

ISACS

TRANSFORMING  
OUR SCHOOLS—  
EMPOWERING  
OUR STUDENTS

2023 HEADS  
CONFERENCE

Thursday, January 26 –  
Friday, January 27, 2023

SWISSÔTEL, CHICAGO

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## KEYNOTE PRESENTATIONS

### Disruptive Thinking in Our Classrooms | Sponsored by *Carney, Sandoe & Associates*

ERIC SHENINGER, AUTHOR & EDUCATOR

The world has and continues to change in ways that are difficult to predict. Regardless of the forces at hand, educators play a pivotal role in preparing students for success now and in the future. The best way to do this is to create a disruptive thinking culture in our classrooms and schools that future-proofs learning for ALL kids! Get ready for a roller coaster journey that weaves stories, practical ideas, and insights from thousands of classrooms to create meaningful learning experiences that will withstand the test of time. It's time to challenge the status quo when it comes to teaching and learning in our classrooms. Our learners—and their future in a bold new world—depend on us.



**ERIC SHENINGER** served as the award-winning principal at New Milford High School where under his leadership, the school became a globally recognized model for innovative practices. Sheninger has emerged as an innovative leader and best selling author, using research and evidence-based practices to empower learners, improve communications with stakeholders, transform learning spaces, and help educators grow in the digital age. He has received numerous awards and has authored and co-authored many books including his most recent books: *Disruptive Thinking in Our Classrooms: Preparing Learners for Their Future* and *Learning Transformed: 8 Keys to Designing Tomorrow's Schools, Today*. Sheninger has contributed to the *Huffington Post*, sits on advisory boards for many innovative companies, and was identified by *TIME Magazine* as having one of the 140 Best Twitter Feeds.

### The Simple Science of Creating Strong Culture | Sponsored by *SAGE Dining Services*

DANIEL COYLE, AUTHOR

We all know that good schools are built on strong cultures. The real question is, how? How do you build strong culture—or turn around a culture that needs fixing? Daniel Coyle, *New York Times* best-selling author of *The Culture Code*, will provide a simple culture-building framework for school leaders, along with a set of actionable tips.



**DANIEL COYLE** is the *New York Times* best-selling author of *The Culture Code*, which was named Best Business Book of the Year by *Bloomberg*, *BookPal*, and *Business Insider*. Coyle has served as an advisor to many high-performing organizations, including the Navy SEALs, Microsoft, Google, and the Cleveland Guardians. His other books include *The Talent Code*, *The Secret Race*, *The Little Book of Talent*, and *Hardball: A Season in the Projects*, which was made into a movie starring Keanu Reeves. Coyle was raised in Anchorage, Alaska, and now lives in Cleveland Heights, Ohio, during the school year and in Homer, Alaska, during the summer with his family.

## LUNCHEON KEYNOTE

### What We Talk About When We Talk About Diversity & Social Change

| Sponsored by *TinkRworks*

EBOO PATEL, INTERFAITH AMERICA

The United States is the world's first attempt at mass level diverse democracy. For us to have a functioning polity and a healthy society, our schools must do excellent diversity work. In this presentation, Eboo Patel, founder and president of Interfaith America and author of the recent book *We Need To Build: Field Notes for Diverse Democracy* will discuss various models for engaging diversity effectively, and present a paradigm he thinks is most fruitful for independent schools. *Each attendee will receive a copy of Patel's new book, courtesy of TinkRworks.*



**EBOO PATEL** is a widely acclaimed civic leader who believes that religious diversity is an essential and inspiring dimension of American democracy. Named "one of America's best leaders" by *US News and World Report*, Patel is founder and president of Interfaith America (formerly Interfaith Youth Core), the leading interfaith organization in the United States. Under his leadership, Interfaith America has worked with governments, universities, private companies, and civic organizations to make faith a bridge of cooperation rather than a barrier of division. He served on President Obama's Inaugural Faith Council, has given hundreds of keynote addresses, and wrote five books, including *We Need to Build: Fieldnotes for Diverse Democracy* published in May 2022. He is an Ashoka Fellow and holds a doctorate in the sociology of religion from Oxford University, where he studied on a Rhodes scholarship.

