Growth Through the Teacher Review Process
Informed by research and the exigencies of the community, Miss Porter’s School developed a reimagined teacher review process aimed at transforming teachers into stakeholders who approach their work with a growth mindset. Find out how teacher review at Porter’s supports growth through reflection in three domains: planning, prep, and instruction; developing relationships with students; and investment in school culture and its mission.
PRESENTERS: Paul Dolan and Sarah Odell, Miss Porter’s School (CT)
MANAGEMENT
ROOM: 329
Gender and Sexuality Diversity in Pre-K–12: Exploring Mission, Frameworks, and Values
Does your school commit to working with the whole child? Is your community based on respect for all individuals? Are you preparing students for citizenship in an increasingly complex, interconnected world? Examining gender and sexuality diversity through the lens of school mission clarifies the educational imperative for engaging these issues in the Pre-K–12 setting. Take part in this interactive session by bringing your mission statement and exploring your values and pedagogy.

PRESENTER: Jennifer Bryan, Team Finch Consultants

THE STUDENT EXPERIENCE
ROOM: 328

Getting There and Staying There: From Year 0 to 1 as a Division Head
Ready to grow, eager to learn, curious to lead: These are necessary attributes for any division head. Yet knowing how to channel these traits into both an effective job search and the first year of divisional leadership is daunting. This workshop includes interview scenarios, practical tips, and suggestions for leveraging your unique skills and particular path as you work your way to and through the first year of a division headship.

PRESENTERS: Nancy Dickson and Lisa Sun, The Park School of Baltimore (MD); Tung Trinh and Felicia Wilks, Garrison Forest School (MD)

MANAGEMENT
ROOM: 322/323

Grading for Growth: Strategies for Creating Mission-Based Assessment Practices
Teaching and learning have changed dramatically over the past 20 years, yet grading practices look very similar to those in classrooms of yesterday. Learn why and how you can reimagine assessment and grading practices to put mission and growth at the forefront. Co-led by a science teacher and two English teachers, this presentation will involve both large- and small-group discussion and time to brainstorm how to implement changes. You will leave with a variety of rubrics and cross-disciplinary resources for your future teaching.

PRESENTERS: Rebecca Cook-Dubin, Donna Daigle, and Monica Kirschmann, Miss Hall’s School (MA)

COMMENTS AND ADVANCEMENT
ROOM: 324/325

How a Multiyear, Highly Targeted Facebook Ad Campaign Helped Grow Enrollment
Many NAIS schools today are using Facebook as part of their social media marketing. To maximize your investment of time and money, you must have a keen understanding of how to design and successfully implement a micro-targeted campaign with measurable results. Find out how to create a focused strategy that integrates content engagement with specific calls to action and provides your administrative team and board with analytics that demonstrate return on investment.

PRESENTERS: Cami Colarossi and Maureen Cannon, Notre Dame Preparatory School (MD); Jonathan Oleisky and Gerri Baum, Kalix Communications, LLC
In Their Shoes: Data, Empathy, and Designing for the Learner Experience
How do you know your students are learning? Evidence-based pedagogy and an entrepreneurial approach to teaching can ensure you understand how, when, and why your students learn. Discuss how to use data to create student-driven experiences. Then learn how to connect theory to practice using data and best practices in instructional design.

**PRESENTERS:** Corinne Dedini, One Schoolhouse (MD); Eric Hudson, Global Online Academy (WA)

**THE CLASSROOM EXPERIENCE**
**ROOM:** 314

Joy in Work, Play, and Discovery: Prep Work for LifeReady and Making Learning Visible
In preparation for the launch of its strategic plan, called LifeReady, a 143-year-old Baltimore school underwent a thinking and learning shift, with all the messiness that entailed. Teachers changed the daily class schedules, implemented built-in meeting times, and engaged in many professional development activities. Presenters will share how they’ve begun to implement project- and problem-based learning with authentic, cross-disciplinary thinking even though most of them haven’t taught this way before. They welcome conversation with other teachers at all points on this path to change.

**PRESENTERS:** Ane Lintvedt, Jennifer Jerger, Heather Ford, and Kevin Costa, McDonogh School (MD)

**THE CLASSROOM EXPERIENCE**
**ROOM:** 326

Institutional Change and Cultures of Innovation
Presenters from two schools, one relatively young and one more established, will share how they create school cultures centered around innovation and continuous improvement. The key is to honor tradition without being trapped by it. The presentation will focus on valuing process at least as much as outcome; designing fully participatory strategic change processes that align with mission, culture, governance, and systems; and a description of the leader’s role in upholding the integrity of a change process. You will leave with an understanding of how to activate your community as a hub of innovation, both through change design processes and cultural practices that establish change as a community norm.

**PRESENTERS:** Richard Kassissieh and Matt Levinson, University Preparatory Academy (WA); Luke Felker and Andrew Shaw, The Bay School of San Francisco (CA)

**LEADERSHIP**
**ROOM:** 330

Let’s Give ’Em Something to Talk About: Community Engagement as an Advertising Strategy
In an increasingly competitive market, independent schools have become embroiled in a marketing arms race—but branding and advertising draw dollars away from program development and scholarships. Learn how one school is leveraging earned media coverage by building buzz from outside sources.

**PRESENTER:** Adam Olenn, Moses Brown School (RI)

**COMMUNICATIONS AND ADVANCEMENT**
**ROOM:** Hilton, Billie Holiday 4
Meeting Learners Where They Are
One of the challenges independent schools face is meeting the needs of students who learn differently. Sometimes these students have been identified as dyslexic or are being treated for ADHD. In many instances, up to 10 percent of a school’s population will have diverse learning needs. The presentation will discuss how to implement a program that will benefit all students in the independent school setting.

PRESENTERS: Jane Childers and Charles Baldecchi, The Lexington School (KY); Liz Hofreuter-Landini, Wheeling Country Day School (WV); Lou Salza, Lawrence School (OH)

THE CLASSROOM EXPERIENCE
ROOM: 337

Message Your Mission: How to Tell Your School’s Story to Capture the Interest of New Families
If you know what makes your school special but struggle to describe it in a succinct way, this session is for you. Learn how to use the Minute Message Model to powerfully convey your school’s values to prospective families. You’ll hear from a high school in San Francisco that had so much success with this model that it had its most successful admissions season in history. The school even had to open up new slots to accommodate the incoming ninth grade.

