

FCIS Annual Convention

Orlando 2019



HYATT REGENCY ORLANDO INTERNATIONAL AIRPORT
9300 Jeff Fuqua Blvd, Orlando, FL 32827



#FCISConv2019



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Welcome

Dear FCIS Member Schools and Colleagues,

As your 2019 FCIS Convention Chairs, we are looking forward to welcoming you to Orlando for the FCIS Annual Convention, November 6-8, 2019, at the Hyatt Regency Orlando International Airport. We are sure that all will agree that coming together as a community of Florida educators will generate great value to all of our institutions.

This year's Convention theme challenges us all to Learn Today, Learn Tomorrow. Maintaining our focus on the needs of today's learners, while looking forward to what the next version of independent school will resemble, is critical to our individual and collective success as school leaders and educators. We have been working hard to meet the goals of the conference-goers while provided a wonderful venue for learning (and playing).

Our Convention Steering Committee has compiled a program that will offer an engaging, informative, and meaningful professional development experience for individuals in any role at our institutions. We will be featuring Pre-Conference Workshops for heads of schools, administrators, advancement professionals, and business officers on November 6. Administrator Day is Thursday, November 7, and Faculty Day is Friday, November 8.

Pre-Conference ISM (Independent School Management) Workshop

Facilitator: Terry L. Moore, BCP-E, Executive Consultant, ISM

Session I • *Strategic Financial Planning*

Session II • *Financial Aid – Understanding Need*

Pre-Conference Business Officers' Workshop

Facilitator: Gigi Chinisci, Retired Assistant Director of Admission, Albuquerque Academy

Bringing Disney's Philosophy to Your School

Nationally-Recognized Keynote Speakers:

- **Richard Weissbourd, Ed.D.**, Senior Lecturer & Director of Making Caring Common, Harvard Graduate School of Education
- **Denise Pope, Ph.D.**, Senior Lecturer, Stanford Graduate School of Education; Co-Founder, Challenge Success

Luncheon Speakers:

- **Mike McCulley**, Astronaut
- **Dr. Jeff Duke, Ph.D.**, Coaching Specialist, College of Health Professions and Sciences, University of Central Florida

For more information on the broad range of sessions and speakers planned for the Convention, please explore the FCIS website, which will be updated over the next months. As we get closer to November, we will convey the most updated information in our Annual Convention mobile app.

We are both looking forward to seeing you for an inspiring three days at the 2019 Convention.

Warmly,

Cynthia Lane, Head of School, Sweetwater Episcopal Academy

Byron Lawson, Jr., Head of School, Trinity Preparatory School

2019 FCIS Convention Co-Chairs

The Florida Council of Independent Schools

The Florida Council of Independent Schools was founded in Jacksonville in December 1954. From the small handful of schools and correspondingly low student population that comprised the original group, the Council has grown to become one of the largest independent school organizations in the United States. FCIS begins the 2019-2020 school year with 154 member schools.

Member schools are located throughout the state, extending from Pensacola in the northwestern panhandle to Key Largo in the southeast. While most schools are coeducational and day, there are schools with boarding programs and others which admit only girls or only boys. Some enroll only elementary school children or only secondary school children, while others offer combinations of levels. Many of the schools are strictly college preparatory, but other member schools serve students with learning differences.

Schools range in size from fewer than 50 students to over 2,500 students. Indeed, one of the Council's strengths is the variety of schools making up its membership. In this way, not only does the Council provide an alternative to public school, but also within its membership, it provides still further alternatives to parents who are looking for exactly the right type of school for their children. All FCIS schools have racially nondiscriminatory admission policies.

The Florida Council of Independent Schools is a member of the National Association of Independent Schools (NAIS) and an affiliate of the Council for American Private Education (CAPE). FCIS is a founding member of the Florida Association of Academic Non-Public Schools (FAANS).

FCIS Mission: The Florida Council of Independent Schools promotes the highest standards for PK-12 education through its accreditation process, professional development programming, and advocacy efforts.

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Byron Lawson

Trinity Preparatory School
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Dr. Jan Pullen

Saint Stephen's Episcopal School
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Bradenton, FL 34209

Patrick Roberts

Palmer Trinity School
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Joi Robertson

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Pamela Tapley

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3221 Sand Lake Road
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Dr. David Watson

Community School of Naples
13275 Livingston Road
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Dr. Steve Whitaker

The First Academy
2667 Bruton Blvd
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Convention Steering Committee

Convention Chairs: **Cynthia Lane**, Head, Sweetwater Episcopal Academy
Byron Lawson, Head, Trinity Preparatory School

Thursday Program Committee

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Jerry Matos, Montverde Academy
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Nick Purdue, Windermere Preparatory School

Friday Program Committee

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Lindsay Elliott, Sweetwater Episcopal Academy
* **Jennifer Hencken**, Trinity Preparatory School
Jane Hicks, Park Maitland School
Natalie Holter, The First Academy
Valerie Kennedy, Park Maitland School
Evelyn McCulloch, Park Maitland School
Cindy Moon, Park Maitland School
Patrick Mulloy, Trinity Preparatory School
Alison Murphy, Lake Highland Preparatory School
Tracy Rick, Sweetwater Episcopal Academy
Mary Scott, Lake Highland Preparatory School
Meristell Shackelford, Montverde Academy
Davina Spillmann, Park Maitland School
Donna Wood, Park Maitland School

Episcopal Schools' Eucharist and Breakfast

The Reverend Father Trey Garland,
Sweetwater Episcopal Academy

Door Prizes

Paul Garcia, St. Barnabas Episcopal School

Convention Logo

Julie Johnson, Florida Council of Independent Schools

Convention Ads

Hallie Smith, Trinity Preparatory School

Photographers

Exhibitors

Keara Danger, Florida Council of Independent Schools

Convention Registration

Melissa Alton, **Alison Carlson**, **Keara Danger**,
Julie Johnson, and **Matt Wilson**, Florida
Council of Independent Schools

Technology Support

Matt Wilson, FCIS

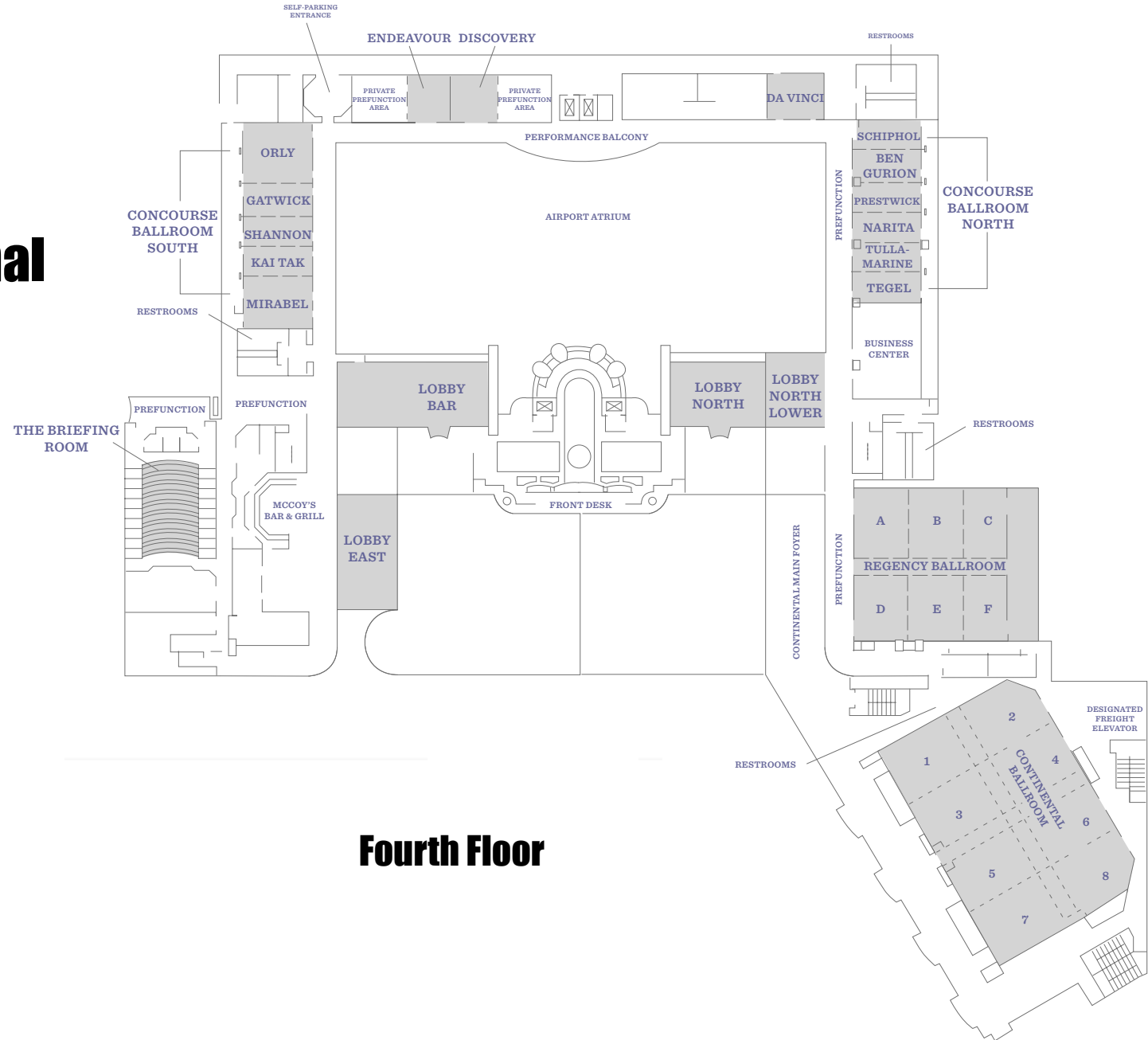
Convention Coordinator

Alison Carlson, Florida Council of Independent Schools

*** Subcommittee Coordinator**

Floor Plan

Hyatt Regency Orlando International Airport



Fourth Floor

Pre-Conference Speakers

Wednesday, November 6

ISM Pre-Conference Workshop



Terry L. Moore, BCP-E, Consultant, Independent School Management (ISM)

Terry has supported more than 200 schools on-site since 2002 through ISM. He also writes for ISM's publications, including *Ideas & Perspective*; created the ISM FAST program (ISM's cutting-edge financial aid tool); speaks at various conferences including NBOA, NYSAIS, CAIS, FISBO, and AISNE; and leads ISM workshops and webinars. Terry has over 30 years of experience in both the profit and not-for-profit sectors. His professional background includes expertise in all financial matters of independent schools. Further, he specializes in many aspects of operations, safety and security, marketing, and fundraising. Because of the specialized niche of independent schools, he enjoys helping schools explore their mission statement articulation.

Terry's professional experience includes work at two independent schools. Terry recently completed a two and a half year assignment at St. Mary's School, Aliso Viejo, CA; he served as the Head of Finance, Operations, and Advancement. During that assignment, he continued to consult with ISM. In addition to St. Mary's School, Terry was also at Trinity Academy of Raleigh, NC, where he was a founder and served on the Board of Directors for six years, after which he was asked to become the Director of Administrative Services. Additionally, Terry has served on the Board of several non-profits and the Vestry of two Episcopal Churches.

Business Officers' Pre-Conference Workshop



Gigi Chinisci, Retired Assistant Director of Admission, Albuquerque Academy

Gigi Chinisci worked in admission for over 11 years before retiring as the Assistant Director of Admission for Albuquerque Academy. Previous to being an admission officer, she had a 27-year career as a dental hygienist in California and New Mexico.

Her deep interest in human behavior led Gigi to return to school as a psychology major, while still working full-time in admission. Her focus is in cognitive psychology with an emphasis on positive psychology. She has been a national speaker and workshop presenter since 2012. Gigi is married and has three grown children. The hobbies that keep her occupied are golf, gardening, cooking and reading.

Keynote Speakers

Thursday, November 7



Administrator Day Morning Keynote: Richard Weissbourd, Ed.D., Senior Lecturer and Director of Making Caring Common, Harvard Graduate School of Education

Richard Weissbourd, Ed.D., is a Senior Lecturer at the Harvard Graduate School of Education, where he co-directs the Human Development and Psychology Program, and the Kennedy School of Government. His work focuses on moral development, vulnerability and resilience in childhood and effective schools and services for children. He directs the Making Caring Common Project, a national effort to make moral and social development priorities in child-raising and to provide strategies to schools and parents for promoting in children caring, a commitment to justice and other key moral and social capacities. He is currently working with numerous college admissions offices to elevate and more effectively assess ethical character, to reduce excessive achievement pressure and to increase equity and access in the college admissions process. He is also conducting research on how older adults can better mentor young adults and teenagers in developing caring,

ethical, mature romantic relationships.

