

**Session 1 ~ Friday, November 6, 2009  
9:45 a.m. - 10:45 a.m.**

**1B ZANMI = Friend – *The Rev. Roger Bowen, Retired, Serving Episcopal Schools in Haiti***

Here is an opportunity to have a conversation with our opening service's preacher, The Rev. Roger Bowen, about the more than two hundred Episcopal schools in Haiti that serve 80,000 students. Roger believes that our schools can lead the way in helping our church and school communities to look outward and to make a lasting difference in the lives of students whose families cannot afford to pay \$25—\$75 per year for a child to attend an Episcopal school in Haiti. The only hope for survival of these schools is for them to establish "partnerships" with schools and parishes outside Haiti, or to receive designated gifts. Roger works as a full time volunteer in helping Episcopal schools and parishes establish vital and mutually supportive connections.

**1C Strategies for Connecting with Students & Families in Disconnected and Anxious Times (Part I) – *Brené Brown, University of Houston, Houston, TX***

As teachers, we know that anxiety and disconnection are tremendous barriers to learning. Often what shows up in the classroom as behavioral problems, disrespectful behavior, entitlement, and disinterest, is actually anxiety and disconnection. During this 2-hour lecture we will discuss strategies for connecting with parents, colleagues, and students who are also trying to navigate this rapidly changing world. Together, we can create the courage, compassion, and connection that fuels social, emotional, and academic learning. *(Part II is #2C in Session 2.)*

**1E Are You There God? It's Me Again! – *Mark Desjardins, Holland Hall Episcopal School, Tulsa, OK & SAES Board President***

It does not take long for those in school and church leadership positions to realize that graduate school did not include a lot of essential information about leading and managing people in general, and about leading and managing Episcopal school people in particular. Join in an interactive discussion regarding effective leadership challenges and strategies.

**1H New Enterprise Platform from FACTS! – *Jim Waits, FACTS Management***

FACTS is pleased to announce the new enterprise platform from which all FACTS services will operate. Learn how to handle incidental fees through electronic bill presentation, how to electronically process registration and other up front fees, how to structure complete sub-accounting for all non-tuition accounts, and how to manage cash flow with flexible payment dates and consolidated remittance schedules. Best of all, learn how to make your school accessible to more families! We will discuss the enhanced payment flexibilities for parents choosing an Episcopal school education.

**1I Environmental Stewardship in an Urban Classroom – *Julie Cysz & Margaret McEwen, The Parish Episcopal, Dallas, TX***

This is a two year program for 7th and 8th grade classroom that includes Texas Stream Team and GLOBE data collection, birding, fossil hunting and a micro habitat study. Learn how, using a local watershed, provides an opportunity to promote environmental stewardship and a naturalist experience for urban students.

**1L Community Service - The Learn, Serve, Change (L.S.C.) Way – *The Rev. David Madison & Leslie Adams, All Saints' Episcopal School, Ft. Worth, TX***

How do you develop and implement exciting community service projects that involve your entire community? How do you provide enough options so that every student will want to participate in one way or another? Come and see how L.S.C. (Learn, Serve, Change) can provide an opportunity for your students to learn about challenges facing their community, serve others, and be transformed in the process. Participants will learn how to plan, organize, and coordinate exciting projects of their own.

**1O Major Change - Minimal Turbulence (Part I) - *Fran Barrack, Director of Accreditation, SAES, Houston, TX***

In the life of a school, events may point to the necessity of significant change. These could be the result of circumstances beyond the control of the school or past decision-making that did not work out as planned. Discussions may begin about reducing expenses and personnel, closing a division, changing the school's mission, or otherwise reducing the school's program. This workshop will offer suggestions about determining the right course of action, when and how the resulting decisions should be made, a timeline for proceeding, resources to consider, and understanding a school community's reactions to change. *(Part II is #2O in Session 2.)*

**1P What Do Accreditors Look For in a School's Operations and Finances? - *Richard Kellogg, Jr., Trustee & Treasurer, Southwestern Association of Episcopal Schools, Houston, TX***

Suppose your school is up for accreditation, or you are newly on the school board, or you are newly in the chair, or you are newly in the Head's position, or your stakeholders are restive. Suppose money is a worry and you are not a professional accountant...The checklist used by SAES as an aid to evaluating a school's operations and finances can help cut through a jungle of data to see how your school stacks up. This workshop presupposes no financial or accounting background.

