

Tuesday, February 15 –
Wednesday, February 16, 2022

A VIRTUAL ACADEMY
FOR DIVISION LEADERS &
DIVERSITY PRACTITIONERS



COMMON
GROUND: **POWERFUL
PARTNERSHIPS**

Agenda

(as of 1/10/22)

*(Recordings will be available until 3/31/22. Sessions marked with * will not be recorded. Any breakouts that occur during recorded sessions will not be recorded.)*

Day One – Tuesday, February 15

9:00 am – 10:35 am central/10:00 – 11:35 am eastern:

**Welcome & The Essential Partnership Between the DEIJ Practitioner and the Division Head
inleading and Sustaining Anti-racist/Anti-bias Curriculum**

Jack Hill, Cambridge Friends School (MA) and Founder of National Anti-Racism Teach-In

As leaders in the work of diversity, equity, inclusion in our schools, we are often called upon to create, develop, facilitate, and lead anti-racist/ anti-bias curriculum with educators. The critical partnership between the division head and the DEIJ practitioner in leading and framing curriculum for (and with) educators is critical to sustaining curriculum work. Participants will engage with veteran facilitators and explore how to avoid the common pitfalls of DEIJ curriculum planning, and the necessary work required to “Maximize the Partnership” and “Trust” between administrators and educators. Learn to approach curriculum work reflectively, assess the importance of a framework and discuss what scholar, Yolanda Sealey-Ruiz calls the “archeology of the self,” which is a deep excavation of the beliefs, ideas, and biases that shape how we think about the lived experiences of our students, and the windows/mirrors, floors, and doors, that allow our students to be their best selves and do their best work. Participants will unpack practical strategies and frameworks and leave with an educational toolbox to bring back to their respective schools.

10:35 – 11:00 am central/11:35 am – 12:00 pm eastern:

Break

11:00 – 11:30 am central/12:00 – 12:30 pm:

Breakouts Conversations *

11:30 am – 12:15 pm central/12:30 – 1:15 pm eastern:

Lunch and Time for School Teams to Work

12:15 – 1:30 pm central/1:15 – 2:30 pm eastern:

Welcome back and Leading Through the Waves of Change

Shana Carroll, Kellogg School of Management at Northwestern University

As managers and leaders, we are faced with constant pressure to improve, innovate, and adapt. And, as we know first-hand, change is hard. It demands that we persuade people to think and act differently, to resist the powerful pull to the status quo. In this session, we'll focus on how to lead through the emotional waves of change and to engage your teams and communities in ways that help secure buy-in and propel change forward.

1:30 – 2:00 pm central/2:30 – 3:00 pm:

Break

2:00 – 2:30 pm central/3:00 – 3:30 pm eastern:

Breakout Conversations *

2:30 – 3:15 pm central/3:30 – 4:15 pm eastern

Diverse Paths Through Leadership to Headship

Panelists: Randall Dunn, The Latin School of Chicago (IL), Kimberly Peeples, Groves Academy (MN), Melissa Soderberg, Columbus Academy (OH), Leslie Hosey, St. Richard's Episcopal School (IN) & Andy Abbott, John Burroughs School (MO)

A panel of current ISACS Heads of School will share their unique and very personal leadership paths to headship. Hear what was most important in the leadership journey, the best and most challenging aspects of headship and how they sustain the work. Consider your own path to headship or learn ways to support your current head of school in these challenging times.

3:15 pm central/4:15 pm eastern

End of Day One

Day 2 – Wednesday, February 16

9:00 am – 10:30 am central/10:00 – 11:30 am eastern:

Welcome and Building (and Rebuilding) Trust

Anne Morriss, The Leadership Consortium

Trust is the foundation for everything we do. But what do we do when trust is broken? In school communities, there are many reasons why the foundation of trust ruptures – a leader caught publicly disparaging an employee or a teacher disparaging a student, a culture of bias and discrimination, or even a human error when supervising students. In her talk on the art of building (and rebuilding) trust, Morriss gives participants a positive and practical breakdown of

the steps leaders need to take to be successful. But before you can solve the problem of broken trust, Morriss says, you must first understand how trust works and which components you need to work on – be it logic, empathy, or authenticity. There will be ample time for Q and A.

10:30 – 11:00 am central/11:30 – 12:00 pm eastern

Break

11:00 am – 11:30 pm central/12:00 am – 12:30 pm eastern

Breakout Conversations: Affinity conversations for divisional leaders and diversity leaders/practitioners *

11:30 am – 12:15 pm central/12:30 – 1:15 pm eastern:

Lunch and Time for School Teams to Work

12:15 – 2:15 pm central/1:15 – 3:15 pm eastern:

**Sustaining Cultural Competency in Independent Schools: What Leaders Need to Know
Rosetta Lee, Seattle Girl's School**

As leaders of our institutions, we need to have strategic vision and global understanding to manage meaningful change. What demographic and philosophical changes make diversity and inclusion an imperative rather than a value added? What factors help us understand where the school is on the spectrum of exclusive clubs to inclusive organizations? How do we move our communities strategically at the pace that is right for the school? How do we sustain our positive growth over time? Discuss these questions and gather tools to help our schools become the leading edge of cultural competency, inclusion, and equity.

2:15 – 2:30 pm central/3:15 – 3:30 pm eastern:

Break

2:30 – 3:00 pm central/3:00 – 3:30 pm eastern:

Breakout Conversations *

3:00 – 3:30 pm central/4:00 – 4:30 pm eastern:

Return to Whole Group for Brief Reporting & Summarizing Statements *