He is a founder of several interventions for at-risk children, including ReadBoston and WriteBoston, city-wide literacy initiatives led by Mayor Menino. He is also a founder of a pilot school in Boston, the Lee Academy, that begins with children at 3 years old. He has advised on the city, state and federal levels on family policy and school reform and has written for numerous scholarly and popular publications and blogs, including The New York Times, The Washington Post and NPR. He is the author of *The Vulnerable Child: What Really Hurts America's Children and What We Can Do About It* (Addison-Wesley, 1996), named by the American School Board Journal as one of the top 10 education books of all time. His most recent book, *The Parents We Mean to Be: How Well-Intentioned Adults Undermine Children's Moral and Emotional Development* (Houghton Mifflin 2009), was named by *The New Yorker* as one of the top 24 books of 2009.

Friday, November 8



Faculty Day Morning Keynote: Denise Pope, Ph.D., Senior Lecturer, Stanford Graduate School of Education; Co-Founder, Challenge Success

Denise Pope, Ph.D., is a Senior Lecturer at the Stanford University Graduate School of Education, where she specializes in student engagement, curriculum studies, qualitative research methods, and service learning. She is co-founder of Challenge Success, a research and intervention project that provides schools and families the tools they need to raise healthy, motivated students. Challenge Success is an expanded version of the SOS: Stressed-Out Students project that Dr. Pope founded and directed from 2003-2008.

She is the author of, *"Doing School": How We Are Creating a Generation of Stressed Out, Materialistic, and Miseducated Students* (Yale University Press, 2001), which was awarded Notable Book in Education by the American School Board Journal, 2001, and lead author of *Overloaded and Underprepared: Strategies for Stronger Schools and*

Healthy, Successful Kids (Jossey-Bass, 2015). She also co-hosts the Stanford University SiriusXM radio show called "School's In."

Dr. Pope lectures nationally on parenting techniques and pedagogical strategies to increase student health, engagement with learning, and integrity. She is a 3-time recipient of the Stanford University School of Education Outstanding Teacher and Mentor Award and was honored with the 2012 Education Professor of the Year "Educators' Voice Award" from the Academy of Education Arts and Sciences. Prior to teaching at Stanford, Dr. Pope taught high school English in Fremont, CA and college composition and rhetoric courses at Santa Clara University.

Luncheon Speakers

Thursday, November 7



Administrator Day Luncheon Speaker: Michael J. McCulley, Astronaut

Having been part of the U.S. Navy, Mike became a test pilot, flying over 50 aircraft types and logging more than 5,000 hours of flying. Mike was selected by NASA for training as a pilot on Space Shuttle flight crews. After completing a variety of assignments and leading the Astronaut Support Team at the Kennedy Space Center, he was pilot on mission STS-34 and logged a total of 119 hours and 41 minutes in space. As he continued his NASA career, he was part of the crew aboard Shuttle Orbiter Atlantis and successfully deployed the Galileo spacecraft on its journey to explore Jupiter.

Following his time at NASA, he was employed by Lockheed Martin Space Operations and served as Launch Site Director at Kennedy Space Center. Mike was named President and Chief Executive Officer of United Space Alliance.

Friday, November 8



Faculty Day Luncheon Speaker: Jeff Duke, Ph.D., Coaching Specialist, College of Health Professions and Sciences University of Central Florida

Dr. Jeff Duke is a leading expert on the cultural influence in the sport coaching profession on society's mores. He has developed and authored the "Three-Dimensional Coaching" curriculum that has revolutionized the sport coaching landscape. His methodology allows coaches to discover a style that produces the ultimate athletic performance. He titles his workshop, "How to Capture the Body, Mind and Spirit of the 21st Century Athlete".

Dr. Duke has coached 5 different sports and directly supervised 200 plus coaches in seventeen different sports. His coaching experience encompasses the youth level through the professional ranks, coupled with a multi-year stint with the legendary football coach, Bobby Bowden.

Today, you will find Dr. Duke serving as the coaching specialist/lecturer for the Sport and Exercise Science degree program at the University of Central Florida and the National Coaches Ministry Training Director for the Fellowship of Christian Athletes. His classes and workshops are taught with fervor and passion. Dr. Duke creates a collaborative learning environment of student engagement, industry experience, and qualitative research.

Pre-Conference ISM Workshop

Wednesday, November 6 | 9:00 AM - 4:00

Continental Ballrooms 5-6

9:00AM-12:00PM | Session I • *Strategic Financial Planning*

One of the most critical functions for Board and leadership teams is the creation and utilization of a strategic plan. In this workshop, we will explore the two types of Strategic Planning, and help you choose the best model for your school. Further, we will teach the basic sustainability variables that must be considered by every independent school when creating their strategic plan. Moreover, the strategic plan is never complete without a financial plan and tuition impact estimates. We will also fully explore tuition setting policies so that your Strategic Plan can be fully implemented. Make sure you bring your computer to this workshop too, as we walk through how to create a basic financial planning model using Excel, which you will be able to take back to your school.

1:00-4:00PM | Session II • *Financial Aid – Understanding Need*

Effective Financial Aid Programs begin with a school understanding of what financial aid is – and what it is not. In this fast-paced workshop, we will begin by defining NEED at your school, which will involve consideration of Financial Aid Policies, Awarding Strategies, and Need Assessment Protocols necessary for effective program management. The goal of this workshop is to demystify need, and to give you effective strategies so that you can be confident in your financial aid decisions.

Workshop Leader: Terry L. Moore, BCP-E, Consultant, Independent School Management (ISM)

Pre-Conference Business Officers' Workshop

Wednesday, November 6 | 1:00 - 5:00 PM

Continental Ballrooms 7-8

Bringing Disney's Philosophy to Your School

Independent schools are facing more competition than ever before. Our energies are divided between not only our current families, but also our co-workers, alumni and even our potential families. By looking at Walt Disney's business philosophy and exploring the science of positive psychology, this workshop will show simple practices that will help set your school apart from the crowded field.

- How can your school deliver exceptional service to its families?
- When does your disposition maximize your potential?
- What are the proven strategies in handling negative people?

This interactive workshop will answer these questions and many more. Walt Disney developed a basic business credo that has carried the Disney Corporation to the top of the Forbes 500 list consistently year after year.

This workshop will be divided into three sessions:

- > Be Our Guest; Disney's Philosophy of Customer Service
- > Disney's Leadership Techniques Can Work for You
- > Attitudes have Outcomes

These techniques and principles can easily be incorporated at your school, in your career and in other aspects of your life.

Workshop Leader: Gigi Chinisci, Retired Assistant Director of Admission, Albuquerque Academy

Welcome & Keynote Address

Thursday, November 7 | 8:30 - 9:30 AM

Continental Ballrooms

Richard Weissbourd, Ed.D. | Senior Lecturer and Director of Making Caring Common, Harvard Graduate School of Education

How Can Schools Develop Caring, Community-Minded and Thriving Students?

Today's culture, as well as parents and schools, tend to be intensely focused on children's happiness and achievements. But the preoccupation with these two factors—and the constant praising of kids that goes with it—can undermine children's capacity to care for others and their investment in the common good. Focusing so much on achievement and happiness also risks making kids not only less caring, but ironically, less happy and less likely to achieve at high levels. In the current socio-economic climate, where decency and empathy seem to be in short supply, it's more important than ever to help children develop concern for others and our collective fate. This talk will explore these current trends and provide concrete strategies that schools can utilize to develop empathic, caring, justice-minded children who are also happy and able to pursue meaningful achievement.

Thursday Program – Session I

November 7 | 10:00 - 10:55 AM

Regency
Ballroom A

Opening Doors: Creating a Community Focused Center for Excellence

Tracey Zerwig Ford, Director of Fine Arts and the Center for Excellence, Hutchison School

Join the Director of Hutchison's Center for Excellence to explore how an enrichment program has grown from a small afterschool Arts Academy into a Center for Excellence, hosting over 10,000 participants a year. Interactive discussion topics will include: community engagement, school culture, meaningful partnerships, and sharing learning space. I know what you are thinking: How do I tap community resources as potential revenue source for my school? How do I create a culture of openness and welcome off campus students? What kind of conversations and policy structures need to be in place before hiring independent contractors? Come learn from our mistakes and successes. Hutchison has created a non-traditional student pool and expanded the day students' educational experience by offering co-ed learning in the afternoon and weekends. Through community engagement, we have re-positioned our school's standing in the area. Let me tell you how we did it.

• **Heads, Trustees, Administrators, Business Officers, Enrollment Management Directors, Advancement Directors, Diversity Directors, Department Chairs, Athletic Directors**

Regency
Ballroom B

Is Your Retirement Plan Best in Class?

Mark Ries, Retirement Plan Advisor, Cafaro Greenleaf/Carroll Consultants

In this session, we will cover how key elements of a retirement plan can help generate a higher percentage of positive outcomes for plan participants. We will discuss how to tell if your employees are retirement ready or on the right path and how participant engagement and education can increase plan participation and general understanding of the benefit that is being provided to them.

• **Heads, Prospective Heads, Business Officers**

Thursday Program – Session I

November 7 | 10:00 - 10:55 AM

Regency Ballroom C ***You've Admitted Me. Now Help Me Stay: Creating a Transition Program for Non-Traditional Students and Families***

Marcus Wells, Director of Financial Aid and Student Transition, Episcopal School of Jacksonville

Independent schools are tasked to create diverse campus environments. The admission of qualified non-traditional students contributes to campus diversity, but many of these students and families are unprepared to meet the challenges and reap the benefits of the independent school world. The unique independent school experiences of the presenter—as an independent school alum, teacher, coach, and parent—led his school to charge him with creating a transition program to help these non-traditional students and families after admission. He will share his successes and lessons learned as he developed his program. He will also invite participants to share their experiences so all can benefit from hearing multiple perspectives. This workshop will be a collaborative journey to identify and quantify challenges at your school, allowing you to create or enhance your own student transition program for the non-traditional student.

• **Division Directors, Enrollment Management Directors**

Regency Ballroom D ***Financial Implications of Security at Private Schools***

Dan Stephens, President, Invictus Consulting

In this presentation, we will discuss security and risk management for independent schools. Attendees will explore the concepts of security, risk management, and risk assessment. Attendees will consider the role headmasters, facilities directors, and operations directors play and will leave with practical tips for cost-effective ways to improve school security,

• **Heads, Trustees, Business Officers, Administrators**

Regency Ballroom E ***Annual Fund Panel Discussion***

Sarah Evans, Senior Consultant, Winkler Group; Jay Goulart, Vice President for Institutional Advancement, Gulliver School; Eric Zaytzeff, Director of Advancement, Trinity Preparatory School

This session will consist of a panel discussion. We will invite the audience to ask questions related to the Annual Fund and will also have pre-selected topics to discuss.

• **Advancement Directors, Business Officers**

Regency Ballroom F ***Creating a Volunteer Service Culture***

Diane O'Dell, Vice President, Community & Diversity Relations, Universal Orlando Resort; Executive Director, Universal Orlando Foundation

This presentation will focus on how to create a work culture that embraces the value of volunteering, aligns efforts with the mission, and demonstrates the important role volunteerism can play in Team Member recruitment, retention, morale and pride.

• **Heads, Trustees, Prospective Heads, Administrators, Business Officers, Advancement Directors, Enrollment Management Directors**

Thursday Program – Session I, cont.

November 7 | 10:00 - 10:55 AM

Briefing
Room

Driving K-12 Innovation: Accelerators, Hurdles & Enablers

Susan Bearden, CETL, Chief Innovation Officer, Consortium for School Networking (COSN)

Join this session to hear from a former FCIS member school technology leader turned award winning technologist and certified educational technology leader. Participants will learn insights and strategies that will develop and broaden their technology leadership skills to help them tap into the accelerators, tackle the inevitable hurdles, and leverage the enabling factors in support of innovative teaching and learning.

• **Heads, Trustees, Administrators, Division Directors, Technology Directors**

Only

Diversity, Equity and Inclusion Work of an Independent School in Florida

Roderick Avery Fludd, Director of Diversity and Inclusion, Shorecrest Preparatory School

Get the perspective of a current Director of Diversity and Inclusion on the work from the Northeast, Southern California and Florida regions. This presentation will engage participants in the practices and procedures taken by one school's first Director of Diversity and Inclusion to work within the school's community to further its equity and inclusion efforts. Participants will discuss ways to approach the diversity within its local communities and ways to provide access and support for faculty, staff and underrepresented members of the community. A question and answer portion will be provided with honest and open dialogue.

• **All**

Mirabel

Learn to Start: Entrepreneurship as a Solution for 21st Century Education

Gary Conroy, Founder and CEO, The Startup Studio

In this session, participants will explore a solution for bringing about real and sustainable change in education. Participants will learn how the model works and why through this program they can bring a highly effective culture shift into their schools.