PRESENTERS: Jonathan Herzenberg, Drew School (CA); Jennie Winton, Mission Minded

COMMUNICATIONS AND ADVANCEMENT
ROOM: 340
Parents Who Insist Their Child Is Being Bullied (Even Though the School Doesn’t See It)
When parents see their child as a victim of bullying and the child’s teachers do not, the alliance between school and parent can quickly break down. This interactive workshop will provide practice in managing the disconnect between parents pushing a bullying agenda and schools earnestly working to help them understand that providing a “safe” school is not the same as creating an environment where nothing socially challenging, difficult, or negative ever happens to a child.

PRESENTERS: Daisy Pellant, Breck School (MN); Michael Thompson, psychologist
THE STUDENT EXPERIENCE
ROOM: 347/348

The Power of Stories: Creating an Inclusive Curriculum Through Student Voices
Each of us has a story to tell. Each of us has a desire to be known, heard, and understood. When we’re creating an inclusive curriculum, stories can play a powerful role. They have the capacity to bring us together as well as the potential to divide. You will leave this workshop with a new lens for teaching and learning. You’ll find out how to use stories to better understand students, to build community, and to examine history and current media.

PRESENTERS: Caroline Varner and Nicole Robinson, The Phillips Brooks School (CA); Kelly Hoy, Katherine Delmar Burke School (CA)
THE STUDENT EXPERIENCE
ROOM: Hilton, Billie Holiday 2

Really? I Cannot Discipline the Teacher Who Is Badmouthing the School?
Gone are the days when schools could require their faculty and staff to be supportive and positive about the school. This session will examine related trends and provide guidance on how to deal with faculty members inciting the school community. The session will offer best practices to ensure that the appropriate steps are taken to give your school the most leeway possible while not stepping over the constantly shifting line.

PRESENTERS: Susan Guerette, Fisher & Phillips, LLP; Sally Keidel, Montgomery School (PA)
MANAGEMENT
ROOM: 327

Roots and Wings: Preparing Students for the New College Campus Reality
How does your school prepare students to choose where they go to college when academic fit alone is no longer sufficient to ensure a happy and successful matriculation? How do you ensure that today’s independent school graduates are equipped with the skills to proactively demonstrate their cultural competency in the midst of new peer groups, new political landscapes, and new economic realities? Learn from your peers’ experience about what is not only possible, but increasingly necessary.

PRESENTERS: Ryan Dahlem, Roland Allen, and Jeneen Graham, St. Margaret’s Episcopal School (CA); Robert Greene, Jones & Associates Consulting, Inc.
THE STUDENT EXPERIENCE
ROOM: 349/350
Stressed-Out Students Are the New Normal: How Educators Can Alleviate Anxiety

With student anxiety skyrocketing, how do you encourage “submarine parents” to stay below the surface until they are needed while ensuring that students still feel supported? Veteran administrators and counselors will offer practical solutions to alleviate stress for families. Learn how to implement a seminar about the college process in your curriculum, offer targeted parent programming, and effectively counsel to reduce stress.

PRESENTERS: Virginia Cobb and Jean Cohen, St. Andrew’s Episcopal School (MD); Kathleen Glynn-Sparrow and Denise Key, Stone Ridge School of the Sacred Heart (MD)

THE CLASSROOM EXPERIENCE

ROOM: 342

Speak Up, Not Over: Helping White Allies Move Beyond “White Fragility” to Real Solidarity

By framing the anti-racist struggle in ways that place their own experiences in the foreground, white allies often miss important opportunities to use their position and privilege to amplify the voices of the marginalized. This workshop will explore the role of allyship in anti-racist work. You will be encouraged to break down barriers, build relationships, and create institutional climates that seek an end to racism in our schools—and in ourselves.

PRESENTER: Candice Powell, Newark Academy (NJ)

THE STUDENT EXPERIENCE

ROOM: Hilton, Billie Holiday 5

Stop Being the Best-Kept Secret: Amp Up Your Online Presence, Improve Your Impact

Word of mouth is king when it comes to driving contact-form completion, tours, and admissions. But more and more K-12 schools are amping up their online visibility and making sure they’re findable to their target market, influencers, and referral partners through search and social SEO (search engine optimization). In this workshop we’ll pull back the curtain to shed light on the path to modern SEO success.

PRESENTER: Jenny Munn, The Munn Group

COMMUNICATIONS AND ADVANCEMENT

ROOM: 341

Teaching and Learning in an Era of the Polarization Industrial Complex

Living in an increasingly polarized society demands that we reflect on how we tackle important controversies in our classrooms. How do our values and visions reflect the way we think about the partisan cultural landscape? How can these conversations include multiple perspectives and help assuage discomfort? We will introduce research, suggest strategies, and host a forum for you to share ideas.

PRESENTERS: Marc Alongi, Sequoyah School (CA); Robert Evans, Chadwick School (CA); Sarah Cooper, Flintridge Preparatory School (CA)

THE CLASSROOM EXPERIENCE

ROOM: 343
Translating the Brain: How to Actually Use Research About Neuroscience in the Classroom
This interactive session won’t just explore what neuroscience tells us about how to bring about better learning; it will also show how you can incorporate the research into your teaching. You and your colleagues will break into small groups by grade level, discover how to adapt research findings from other fields, and come away with findings that will help you teach your own students about the brain.
**PRESENTER:** Cynthia Belnomi, Indian Creek School (MD)

THE CLASSROOM EXPERIENCE

ROOM: 344

FELLOWSHIP WORKSHOPS

Each of these 30-minute sessions is part of the NAIS Fellowship for Aspiring School Heads workshop series and is presented by the current cohort of fellows. All are welcome to attend.

Future Foundations: Retaining Millennial Faculty
In the next 10 years, Millennials will make up nearly three-fourths of the teachers in independent schools. That means that to survive and thrive, your school must be aware of how to support and retain Millennial faculty. At this session, come hear the results of a survey of Millennial faculty and learn answers to questions such as these: Why do Millennials pursue careers in independent schools? What causes them to stay? And what can schools like yours do to better retain Millennial faculty?
**PRESENTERS:** Justin McLean, Meadowbrook School of Weston (MA); Bill Mulcahy, Fairfield Country Day School (CT); Paul Sanders, International School of Amsterdam (Netherlands); Antonio Williams, The William Penn Charter School (PA); Rick Tony, Solebury School (PA); Ben Ketchum, National Presbyterian School (DC)
**ROOM:** 313

Why Aren’t We Outraged? Using Moral Leadership to Achieve NAIS Equity and Justice Best Practices
If you’re familiar with Thomas Sergiovanni’s ideas about leadership by outrage, you know he asserts that leaders should be “driven by a deep sense of ethics, core ideals, and a higher purpose.” Considering this, and given the political and cultural tensions in our world today, the speakers at this session studied leaders who mitigate conflict by successfully incorporating NAIS equity and justice best practices into their schools. Come explore ways in which heads of school can lead and facilitate progress around equity and justice.
**PRESENTERS:** Aimee Giles, San Francisco Schoolhouse (CA); Julie Harris, John Burroughs School (MO); Nancy Nagramada, The Athenian School (CA); Tamara Schurdak, The Town School (NY); Jabali Stewart, The Bush School (WA)
**ROOM:** 313

SESSIONS WILL BE AUDIO-RECORDED.
SESSIONS WILL BE VIDEO-RECORDED.