## SESSIONS

### Pedagogical Leadership: Seeing the Bigger Picture

ERIC SHENINGER, AUTHOR & EDUCATOR

Instruction is what the teacher does, whereas learning is what the student does. Here is where a sole emphasis on instructional leadership might not lead to efficacy at scale. Pedagogical leadership, on the other hand, encompasses all the many ways to support effective teaching and learning. The main differentiator is a broader view that includes more attention to what the learner is doing, and the supports needed for success. During this immersive session, attendees will focus on strategies as well as responsibilities and roles that work to ensure a vibrant learning culture that helps meet the needs of all students.

### Continue the Conversation with Eboo Patel Regarding Our Need To Build

EBOO PATEL, INTERFAITH AMERICA

Join an interactive session to engage in conversation with Patel and ISACS colleagues regarding the head's role in exploring various models for engaging diversity effectively and developing a fruitful paradigm for independent schools.

### The Power & Responsibility of Leaders

RAABIA SHAFI, RAABIA SHAFI CONSULTING

Harness your innate power and responsibility in setting the tone for organizational culture that drives team performance and cultivates belonging. Distinguish between being good at your job from being a good leader, and explore how the primal instinct for humans to follow their leaders further raises the stakes for building intentional, empathetic relationships with colleagues and customers. Learn about the impact of culture on job turnover and how this relates to your own role and the current challenges facing school leaders. Finally, we'll reflect on our personal 'why' to help ground us in trying circumstances so we can show up as the leaders we would want to follow.

### Developing Your Personal Leadership Philosophy

RAABIA SHAFI, RAABIA SHAFI CONSULTING

Apply practical, introspective exercises to elevate your individual stance on leadership. Learn to clarify intentions, get a pulse on what it feels like to be on the receiving end of your leadership style, and tap into deep-seated values that ground decision-making especially in stressful moments, like the notorious 'dip' around this time of year. Refine the core tenets underlying your personal leadership philosophy, including your non-negotiables, commitments, and expectations. Finally, consider what you might need to address and accept to get clarity on your North Star as you support work streams and relationships with students, staff, and parents.

### Community Conduct: Understanding the School's Role in Tricky, Sticky Situations

MEGAN MANN, NATIONAL ASSOCIATION OF INDEPENDENT SCHOOLS (NAIS)

Some conduct expectations for school communities—students, employees, and parents—are clearly set, as are the consequences for policy violations. Increasingly, independent schools are grappling with the gray areas of conduct management and are struggling to understand their role in sticky situations. Do they have jurisdiction over out of school student conduct? How do they navigate conflicts between students and parents? How should educators respond when they learn of potentially boundary-blurring behavior? Hear trends through scenario-based discussion, and consider several handbook policies at play, the risk management concerns, and questions that schools can ask of themselves to better understand this landscape.

### National Legal Trends: Looking Back & Ahead

MEGAN MANN, NAIS

NAIS general counsel, Megan Mann will review the legal and risk management-related trends that independent schools across the country experienced during the 2021-22 school year, as well as those we see developing as we continue into 2023. We will cover some of the top "here to stay" legal-related practices and policies that emerged or evolved as a result of the pandemic, along with other new and existing topics that have impacted independent school policies, practices, and approaches to risk management. Mann will take questions, welcomes interactive dialogue, and will offer practical tips.

### Make Decisions in the Face of Ambiguity & Uncertainty

KAWAI LAI, GLOBAL ONLINE ACADEMY

This session introduces participants to polarity management, an approach to organizational challenges developed by Barry Johnson. Participants will learn the difference between "problems to be solved" and "polarities to be managed" and practice identifying and mapping polarities at their own schools to better understand how to achieve balance in some of the most complex issues we face as leaders. *This session will be repeated.*

### Detecting Threats: Putting the Puzzle Pieces Together

CHRIS JOFFE, JOFFE EMERGENCY SERVICES

Join an immersive session to learn how individual puzzle pieces can be transformational when put together. Learn to confidently identify isolated threats, or pieces of a threat, which when put together, create a more cohesive picture of what may be happening with a student. Help identify behaviors, drawings, illustrations, or writing exhibited by students that might indicate an opportunity for awareness and leave with a basic construct on how to form a connections assessment/threat assessment team.

### Building Security to Last

CHRIS JOFFE, JOFFE EMERGENCY SERVICES

Today's great school security is marked by an awareness of the ongoing ability to respond to online and offline threats, and their degree of interaction within the community. Learn to identify positive traits of your school's security program and identify opportunities for correction while also considering ways in which security postures may affect students of color and their families. Leave with three strategies for monitoring online and offline threats and learn to build a winning security strategy that is not a liability, but one of the school's most central assets.