• **Heads, Division Directors**

Kai Tak

Cultural Development of an Athletic Department

Chris Lavoie, Director of Athletics, Tampa Preparatory School

In this session, the presenter will outline a plan to develop cultural alignment and norms in an athletic department. Specifically, we will discuss going through the MVP Process, which is the development of a mission, vision and core principles. Participants will learn ways to share terminology and increase school spirit through this process.

• **Division Directors, Athletic Directors**

Thursday Program – Session I, cont.

November 7 | 10:00 - 10:55 AM

Shannon

Reasonable Accommodations

Lori W. Smith, Attorney, Zimmerman Kiser Sutcliffe P.A.

What are reasonable accommodations? We will break down the case law and take a look at what is reasonable and what meets the standard of a fundamental alteration. Learn what type of documentation you need to stand by your determinations.

- **Division Directors, Academic Deans, Learning Specialists, School Counselors**

Gatwick

How Can I Help? Supporting Recruited Athletes through the College Process

Pam Catron, School Guidance and College Planning Counselor, NCAA Liaison, Windermere Preparatory School; Cameron Walker, Senior Associate Athletics Director of Compliance, University of Central Florida

Participants will explore the role of the College Counselor when it comes to athletic recruitment and will consider the following questions: How can we help students and parents manage the stress surrounding athletes? Should my high school coach advocate for me? Who is the appropriate contact at my school for assistance?

- **College Counseling Directors, Athletic Directors, School Counselors**

Schiphol

Your Board's Role in a Successful Campaign

Paula Schwartz, Director of Fundraising Services and Senior Consultant, Independent School Management (ISM)

Stable schools have strategic Boards. When your Board is focused on sustaining financial viability and excellence for future generations of students, every aspect of your operations performs at a highest level, including your advancement efforts. Capital campaigns anchored in your Board's understanding of and commitment to its strategic role inspire confidence and provide a powerful case for motivating donors. Donors are proud to give and get involved. They view their philanthropic gifts as investments in their own children, the school and future generations of students. In this session, participants will learn how four critical elements determine institutional readiness as a board considers embarking on a capital campaign; how to engage Trustees in all areas of the donor cycle to create powerful solicitation teams; and how to empower your development quartet—Board President, Development Chair, Head of School, and Development Director—to lead the way.

- **Heads, Trustees, Prospective Heads, Advancement Directors**

Ben
Gurion

Peace and Justice Principles: Leading the Way

Rudy Darden, Professor of English and Facilitator, Peace and Justice Institute; and Rachel Allen, Director, Peace and Justice Institute, Valencia College

The Peace and Justice Institute (PJI) at Valencia College offers a unique and powerful experience for teachers and school staff working in Pre K – 12 with the goal of creating more inclusive, respectful, compassionate and loving classrooms and citizens. The teacher academy model is based upon a decade of collaboration with leading scholars in the field of peace studies. Find out why schools from throughout the Central Florida region and beyond have come to trust PJI to support them in creating a positive, affirming school culture where “All People. All Voices. All Matter.”

- **Heads, Division Directors, Administrators, Diversity Directors, School Counselors**

Thursday Program – Session I, cont.

November 7 | 10:00 - 10:55 AM

Prestwick

Leading Innovation: The Mastery Transcript

Benjamin Rein, Senior Director of Outreach & Partnerships, Mastery Transcript Consortium (MTC)

The MTC has continued to see expansive growth in membership, but while the broad philosophical strokes around mastery learning resonate, questions remain about “how.” How do you take an innovative idea like the MTC and make it real for students? How does this resonate with colleges? How do you engage with faculty across the spectrum from supporters to skeptics? How do you move families from anxious to enthralled? In short, how do you do this? Join leaders from the Mastery Transcript Consortium to view the working mastery transcript, to ask questions, and to hear perspectives on the work underway to change culture and practice around student assessment and crediting.

• **Heads, Trustees, Administrators, Admission Directors, Advancement Directors, Division Directors, Technology Directors, College Counseling Directors, Learning Specialists, Diversity Directors**

Narita

Cultivating Experimental Learning through Immersion and Interest-Based Experiences

Charity Cox and Paul Cornett Co-Lower School Immersion Coordinator & Lower School Teachers, Saint Andrew's School

Experiential learning can be an effective and motivational way for students to learn practical, real-world skills while exploring a field of personal interest. Learn about one school's three-day experiential “Immersion” experience for all of their students in grades 3-5. Participants will hear about student successes, insights into implementation strategies and lessons learned. The workshop is intended to help brainstorm ideas and provide a potential launching point for an experiential learning experience at your school.

• **Heads, Division Directors, Department Heads, Academic Deans, Athletic Directors**

Tullamarine

New Administrators: Cultivate Their Leadership Capacity and Support Their Transition

Ryan Jordan, Upper Division Director, Berkeley Preparatory School

The most talented teachers and other employees get tapped to take on leadership roles in our institutions. However, being a successful manager and leader of programs and other adults is very different than being a great teacher or individual employee. This session will explore the experience and attributes needed to be successful in various administrative positions, and ways that we can cultivate the leadership capacity of people serving in various roles for the first time.

• **Heads, Division Directors, Department Heads, Academic Deans, Athletic Directors**

Tegel

Transitioning to College: Challenges, Opportunities, and Strategies

Kenneth Miller, Campus Safety Solutions, LLC and Assistant Vice President for Public Safety, Rollins College

This presentation will provide a high level overview for students matriculating into higher education in the following areas: increased diversity, dependency on technology, resiliency, predictors of success, alcohol, drugs, rights and responsibilities in a communal living environment.

• **Heads, Administrators, Division Directors, College Counseling Directors, School Counselors, Diversity Directors, Athletic Directors**

Thursday Program – Session I

November 7 | 11:05 AM - 12:00 PM

Da Vinci

Disrupting School, Making Connections, and Transforming Cities

Laura Deisley, President and CEO, Lab Atlanta, Inc.

A bold endeavor, an assumed problem to solve, and two years of prototyping a disruptive semester-school model bring extraordinary insights—and even more questions!—into the purpose of school. In this session, we will explore how we are challenging the status quo in Atlanta and how we are in turn being challenged to think bigger and bolder—and to climb higher up the mountain—than we could ever have imagined. Come with an open mind to how relationships, networks, and city as a classroom might ignite student engagement, lead to deeper understanding of self and other, and make the world (and, oh by the way, school) a better place for everyone—no matter what zip code.

• **Heads, Trustees, Administrators, Division Directors**

Endeavor

Checking in with Prospective, New and Nearly New Heads

James Milford, Head of School, Maclay School; Dr. Jan Pullen, Head of School, Saint Stephen's Episcopal School

Come join us for a lively discussion with Prospective, New and Nearly New Heads regarding the first year(s) on the job. Please bring your questions, concerns and interesting stories!

• **Heads, Prospective Heads**

Thursday Program – Session II

November 7 | 11:05 AM - 12:00 PM

Regency
Ballroom A

Key Planning Considerations for Developing New Campus Facilities

Matt Bleakley, LEED AP+ BD+C, Senior Project Manager, The Whiting-Turner Contracting Company; David Mahler, Head of School, The Out-of-Door Academy; Christopher Wienk, Principal, Wye River Group; and Michael Wiener, Partner, Holland & Knight

Independent school administrators are often tasked with spearheading and coordinating the development of new school facilities including renovations and new construction projects. Effective planning calls for the timely coordination of a wide range of activities including: project scope, design and cost analysis; land use and entitlement review; construction contracting and permitting; capital fundraising and debt financing; and legal and transaction documentation. The session will describe the key issues to consider and some helpful guidance to assure an inclusive, thoughtful and comprehensive planning process. Heads of Schools and Chief Financial Officers of select Florida independent schools will present case studies of capital projects and financings completed by their schools.

• **Heads, Prospective Heads, Business Officers, Division Directors, Advancement Directors**

Thursday Program – Session II, cont.

November 7 | 11:05 AM - 12:00 PM

Regency
Ballroom B

The Convergence of Health and Wealth in Employee Benefit Plans

Rollin Schuster, President, The Schuster Group

In this session, participants will discuss how to best manage your benefits plan to deliver lower costs, while enhancing employee appreciation and engagement. Today's progressive school leaders are looking holistically at their "total compensation" spend. Our discussion will focus on how to be highly strategic in the delivery of your benefits.

• **Heads, Prospective Heads, Business Officers, Human Resource Professionals**

Regency
Ballroom C

Pressures and Fears of Gen Z's; How Educators and Parents Can Help Gen Z's Cope and Build Resilience

Toby Tetenbaum, Ph.D., Professor, Fordham University, Graduate School of Education, Division of Educational Leadership, Administration and Policy

This presentation focuses on the pressures placed on Millennials and Gen Zs and the fears they experience from occurrences in their environment. We will look at the stress created by these pressures and fears, particularly toxic stress, and how it impacts their emotional, physical and psychological lives. Finally, we will discuss how educators and parents can best help these children and young adults to cope with the pressures and stresses and to build resilience.

• **Division Directors, College Counseling Directors, Diversity Directors, School Counselors, Learning Specialists**

Regency
Ballroom D

The 2019 Admission Toolbox

Lorraine Harbour, Regional Sales Director, SchoolAdmin

The contents within your toolbox can make a significant impact on your funnel, affect how you are perceived by your community, and ultimately make a difference in how you interact with prospective families. There are various tools each office needs, such as a collection of parent personas to know each parent's buying decisions, communication plans and knowledge of online strategies to attract more families and move them through the funnel, and much more. Join SchoolAdmin as we share the important tools your team needs to be successful, how to create and use them, and where they work best in your funnel to move families forward.

• **Enrollment Management Directors**

Regency
Ballroom E

Getting the Board on Board: Motivating Board Members to both Give and Get During Annual and Capital Campaigns

Joseph W. Seivold, Headmaster, Berkeley Preparatory School

One school's headmaster will share ideas to help school leadership push trustees to eagerly and fully participate in two of their main areas of responsibility – philanthropy and fundraising. Learn how this school has raised more than \$80 million dollars in the last eight years and how getting the Board 'on board' has been critical in that effort. Attendees will leave with a variety of applicable methodologies to try in their own school settings, regardless of size of Board or school.

• **Heads, Trustees, Advancement Directors, Business Officers**

Thursday Program – Session II, cont.

November 7 | 11:05 AM - 12:00 PM

Regency Ballroom F ***Global Fluency: The Essential Playbook for Global Citizens***
Raquel Majeski, Dean of Equity & Community Affairs; and Jamie Feild Baker, Assistant Head of Academic Life, Lawrence Academy

Communicating confidently across cultures requires robust content knowledge, discriminate skills, and a global mindset. This session will share the development of our Global Fluency curriculum that combines foreign language study, cultural competency skills development, practice in solving complex global problems, and equity and inclusion work with leadership development. Our goal is to prepare our students to recognize and navigate the challenges and nuances of a diverse, interconnected global society.

• **Heads, Division Directors, Diversity Directors, School Counselors**

Briefing Room ***Empowering the Next GenHERation***
Katlyn Grasso, CEO and Founder, GenHERation

Entrepreneurship is the driving force behind societal innovation around the world. GenHERation CEO Katlyn Grasso will share her personal story of how she started four businesses while she was in high school and college. She will highlight how schools can teach their students to embrace the entrepreneurial mindset to become resilient leaders who are prepared to navigate their professional pursuits. Based on her interviews with more than 2,000 executives, Katlyn will share how educators can promote experiential learning at their schools to inspire a culture of growth.

• **All**

Orly ***Emerging Trends in Global Education***
Clare Sisisky, Executive Director, Global Education Benchmark Group

Staying current in a changing landscape around risk management, curriculum design, and inclusion for global education programs is a challenge. How do you train faculty leading off-campus programs? What's changing with risk management around homestays, swimming, and cyber security in China? Lower School global festival: do millennial parents think it's a great global celebration or cultural appropriation? How can you support LGBTQ students and faculty on off-campus overnight programs? Using data and practical examples from the 260+ member schools of the Global Education Benchmark Group (GEBG), this session will help you ensure your school's global programs are a wonderful asset.

• **Heads, Trustees, Administrators, Business Officers, Division Directors, Department Heads, Academic Deans, Technology Directors, Diversity Directors**

Mirabel ***Maximizing Our Impact: School and Technology Leaders' United***
Jennifer Baselice, Technology Integration Specialist, Lake Highland Preparatory School; Chad Lewis, Director of Technology, Tampa Preparatory School; Jody Moore, Director of Technology Canterbury School of Florida; Peter Stejskal, Director of Technology, Maclay School

The most impactful professional growth is time to connect, to share and discuss common successes and challenges and to exchange ideas. Come join Technology Leaders and Heads of Schools as we discuss and reflect on best practices for maximizing our school's technology impact and vision for future technological and pedagogical innovation.

• **Heads, Division Directors, Technology Directors**

Thursday Program – Session II, cont.