FRIDAY, MARCH 3
FEATURED WORKSHOP
SCHUYLER BAILAR
ROOM: 316/317
More information on page 6.

ONE-HOUR WORKSHOPS
The 160-Year-Old Startup: How to Grow a (Truly) Mission-Based School
This session will focus on how a school can use its mission to make significant and meaningful change in all areas of operation. Learn how one school’s mission led it to double its student population and physical space while keeping tuition 50 percent lower than its competitors. You will explore the benefits and challenges of incremental, mission-based change as you hear how the school achieved greater diversity in race, family structure, and religion.
PRESENTERS: Ryan Kimmet, Erica Snowden, and Jason Sears, Greene Street Friends School (PA)

Brain Science and the Future of Teacher and School Leader Training
Learn to apply the foundational research behind Mind, Brain, and Education (MBE) Science, today’s most innovative thinking about how to enhance teacher quality, school leadership, and student achievement. This interactive workshop will convince you that understanding MBE is both vital and not as daunting as many educators believe. You’ll also find out that it’s possible to immediately integrate MBE Science research into the design of your school, your classes, and your work with each student.
PRESENTERS: Glenn Whitman and Ian Kelleher, St. Andrew’s Episcopal School (MD)

Be Resilient! How to Teach Resilience Within a Low-Resource, High-Impact Context
“Resilience” is the new “R” in education. Discover how a middle school administrator and school psychologist created a health education class to teach concepts and practice skills involved in resilience. Learn a practical framework of research-based principles and tools to foster emotional strength and empower students, and see how using their real-life, day-to-day stressors creates the lab for relevant learning.
PRESENTERS: Jessica Stewart and Jared Schott, Moses Brown School (RI)

The Chicken or the Egg: Can Strong Branding Lead to Stronger School Programs and Pedagogy?
This workshop tells how marketing and program improvement can connect, how branding can inspire, and how a K–8 school community jumped aboard a bandwagon and made a pedagogical push something to celebrate. Learn the role that traditional and digital storytelling played in bringing about a positive cultural shift in the classroom and in an entire community. Come ready to collaborate; expect to leave with a fresh perspective and creative solutions.
PRESENTERS: Elizabeth Pride and Jaime Lassman, The Lexington School (KY)

COMMUNICATIONS AND ADVANCEMENT
ROOM: Hilton, Billie Holiday 2
Choreographing Leadership Conversations and Relationships
This is your chance to discuss and practice deliberately focused conversations in a safe, vibrant, and sympathetic setting. You’ll gain a working knowledge of leadership language frameworks and techniques. And you’ll learn to craft the interplay of context, behavior, positive and negative energy, types of listening, open-ended questions, and action plans. The presenter is a certified leadership coach who will draw on her years in the trenches of school administration to help you choreograph a range of leadership conversations.
**PRESENTER:** Abigail Wiebenson, consultant
**LEADERSHIP ROOM:** 330

Closed-Loop Alumni Programming: Effective Engagement for K–8 Schools
Elementary and K-8 schools face challenges engaging their graduates throughout their high school and college years and beyond. Come learn about one school’s success with a “closed loop” alumni program. Leave with inspiration and concrete ways to bring together multiple constituencies, serve alumni as well as the community, and connect alumni to your mission.
**PRESENTERS:** Wendy Horng Brawer and Liz Clark, Prospect Sierra School (CA)
**COMMUNICATIONS AND ADVANCEMENT ROOM:** 307

**Coming Down the Mountain:** The Journey from Innovative Idea to Successful Execution
Innovation is all the rage in our schools. However, what does innovation actually look like? What needs to be in place for it to succeed? What risks are involved? And how do schools adapt so they can better support failure and rapid iteration? This session will summarize the latest research, provide insights into process, and highlight school-based examples of messy innovation with impact.
**PRESENTERS:** Tim Fish, Jefferson Burnett, and Kawai Lai, NAIS
**LEADERSHIP ROOM:** 338

Congratulations, You’re the New Head! Now, How Do You Establish Yourself as the New Leader?
As the saying goes, you never get a second chance to make a first impression. If you may soon take on a new leadership role in your school or division, find out what you need to do to launch into a smooth transition and long-term success. This session examines what prompts faculty and staff to get on board with a new leader and outlines a plan for the summer before you start. You’ll also get examples of great first-meeting agendas and tips for adapting them to your personal style.
**PRESENTER:** Robert Windham, Carney, Sandoe & Associates
**LEADERSHIP ROOM:** 314

Creating a New High School Transcript: The Mastery Transcript Consortium
The fact that most high school transcripts are organized around grades, single-discipline classes, and Carnegie units of time is one of the biggest roadblocks to curricular and pedagogical change. Learn more about a joint effort among independent schools to create a transcript organized around student mastery, not seat time. The goal is to develop a transcript that features authentic assessment of learning, not simply letter grades.
**PRESENTER:** D. Scott Looney, Hawken School (OH)
**THE CLASSROOM EXPERIENCE ROOM:** 315
Designing Compensation Systems for Mission Congruence and Financial Sustainability
Most boards have little knowledge of whether their schools’ salary and benefit system is mission specific and driven. Many school heads have neither the time nor the inclination to examine the message that the salary and benefit structure sends about how teachers are compensated and rewarded. This workshop’s goal is to promote discussion of an important question: If we could start with a clean slate, what system would we build that would embody and serve our schools’ mission and be financially sustainable?
PRESENTER: John Littleford, Littleford & Associates
LEADERSHIP ROOM: 318

Designing Heads’ Contracts: Maximizing the Payment of Compensation and Benefits
The head of school agreement can serve as an important component of a successful relationship. This session will focus on the range of strategies schools can use to motivate heads of school to perform at their highest level and to remain at their schools. You’ll learn about the benefits boards can provide that are attractive to the head and cost-effective for the school. The session will focus on the pitfalls to avoid and approaches to use when drafting language.
PRESENTERS: Caryn Pass and Harry Atlas, Venable, LLP
GOVERNANCE ROOM: 339