### Cyber Security Threats & Implications from Changes in Federal & State Privacy Law

MARK ORCHISON, 9INE

Learn about the current cyber threats facing independent schools and practical measures schools should take to demonstrate effective cyber risk management. This session will explore a number of types of cyber threats, identify resources school leaders can use to improve understanding of cyber security, how to respond to a cyber incident, and discuss case studies from independent schools. An overview of the changing privacy landscape in North America will be provided, including implications of changes to federal and state law. Opportunities for Q&A will be available throughout.

### Accreditation Team Leaders: Equity & Inclusion Considerations for School Visits

ANDY GILLA, ISACS & ISACS ACCREDITATION REVIEW COMMITTEE MEMBERS

Members of the Accreditation Review Committee will facilitate a discussion of issues and effective practices in leading accreditation teams, with a focus on how to address equity and inclusion topics with the host school. This session for aspiring and experienced accreditation team leaders will utilize case studies to explore challenging topics that can emerge during the visit. A review of team leader responsibilities along with supplemental information to further enhance team success will be included.

## LUNCHEON PRESENTATION

### ISACS Annual Meeting | Sponsored by FEG ISACS EXECUTIVE COMMITTEE

Hear updates on the state of ISACS. Highlights include a review of the Strategic Planning process, the most recent bylaw changes, and the slate of new trustees and officers for 2023-24.

REGISTER YOURSELF TODAY



# TRANSFORMING OUR SCHOOLS— EMPOWERING OUR STUDENTS

## 2023 HEADS CONFERENCE

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### FEATURED PRESENTERS



**CHRIS JOFFE** is the founder and CEO of Joffe Emergency Services, a company dedicated to – and leader in – school safety programs, event safety, and emergency preparedness. Joffe has dedicated his career to making the world safer, and over the past decade he and his team have worked with thousands of schools across the country to provide training, consultation, and support. He studied paramedicine at UCLA, earned his master’s in technology, business and integrated design at the University of Southern California and is currently in the process of publishing a book on the principles of community safety.



**KAWAI LAI** partners with leaders to plan for the future and build more agile and inclusive teams. She brings an equity lens, deep education expertise, and a visual practice that sparks joy in her work. She supports leadership development as a coach with Global Online Academy, reimagines more inclusive ways of working with Aug.co, and is a co-author of *The New Team Habits* © 2020, which provides practices for leaders to build better team habits. She co-founded VizLit, formerly served as vice president of innovation at the National Association of Independent Schools (NAIS) and helped launch Education Elements. Prior to her career in education, Lai worked at Deloitte Consulting and now serves on several independent school boards. She has an MBA from the University of California, Berkeley and a BS degree from Southern Methodist University.



**MEGAN MANN** is the legal counsel and a vice-president at NAIS. In her role, Mann supports the organization’s legal and risk management needs; engages in advocacy efforts on behalf of NAIS schools; and provides legal education and support to member schools. Prior to joining NAIS, Mann was an employment and independent school attorney, acting as general counsel to independent schools across the country. She is a trustee for St. Michael’s Episcopal School (VA) and One Schoolhouse.



**MARK ORCHISON** is the founder and chief executive officer of gine. He is an experienced management consultant with expertise in data protection, cyber security, technology, project and program management in education. He began his career with Sun Microsystems where he was the technical consultancy lead for overseeing technology programs in construction, data centers, and airports.



**RAABIA SHAFI** is founder and CEO of Raabia Shafi Consulting, a firm that enhances customer experiences from the inside out, starting with leaders first. She has directed global engagements with deep expertise in design thinking and adult learning, and her consultancy helps clients create and sustain high-performing teams via three essential solutions: coaching, leadership development, and culture change. Shafi is known to be insightful, adaptive, and curiously collected in times of stress – likely a result of consulting with U.S. Marines on culture and leadership, trekking the globe with thousands of teenagers, and coaching CEOs across 20+ industries. She is dedicated to innovation and quality, and genuinely believes in having fun while working smart.

### WEDNESDAY, JANUARY 25

6:00 – 7:30 pm

#### PRE-CONFERENCE CONVERSATIONS

If you arrive in Chicago on Wednesday night and would like to join an informal conversation about hot topics in your school, please come and meet with other school leaders to discuss topics that are of interest to you. There is no formal agenda, but the session will be facilitated by members of the conference planning committee. Start a discussion and then, if you choose, you may continue the conversation over dinner at one of many stellar Chicago restaurants or over drinks at the bar. There is no charge to attend but we ask you to RSVP if you plan to participate. This is a great opportunity to make new connections while also sharing questions and resources.