November 7 | 11:05 AM - 12:00 PM

- Kai Tak** ***NCAA Initial Eligibility and College Admissions Process***
Selma Abdul, Senior Assistant Director of Undergraduate Admissions; and Paul Kilgas, Assistant Director of Compliance, University of Central Florida
Navigating the world of college admissions can be a complicated process...and adding the extra layer of working with a potential Student Athlete creates more to be considered. This presentation will help direct you on the best practices for assisting your prospective student athletes with the NCAA Eligibility and Admissions process.
• **College Counseling Directors, Athletic Directors, School Counselors**
- Shannon** ***Coaches Corner: Hazing and Sexual Assault Prevention in the Post #metoo World***
Lori W. Smith, Attorney, Zimmerman Kiser Sutcliffe
Learn how to do a risk assessment of your athletic department and train your coaching staff to prevent devastating cases of hazing, sexual harassment, and sexual assault in high school sports. We will break down some of the most current pending cases against high schools around the country and learn from the mistakes made by coaches, followed by a discussion of prevention through education, leadership training and policy development.
• **Heads, Division Directors, Athletic Directors, School Counselors, Human Resource Professionals**
- Gatwick** ***Application Trends in College Admissions***
Carol Conchar, Regional Director, George Washington University; Travis D. Culver, Associate Dean of Admission, Emory University; Lauren Rambo, Senior Assistant Director of Admissions, Bucknell University
Hear from admission professionals at selective colleges and universities on the impact of national trends in college admissions. Learn how college counselors can better prepare students for a constantly evolving college admissions landscape.
• **Division Directors, College Counseling Directors, School Counselors**
- Schiphol** ***Hiring Top Talent: Building an Evidence-Based Process for Faculty Hiring***
Erin Rehel, Practice Manager, Strategic Research; and Julie Wiseman, Senior Director, EAB
Faculty are the heart and soul of any school. Tasked with carrying out a school's mission in the classroom and beyond, faculty have a tremendous impact on the school and its community. But ad hoc processes and limited proactive recruitment mean that schools are potentially missing out on great teachers. Join EAB to explore best practices for creating a strong, evidence-based hiring process that focuses on identifying and assessing the criteria that matter most. We will share lessons and tactics to help schools not only attract and hire great faculty members, but make great hires across the school.
• **Heads, Administrators, Division Directors, Deans of Faculty, Diversity Directors, Human Resource Professionals**

Thursday Program – Session II, cont.

November 7 | 11:05 AM - 12:00 PM

Ben
Gurion

Students Helping Students Create Balanced Lives

Rita Feild, School Counselor, Palmer Trinity School

Help students balance their lives academically, socially, emotionally, and physically in order to reach their full potential for success. This workshop will demonstrate various aspects of a student peer counseling program that uses innovative ways to teach conflict resolution and peer mentoring. Techniques for training students in listening skills, empathy, and problem solving will be illustrated, along with practical applications.

• **Division Directors, Department Heads, Academic Deans, Diversity Directors, School Counselors**

Prestwick

Seven Vital Tactics to Energize Employees and Improve Performance and Retention

Craig R. Taylor, Chief Catalyst, Synergy3 Consulting

Savvy leaders understand that engaged employees, people who feel valued - from teachers and librarians to counselors and coaches - perform better, stay longer, and aim for excellence in everything they do. This lively and participatory session highlights seven vital tactics every school leader can practice that will energize valued contributors while improving retention.

Topics addressed include: meaningful onboarding, building trust, improving communication, career growth strategies, and shaping and strengthening school culture. Learn new ideas on how every leader, mentor and role model can and should contribute to your mission and goals.

• **Heads, Administrators, Division Directors, Business Officers, Human Resource Professionals**

Narita

G Suite Best Practices Panel: Let our powers combine!

Brett Carrier, Grade 5 Language Arts Teacher, Park Maitland School; Todd DeSando, Educational Technology Specialist, Windermere Preparatory School; Chad Griffith, Network Administrator, Trinity Preparatory School; Felix Jacomino, Director of Technology, St. Stephen's Episcopal Day School; Andres Joubert, Coordinator of Innovation and Technology, Park Maitland School; Evelyn McCulloch, Director of Teaching and Learning, Park Maitland School; Nick Purdue, Technology Director, Windermere Preparatory School; Daniel Stockman, COO/President, i-Tech Support; and Inge Wassmann, Director of Innovation, St. Stephen's Episcopal Day School

Come learn from an empowering panel of FCIS OpTech and EdTech leaders who join forces to design, implement, and customize the G Suite tools to transform learning at their schools. Hear from the panel on how they develop and train administrators and teachers to deploy the tools for student learning with best instructional practices. Through the collaborative and intersecting work of OpTech & EdTech leaders, their powers are combined to strategically bring change to schools through leveraging technology with strong pedagogy.

• **Division Directors, Technology Directors**

Thursday Program – Session II, cont.

November 7 | 11:05 AM - 12:00 PM

- Tullamarine** ***BIG RESULTS on a Small School Budget: How to Translate Your Brand into an Effective Online Presence***
Liz Cherry, President, Cherry + Company
Results-generating content development. Inbound marketing. Blogging. SEO. You know all of these are important, but with limited resources and time, it is hard to know where to start, what to do, and how to do it. Using real-life case studies, we will not just tell you what you should be doing—we will show you how to do it. By the end of our session, you will have the tools you need to translate your brand into a powerful online presence.
• **Heads, Trustees, Administrators, Enrollment Management Directors, Advancement Directors, Marketing/Communications Directors, Technology Directors**
- Tegel** ***Students with Anxiety in the Classroom***
Rick Adams, PhD, LMHC, MAC, CCBT, CCDV; QS:MFT/CSW/MH, Professor, Columbia College and Valencia College
This presentation focuses on identifying and recognizing the mental, emotional and psychological ramifications of anxiety in students. Participants will be made aware of the causes and contributing factors to student anxieties and presented with strategies to intervene.
• **Division Directors, Academic Deans, Learning Specialists, School Counselors**
- Da Vinci** ***When Incremental Change Isn't Enough: Disrupting the Status Quo by Thinking Like a Start-up***
Kestrel Linder, Co-founder & CEO, GiveCampus
This presentation will explore proven methods and processes for unlocking innovation and achieving disruptive progress, including the cultural conditions that must be fostered and the practical steps that must be taken—starting with the leadership team. Illuminated with data and case studies from successful technology companies like Amazon and Airbnb, the presenter will highlight the value of risk-taking, experimentation, and intentionally trying things that do NOT scale. Finally, the presenter will provide examples of how goal-setting and calculations regarding opportunity cost and return-on-investment (ROI) differ at organizations satisfied with incremental change and those looking to achieve ambitious growth.
• **Heads, Trustees, Prospective Heads, Division Directors**
- Endeavor** ***Diversity: Opening the Door for Meaningful Dialogue***
Jan Reeder, Director of Diversity and Inclusion, Riverside Presbyterian Day School
Most people agree that “twenty-first century independent schools must prepare students to be knowledgeable, compassionate citizens and effective leaders within a rapidly transforming world.” We have a commitment to inclusion, equity and justice in teaching and learning. Yet, for some independent schools, advancing diversity in the school community is not as easy as it sounds. It can bring up confusion, misunderstanding and questions that are difficult for faculty to voice. Explore how using learning routines and visible thinking can open honest, meaningful discussion that engages faculty in the value of diversity work.
• **Heads, Division Directors, Department Heads, Diversity Directors, Academic Deans, School Counselors, Learning Specialists**

Thursday Luncheon & Keynote

November 7 | 12:10 - 1:40 PM

Grand Ballrooms 1-4

Michael J. McCulley | Astronaut

Space Talk (Astronaut Selection to Flying In Space)

Each of us builds the story of our life. Today's students are currently building theirs without knowing where it will lead. How do we prepare our current students to be able to live out their dreams?

The importance of the right kind of education and cultivating ambition to search for opportunities is crucial. Be ready for anything, accept challenges, be curious, build the basics. The importance of STEM as preparation will be shared through inspirational stories from an astronaut's point of view. Educators change lives. What you do with students now influences where they can go tomorrow.

Thursday Program – Session III

November 7 | 2:00 - 2:55 PM

Regency
Ballroom A

How to Shift the Needle toward a More Philanthropic Culture in Your School Community

Kathy Hanson, Senior Consultant and Principal, Marts & Lundy, Inc.; and Mike Mersky, Head of School, Saint Edward's School

Raising philanthropic dollars ensures that each school's mission will be achieved, and that students will receive the education they were promised. This is a lofty goal, which requires deliberate thinking, planning and execution. This session will focus on the many ways a school, regardless of size or location, can maximize its philanthropic potential and create a stronger culture of philanthropy; a culture where fundraising is valued for the role it can play in the school fulfilling its mission. Led by a Head of School and a Fundraising Consultant, the session will provide examples of how schools not only approach their constituencies, but engage them in the life of the school. Whether it is a new family, a potential major donor, the Board of Trustees, Millennial Alumni, or dedicated and generous donors, the message and the approach are keys to success.

• **Heads, Prospective Heads, Trustees, Advancement Directors**

Regency
Ballroom B

Gifts That Keep Giving: Make the Tax Code Work for Your School

Nancy Greene, Vice President for Finance and Operations, Pine Crest School; Rick Darvis, CPA, CCPS

Did you know that your donors can give more to your school for less money? With fewer donors making larger gifts, understanding how your constituents can leverage the tax code and compound interest to maximize their donations is imperative to giving in 2019 and beyond. Learn about donor-advised funds, bunching, and other donor-focused strategies, as well as how the "Eighth Wonder of the World" can increase charitable gifting to your school.

• **Heads, Trustees, Business Officers, Advancement Directors**

Thursday Program – Session III, cont.

November 7 | 2:00 - 2:55 PM

Regency
Ballroom C

Leveraging Your Planning Study for Campaign Success

Steve Higgins, President, Carter; and Susan Clayton, Vice President of Advancement, Lake Highland Preparatory School

Embarking on a capital or endowment campaign requires exceptional planning to ensure that the 5 campaign essentials exist for your school to have great success. A campaign only has one opportunity for success. This session will provide an overview of how best to leverage a study to create momentum, excitement and the necessary planning to have a successful and enjoyable campaign. Steve and Susan will bring a multi-faceted message from the vantage point of an experienced consultant and advancement leader in an interactive presentation that will leave attendees with the key outcomes and ingredients necessary to embark successfully on a campaign.

• **Heads, Prospective Heads, Advancement Directors**

Regency
Ballroom D

Continuous Enrollment from a Practical Point of View

Elizabeth Beckwith, Admissions & Marketing Coordinator, St. Luke's Lutheran School

Participants will explore how schools are shifting their annual re-enrollment process to a continuous enrollment platform. We will dive into what continuous enrollment is and the advantages of moving towards a Continuous Enrollment platform from a practical point of view.

• **Enrollment Management Directors**

Regency
Ballroom E

The State of the Independent School Admission Industry

Christina Dotchin, Director of Membership & Business Development, The Enrollment Management Association

The goal of The Enrollment Management Association's biannual survey of independent school admission directors is to determine the industry's current state and future needs and, when applicable, to compare the results across survey years. This trailblazing research has provoked significant national dialogue on the changing conditions of, and expectations for, independent school admission and enrollment professionals. In addition, results have provided illuminating insight into the structure, process, and enrollment operations of the independent school admission office—as well as the significant challenges faced by many schools in their efforts to reach their enrollment goals. This presentation provides enrollment leaders with key findings and themes from our research.

• **Heads, Trustees, Business Officers, Prospective Heads, Enrollment Management Directors, Advancement Directors, Marketing/Communications Directors**

Thursday Program – Session III, cont.

November 7 | 2:00 - 2:55 PM

Regency
Ballroom F

How To Create the Right Strategic Mindset for Your School and Plan that Gets off the Shelf and into Action

Christina Drouin, President, Center for Strategic Planning

Wise strategic leadership can impact the future sustainability of your school in a major way. As a school leader, you have an exceptional opportunity to help your school adopt an ongoing posture of strategic thinking and strategy making. This session for experienced school leaders outlines dominant schools of thought in strategy making, as well as structures, processes, and approaches to help you provide the best leadership possible whether your school is beginning, engaged in, or completing a strategy-making process. Session participants will leave with knowledge and tools to lead a successful strategic planning process and equally importantly to transition to successful plan implementation wherever the school is in its life cycle. Specific takeaways include: why deliberate strategy approaches are common in schools; how to get the most from a deliberate strategy culture; why emergent strategy is desirable but challenging in schools; how to move toward an emergent strategy culture; how to coordinate the complementary roles of governance, head of school, and leadership teams in strategy making; how to select and organize a high performance planning team; details of 13 proven steps to a successful strategic planning process; and why many independent school strategic plans don't get off the shelf and into action and steps to take to avoid this pitfall.