Educating Students for a Sustainable World: An Interdisciplinary Approach
Turn today’s global challenges into thought-provoking lessons with hands-on activities that explore world population growth, natural resource use, climate change, and social justice. Presented activities integrate geography, history, and environmental science around authentic problems. Engage in role-playing, mapping, cooperative group problem solving, and more.
PRESENTER: John Mulherin, Baltimore Lab School (MD)
THE CLASSROOM EXPERIENCE ROOM: 321

Failure 2.0: Creating a Failure-Friendly School Community
This workshop goes beyond accepting failure and challenges as necessary components of healthy student development. You will learn about specific programs and ideas to best create a failure-friendly school community. This workshop is geared to professionals who embrace the need for failure in the lives of those in their charge. The goal is to look at ways to create an environment for students to best build needed skills in resilience.
PRESENTER: Mike Donegan, Loomis Chaffee School (CT)
THE STUDENT EXPERIENCE ROOM: 322/323

Fifteen Formative Assessment Strategies That You Can Use Tomorrow
If you have been wanting to build your formative assessment toolkit, this session is for you. You will try 15 formative assessment strategies that are proven to increase student retention and achievement. They are fun, take
minimal time, and do not require hours of extra grading to implement. You will walk out with a how-to guide to implement these strategies in your classroom and school.

**PRESENTER:** Laurynn Evans, Francis Parker School (CA)

**THE CLASSROOM EXPERIENCE**

**ROOM:** 324/325

**Finding the Right Match:**
**Attracting and Maintaining Mission-Appropriate Teachers**

Independent schools are facing increasing competition to fill positions. A head of school and a teacher will discuss the measures that have helped their small school with limited resources attract, onboard, and maintain high-quality faculty while staying true to its mission of being an innovative school.

**PRESENTERS:** Tekakwitha Pernambuco-Wise and Emily Travis, Sea Crest School (CA)

**MANAGEMENT**

**ROOM:** 336

**Gather, Utilize, and Capitalize on Information for Fact-Based Decision Making**

Discover a system to evaluate a school’s performance through trend analysis and benchmarking. Originally created a decade ago to objectively measure progress on key strategic initiatives, University School’s Trustee’s Resource Book serves as a foundation for good decision making and has been a valuable management tool for school leadership as well as the board.

**PRESENTERS:** Don Molten, University School—Shaker Campus (OH); Jonathan Bridge and Laura Marshall, University School (OH)

**GOVERNANCE**

**ROOM:** 326

**Global Citizenship at Home:**
**Leveraging the Local as Global**

Providing students with the chance to become global citizens is the responsibility of your entire school community. Limiting opportunities to a handful of school experiences will not lead students to an authentic appreciation of the world. Hear how two schools in the middle of the Pacific Ocean use their community’s strengths to leverage local assets as global assets. Find out how they devote curricular and non-curricular elements to their efforts to make sure their students are introduced to and able to practice global citizenship.

**PRESENTERS:** Chai Reddy and James K. Scott, Punahou School (HI); Sophie Halliday and Ruth R. Fletcher, The St. Andrew’s Schools (HI)

**THE STUDENT EXPERIENCE**

**ROOM:** 327

**The Homework Dilemma:**
**Achieving the Right Balance with Appropriate Homework Time and Rigor**

When parents, students, and even some teachers complain about excessive homework, how should a school respond? Follow Pembroke Hill’s transformative three-year journey toward achieving a healthy balance for students while maintaining rigorous academic standards. You will be immersed in collaborative breakout discussions, engage in role play, and view media clips of pertinent issues.

**PRESENTERS:** Mike Hill, David Burke, and Siabhan May-Washington, The Pembroke Hill School—Wornall Campus (MO)

**THE CLASSROOM EXPERIENCE**

**ROOM:** 344
Innovation and Preservation: Our Road to Implementing a Bold Vision for Teaching and Learning

Through an assertive strategic planning process, Madeira School undertook innovative steps to integrate its academic program, residential life program, and signature internship program. The result has fortified its identity and brand for decades to come. This case study will show Madeira as a sound example of deep institutional change while sharing both the good thinking and missteps along the way.

PRESENTERS: Andre Withers, Andrew Sharp, Ashlevaey Johnson, Pilar Cabeza de Vaca, Kathryn McGroarty, Tracie Epes, and Stacie Steinke, The Madeira School (VA)

THE CLASSROOM EXPERIENCE
ROOM: 347/348

Is Title IX the New Standard for Sexual Misconduct Investigations?
This presentation will explore the evolving standards that pertain to sexual misconduct investigations at independent schools. It will examine legal obligations, best practices, and unavoidable risks that schools face when responding to these claims.

PRESENTERS: Michael Blacher, Liebert Cassidy Whitmore; John Bracker, Polytechnic School (CA); James Smith, United Educators

MANAGEMENT
ROOM: 349/350

Looking East: Diversity, Globalization, and Sustainability
Gain an overview of why it is important to have educational and cultural exchanges with Chinese schools and students, and find out about the many program options available. Three schools share their programs, lessons learned, and insights into the benefits of looking east.

PRESENTERS: Daniel Greenwood, Pacific Rim Education and Consulting; David Colon, Wakefield School (VA); Christian Proctor, North Cross School (VA); Clare Sisisky, Collegiate School (VA)

THE CLASSROOM EXPERIENCE
ROOM: 340

Mirrors and Windows: Reaching, Supporting, and Cultivating Relationships with Our Families of Color
Learn about efforts to increase diversity at a boys’ school originally founded in 1890 for white, upper-class students. The framework and programs the school has developed to connect admission, students, and parents can serve as a blueprint for other schools trying to create unified support for families of color.

PRESENTERS: Lauren Calig and Joseph Hollings, University School—Shaker Campus (OH); Terry Lipford, University School (OH)

COMMUNICATIONS AND ADVANCEMENT
ROOM: 301/302

Mission Control: Launching Your Small School Marketing Strategy
Guided by the head of a school with 60 students, this session will show you how marketing a small school requires a paradigm shift away from corporate-style brand awareness and big idea strategies. You will
learn how to leverage students, faculty, families, and programs to generate word of mouth and grow enrollment and donor prospects. Find out how to examine your mission, develop mission-based key performance indicators, conduct no-cost market research, and leverage your assets to create powerful direct marketing plans for your school.

**PRESENTER:** Alex Brosowsky, The Quaker School at Horsham (PA)

**COMMUNICATIONS AND ADVANCEMENT ROOM:** 341

**Not Enough or TMI: What the Board Needs to Know and When They Need to Know It**

Using real-world examples involving serious incidents of student or employee misconduct, this session will illustrate when the head should contact the board chair, when the chair should contact the executive committee, and when—if at all—the full board needs to be informed. You’ll see that the situation grows more sensitive when there’s a possibility of scrutiny by the media or the public. The presenters will articulate a baseline structure for communication decisions. They will also explore trustees’ obligations to maintain confidentiality and the particular challenges facing parent-trustees.