**THURSDAY, JANUARY 26** 3:00 – 4:45 pm**CHOOSE YOUR OWN ADVENTURE***There is no additional fee required to participate in any of the following activities.***Moments at the Museum: A Visit to The Art Institute of Chicago**

Step away from your role as head and into the world-famous Art institute of Chicago. Tour alone or with colleagues. Take some time for yourself — you won't regret it. An ISACS staff member will walk participants to the museum for this ticketed event. *During online registration, pre-register to attend The Art Institute for you and/or a guest.*

**Architectural Landmark Experience**

Join a group to tour the Chicago Cultural Center, a magnificent example of Renaissance Revival design, filled with marble staircases, glass mosaics, and the largest dome in stained glass designed by Tiffany. Your tour guide will be Timothy N. Wittman, architectural historian and historic preservationist. He has served for over 25 years as a professor at the School of the Art Institute of Chicago and lectures on topics related to modern and American architecture. A tour of the Chicago Cultural Center will be indoors but will require a short walk to/from the destination led by an ISACS staff member. Leave responsibilities behind and become inspired by history, art, and architecture! *During online registration, pre-register to attend the Architectural Landmark Experience for you and/or a guest.*

**Meet Me at the Movies: The Emperor's Club**

Sit back, relax, and take the rare opportunity to watch a movie you may have missed in 2002. "William Hundert is a passionate and principled Classics professor who finds his tightly-controlled world shaken and inexorably altered when a new student, Sedgewick Bell, walks into his classroom. What begins as a fierce battle of wills gives way to a close student-teacher relationship, but results in a life lesson for Hundert that will still haunt him a quarter of a century later." Based on "The Palace Thief" by Ethan Canin. *The movie will be shown at the Swissôtel.*

**THURSDAY, JANUARY 26** 6:00 – 9:00 pm**RECEPTION & DINNER***SPONSORED BY EDWARDS CO & FLIK INDEPENDENT SCHOOL DINING*

All registrants and spouses/partners are invited to attend the conference reception and dinner at the Ivy Room, a private event space at 12 East Ohio, Chicago. The reception will be held from 6:00-7:00 pm with dinner to follow until 9:00 pm. Transportation will be provided. If you are bringing a spouse/partner, there is an additional fee of \$100 which can be selected during online registration. There is no on-site registration for the reception or dinner.

**FRIDAY, JANUARY 27** 8:00 – 9:00 AM**SCHOOL CONVERSATIONS**

You are invited to discuss and consider the content of the conference through the lens of your own school. What has resonated, what questions arose, how might these topics translate to practice, how do they intersect with your own "hot topics"? Please select a group that most aligns with your school's mission or join a group of diverse schools to process with peers. Gain insight and perspective while benefiting from the wisdom of others in the same leadership role.

- Boarding Schools
- Schools for Students Who Learn Differently
- Montessori Schools
- Progressive Schools
- Single Gender Schools
- Faith-based Schools
- An Open Session for Schools Not Represented in the Other Identified Groups

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EBOO PATEL'S BOOKS****FRIDAY  
LUNCHEON****THURSDAY  
RECEPTION****FRIDAY  
DINNER****REGISTER YOURSELF TODAY**

## REGISTRATION

Register yourself online at [2023 Heads Conference Microsite](#).

### DATE & TIME

The Heads Conference begins at 9:15 am (Conference Check-in opens at 7:30 am) on Thursday, January 26 and concludes at 2:45 pm on Friday, January 27, 2023.

### FEE

- \$650 member/\$750 non-member
- Registration fee includes Thursday evening reception & dinner, two lunches, and two continental breakfasts.
- ISACS 2022-23 New Heads Network participants will be provided via email with a coupon code to receive a discounted 2023 Heads Conference registration fee.
- **Registration deadline is Friday, January 13, 2023.**

### CONFERENCE LOCATION & HOTEL ACCOMMODATIONS

The Swissôtel Chicago • 323 E. Wacker Drive, Chicago, IL 60601

ISACS has secured special discounted rates at the Swissôtel:

- \$139/night plus tax for standard king (single or double occupancy).
- Additional discounted room rates from \$169-339/night are available, including choice of river or lake views, corner kings, and suites.
- The room rate includes complimentary internet in guest rooms and complimentary access to the health club.
- Please call the hotel at (888) 737-9477 and indicate that you are with the “ISACS 2023 Heads Conference” to receive the discounted rate, which is available until 5:00 pm Central on Friday, January 13, 2023. To book your room online, visit the [Swissôtel's 2023 Heads Conference Reservations Webpage](#).
- Visit [2023 Heads Conference Microsite](#) for directions and parking information for the Swissôtel.