• **Heads, Trustees, Administrators, Business Officers, Division Directors, Enrollment Management Directors, Advancement Directors**

Briefing
Room

"Making the Case" with Assessment-based Analytics

Thomas Rochon, President, Educational Records Bureau (ERB)

Whether one is preparing a presentation for the Board of Trustees or a self-study for reaccreditation, the most powerful statements of effectiveness in a school's learning environment combine individual stories with insights derived from systematic data. ERB's Comprehensive Testing Program, along with assessments of learning created by other organizations, offer a powerful but under-utilized resource for "making the case" – whether to Boards, accreditors or prospective parents. In this session, we will look at some easy-to-compile dashboards and data templates that can be used for these purposes. Although the bulk of the session will be agnostic with respect to test providers, we will also discuss and gain participant feedback on some possible data templates being developed by ERB that would automate the download of school data in presentation-ready formats that give insight into students as learners and schools as learning environments.

• **Heads, Division Heads, Prospective Heads, Enrollment Management Directors**

Orly

Diverse Communication for All

Kareem Moody, Moody Consulting LLC; Past Director of Student Success Center, Pulaski Technical College, N. Little Rock, AR
The Process Communication Model® (PCM) is the non-clinical communication and management methodology derived from Dr. Taibi Kahler's research. At the core of PCM training is learning to identify another person's primary, or "Base" personality type, primarily through the language that he or she uses and the unique communication styles, psychological needs, behaviors and other characteristics of each of the six personality types. This session is an introduction to this model and a discussion of how it is being used in classrooms to increase healthy communication in diverse environments.

• **All**

Thursday Program – Session III, cont.

November 7 | 2:00 - 2:55 PM

Mirabel

Cybersecurity Workshop for Independent School Administrators

Susan Davis, Professional Development Director, Association of Technology Leaders in Independent (ATLIS)

Independent and small schools face similar challenges when protecting student data and back-office operations, but often lack the necessary resources. It can be hard to build awareness, understanding, and effective practices to ensure that independent schools are prepared to face the growing cyber threat landscape. In this session, participants will receive practical, relevant and timely guidance for best-of-breed solutions to ensure cyber-threat protections are effectively implemented.

• **Heads, Trustees, Division Directors, Business Officers, Technology Directors**

Kai Tak

Transforming the Antiquated, Cultivating the Contemporary

Sarah Evans, Assistant Principal; and Kathleen Malanowski, Principal, North Broward Preparatory School

Join this principal and assistant principal duo as they take you through a transformational process that will empower you to move your teachers' practices from antiquated to contemporary. Learn how to engage your teachers in a self-evaluation process that will lead them to discovering which of their practices are antiquated, classical, and contemporary. Using thinking routines and Thinking Maps, help your teachers eliminate or transform antiquated practices, creating a more innovative and contemporary learning environment.

• **Heads, Division Directors, Department Heads, Academic Deans, Technology Directors**

Shannon

Round Table/FHSAA Updates

George D. Tomy, Executive Director; Craig Damon, Associate Executive Director for Eligibility and Compliance Services; Justin Harrison, Associate Executive Director for Athletic Services; Jamie Rohrer, Associate Executive Director for Administrative Services; Brandi Waters, Associate Executive Director for Financial Services, Florida High School Athletic Association (FHSAA)

In this session, there will be a discussion to update on changes for this year and to review policy for the membership.

• **Heads, Division Directors, Athletic Directors**

Gatwick

The Big Four: State University “Florida Flagships” Dean’s Panel

Dr. Glen Besterfield, Dean of Admission, University of South Florida; Elizabeth Costello, Director of Admission, University of Central Florida; Hege Ferguson, Director of Admission, Florida State University; Charles Murphy, Director of Freshman and International Admissions, University of Florida

Join us for an informal discussion on the admissions process at our flagship institutions: self-reporting, application platforms, common myths, and recommendations for guiding our students through the process.

• **College Counseling Directors, School Counselors**

Thursday Program – Session III, cont.

November 7 | 2:00 - 2:55 PM

Schiphol

Learning and the Brain: What Administrators and Counselors Need to Know!

Dr. Alicia N. Braccia PsyD, ABSNP, LSP SS710, Owner, Center for Health, Learning & Achievement; Florida Licensed School Psychologist; School Neuropsychology Diplomate

In the session, the presenter will bring administrators and guidance counselors on a quick tour of how the human brain learns in order to assist teachers, parents and students in strategies that can help children with Learning Differences succeed within their school. Brain processes such as Sensory Processing, Visual Spatial Processing, Language Processing, Attention, Executive Functions and Emotional Regulation will be reviewed. Techniques to differentiate instruction based on processing strengths and weaknesses will be discussed.

• **Division Directors, Administrators, Enrollment Management Directors, School Counselors, Learning Specialists**

Ben
Gurion

The Value-Add of a Semester Away

Glenn DeLaney, Director, The Outdoor Academy; Daniel O'Brien, Head of School, High Mountain Institute; and Noah Bopp, Head, School for Ethics and Global Leadership

Learning without walls. A la carte education choices. Independent schools have long boasted about the former, and millennial parents are now demanding the latter. Semester schools offer both, providing students with transformative experiences, but facilitating a semester away can feel like a daunting task for sending schools. Are these places legit? Will students “keep up”? What will the transition back look like? In this session, the heads of three semester schools will share exciting new research about the semester education model and engage administrators in discussion about how schools can leverage relatively few students’ experiences to better meet their missions.

• **Heads, Division Directors, Enrollment Management Directors, College Counseling Directors, School Counselors, Learning Specialists**

Prestwick

Crafting a Strategy With Your (External) Financial Team

John D. Lynch, SVP, Education Industry Manager, SunTrust Bank; and David Adams, SVP, Education & NFP Group, George K. Baum & Company

How and when should you craft a strategy with your external financial team? Who should you be thinking about inviting to the table for your project(s)? Participants will discuss current industry strategies and tactics around creating and executing a successful capital project with third party trusted advisors. Areas of discussion will center around campus master plan, feasibility studies, impact to surrounding community, P&L impact, balance sheet impact, interest risk strategies, capital campaign strategies, efficient construction borrowing structures, loan tenors and cancelable options for flexibility in the future.

• **Heads, Trustees, Business Officers**

Thursday Program – Session III, cont.

November 7 | 2:00 - 2:55 PM

Narita

Bold Moves: Co-teaching Is Not Just for Special Ed.

Inge Wassmann, Director of Innovation; Joy McIntosh, Assistant Head of School; and Felix Jacomino, Director of Technology, St. Stephen's Episcopal Day School

Co-teaching and the use of a hybrid block schedule is how one school embarked on their progressive bold move. In this session, presenters will share how their school embraced a co-teaching model to ensure authentic student-centered learning, differentiation, and personalization. This model provides time for innovative lesson planning that sparks creativity, ignites learning, explores passions, and empowers leaders. Join the lively conversation about the planning process, challenges, and many successes along this co-teaching journey!

• **Division Directors, Department Heads, Academic Deans, Learning Specialists**

Tullamarine

Data is Not a Four Letter Word!

Eric Johnson, Head of Upper School, Community School of Naples

Learn how one school is using data from a variety of metrics (ERB, PSAT, ACT/SAT, AP, College Acceptances, Alumni, etc) to set goals, empower faculty, and celebrate accomplishments. Our time together will be practical, accessible, and immediately useful. Participants will walk away with a dozen examples to use at your school—without needing a PhD in statistics or complicated software!

• **Heads, Division Directors, Department Heads, Academic Deans, College Counseling Directors, Technology Directors, Learning Specialists**

Tegel

Managing the Self-Study Process

Melissa Alton, Director of Accreditation, FCIS; Julie Johnson, Assistant Director of Accreditation and Member Services, FCIS

• **All**

Thursday Program – Session III, cont.

November 7 | 2:00 - 2:55 PM

Da Vinci

Implementing a School-wide Enrichment Program: One School's Story

Lori Menger, Head of School; and Natalie Inclan, Think Tank Coordinator, San Jose Episcopal Day School

Learn how our school implemented a school-wide enrichment program based on the work of Dr. Joseph Renzulli. Hear about the successes and failures of the program and how we tweaked it to work at our school. This will take you from the research stage to initial implementation to fine-tuning.

• **Heads, Division Directors, Department Heads, Academic Deans**

Endeavor

How to Grow a Green School Culture

Lauren Butcher, Coordinator, Green Schools Recognition Program, Pine Jog Environmental Education Center, Florida Atlantic University

What does it mean to be a Green School—and how can it benefit your school community? Learn how your school can foster engaged learning, student leadership, community involvement, and a school-wide sense of identity and purpose through a comprehensive focus on environmental stewardship and sustainability. This presentation will help you navigate the green schools landscape and provide a roadmap for developing a successful green school culture at your school based on the experience of Florida Atlantic University's award-winning Green Schools Recognition Program, which currently serves over 125 district and independent schools in Palm Beach and Martin County, Florida.

• **Heads, Administrators, Division Directors**

Thursday Program – Session IV

November 7 | 3:05 - 4:00 PM

Regency
Ballroom A

Blended and Online Teaching and Collaboration

Benjamin Taylor, Director of Academic Technology, Hopkins School; Dean of Instruction, The Malone Schools Online Network

The Malone Schools Online Network is in its seventh year uniting 20+ schools through live synchronous courses. As our program has settled into a successful groove in its course sharing program, we have since begun to branch out into professional development offerings, curriculum building across campuses, and think-tank problem-solving initiatives for critical problems faced by independent schools. Participants will learn how pedagogy, technology, and philosophy evolved and continues to evolve, identifying key elements essential to successful online collaboration.

• **Heads, Administrators, Advancement Directors, Division Directors, Technology Directors, Academic Deans, Learning**

Regency
Ballroom B

Effective Management for A Smaller Business Office

Tori Lehman, Principal, CliftonLarsonAllen

Recognize the tools and team needed to be successful in a smaller office and how to segregate duties without breaking the bank. Review internal controls with a case study on structuring duties. Learn how to prepare for your annual audit.

• **Heads, Prospective Heads, Business Officers, Human Resource Professionals**

Thursday Program – Session IV, cont.

November 7 | 3:05 - 4:00 PM

Regency
Ballroom C

Foundation Grants

Wendy J. Oliver, Director of Grants, Dr. Phillips Charities; Andrea Massey-Farrell, President/CEO, Harvey & Carol Massey Foundation; Deborah L. Pedraza, Senior Director, Foundation for Orange County Public Schools; Dr. Angela R. Logan, Associate Teaching Professor of Management & Organization and St. Andre Bessette Director of Nonprofit Professional Development, Mendoza College of Business, University of Notre Dame

The speakers will discuss Foundation grants, the application process, and what Foundations are looking for.

• **Advancement Directors**

Regency
Ballroom D

How to Turn Your Website into an Enrollment Engine

Kathryn Hughes, Strategy Consultant, Designzillas

Most organizations admit they would like to better engage with their users online. In this session, the presenter will share digital marketing tips on how your school can improve the user experience on your website to positively impact enrollment.

• **Enrollment Management Directors, Marketing/Communications Directors, Technology Directors**

Regency
Ballroom E

Jill of All Trades: Strategies for Small MarComm Shops

Heather Lambie, Director of Strategic Marketing, Tampa Preparatory School

When you are an “office of one” (or two), it can be difficult to manage your time (and prioritize everyone’s emergencies!). This session will reveal how to stay organized while gaining faculty buy-in for your requests for newsletter content, photos and blogs. You will also learn how to rally social media influencers, parent ambassadors, student content creators, and interns.

• **Division Directors, Enrollment Management Directors, Advancement Directors, Marketing/Communications Directors**

Regency
Ballroom F

Inspiring Growth through Goal Setting and E-portfolios

Genevieve Hoppe, Assistant Head of School; and Alex Birchenall, Middle School Principal, North Broward Preparatory School

Participants will dive into the value of reflective practice to see how it can optimize growth, transforming them into innovative leaders within their school community. Through the use of Visible Thinking Routines from Harvard's Project Zero and Thinking Maps, Inc., participants will discover ways to set focused goals and document their professional growth. Participants will become familiar with how to use BookCreator to capture their journey, compile artifacts, and house video and audio reflections.

• **Heads, Division Directors, Department Heads, Academic Deans, College Counseling Directors, Technology Directors, Learning Specialists, School Counselors**

Briefing
Room

FCIS: The State of Our Association

Dr. Barbara Hodges, Executive Director, FCIS

Dr. Barbara Hodges, now in her tenth year as Executive Director of FCIS, will share observations on the state of our association by reflecting on our past and current accomplishments and projecting plans for the future to make sure that FCIS remains one of the top state accrediting associations for independent schools, as recognized by the National Association of Independent Schools (NAIS).

• **All**

Thursday Program – Session IV, cont.