**PRESENTERS:** Susan E. Schorr, Tennant Lubell, LLC; Vince Watchorn, The Providence Country Day School (RI)

**GOVERNANCE ROOM:** 342

**Oh, the Relationships You’ll Build: Using Technology to Make Things More Personal**

This interactive presentation explores how teachers can leverage technology to create and personalize an environment where learning takes center stage. To facilitate this student-centered experience, tech tools provide both a snapshot of individual learners’ needs and an overview of how the class is performing as a whole. You will use tools such as EDpuzzle, Pear Deck, and Plickers to actively participate in the session.

**PRESENTER:** Stacey Roshan, Bullis School (MD)

**THE CLASSROOM EXPERIENCE ROOM:** 343

**Sexting, Digital Dating Abuse, and Other Relationship Issues**

If you’re facing problems at the intersection of teens, technology, and romantic relationships, know that best practices are evolving to help you with both prevention and response. Should you teach abstinence or “safe sexting”? How can you discuss inappropriate dating relationships marked by power and control? How can you connect safely with students on social media? Identify how best to navigate these and related issues.

**PRESENTERS:** Sameer Hinduja, Florida Atlantic University; Chad Green, Shady Side Academy (PA)

**THE STUDENT EXPERIENCE ROOM:** 328
Shaping Leadership Identity in Young Girls
Find out what one pre-K–12 girls’ school has discovered about what leadership looks like in the very young, how its development can be fostered, and whether everyone has the potential to lead. Through participatory action research, teachers and administrators designed L3: Living Leadership in the Lower School, now fully integrated into the division.

**PRESENTERS:** Mariandl Hufford and Donna Lindner, The Agnes Irwin School (PA)

**THE STUDENT EXPERIENCE**
**ROOM:** Hilton, Billie Holiday 6

Shifting Assessment Cultures: Tools and Strategies for Teaching and Assessing Habits of Mind
School missions highlight habits of mind (HoM), but classroom-based assessments tend to prioritize content. Mission-driven changes require changes in assessment practices. In this workshop, we will share steps for designing assessments of HoM, such as empathy, perseverance, and collaboration. You will learn strategies for training teachers to use instructional and assessment tools that target both content and HoM.

**PRESENTERS:** Karen Strobel, Castilleja School (CA); Jenna Dunn, The Ethel Walker School (CT); Natalie Froman, Garrison Forest School (MD); Jennifer Selvin, Lick-Wilmerding High School (CA); Lorelei Saito, Punahou School (HI)

**THE CLASSROOM EXPERIENCE**
**ROOM:** 303

**The State of Financial Aid**
What are the goals of other schools’ financial aid programs? How well funded, trained, and equipped are today’s financial aid professionals? How and when do practitioners make financial aid decisions? Using findings from the 2016 SSS State of Financial Aid survey, explore questions like these to help your school meet financial aid goals in today’s climate. Consider ways to hone your practices and leverage your resources for better enrollment management.

**PRESENTER:** Mark Mitchell, NAIS

**MANAGEMENT**
**ROOM:** 345/346

Where Learning Meets Design: Taking Control of the Visual Classroom
The ubiquity of handheld devices and learning media means that every educator (and student) makes daily choices about how to shape content. The prominence of visual stimuli places a heightened emphasis on the design of information. Explore the theories beneath visual scholarship, including illustrative examples and group exercises. Probe how cognition and perception can have real-world effects on critical thought and creativity.

**PRESENTERS:** Mercer Hall and Patricia Russac, Buckley Country Day School (NY)

**THE CLASSROOM EXPERIENCE**
**ROOM:** Hilton, Billie Holiday 3
Your School’s “4D” Curriculum for the 21st Century: Knowledge, Skills, Character, Meta-Learning
In this interactive workshop, you will explore how to use a design matrix to allow each department to systematically and deliberately embed skills, character, and meta-learning in its discipline. Examples from STEM, the humanities, and the arts will be shown. In addition, you will participate in an open conversation about how to use out-of-school activities to build the character qualities that transcend four walls.

**PRESENTER:** Charles Fadel, Center for Curriculum Redesign

**THE CLASSROOM EXPERIENCE**

**ROOM:** 319/320

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**FELLOWSHIP WORKSHOPS**

Each of these 30-minute sessions is part of the NAIS Fellowship for Aspiring School Heads workshop series and is presented by the current cohort of fellows. All are welcome to attend.

**Do You Have What It Takes?**
If you aspire to become a head of school, you may wonder if you possess the background knowledge, experience, and qualities you need to succeed. Come learn about a study that examines the attributes and behavior of successful school leaders. You’ll get fresh insights from an analysis of effective leadership frameworks, experiences of school heads and board chairs, and search firms’ employment materials.

**PRESENTERS:** Anthony Bowes, Greenwich Country Day School (CT); Carolyn Clark, The Brearley School (NY); Kristin Eisenhardt, The Meadowbrook School of Weston (MA); Kathy Trammell, The Williams School (CT); Lisa Bianco, Shorecrest Preparatory School (FL); Debby McLean, Friends Academy (NY)

**ROOM:** 313

**Ideal to Real: Deployment of Resources on Faculty Development and Diversity Initiatives**
Hear about the findings from a survey sent to heads of schools who recommended personnel to the NAIS Fellowship for Aspiring School Heads for the past three years. The findings shed light on how heads of school navigate and negotiate through the complexities of institutional priorities and the varying degrees to which schools value the importance, impact, and commitment of multicultural programs and professional development opportunities.

**PRESENTERS:** Theresa Jespersen, Holy Innocents’ Episcopal School (GA); Ereni Malfa, Roland Park Country Day School (MD); Gary McPhail, Meadowbrook School of Weston (MA); Heather Moore, Hebrew Academy of Tidewater (VA); Elizabeth Pleshette, Latin School of Chicago (IL); Dan Courcey, Choate Rosemary Hall (CT)

**ROOM:** 313

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Sessions will be audio-recorded. Sessions will be video-recorded.
WORKSHOP BLOCK 6
1:15 – 2:15 PM

FEATURED WORKSHOP
HOLISTIC LIFE FOUNDATION PANEL
Ali Smith, Atman Smith, and Andres Gonzalez
ROOM: 316/317
More information on page 6.

