



2020 Academy for Division Heads
Thursday, February 6 – Friday, February 7, 2020
Hotel Palomar, 505 North State Street, Chicago, IL
Gallery Meeting Room, 5th floor

Agenda

Pre-Conference Informal Conversations
Wednesday, February 5, 6:30 pm – 7:45 pm
Hotel Palomar, Location to be determined

If you arrive on Wednesday evening, please join us for an informal and engaging conversation among division heads. This is a great opportunity to connect new and experienced division heads to ask questions, share resources, and discuss challenges and successes while making connections with others in the same role. Members of the Administrative Service Committee will facilitate the discussion and there is no charge for participation. Participants may choose to continue the conversations over dinner at the restaurants of their choice.

Day One – Thursday, February 6, 2020
Leading Change: Diagnosing & Overturning the Immunity-to-Change
with Deborah Helsing

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| 8:30 am | Registration opens |
| 8:30 – 9:00 am | Pre-conference visiting, continental breakfast |
| 9:00 – 9:15 am | Academy Begins: Welcome, overview of the Academy |
| 9:15 – 10:30 am | Diagnosing the Immunity to Change: Improvement Goals and Undermining Behaviors |
| 10:30 – 10:45 am | Break |
| 10:45 am – Noon | Diagnosing the Immunity to Change: Competing Commitments |
| Noon – 1:00 pm | Lunch: Conversations by division |
| 1:00 – 1:45 pm | Identifying Big Assumptions |
| 1:45 – 2:00 pm | Break |
| 2:00 – 2:45 pm | Overturning an Immunity to Change: Designing and Running Experiments |
| 2:45 – 3:30 pm | Implications for Leading Change |

Conversation with Current Heads of School – For Divisional Leaders
Thursday, February 6, 3:45 – 5:15 pm at Hotel Palomar, Location to be determined

As a part of the Academy for Division Heads, a team of successful Heads of School will form a panel to share the challenges and rewards of headship. This session will also provide the opportunity to ask questions about all aspects of work and life as a Head of School. Participants of the Academy for Division Heads are invited to participate in this optional session which will begin immediately following the formal program on Thursday, February 6 at the Hotel Palomar from 3:45-5:15 pm. Whether you are an aspiring Head of School or are just interested in knowing more about headship, we invite you to join us for this spirited and informative panel discussion.

- 4:00 – 6:00 pm Time to rest/recharge or mingle with colleagues at the hotel’s complimentary wine hour on the first floor
- 6:00 – 7:30 pm *Evening Activity: Networking Happy Hour:* Participants gather in the Hotel Palomar lobby at 5:45 pm and walk together as a group to Osteria Via Stato. 620 N. State Street for drinks and appetizers. Although participation is included in registration fee, pre-registration for the evening activity is required.

Day Two – Friday, February 7, 2020

- 7:30 – 8:00 am Continental breakfast and conversation
- 8:00 am Meet in lobby and travel as a group to Google (transportation provided)
- 8:30 – 11:30 am Anywhere School, at Google
- 11:30 am Return travel to Hotel Palomar (transportation provided)
- Noon – 1:00 pm Lunch: Conversations by division
- 1:15 – 2:15 pm Sessions choices (choose one):
- **Sharing Your Diversity Initiatives: What Has Worked, What Has Not,** facilitated by Roeper School Middle School Director, Brian Corley
 - **The Trends & Changing Landscape of Technology,** facilitated by University of Chicago Laboratory School Lower School Principal, Sylvie Anglin & colleague Brian Hewlett
 - **Cross-divisional Professional Development Using Google Forms & Slides** facilitated by Canterbury School Upper School Director Ben Ottenweller & Middle School Director, Fraser Coffeen
- 2:15 – 2:30 pm Summations and Close of the Academy