November 7 | 3:05 - 4:00 PM

Orly

Cultivate Diversity and Inclusivity: Creating Mirrors and Bridges for ALL

Christina Martinez, Diversity Coordinator, Park Maitland School

Creating an inclusive learning environment for all our students goes often beyond toleration. The session's goal is to empower all leaders and educators of the school to cultivate global mindedness and diverse thinking, ensuring that diversity as a foundational philosophy is integrated throughout the community and curriculum. Included are ideas and support for how to develop classroom teachers, expose students to multiple perspectives, and prepare us all to thrive in an increasingly interconnected world. Each portion of the session will focus on creating culturally responsive classrooms, the unconscious bias, creating safe classrooms for all, and global education.

• **Heads, Division Directors, Administrators, School Counselors, Diversity Directors**

Mirabel

Preparing for the School of 2024: AI, Machine Learning, VR and AR

Kelly Schuster Paredes, Computer Science / Technology Integration Specialist; and Sean Tibor, Computer Science / Technology Integration Specialist, Pine Crest School

Let's imagine what our schools will look like in 2024. It is not too far away, but a foreseeable difference in emerging technologies in the classroom is already evident. What are you doing to prepare your teachers for things like AI, Machine Learning, VR and AR? How are you helping your teachers move students from passive consumers to active curators and creators?

• **Heads, Division Directors, Academic Deans, Technology Directors**

Kai Tak

Administration is NOT for the Faint of Heart!

Peggy Campbell-Rush, Head of Lower School, The Bolles School

Are you an administrator currently or planning on becoming one? This session covers all the things that you are not told before you entered this field. Learn tips, tricks, and techniques to be a more effective administrator, keeping your sanity at the same time. Learn ways to stay sane, happy and healthy in the job, and to handle problems and not compromise your value system. Walk away with new confidence and ideas for a successful school year.

• **Heads, Division Directors, Administrators, Department Heads, Academic Deans**

Shannon

How to Develop, Grow, and Sustain an Athletic Program that Is Right for Your School

Craig Ashley, Athletic Director, Saint Andrew's School

This session will focus on identifying appropriate sports for your school, hiring of coaches/teachers, coordinating schedules, balancing academic load with athletics, and managing parent expectations in educational athletics.

• **Heads, Division Directors, Athletic Directors**

Gatwick

Memoirs, Memes and Memories: Writing Personal Narratives for College Applications

Alison Bell, Director of College Counseling, Holy Trinity Episcopal School

In this session, teachers, and college counselors can gain insight on how to get students to write meaningful personal narratives/college essays through the AP English Language curriculum. Participants will learn how college advising staff can work with the AP English Language faculty to make college essay writing a curriculum-based endeavor. We will also share strategies for résumé development and writing that can be a collaborative effort with English department faculty.

• **Division Directors, College Counseling Directors, School Counselors, Academic Deans**

Thursday Program – Session IV, cont.

November 7 | 3:05 - 4:00 PM

Schiphol

Mission Statement Revision Committees

Jeffrey Malloy, Director of Operations, Oak Hall School

Is your school living its mission? Does your mission statement say what you do and define who you are? Is your mission statement memorable? This session will look at a comprehensive approach to revising a schools mission statement through a process that purposefully includes all stakeholders - students, faculty/staff/administration, parents, alumni, and board members.

• **Heads, Prospective Heads, Trustees, Division Directors, Marketing/Communications Directors**

Ben
Gurion

The Minds of Boys and Girls

Sarah Rech, School Counselor, LCC Day School

Research on gender and education reveals a disconnect between teaching practice and the needs of male and female brains. Boys and girls develop and learn differently so why do we teach them the same way? Let's take a look at what's different and explore strategies to address their gender-specific learning styles.

• **Heads, Division Directors, Administrators, Academic Deans, Diversity Directors, School Counselors, Learning Specialists, Athletic Directors**

Prestwick

Converting the Reluctant Solicitor into a Dynamic Fundraiser

Herb Soles, Consultant, Independent School Management (ISM)

"I'll do anything but ask for money!" How many times have school leaders, professional or volunteers, declared aversion to fundraising. In this interactive session, learn from a successful fundraising coach and trainer how to convert your most reluctant supporters into champion solicitors. Discover proven techniques to improve your volunteers' ability "to ask" and your capability as well. Whether you have reluctant volunteers or professional staff, it doesn't matter. Bring your problems. We will find solutions.

• **Heads, Trustees, Prospective Heads, Advancement Directors, Athletic Directors**

Narita

Parents Get Fit at Social Media Bootcamp

Davina Spillmann, Dean of Students and Faculty; and Evelyn McCulloch, Director of Teaching and Learning, Park Maitland School

Is your parent community as knowledgeable as their i-Gen children on Social Media? Our parents reached out to us for support! Our response? Invite recent alumni and teacher experts to share pros and cons and ins and outs of today's most popular social media platforms at a Social Media Boot Camp. It was a transformative event for all who were involved! Check out how this process came to fruition, including planning, implementation, and reflection. Follow our journey and lessons learned to plan an event like this for your school!

• **Heads, Division Directors, Department Heads, Academic Deans, Technology Directors, Diversity Directors, Learning Specialists**

Thursday Program – Session IV, cont.

November 7 | 3:05 - 4:00 PM

- Tullamarine** ***Marketing to Millennials... and Gen Z!***
Lorrie Jackson, Educational Sales Consultant, Finalsite
Discover how you can engage, recruit and retain millennial families with an eye-opening look at how millennials and Gen Z are shaking up the ways schools communicate. We will explore authenticity in messaging, how you can best use social media to reach these demographics, and why personalized content and mobile-first are essential.
• **Heads, Business Officers, Advancement Directors, Marketing/Communications Directors, Enrollment Management Directors, Technology Directors**
- Tegel** ***2019-20 Changes to AP: A Path to Success for All Students***
Ree Zeigler, Director, College Board/Florida Partnership; and Tikini Thompson, Director, College Board State and District Partnerships
Administrators will learn about the new AP processes, tools and resources designed to help more students earn college credit. Teachers and students will have free access to unit guides, personal progress checks, a progress dashboard and an AP question bank, all designed to help strengthen your AP Program and improve student success in AP.
• **Division Directors, Department Heads, College Counseling Directors, Academic Deans, Learning Specialists**
- Da Vinci** ***Building a Student Life Program: Lessons from Ground Zero***
Jason St. Amand, Middle/Upper Head; and Andrew Miranti, Dean of Students/Student Life, The Village School of Naples
Student Life is an integral part of your institution's complete student experience. Co-Curricular events serve as valuable elements that define your reputation among stakeholders. In this session, participants will learn how to start a Student Life program from ground zero or rejuvenate your current efforts, learning from the lessons of a new high school. This session will give you practical advice and resources to help your Student Life program and inspire students!
• **Heads, Division Directors, Diversity Directors, Learning Specialists, School Counselors**
- Endeavor** ***International School Connection (ISC) and You!***
Theodore Richter, Kathryn Smith-Rouse, Jenn Jagdmann, Teachers, Corbett Preparatory School of IDS
As educators in today's world, we need to give our students the opportunity to experience global perspectives, engage in international projects with peers from across the globe, and experience what it means to contribute to a global village. The International School Connection is your resource for these important academic and social experiences. This presentation is designed to introduce administrators to a myriad of ways schools can connect with others around the world!
• **Heads, Division Directors, Department Heads, Academic Deans, Diversity Directors, Learning Specialists**

Welcome & Keynote Address

Friday, November 8 | 8:30 AM - 9:30 AM

Continental Ballrooms

Denise Pope, Ph.D. | Senior Lecturer, Stanford Graduate School of Education; Co-Founder, Challenge Success

Teaching for Healthy, Engaged Students in a Fast-paced World

In a high-stakes, high-pressure culture, parent and school expectations may have unintentional, but damaging effects on student well-being and engagement with learning. This presentation examines the latest research on academic pressure and the tension that parents, students, and teachers often experience over issues such as homework, grades, college admissions, and the culture of competition. Dr. Pope will offer concrete strategies and tools for creating a healthier and more productive school environment without sacrificing achievement.

Friday Program – Session I

November 8 | 10:00 - 10:50 AM

Regency
Ballroom A

Authentic Audiences In, Out, and Beyond the Classroom

Andres Joubert and Evelyn McCulloch, Park Maitland School

Looking to showcase student work in authentic ways? Provide relevant learning experiences and expose them to real world opportunities? This session will focus on using authentic audiences to increase empathy and drive student engagement through community partnerships in, out, and beyond the classroom. Attendees will leave with examples, tips, and possible partnerships they can immediately put into effect. Let's get students to break boundaries, interact with their community, and meaningfully contribute beyond their classroom walls!

• All

Regency
Ballroom B

LAUNCHing a Design Thinking Cycle in Your Classroom

Caylyn Wells and Jill Jaiswal, The Out-of-Door Academy

Inspired by the book LAUNCH, come see how we were able to empower our students to embrace the maker inside them through use of the Design Thinking Cycle. This process allowed students to collaborate and become problem solvers in our community. Inspired by a school-wide focus on sustainability, our students identified a problem which related to them, asked questions, navigated ideas, and finally became advocates and educators for clean beaches in the community. In this session, we will share the specific steps to recreate the Design Thinking Cycle in your own classroom and community.

• Early Childhood, LS

Friday Program – Session I, cont.

November 8 | 10:00 - 10:50 AM

Regency
Ballroom C

Won't Anyone Help? Success for Struggling Learners

Peggy Campbell-Rush, The Bolles School

Students who struggle to learn face so many challenges in our classrooms today. Come and learn ways to adapt your instruction when working with children who learn in different ways and at different rates. Learn practical ideas and strategies to help all learners succeed and enhance what you are already doing to target the struggling learner. Develop insights into the struggling learner's capabilities and needs. You will leave with ideas to use on Monday.

• **Early Childhood, LS, MS**

Regency
Ballroom D

Please Help Me Organize My Life

Ryan Dupeé, Calvary Christian High School

The #1 question High Schoolers ask is "How can I organize my life?". This session will explore how to develop a rubric for young people to organize their lives by prioritizing their responsibilities. This session will be collaborative as well as informative, as we seek to alleviate stress and anxiety in a young person's (and teacher's?) busy life.

• **All**

Regency
Ballroom E

Building Effective Social-Emotional Learning Strategies into Your Classroom!

Kate Fierce, Shorecrest Preparatory School

What is Social and Emotional Learning (SEL)? Why does it matter? How can you effectively support SEL in your classroom? Participants will leave with an understanding of which social and emotional skills are most important for success in their class, but also in life beyond school. They will also have an understanding of how to teach and reinforce those skills in class without losing precious instructional time in their content areas.

• **All**

Regency
Ballroom F

Journalism: The New Civics

Karen Davis, Miami Country Day School

This session will review the place of journalism in today's scholastic discourse and why it should be taught in every middle and upper school. This action-oriented approach to learning is rooted in scholarly research, evidentiary practice and the belief that students who learn to consume information well can also create and evaluate it effectively, ultimately becoming better and more informed citizens. This session will review outcomes from students at one school and offer some specific lessons that can be taught at any grade level to encourage good journalistic practices.

• **MS, US**

Friday Program – Session I, cont.

November 8 | 10:00 - 10:50 AM

- Briefing Room** ***Adolescence and Mental Health: Trends, Issues to Consider, and What to Look for***
Dr. Jacque Blue and Dr. Adriana Munoz, Gulliver Schools
As counselors, often we find that teachers come to us with questions regarding mental health, as they are unsure of what signs to be looking for in their students. This session will cover typical signs of anxiety and depression and how they may manifest in the current generation of students. Additionally, the session will provide an overview of Generation Z or “i gen” and will cover how mental health is becoming a greater issue with each passing year due to technology and students’ inability to “turn off” and just be alone or with their families.
• **MS, US**
- Orly** ***Engagement Strategies***
Jessica Henley, Sweetwater Episcopal Academy
Engagement in the classroom sparks a love for learning and anticipation for what's to come. Learn about a variety of engagement strategies that can encourage excitement and captivate student attention in all subject areas for all learners. During this session, you will gain tangible ideas you can implement to get your students excited about learning and intrigued about what's next.
• **LS, MS**
- Mirabel** ***Learning and the Brain: Why Teachers are Actually “Neuro-sculptors”***
Dr. Alicia N. Braccia PsyD, ABSNP, LSP SS710, Owner of Center for Health, Learning & Achievement; Florida Licensed School Psychologist, School Neuropsychology Diplomate
In this session, participants will take a quick tour of how the human brain learns in order to better understand and support students with Learning Differences within their school. Brain processes, such as Sensory Processing, Visual Spatial Processing, Language Processing, Attention, Executive Functions, and Emotional Regulation will be reviewed. Participants will learn techniques on how to differentiate instruction based on processing strengths and weaknesses.
• **All**
- Kai Tak** ***Technical Research Samples Create an Intrinsic Studio Experience***
Elle Ashworth, Tampa Preparatory School
Participants will learn that Technical Research Samples (TSR) are a way for students to decipher how to use tools, techniques, and methods for a final piece. These vignettes will enable artists to explore the process of making studies prior to beginning a piece. TRS often come with failures or learning curves. Presenters will demonstrate how the practice of using TRS allows students to move forward with all the knowledge they have gained to fabricate their strongest work.
• **All**
- Shannon** ***Growing the Student Mindset through Gardening***
Dawn Card and Hope Kennedy, North Broward Preparatory School
Want to start a garden at your school but unsure where to start? Presenters will share their experience developing a sustainable middle school garden program that is embedded in their Life and Earth Science curricula and highlights hands-on, authentic, experiential learning. Attendees will leave with ideas for managing large student groups in the garden, prepping simple garden snacks, and integrating technology into the garden experience.
• **Early Childhood, LS, MS**

Friday Program – Session I, cont.