PECHAKUCHA
ROOM: 308–310
More information on page 9.
Come to this PechaKucha session to see the following presentations:

What’s Your Name?
PRESENTER: Katie Jamieson, Beauvoir School (DC)
Examining Millennial Leadership
PRESENTER: Thomas Taylor, Breck School (MN)
Modeling Collaboration Through Team Teaching
PRESENTER: Matthew Bolton, The Seven Hills School (OH)
Students Take Center Stage with TED-Ed Clubs
PRESENTER: Nola-rae Cronan, Columbus School for Girls (OH)
I Think I Figured Out How to Use Snapchat as an Educator!
PRESENTER: Bill Selak, Hillbrook School (CA)

The Online Learning Tornado That Blew Our School to Oz
PRESENTER: Sarah Hofstra, Hybrid Learning Consortium at The Barstow School (MO)

Playborhoods
PRESENTER: Annette Fallon, Baltimore Lab School (MD)
Find full descriptions in the conference app and online at annualconference.nais.org.

ONE-HOUR WORKSHOPS

Augmented and Virtual Reality in the Classroom (for $20 or Less)
This session will go over what augmented and virtual reality are, how they can be used in the elementary classroom, and how you and your students can create your own. Specific examples will include QR codes, Google Cardboard, and ways to create your own materials.
PRESENTER: Rosemary Feehan, Wilmington Montessori School (DE)

Building to Learn: How Coding, Design Thinking, and Making Pedagogy Inform 21st Century Schools
What is the pedagogy of making? How can making and coding principles strengthen your school's core curricula? Explore how differentiated and authentic learning opportunities can teach students core competencies while building fluency in cutting-edge technologies and 21st century skills. This session includes a model for incorporating making, case studies from
various subjects in grades 6–12, practical tech tools and resources, and helpful advice.

**PRESENTERS:** Cindy Beals and Geraldine Loveless, Windward School (CA); Paul Way and Kelly Castaneda, Crossroads School (CA)

**THE CLASSROOM EXPERIENCE**

**ROOM:** 314

**Community-Based Learning: From Our Schools to Yours**
Discover effective ways to integrate community-based learning into your core academic curriculum. This session will explore how Winchester Thurston’s City as Our Campus program has evolved since its creation in 2005 and how Heathwood Hall is adopting and modifying the program to unify its own community-based learning programs. Find out about examples of student learning and strategies for implementing similar programs.

**PRESENTERS:** Adam Nye and Kristen Klein, Winchester Thurston School (PA); George Scouten and Donnie Bain, Heathwood Hall Episcopal School (SC)

**THE CLASSROOM EXPERIENCE**

**ROOM:** 315

**Creating a Culture of Engagement: From Acceptance to Alumnus**
Every school has untapped opportunities when it comes to institutional advancement. This presentation will explore strategic initiatives that take advantage of the full student experience, from acceptance to alumnus, to build a culture of engagement. Come discuss a more comprehensive institutional advancement strategy, including how to measure your initiative’s impact and convey it to the leaders of your school and board.

**PRESENTERS:** Peter Bachmann, Flintridge Preparatory School (CA); Henry Smyth, Gilman School (MD); Micajah Dudley, Shearwater

**COMMUNICATIONS AND ADVANCEMENT**

**ROOM:** 330

**Crisis Management in Schools: Lessons Learned**
A crisis requires knowledgable leaders who can immediately implement a plan that covers communication needs, legal implications, and community safety and security. Based on two real-life case studies, this interactive session will prepare you to take the necessary action. You will leave the session with a clearly designed plan to handle significant events in your school.

**PRESENTERS:** Mary Seppala, Educators’ Collaborative, LLC; Stephen Druggan, Springside Chestnut Hill Academy (PA)

**GOVERNANCE**

**ROOM:** 321

**De-Entitlement: The Art of Healthy Student Humbling**
The vast majority of students arrive on campus eager to learn, grow, and embrace all that is offered. Unfortunately, a select few bring with them the belief that the universe revolves around them. We will review current research on aspects of adolescent brain development that contribute to the narcissism of the contemporary teen. We will then explore ways to help students de-center and become more humble in their interactions with others.

**PRESENTER:** Mike Donegan, Loomis Chaffee School (CT)

**THE STUDENT EXPERIENCE**

**ROOM:** 322/323
Workshop Block 6
1:15 – 2:15 PM

Don’t Play Me: Adopting Playful Learning Strategies in the Classroom and Schoolwide
To many adolescents, school is a series of involuntary tasks for which they see no true purpose. Games offer a voluntary experience whose outcomes are excitingly uncertain. Come re-energize your curriculum with playful learning and gamified strategies to engage your middle and high school classrooms. Learn about one school’s journey into hosting Playful Learning Summits.

**PRESENTERS:** Ann Whiting, Genevieve Morgan, and Christopher McAdamis, Milken Community Schools (CA)

**THE CLASSROOM EXPERIENCE**
**ROOM:** 324/325

Education for Social Innovation: Bringing the Values of Citizenship and Character to Life
In early 2016, a group of educators from 20 NAIS schools embarked on a professional learning journey developed by TakingITGlobal in partnership with NAIS. They participated in Education for Social Innovation, an accredited online course, and co-developed projects in their classrooms based on real-world challenges identified by their students. Come hear from educators about what they learned and how the program will evolve in the future.

**PRESENTERS:** Michael Furdyk, TakingITGlobal; Ioana Wheeler, NAIS

**THE CLASSROOM EXPERIENCE**
**ROOM:** 301/302

Family Leave Policies: Challenges and Opportunities for Working Parents
As conversations regarding childcare and paid leave move forward in the national dialogue, how can family leave policies in independent schools create a more equitable climate for faculty and staff? At this presentation, you’ll learn about current data on practices and policies in independent schools relevant to working parents. This session will offer a safe forum for sharing resources and conducting affinity group conversations.

**PRESENTERS:** Angela Miklavcic, The Episcopal Academy (PA); Priscilla Morales, The Park School of Baltimore (MD)

**MANAGEMENT**
**ROOM:** 337

Fifty Shades of Pluralism: Uncovering the Genius in Every Child in All School Settings
As educators, we can develop lifelong learners by creating learning communities that respect and embrace individual differences. A worthwhile goal is to support both independent and public schools in uncovering the genius in every student. In this workshop, experienced presenters will show how you can join a movement for change—as individuals and as independent schools—in service to all children.