**1Q** **What Makes An Episcopal School Different? What Is Different About Leading an Episcopal School?** – *The Reverend Daniel R. Heischman, D. Min., Executive Director, NAES*

Apart from the obvious things which make an Episcopal school distinctive-chapel, religion classes, dealing with a church, a diocese and a bishop-what is truly distinctive about the way in which Episcopal schools do their work? How might we define the contours and boundaries of the niche we inhabit in the world of private, faith-based schools? Secondly, what might we add about Episcopal school leadership to the overall and vast amount of literature and thinking on school leadership? Do leaders of Episcopal schools do things in any way differently from colleagues in other schools?

**1R** **Effective Management Techniques for Teachers and Administrators** – *Bill Rollings, School Office Services, Dallas, TX*

This lively interactive session will include a number of proven management strategies designed to strengthen your classroom or school management skills. Learn how to: Utilize more than one management style; Move average workers to high performance; Acquire effective counseling and coaching techniques; & Create win/win scenarios in difficult situations.

**Session 2 ~ Friday, November 6, 2009  
11:00 a.m. - 12:00 p.m.**

**2A** **The KIPP Philosophy: Why and How It Works** - *Aaron Brenner, KIPP Schools, Houston, TX*

Based upon the belief that Knowledge Is Power, KIPP (Knowledge is Power Program) is recognized as one of the most successful programs in existence in the effort to educate underserved students or students with unique needs. This presentation will outline the KIPP model, a program that has resulted in a remarkable 90% of at-risk students going to college! All schools have students for whom traditional instructional methods are not as successful as we need them to be. The KIPP philosophy and methodology include unique ways to more effectively reach and teach students in any situation, regardless of the challenges involved.

**2C** **Strategies for Connecting with Students & Families in Disconnected and Anxious Times (Part II)** - *Brené Brown, University of Houston, Houston, TX*

As teachers, we know that anxiety and disconnection are tremendous barriers to learning. Often what shows up in the classroom as behavioral problems, disrespectful behavior, entitlement, and disinterest, is actually anxiety and disconnection. During this 2-hour lecture we will discuss strategies for connecting with parents, colleagues, and students who are also trying to navigate this rapidly changing world. Together, we can create the courage, compassion, and connection that fuels social, emotional, and academic learning. *(Part I is #1C in Session 1.)*

**2I** **Don't Be Hatin' - Be Communicatin'!** - *Brinn Willford, St. Cyprian's Episcopal School, Lufkin, TX*

A presentation of strategies and observations on how to diffuse and prevent confrontation, improve listening skills, and more!

**2J** **Episcopal Church/School Relations: Striving for the Greater Good** - *Susan Lair & The Rev. Stuart Bates, St. Francis Episcopal Church and School, Houston, TX*

St. Francis Episcopal Church and School are not unlike many church and parish day school communities. Our joint history contains many moments of triumph and a fair share of self-imposed disaster. In 2007, we chose to rise above the needs of each entity and focus on the entire St. Francis community. Join us as we share with you how a church and school got serious about what it means to serve God's children. Take away ideas and examples for governance, fundraising, community building, and leadership.

**2M** **How Students Can Make a Difference in Service Learning** - *Tara Lowery-Hart, St. Andrew's Episcopal School, Amarillo, TX*

Holding true to our school's mission of service, seventh grade students embark on a service trip to the Heifer Ranch in Perryville, Arkansas. See how their experiences set the tone of service throughout our campus and guided our school to focus on hunger in our own community and around the world.

**2O** **Major Change - Minimal Turbulence (Part II)** - *Fran Barrack, Director of Accreditation, SAES, Houston, TX*

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**2P Financial Planning and Management for the Under Staffed - Richard Kellogg, Jr., Trustee & Treasurer, Southwestern Association of Episcopal Schools, Houston, TX**

Financial management and planning in any school is a complex subject with many features, but three are key: Record-keeping, Financial Safeguards, and Budgeting. Heads of School usually have had little or no training in accounting or finance, and the schools they administer typically are short-staffed. Yet, Heads are expected to supervise these three essential business functions. This presentation presupposes no accounting or financial background is intended to help short-staffed Heads of School become acquainted with good practices in record-keeping, in safeguarding the school's money, and in budgeting.

**2S The Best Professional Education You'll Ever Do!" - Tad Bird, All Saints' Episcopal School, Ft. Worth, TX & Chris Carter, St. Mark's Cathedral School, Shreveport, LA**

Come learn about a doctoral program designed specifically for leaders in Episcopal Schools. The Doctor of Ministry in Educational Leadership at Virginia Theological Seminary is designed for those with a commitment to ministry in schools. With coursework in the summer and independent reading and writing in the school year, the program is intended to be manageable and meaningful for heads, division heads, chaplains, and teachers of religion. Come hear a brief overview of the program along with the personal experiences of a recent graduate and current student to see if the doctoral program you kept wishing existed but never could find!