November 8 | 10:00 - 10:50 AM

Gatwick

Make Magic Happen

Cristy Carbajales and Monica Ortiz, St. Thomas Episcopal Parish School

Based on Hope and Wade King's book, *The Wild Card*, presenters will demonstrate how to transform classrooms and/or learning activities in order to engage students, enhance learning and build excitement through active student participation, while adding rigor to content and standards.

- **Early Childhood, LS**

Schiphol

STEM Activities for the Pre-K Student

Joe Moseley and Keara Huebner, The Cornerstone School

The years from birth to the early primary years are a rich time for encouraging the growth of curiosity and creativity. Young children are naturally curious and creative risk takers. Choosing the right STEM activities can nurture their instincts to question, build, and solve problems. Brain appropriate STEM challenges are critical for the healthy development of the neural bridges between brain cells that expand abilities such as communication, complex thought, innovation, and movement. Join our session for great hands-on activities and take-home lessons.

- **Early Childhood**

Ben
Gurion

Buncee: A Terrific Transdisciplinary Tool

Barbie Monty, Carrollwood Day School

Numerous technology tools abound for the classroom today. This session will introduce attendees to an incredible creation and presentation tool that can completely transform a classroom into a technological world filled with student creators letting their imaginations run wild on a daily basis, while demonstrating concepts they are learning in the most innovative ways. Join this session to reap the benefits of utilizing this amazing tool in all academic areas with students of all ages.

- **All**

Prestwick

Rediscover Your Passion for Teaching through Reflective Practices

Sara Parets, Montverde Academy

Teachers can often become caught up in the minutiae of the classroom. Between grading, organizing, parent communication, differentiation, faculty meetings, and curriculum planning, there often does not seem to be time left for anything else. Fatigue and burn out are real; but they are not inevitable. During this session, we will explore Reflective Practices and how they can renew a passion for teaching.

- **All**

Narita

Finding Your Squad: The REAL Personal Learning Network

Reba Gordon, Natalie Galed, and Jennifer Hencken, Trinity Preparatory School

PLN, PLC, PLT -- the acronym doesn't matter; it's the people who inspire (not make you want to retire). If finding "your" people means chatting with a neighbor, do it. If it means eating with someone in another building, do it. If it means admitting you need to look beyond your campus, do it. Building these relationships is tricky; let's explore avenues to create your real network. Finding your squad means YOU DO YOU. Do it.

- **All**

Friday Program – Session I, cont.

November 8 | 10:00 - 10:50 AM

Tullamarine **Curating Character**

Georgia Parker and Rylan Smith, Trinity Preparatory School

Join an English teacher and a Guidance Counselor as they share how they are curating character through the literature students are reading in class. Using literary themes such as prejudice, friendship, gender roles, and equity as springboards for ethical discussions, attendees will learn strategies to engage students and help them take what they are learning beyond the book and into their everyday lives.

• All

Tegel **Past to Present: Using Technology to Make the History Relevant**

Amanda Fursetzer, North Broward Preparatory School

Students often struggle to connect the past and the present, but with the use of technology and creative student-centered lessons, students develop connections that create relevance between history and today. In this session, participants will learn lessons that emphasize critical thinking skills, which will lead to problem-based learning. Through this pedagogical philosophy, students are able to transform historical information into creative formats that are relatable.

• MS

Da Vinci **Preparing for an FCIS Evaluation**

Melissa Alton, Director of Accreditation, and Julie Johnson, Assistant Director of Accreditation and Member Services, FCIS

Is your school undergoing evaluation this year? Or even next year? If so, this session will provide an overview of the new self-study process utilizing the FCIS Accreditation Portal, the pre-visit, as well as the "nuts and bolts" of preparing for the evaluating team's arrival. Come prepared with your questions! (This session also offered at 11AM.)

• All

Endeavor **Empowering Students as Discussion Leaders in the World Language Classroom**

Parthena Draggett, Community School of Naples

This session will provide tools for an engaging project focusing on integrating skills for student-led discussions. Participants will explore how to guide students to develop effective discussion questions based on issues of high student interest and global importance. Students are empowered to take the lead as they integrate skills, beginning with researching authentic resources, developing engaging questions, and leading the exchange of information and opinions. Students will come to class eager to participate on discussion days!

• US

Friday Program – Session II

November 8 | 11:00 - 11:50 AM

Regency
Ballroom A

2019-20 Changes to AP: A Path to Success for All Students

Ree Zeigler, Director; and Kevin Maloney, Associate Director, College Board Florida Partnership

Teachers will learn about the new AP processes, tools and resources designed to help more students earn college credit. Teachers and students will have free access to unit guides, personal progress checks, a progress dashboard and an AP question bank, all designed to help strengthen their school's AP Program and improve student success in AP.

• US

Regency
Ballroom B

Teaching Kids About Their Brains

Jane Boarman and Sarah Palazzolo, Shorecrest Preparatory School

As teachers, we are inundated with brain research. The challenge is to find a way to adapt it to the classroom. For many years, the presenters had been applying neuroscience in their classrooms. In this session, they will share teaching strategies to help kids understand how their brain functions impact their learning and how they can maximize their learning. Learn how they have incorporated an understanding of executive skills into their students' daily life.

• LS, MS

Regency
Ballroom C

Student Focused, Flexible, Adaptable

Kristi Combs, Jamie Morris, and Chris Harrison, Pine Crest School

Student-centered, flexible, and adaptable are the three keys to responding to the emerging trends of education. From flexible spaces to collaborative practices to new 'big ideas', the role of the teacher in supporting students and families is changing. Learn strategies for aligning decisions and practices to values, vision, and mission in a meaningful and academic way.

• LS, MS

Regency
Ballroom D

Escape ARTist: Learn the Keys to Creating Effective Educational Escapes

Heather McGrath, LCC Day School

In this session, participants will learn how to create effective educational escape rooms by developing game plans and organizing sequences of events that will keep students active and engaged while truly learning valuable information about the subject. In addition, we will cover designing puzzles, devising clues, and creating meaningful props and artifacts. There is no escaping the fun and satisfaction of creating real educational escape rooms and then watching them be played!

• All

Friday Program – Session II, cont.

November 8 | 11:00 - 11:50 AM

Regency
Ballroom E

Flip or Blend Your Classroom with Explain Everything!

Pilar Taylor, North Broward Preparatory School

In this session, educators will learn the benefits of integrating the interactive whiteboard technology ExplainEverything into their daily routines. Recording whiteboard lessons, creating presentations, uploading final videos to Google Drive or a shared learning management system, are some of the benefits your students will reap from learning about this great app! Using your iPad to teach and record lessons will enhance student and teacher engagement, provide more opportunities for consistent formative feedback, and help educators guide their students to become more independent creative learners ready to seek their own ways of learning.

• MS, US

Regency
Ballroom F

Financial Literacy in the Classroom

Matt Kretzman, Providence School

Financial Literacy helps students understand how to use math outside of the classroom. In this session, participants will explore various strategies for teaching students how to be smart with their money. From assigning jobs to opening 401k's and stock market challenges, discover ways to engage your students in building wealth through a classroom economy.

• All

Briefing
Room

Tools Cool for School

Felix Jacomino, St. Stephen's Episcopal Day School

If you feel overwhelmed by the speed and amount of information often shared at conferences, this session is NOT for you! During this high-speed carousel, you will learn about the latest tools, practices, websites, resources, apps, devices, and how to grow your PLN. If you feel the need for speed, take a shot of espresso, buckle your seat belts, and join this breakneck session. Forget taking notes - all resources will be collected and shared.

• All

Only

Broadcasting that Is Affordable

Brandon Hazzard, The First Academy

Schools are often looking for an affordable but quality live-streaming service for school and athletic events. In this session, we will discuss the easy way to live stream events and how to take the session to a more professional look for those extra special events.

• All

Friday Program – Session II, cont.

November 8 | 11:00 - 11:50 AM

Mirabel

Inter-School Collaboration on Equity and Inclusion

Veronica Guinazu, Saint Andrew's School; Sarah Wright, Miami Country Day School; Roderick Fludd, Shorecrest Preparatory School; Enaye Englenton, Tampa Preparatory School

Participants will learn from representatives from several schools about how an initiative to create inter-school collaboration began and how to engage all stakeholders in the work of advancing diversity, equity, and inclusion initiatives at their schools and within their broader communities. Facilitators will provide resources for and input on DEI resources for professional development, school programming, and topics/speakers for local Student Diversity Leadership Conferences. Topics and resources will primarily focus on the core identifiers of race, gender, sexual orientation, religion, ability, and socio-economic status. Participants will leave with a framework for developing programming within their own communities and a shared sense of purpose with fellow educators.

• All

Kai Tak

Clothing the Next Generation of Actors

Jennifer Hudson, Providence School

Dewitt E. & Vera M. Hooker Fellowship Grant Award Winner

When a young student actor puts on a beautiful, handmade costume designed especially for his/her character, it perfectly provides that bit of extra confidence and self-assurance needed to tackle even the most difficult of roles on stage. Since many schools have very limited options for their school-wide musical, I propose that Theatre departments start openly sharing their theatrical resources in order to become a close-knit community that partners together to provide excellent tools for other schools in need.

• MS, US

Shannon

Ideas, Ideas, and More Ideas: How to Integrate Technology Into Your Pre-k - Grade 2 Readiness Curriculum

Kate Buettin, Laura Chesnes, Joanmarie Garrettson, and Lindsey Robertson, The Benjamin School

Learn how an Early Childhood team has developed strategies to carefully integrate technology into a traditional readiness program. Teachers will be amazed and excited at how much fun their students can have while learning comes alive. Once teachers are equipped with this innovative knowledge, they will be able to implement these lessons in their classrooms Monday morning!

• Early Childhood

Gatwick

Embedding eMpathy in Students Using Community Outreach through the Arts

Kim Daniel, Kyle Maurey, Kaitlyn Dressel, and Cathy Hicks, Maclay School

At a point in history when humanity feels more fractured than ever, empathy has become a topic of great interest. Empathy allows us to make meaningful connections across diverse experiences and with those who are different than us. This integrated curriculum theme encompasses a variety of media using the mind, heart and art together. All educators / disciplines can benefit. Let us share with you what has worked for us.

• All

Friday Program – Session II, cont.

November 8 | 11:00 - 11:50 AM

Schiphol

Using Rubrics to Help Students Internalize Quality Standards

Kendall Didsbury, The Benjamin School

Rubrics provide an effective way of helping students understand what quality work is and find a pathway to success. Years ago, an advertisement for a headache medicine was built around the following tag line "Mother, please I'd rather do it myself." On so many levels, we desire our students to show that level of independence, and rubrics make it possible for students to understand what are good design standards for their projects without having to turn to their teacher for directions. This session will explore how to design effective rubrics that will promote independence.

• All

Ben
Gurion

The Nuts and Bolts of MakerEd

Criswell Denard, Lake Highland Preparatory School

Let's take 55 minutes to break down the components of MakerEd. The "why" has been explored; this will be a session of the "how." By taking a retrospective look at the past 3 years of one school's Innovation Institute, the session will explore Maker Spaces - start up, types, maintenance, Middle School Maker Courses, and Maker Problem Based Learning (PBL) ideas for all subjects.

• LS, MS, US

Prestwick

VR Gaming in the Science Classroom

Cady Brewer, Lake Highland Preparatory School; Rafael Brochado, Founder, Not Suspicious, LLC

Is the Periodic Table a groan-inducing unit? How can teachers compete with 21st century paradigms and the "attention economy" using outdated methods? How can science educators connect the classic concepts to the dynamic and modern demands of STEM? Answer: Virtual Reality Gaming! Meet game developers and learn how they connected with a middle school science class. Play Tablecraft and learn how to integrate the VR Gaming industry and culture into your classroom!