**PRESENTERS:** Wendy Horng Brawer, Prospect Sierra School (CA); Joel Pelcyger, PS1 Pluralistic School (CA)

**THE STUDENT EXPERIENCE**
**ROOM:** 347/348
Honoring Parentless Students: Addressing Equity Through Family and Non-Family Programming
The landscape of families is changing, and “Muffins with Mom,” “Dad’s Day,” and Parent/Teacher Associations are no longer relevant to all students. This workshop will focus on a change in how we think and speak about parents, guardians, and families. You will come away with a shift in how you think about students’ family status and new ideas for addressing your campus’s traditions and programs that lead with a bias lens.
PRESENTER: Michael Goodman, University of Maryland
THE STUDENT EXPERIENCE
ROOM: 338

How to Make Your School’s Values Visible
Most schools pride themselves on having core values. But possessing a list does not guarantee that the values are being taught, learned, or practiced among students and faculty. This presentation’s goal is for you to reflect on and share your school’s values; consider how you inculcate them; and then walk away with specific resources, activities, and a mindset to take back to your school. Discover ways to move your values from page 5 of your school handbook to your classrooms, hallways, and fields.
PRESENTERS: Sumant Bhat, St. Anne’s Episcopal School (CO); Heather Mock, Alexander Dawson School (CO)
LEADERSHIP
ROOM: 339

“I Can’t Do That... Yet”: Helping Students Cultivate a Learning Disposition
Too often, students see a lack of immediate mastery as a sign of weakness or, worse, inability. This program will share how our school has engaged both students and faculty in reflection on how to counter that common phenomenon. You will receive a sample curriculum, classroom strategies, and an invitation to engage collaboratively in this work moving forward.
PRESENTER: Noah Rachlin, Phillips Academy (MA)
THE CLASSROOM EXPERIENCE
ROOM: 342

Issues of Race, Class, and Gender: A Framework for Teaching and Inspiring Social Justice
Your students live in a world where they need to be able to understand and confront the complex issues of race, gender, and class. Learn how to create a community of learners who can engage in difficult conversations, become allies, and take on the work of social justice all while striving to make your school community a more inclusive one for all.
PRESENTERS: Laura Robertson, Jon Shoup, and Antxon Iturbe, St. Anne’s-Belfield School (VA)
THE STUDENT EXPERIENCE
ROOM: 326
Leadership Lessons from the Seat of My Bicycle: On Becoming a More Authentic Leader
This workshop will explore ways you can learn to become a more effective school leader by carefully mining your own interests, passions, and experiences outside of school. Specifically, the facilitator will tell how his own personal leadership and work with emerging school leaders have been influenced by endurance cycling as well as his recovery from a devastating accident.

PRESENTER: George Swain, New York State Association of Independent Schools
LEADERSHIP ROOM: Hilton, Billie Holiday 1

Leading IT All: The Role of the Chief Information Officer in Independent Schools
While most schools do not currently have a CIO, chances are they may in the future. The session will examine what prompts the addition of a CIO and what happens when the role evolves from tech director to strategic school leader. This presentation will inform school leaders, particularly heads and associate heads, about an emerging trend in independent school leadership.

PRESENTERS: Jason Ramsden, Ravenscroft School (NC); Jamie Britto, Collegiate School (VA); John Hardcastle, McDonogh School (MD); Barry Kallmeyer, Hathaway Brown School (OH)
LEADERSHIP ROOM: 340

Maximizing Student Engagement (or) Stop the Bloodletting: Stop Lecturing (and Start Engaging)
Rarely do students cite lectures as the most memorable part of a course. Even more troubling, growing research suggests lectures result in minimal actual learning. In this interactive, reflective session, explore pedagogical strategies that shift learning from teacher to student and from low to high engagement while deepening understanding.

PRESENTER: Raymond Wright, Landon School (MD)
THE CLASSROOM EXPERIENCE ROOM: Hilton, Billie Holiday 2

Moving Forward Together into a Brave New World
What is the relationship between empathy, intimacy, and technology? How might schools respond to the opportunities and challenges in a way that is mission-driven and forward-focused? This workshop reviews the findings from a national symposium in which thought leaders and educators tackled these questions and produced a set of recommendations designed to meet the challenges of the wired world and the paradox of human disconnectedness.

PRESENTERS: Michael Spencer and Theresa Ferns, St. Paul’s School (NH); Chad Green, Shady Side Academy (PA); Monica Gillespie, St. Mary’s School (NC)
THE STUDENT EXPERIENCE ROOM: 318
**A Multisensory Curriculum: Teaching LD Students Well, Teaching All Students Well**

Your school has more different learners than you think! Discovering how to teach them effectively enhances the way you reach all your students. A neuropsychologist will discuss the research behind multisensory teaching, and Siena School staff will share practical approaches to multisensory teaching that prepare students for a rigorous college curriculum.

**PRESENTERS:** Clay Kaufman, The Siena School (MD); William Stixrud, psychologist

**THE CLASSROOM EXPERIENCE**

**ROOM:** 303

**The New Realities in Crisis Management**

The fallout from a poorly managed crisis can have very significant consequences. However, if prepared, a school can get through a tough situation and emerge even stronger. This session will help you be crisis ready. Get an up-to-date list of issues to be aware of, learn the elements of crisis planning, and receive a crisis checklist to take back to school with you.

**PRESENTERS:** Jane Maxwell Hulbert and Jim Hulbert, The Jane Group

**COMMUNICATIONS AND ADVANCEMENT**

**ROOM:** 345/346

**Passing the Torch: Effective and Successful Head of School Transition**

The most important task for any school may well be to select and then ensure a smooth transition for a new head. In this session, learn about how a school with a long-tenured head handled the search, selection, and plan for transition. While paying careful attention to all aspects of the process but emphasizing successful transition, presenters will discuss the process, offer strategies, and welcome your questions.

**PRESENTERS:** Linda Gibbs, Resource Group 175; Jean Brune, retired head; Ashley Thayer and Catherine McDonnell, Roland Park Country School (MD)

**GOVERNANCE**

**ROOM:** 341

**The Power of Teacher Language**

Learn how teachers can use language—words, tone, and pace—to increase student engagement, build a positive classroom community, create a growth mindset, and teach pro-social behavior by helping children develop confidence, competence, and self-control. This interactive session will provide you with many practical tips and samples of effective teacher language to take back to your school.

**PRESENTERS:** Earl Hunter, Oakwood School—Elementary School Campus (CA); Sarah Fillion, Responsive Classroom

**THE CLASSROOM EXPERIENCE**

**ROOM:** 343

**Protecting the Student and the School Amidst Allegations of Sexual Assault**

An experienced school counsel will explore the deluge of sexual assault allegations that are affecting independent schools. How does your independent school know if it is covered by Title IX? What does Title IX compliance mean? If your school is not subject to Title IX, what are the school's obligations and risks? How do you protect the alleged victims, perpetrators, witnesses, and your school?