### HEALTH & SAFETY PROTOCOLS

Participation at in-person ISACS events signifies an attendee's acknowledgement of infectious and other diseases and voluntary assumption of the risk of exposure or infection by attending the event. Attendees agree to comply with all guidelines and procedures, including but not limited to distancing and/or masking, that may be implemented by ISACS, in accordance with current recommendations from the CDC and other public health authorities. Please know that masks are not required at this time; however, we are a mask friendly environment.

### SPOUSES/PARTNERS

During online registration, heads may add guest tickets for the Thursday afternoon Art Institute of Chicago Museum Visit or Architectural Landmark Experience at no cost, and/or the Thursday Evening Reception & Dinner at the Ivy Room for \$100/person. If the guest plans to attend any conference sessions or lunches, please contact Karen Zeitlin at [karen@isacs.org](mailto:karen@isacs.org), to confirm space availability.

**Cancellation policy available at [2023 Heads Conference Microsite](#).  
Questions? Email Karen Zeitlin at [karen@isacs.org](mailto:karen@isacs.org)**

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## SCHEDULE

TIMES ARE LISTED IN CENTRAL TIME

### WEDNESDAY, JANUARY 25

- 5:00 – 8:00 PM** **New Heads Network:** Program & dinner for new heads enrolled in the ISACS 2022-23 New Heads Network
- 6:00 – 7:30 PM** **Pre-Conference Conversations:** **NEW THIS YEAR**

### THURSDAY, JANUARY 26

- 7:30 – 9:00 AM** **Registration, Coffee, Continental Breakfast & Conversation**
- 7:45 – 9:00 AM** **Regional Meetings:**
- OAIS & ISACS Planning Meeting for the 2023 Annual Conference
  - AIMS, ISSL, IAIS, Iowa Heads, KAIS, LMAIS & MAIS
- 9:15 – 10:15 AM** **Keynote:** Disruptive Thinking in Our Classrooms, *Eric Sheninger*
- 10:30 – 11:45 AM** **Session I:** Select from
- Pedagogical Leadership: Seeing the Bigger Picture
  - The Power & Responsibility of Leaders
  - Community Conduct: Understanding the School's Role in Tricky, Sticky Situations
- 12:00 – 1:15 PM** **Banquet Luncheon & Keynote:** What We Talk About When We Talk About Diversity and Social Change, *Eboo Patel*
- 1:30 – 2:45 PM** **Session II:** Select from
- Continue the Conversation with Eboo Patel
  - Developing Your Personal Leadership Philosophy
  - National Legal Trends: Looking Back & Ahead
- 3:00 – 4:45 PM** **Choose Your Own Adventure:** Select from
- Moments at the Museum: A Visit to The Art Institute of Chicago
  - Architectural Landmark Experience
  - Meet Me at the Movies: Emperors Club
- 6:00 – 9:00 PM** **Reception (6:00 pm) & Dinner (7:00 pm):** The Ivy Room  
(*Transportation provided*)

### FRIDAY, JANUARY 27

- 7:30 – 9:00 AM** **Coffee, Continental Breakfast & Conversation**
- 8:00 – 9:00 AM** **School Conversations:** Select from
- Boarding Schools
  - Schools for Students Who Learn Differently
  - Montessori Schools
  - Progressive Schools
  - Single Gender Schools
  - Faith-based Schools
  - An Open Session for Schools Not Represented in the Other Identified Groups
- 9:15 – 10:15 AM** **Keynote:** The Simple Science of Creating Strong Culture, *Dan Coyle*
- 10:30 – 11:45 AM** **Session III:** Select from
- Make Decisions in the Face of Ambiguity & Uncertainty
  - Detecting Threats: Putting the Puzzle Pieces Together
  - Cyber Security Threats & Implications from Changes in Federal & State Privacy Law
- 12:00 – 1:15 PM** **Banquet Luncheon:** ISACS Annual Meeting, *ISACS Executive Committee*
- 1:30 – 2:45 PM** **Session IV:** Select from
- Make Decisions in the Face of Ambiguity & Uncertainty
  - Building Security to Last
  - Accreditation Team Leaders: Equity & Inclusion Considerations for School Visits