• MS

Narita

Curriculum Design and Instruction: Deepening Assessment by Making Thinking Visible

Cristen Magaletti and Allison Garrett Navas, Saint Andrew's School

This session will highlight both digital and non-digital methods to make thinking visible as a means to support critical thinking, metacognition, and reflection as part of an ongoing, iterative process for students to utilize throughout their learning journey. We will discuss how to use the Understanding by Design and IB curriculum mapping frameworks to implement these assessment strategies to deepen demonstrations of learning and to enhance implicit and explicit skill development.

• MS

Friday Program – Session II, cont.

November 8 | 11:00 - 11:50 AM

Tullamarine

Listen to Me

Brett Carrier and Christina Martinez, Park Maitland School

In this increasingly diverse world, it is more important than ever that educators (and the students we are influencing) engage in deep listening. This experiential session is meant to open our minds to ways that we can intentionally “listen” and embrace one another. Get ready to practice and celebrate different methods for bridging the gaps between the varying races, genders, exceptionalities, and preferences on our campuses; come prepared to build a clearer definition of unity.

• All

Tegel

SAMR: Building Blocks to Big Ideas

Niva Alboukrek, David Posnack Jewish Day School

You don't have to be tech savvy to integrate technology into your curriculum. You just need to be TECH ADVENTUROUS - willing to experiment and take risks with technology and allow your students to help you co-pilot the pathway to technology integration. The building blocks of SAMR will help you redefine your teaching, giving your students more opportunities to take part in the learning process. Teachers will gain new ways to enhance their lessons with technology.

• LS, MS, US

Da Vinci

Preparing for an FCIS Evaluation

Melissa Alton, Director of Accreditation, and Julie Johnson, Assistant Director of Accreditation and Member Services, FCIS

Is your school undergoing evaluation this year? Or even next year? If so, this session will provide an overview of the new self-study process utilizing the FCIS Accreditation Portal, the pre-visit, as well as the "nuts and bolts" of preparing for the evaluating team's arrival. Come prepared with your questions!

• All

Endeavor

Rediscover the Magic of Nursery Rhymes

Amy Mittelberg and Ellen Blumenthal, Temple Beth Am Day School

Nursery Rhymes cover all aspects of Early Childhood curriculum. We will focus on literacy, math, science, fine/gross motor skills, dramatic play, and cooking through hands-on activities, small-group sharing, exemplars, and a Power Point presentation for course participants. As teachers, you will be surprised that something so traditional created such exciting and enthusiastic learning.

• Early Childhood

Friday Program – Session III

November 8 | 12:00 - 12:50 PM

Regency
Ballroom A

Creating Classroom Culture

Colleen Farley, Park Maitland School

The first twenty minutes with our students is the most crucial time period of the day. After attending this dynamic session, you will be equipped with ways to engage students and build a classroom community. Activities and strategies will be shared that can be used in your classroom tomorrow! You will even hear from students about their experiences and how it has shaped their class culture.

• **LS, MS**

Regency
Ballroom B

Conferring with Writers in a Digital Age

Kristin Ackerman and Melanie Perkins, St. Mark's Episcopal School

Tired of editing student writing only to find that they have failed to make any of the changes you suggested? Learn how to confer using free platforms that will open up a direct line of communication between you and your students. You will be able to teach directly and clearly, and students will be able to respond to your feedback and grow as writers.

• **LS, MS**

Regency
Ballroom C

Creating a Mock Interview Program for High School Students

Heather Bas, Maclay School

Before a test, students prepare by studying and practicing the material to be assessed. Why should an interview be any different? With high stakes on the line (college admission, full-ride scholarships and internships, to name a few,) help your students practice an essential skill for future success! This session will describe the initial planning, execution, and modifications of one school's Junior Interview Series. Participants will walk away with materials used in the series.

• **US**

Regency
Ballroom D

Leveraging Formative-Assessment to Reduce Grading Workload and Improve Knowledge Retention

Matthew Parets and Sara Parets, Montverde Academy

Grading can be hard and time consuming. Studies show that knowledge retention from classroom settings is low. Formative Assessment can solve both of these problems. This session will discuss the challenges and pitfalls of traditional "easy" grading options, such as Multiple Choice, and how to replace them with more substantive alternatives: from paper and pencil solutions to cutting edge tech answers, such as Flipgrid, Socrative, Plickers, Kahoot, and many others. Concrete examples and relevant technology will be shared. Reclaim your free time while improving the abilities of your students.

• **LS, MS, US**

Friday Program – Session III, cont.

November 8 | 12:00 - 12:50 PM

Regency
Ballroom E

Engaged & Enthused: Creative Classroom Constructed with Students in Mind

Elisabeth Fowler and Wren Johnson, Academy at the Lakes

Create a classroom where engagement and attention are of highest priority across all subject areas, with the added benefit of practicing social/emotional skills with your students. You will walk away with immediate ideas to apply to your elementary classroom. Ideas include: hands-on activities, small group activities, partner work, effective communication student-to-student and student-to-parent. Be ready to step into your students' shoes. You will be engaged and enthused!

• **Early Childhood, LS**

Regency
Ballroom F

Engage Your Students with Augmented & Virtual Reality

Mike Johnson, Corbett Preparatory School of IDS

This session is an introduction to Augmented and Virtual Reality and how to use it in your classroom. This hands-on session will focus on educational uses for all subject areas to make your lessons even more engaging and exciting.

• **All**

Briefing
Room

Physical Computing: Promoting Movement with Virtual Technologies and Scratch

Brett Hannan and Dr. Denise Spirou, The Greene School

Computer programming is no longer a stationary, seat-oriented experience! Interact with MIT Scratch via Virtual Reality. Virtual technologies, in conjunction with Scratch, allow students to move their entire body to design and code custom animations. Participants have an opportunity to take peer-based design requirements (verbal) and translate these (sequentially) into working algorithms, all whilst utilizing their body (increasing blood flow to brain) to accomplish the aforementioned. In this session, there is an emphasis on engineering design methodologies.

• **All**

Orly

Student-Paced or Teacher-Led: NearPod to the Rescue!

Jennifer Stanley, Carrollwood Day School

NearPod provides an opportunity to create lessons with on-the-spot feedback for formative assessments. This tool allows students to add their own content during whole group instruction and encourages cooperative learning during breakout sessions. With a variety of media available on the platform, teachers can engage a range of individual learning styles and differentiate lessons. Having the capability to be either student-paced or teacher-led, lessons can flip the classroom and provide valuable study tools.

• **MS, US**

Mirabel

Playing with a Full Tech: Intentional Integration of Edtech Toys

Sheryl Dwyer, Providence School

It is no surprise that learning and fun are highly compatible. Even Einstein recognized that “play is the greatest form of research.” Yet, all too often edtech toys are limited to technology labs. Why not come out and play in every classroom? Join me to experience how the latest edtech toys have moved beyond the isolation of technology instruction to cultivate atmospheres of excitement, fun, and deep learning in all areas of the curriculum.

• **All**

Friday Program – Session III, cont.

November 8 | 12:00 - 12:50 PM

Kai Tak

PE and Recess Games that Keep Kids Moving and Having Fun!

Mary Aparicio and Steve Hoffman, St. Stephen's Episcopal Day School

This session is designed for PE and classroom teachers looking for activities to keep kids moving, having fun, and from "sitting out" of elimination games. Come dressed to play! **Sneakers strongly suggested for this participation session!**

• **Early Childhood, LS**

Shannon

Food Waste Sustainability Project

Michelle Ulrich, The Out-of-Door Academy

Dewitt E. & Vera M. Hooker Fellowship Grant Award Winner

According to the U.S. Environmental Protection Agency, food waste is the single largest component of waste sent for disposal, much of which ends up in landfills, where it generates methane, a powerful greenhouse gas. In this session, participants will learn how faculty, staff, and students at one school are working to decrease food waste and increase their sustainability efforts across campus. Some of the strategies they have implemented include: composting, food donation, and a more effective recycling system.

• **LS**

Gatwick

Inclusion: Serving Children with Learning Differences and Developmental Disabilities

Crystal Doyle, Saint Andrew's School

According to the Centers for Disease Control and Prevention, 1 in 6 children have a developmental disability. How can teachers in independent schools support these students and their families? This presentation will explain research-based classroom strategies, such as teaming, embedding learning goals, visual supports, as well as school policies and partnerships with local districts and special educators, to support all children and teachers.

• **Early Childhood**

Schiphol

Movin' and Groovin' – Getting MS/US Students to MOVE!

Kristine Walsworth, Montverde Academy

Effective teachers know that no matter our subject area, we are all teaching students. However, as we increase the rigors of academic content, teachers are challenged to be creative AND academically focused. How do we engage our teen learners in meaningful activities while maintaining a high level of rigor? We MOVE! From Post-it Note Stations to Gallery Walks to a Snowball Fight, we will be movin' and groovin' and learning – just like our students!

• **MS, US**

Friday Program – Session III, cont.

November 8 | 12:00 - 12:50 PM

Ben
Gurion

Meeting the Needs of Introverts in the Collaborative Classroom

Megan Dubee, Academy of the Holy Names

The rise of classroom collaboration turned rows into pods, lecture into cooperative learning, and individuals into teams. Despite the many benefits of collaborative classrooms, some students' needs are not being met. Motivated by *Quiet: The Power of Introverts in a World That Can't Stop Talking*, we will explore strategies to increase classroom inclusivity by creating a space where students feel empowered to participate in ways aligned with their personalities and challenged to take risks in their learning.

• MS, US

Prestwick

Beyond Gamification: Immersive Roleplaying in the Classroom

Robert Boerth and Brandon Burmeister, Trinity Preparatory School

This session will discuss strategies for creating rich, immersive experiences for high school students through roleplaying, story games, and face-to-face simulations. We will explore ways to adapt preexisting games, like Diplomacy and Ben Robbins' Microscope, which can be rescaled and retooled for classroom use. We will also introduce some original roleplaying scenarios and game designs, which we have used in history, English, and humanities classes. We hope to establish a network of teachers interested in exploring innovative game designs that can spark creativity and deep critical thinking.

• US

Narita

Personalized Learning: Outside of the Classroom and into the World!

Denise Wilson and Francesta Marcelin, Miami Country Day School

Explore a different way to go global – through travel! Your students will learn how to use their problem-solving skills to create meaningful travel experiences for themselves and their families as they plan, implement, and reflect on their personalized journeys. Integration of literacy, geography, science, mathematics, art, and social studies is woven into the design. Play classroom travel games, brainstorm and share ideas, and finally, take home materials that will help get you on your way!

• All

Tullamarine

Standard-Based Grading in the World Language Classroom

Elizabeth Arroyo, Oak Hall School; and Grisell Santiago, Spanish and Portuguese Assistant Professor, University of Florida

For this session, attendees will learn different methods to use for Standard Base grading in the World Language classroom. Standard Base Grading is an easy way to help students be more involved with the language acquisition in a faster pace than traditional methodology. For the instructor, the different rubrics used for instruction facilitates the grading time, and students feel more empowered in their own learning. Standard Base grading also help the instructor and the students with Differentiated Instruction. Examples of videos and writing samples will be showcased. Materials, examples and rubrics will be provided for all the attendees.

• MS, US

Friday Program – Session III, cont.

November 8 | 12:00 - 12:50 PM

Tegel ***How to Reimagine Your Library Space and Transform Student Learning***

Diana Rendina, Tampa Preparatory School

A great library is essential in creating future-ready schools, but we need to update our spaces to match our pedagogy. In this session, attendees will get ideas and inspiration for transforming their library spaces. Attendees will learn strategies for brainstorming ideas for their space and coming up with a plan. They will see examples of a variety of transformed library spaces that will include practical strategies to be implemented right away and bigger dreams to aspire to.

• All

Da Vinci ***Serving on an FCIS Evaluation Team***

Melissa Alton, Director of Accreditation, and Julie Johnson, Assistant Director of Accreditation and Member Services, FCIS

FCIS schools experience evaluation every five years, and one of the best ways to prepare for an evaluation is to participate in an evaluation. In addition, team members cite that serving on a team is one of the best forms of professional development. Learn the responsibilities and duties of a team member, and what a visit looks like from the other side. At the conclusion of the session, participants may sign up to be in the evaluation team member database.

• All

Endeavor ***Let's Talk: A Discussion About Diversity***

Jan Reeder and Donette Snyder, Riverside Presbyterian Day School

Join other diversity practitioners for an interactive, engaging, facilitated discussion about diversity, equity, and inclusion in our schools. Using visible thinking routines as a guide, we will examine how to advance diversity in our various schools, discuss what difficulties we are facing, and explore how we move toward meaningful, sustainable change. Together we will discuss ideas and strategies to create inclusive, socially-just organizations that respect and honor everyone.

• All

Friday Luncheon & Keynote

November 8 | 1:00 - 2:30 PM

Continental Ballrooms

Dr. Jeff Duke | Associate Professor, University of Central Florida

Capturing the Heart of the 21st Century Student

In today's culture of data collection & analytics how do you get the student to 'measure up'?
It begins with the strategy to capture their 'heart'.