**PRESENTER:** William Hannum, Schwartz Hannum PC

**LEADERSHIP**

**ROOM:** Hilton, Billie Holiday 3
**Return on Investment: Why an Independent School Education Is Worth the Cost**

Although independent schools operate under a variety of organizing principles, they all share one thing: a mission-driven, student-centered, culture-rich, non-bureaucratic model. This model has distinct advantages over the increasingly standardized, compliance-driven model that characterizes public education today. Is an independent school education worth the cost? Come to this session for well-researched data and provocative information that will support the independent school value proposition.

**PRESENTER:** Douglas Lyons, Connecticut Association of Independent Schools

**COMMUNICATIONS AND ADVANCEMENT ROOM:** 336

**The Self-Healing Board: A Master Class in Staying on Track Through Any Challenge**

Even the best boards go through rough patches from time to time. Some manage to get themselves back on track while others fall into still greater stages of dysfunction. Drawing on experience as board chair, board member, and governance consultants, the presenters of this session will explore case studies in what makes for a “self-healing board” that can self-correct and get back on track.

**PRESENTERS:** Marc Frankel and Judith Schechtman, Triangle Associates; Lisa Flashner, Wildwood School (CA)

**GOVERNANCE ROOM:** 319/320

**Soft Skills and Hard Data: Validating the Character Traits That Matter Most**

In the future, the most important competencies may be more social-emotional than technical. Today robots are evolving to replicate many human capabilities; however, they falter when given tasks that require inter- and intrapersonal intelligence. This workshop will detail how to validate emotional intelligence and also demonstrate that it is at the foundation of strong character.

**PRESENTERS:** Josh Cobb and Ben DeVoss, Graland Country Day School (CO)

**THE STUDENT EXPERIENCE ROOM:** Hilton, Billie Holiday 4

**Sustainability and Innovation**

Discover the alternative revenue strategies employed by The Barstow School, including establishing satellite campuses and a robust online learning program. You will leave with the knowledge of how to adopt strategies that will increase student retention, decrease reliance on tuition, increase marketing and admission, enhance existing as well as new programs, and allow students to network with students from across the globe.

**PRESENTERS:** Shane Foster, The Barstow School (MO); Bram van Kempen, KnowledgeLink

**MANAGEMENT ROOM:** Hilton, Billie Holiday 5

**The Tao of Small School Advancement**

Making small school advancement make sense requires vision, confidence, collaboration, creativity, efficiency, and action plans that are both meaningful and practical. In this session,
you'll figure out the best ways to combine these elements into a strong and sustainable program for your school.

**PRESENTERS:** Starr Snead, Advancement Connections; Shelley Reese, The Learning Center for the Deaf (MA)

**COMMUNICATIONS AND ADVANCEMENT ROOM:** 328

**Your Feelings Are Wrong**
Survey courses of normative ethics share a poorly kept secret: Students don’t seem to finish these courses morally “better.” Contemporary moral psychology indicates that the reason for this may involve ethics courses’ failure to engage emotions. This session will examine the idea that our rational minds inform behavior and moral judgments far less than previously thought. Then you’ll learn how ethics courses can engage emotions more effectively and, arguably, make students more moral.

**PRESENTER:** Stephen Miller, Oakwood Friends School (NY)

**THE CLASSROOM EXPERIENCE ROOM:** 329

**FELLOWSHIP WORKSHOPS**
Each of these 30-minute sessions is part of the NAIS Fellowship for Aspiring School Heads workshop series and is presented by the current cohort of fellows. All are welcome to attend.

**Exploring Global Opportunities and Their Impact on the Value Proposition of Independent Schools**
Today’s schools must prepare each student to be a global leader while ensuring their own sustainability and validating their value propositions. Drawing on interviews with school administrators, faculty, and students, this session examines the impact global programs are having on independent schools and students like yours.

**PRESENTERS:** John Kleiner, University School of Nashville (TN); Brian Mitchell, The Boys’ Latin School of Maryland (MD); Bruce Nkala, Shipley School (PA); Cecil Stodghill, Providence Day School (NC); Christopher Tennyson, Lake Forest Academy (IL); Rick West, Franklin Road Academy (TN)

**ROOM:** 313

**Hit the Ground Running: Significant Challenges Facing a First-Time Head of School**
Because independent schools face increasingly complex problems, first-time heads need to arrive on day one with a clear sense of how to successfully navigate their initial year. At this session, you’ll learn about common challenges identified through a study conducted as part of the 2016 NAIS Fellowship for Aspiring School Heads.

**PRESENTERS:** Jared Harris, Cairo American College (Egypt); Bryan Oliver, Saint James School (AL); Ryan Pagotto, Blair Academy (NJ); Webster Trenchard, The Loomis Chaffee School (CT); Peter Twadell, Tower School (MA); Joe Viola, St. Albans School (DC)

**ROOM:** 313

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www.competentkids.org

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www.thesca.org

Study in Spain — Embassy of Spain, Trade Commission Miami
Booth 1024
www.spainEDU.org

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TLC — The Library Corporation
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Tommy Hilfiger School Uniform
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U.S. Holocaust Memorial Museum
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**These school groups have enlivened the conference through their performances:**

AIMS Schools Reading

Kaliq Simms, coordinator

Peter Baily, executive director of AIMS

The Boys’ Latin School of Maryland Latin Jazz Ensemble

Matt Pisarcik, director

Christopher Post, head of school

Flint Hill School Percussion Ensemble

Greg Holloway and Tim Mitchell, directors

John Thomas, head of school

Friends School of Baltimore Jazz Ensemble

John Gifford, director

Matt Micciche, head of school

Gilman School’s The Traveling Men A Cappella Group

Robert Ford, director

Henry Smyth, head of school

Holy Trinity Jazz Band

Brian Hollar and Gene Esposito, directors

Mike Mullin, head of school

McDonogh School Singers

Suzanne Eldridge, director

Charlie Britton, head of school

Norwood School Paganini Vivaldi String Players

Ken Giles, Devon Oviedo, and Moyna Daley, directors

Matthew Gould, head of school

The Park School of Baltimore Jazz Ensembles

Adele Dinerstein, director

Dan Paradis, head of school

St. Andrew’s Episcopal School Jazz Band

Amy Wooley, director

Robert Kosasky, head of school

St. Anne’s School of Annapolis Middle School Chorus

Jeanne McDermott, director

Lisa Nagel, head of school

St. Paul’s School Concert Chorale

John Smedstad, director

David Faus, head of school

St. Paul’s School for Girls Inertia Dance Company

John Hendricks, director

Penny Bach Evins, head of school

Roland Park Country School Upper School Chorus

Lisa Anne Diver, director

Caroline Blatti, head of school

Sidwell Friends Upper School Chamber Chorus

John Touchton, director

Bryan Garman, head of school

The Siena School Film: Possibility

Steve Jeter, director

Clay Kaufman and Jilly Darefsky, heads of school

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