



ACADEMY *for* DIVISION HEADS

February 6–7, 2025

Kimpton Gray Hotel, 122 West Monroe, Chicago, IL

WEDNESDAY, FEBRUARY 5

6:30–7:45 p.m. Pre-Conference Informal Conversations | *Kimpton Gray Hotel, Room TBA*

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

THURSDAY, FEBRUARY 6

8:00 a.m. Registration, Breakfast & Book Exchange—Bring Books, Take Books

9:00 Designing for Culture | *Antonio Viva, Leadership+Design*

Talking about school culture can be a bit like wrestling with a shadow. It is ambiguous and hard to grasp. Still, it's hard to avoid – culture is at the heart of school success. The greatest obstacle for schools when it comes to the healthy evolution of their cultures is the inability to honestly see it—or to clearly articulate it. When this happens, schools get stuck, and it becomes hard to see the levers we can pull to drive change. Learn to avoid this trap and experience a design thinking process to unearth new insights about your culture and generate actionable steps to shape your culture.

Leave with:

- language for talking about school culture
- insights into how your culture is experienced now
- a set of actionable, shared cultural aspirations
- potential initiatives to shape your school
- an actionable set of initiatives & feedback to help launch them

[Register Yourself Today!](#)

11:30 Lunch: Conversations by Divisions | *Boleo, 15th floor*

12:45 p.m. Continuing the Culture Conversations | *Antonio Viva*

4–5:30 Choose Your Own Adventure | *Select From:*

Lessons in Leadership:

Conversation with Current Heads

Kimpton Gray Hotel, Room TBA

A panel of successful heads of school will share their unique leadership paths as well as the challenges and rewards of school leadership. This session also will provide the opportunity to ask questions about all aspects of work and life as a head of school. Whether you are an aspiring head of school or are just interested in knowing more about school leadership, we invite you to join us for this spirited and informative discussion.

Moments at the Museum:

A Visit to The Art Institute of Chicago

Step away from your role as division head and into the world-famous Art Institute of Chicago. Tour alone or with colleagues. Take some time for yourself—you will not regret it! An ISACS staff person will walk participants to the museum for this ticketed event. Pre-register to attend the Art Institute during online registration. No additional fee.

Refresh & Recharge

Enjoy the city on your own or with friends: shop, walk, exercise, read or rest—treat yourself, and then mingle with colleagues at the hotel's complimentary wine hour, hotel lobby, 5–6 p.m.

6–7:00 ISACS Networking Happy Hour | *Kimpton Gray Hotel, Room TBA*

Gather with colleagues at the Kimpton Gray Hotel for wine and appetizers. Although participation is included in the registration fee, pre-registration for the Happy Hour is required.



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FRIDAY, FEBRUARY 7

8:00 a.m. **Registration, Breakfast & Book Exchange**

9:00 **Legal Bootcamp for Division Heads** | *Dana Fattore Crumley, Franczek*

Investigating complaints, addressing employee (employee/student) misconduct, hiring, and firing decisions, maintaining records, and abiding by contractual obligations with parents—all tasks which require a clear understanding of law and policy. This bootcamp session will provide guidance for division heads on fundamental legal principles which apply to these tasks, and best practices to avoid liability.

11:00 **Lunch: Conversations by Divisions** | *Boleo, 15th floor*

noon **Jazz & Controversy: Leadership Lessons from Both Sides of the Curtain**

Jason Patera, Chicago Academy for the Arts

As leaders within schools, we build culture, make difficult decisions, navigate potential crisis and controversy every day. Some of the time we are in a position to draw upon formal training and high-quality mentorship but much of the time we must rely on our instincts, professional experiences, and informal and peripheral training for the perspective and skills we need to effectively lead within our communities. We will explore how to learn like a jazz musician and look at the connections between our learning and our leadership, and leave more ready to manage culture, controversy, and crisis.

1:30 p.m. **Consulting with Colleagues**

Practice a powerful and effective consulting protocol to gain insights into your own leadership challenges as you also provide insights to others. Practice a protocol you can use immediately back at school.

2:30 **Academy Concludes**

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