**Session 3 ~ Friday, November 6, 2009  
1:30 p.m. - 2:30 p.m.**

**3A Differentiated Instruction: Moving from Theory to Practice (Part I) - Lisa Heidel, Shannon Epino, & Jayasri Ghosh, St Mark's School, Altadena, CA**

In an effort to address the growing diversity in student aptitude and ability, today's educators recognize the need to differentiate or individualize instruction. However, learning about a theory and actually putting it into practice are two entirely different concepts. In this workshop, a team of Episcopal school colleagues will share sample lesson plans and instructional methods to demonstrate how they moved from theory to practice in effectively differentiating instruction at their school. They also will discuss revisions they have made in report cards and scheduling to more accurately reflect individual student progress toward achieving differentiated expectations and outcomes. *(Part II is #4A in Session 4.)*

**3C How Temperaments Affect Behavior in Adults and Children - Connie Wootton, Executive Director, Southwestern Association of Episcopal Schools, Canyon, TX**

A significant amount of human behavior and attitude stems from the manner in which individuals are simply "hard-wired" - the temperamental tendencies with which they were born. Therefore, an understanding of the natural variation in temperaments can significantly impact how people interact with one another, whether in a school setting or at home. An awareness of basic temperament and personality traits will enable participants to more effectively predict individual perceptions, tendencies, actions and reactions - their own and those with whom they work and live.

**3D A New Generation of Learning: Diverse Students, Emerging Technologies, and a Sustainability Challenge (Part I) - Mark Milliron, President and CEO, Catalyze Learning International (CLI)**

The mix of Millennials, Gen-Xers, and Baby Boomers teaching and learning together make the provision of modern education a complex process. In addition, blended learning, mobile devices, gaming, social networking, high-impact presentation technologies, and analytics are bringing new twists and quick turns to our on-ground and online learning environments. What else is ahead? How much more can we take? How do we retain the human touch? How do we make these learning environments sustainable? Come join the conversation about how this new generation of learning is taking shape. *(Part II is 4D in Session 4.)*

**3E Safe and Effective Hiring and Dismissal Practices to Protect Your School (Part I) - Michael Brisciana, Consultant, Independent School Management, Inc. (ISM)**

Effective hiring - or, "Getting the right people on the bus in the right seats," in Jim Collins' *Good to Great* parlance - is critical to reducing a school's risks throughout all segments of the school's HR life cycle. This presentation provides a step-by-step road map for hiring faculty and staff "stars" who are highly competent and also highly aligned with your school's mission, culture, and values. ISM's mission-based hiring process is presented along with easily customizable tools to help the school manage its hiring cycle. This presentation concludes with an examination of the converse process - i.e., how to let go of faculty and staff with safety and compassion when they aren't aligned with the school's culture and needs. *(Part II is #4E in Session 2.)*

**3F The Effective Division Head: Rising to the Challenge of Change (Part I) - Bill Simmer, Consultant, Independent School Management, Inc. (ISM)**

Meeting the transition from teaching children to managing adults can be challenging. Does being an effective Division Head mean becoming a "Super Teacher" with added administrative duties, or does it demand a fundamental shift in your role, priorities, and leadership capacities? Come join ISM's Bill Simmer as we explore the changing and challenging role of today's Division Head. Learn the core roles and capacities of this exciting and influential position on your school's management team. *(Part II is #4F in Session 4.)*

**3J** **Whose School is it Anyway?** - *Rob Devlin & Father Ram Lopez, St. George Episcopal Church and School, San Antonio, TX*

We will explore examples of strong and healthy church/school relationships, and we will discuss and share some ideas for establishing and maintaining healthy church/school partnerships. Topics to include fostering a great Head/Rector relationship, building a community feel, shared expense covenant models, Outreach partnerships, and cooperative ministry opportunities (hospitality, Family Camps, etc.).

**3M** **Keys to Effective Communication & Leadership (Part I)** - *Susan Schotz & Sue Kirkpatrick, Consultants, SAES*

Every administrator and classroom teacher can use some time to think about effective leadership both in and out of the classroom. In an interactive workshop, you will explore aspects of your communication and leadership styles and consider common generational characteristics. The focus will be on effective communication skills and collaborative leadership as it enhances the learning environment. *(Part II is #4M in Session 4.)*

**3N** **Why Heads of Episcopal Schools Leave: A Process to Resonance** - *Jack H. Albert, Jr., St. John's Northwestern Military Academy, Delafield, WI*

Presentation will review material gleaned from Episcopal School Heads about reasons they leave or consider leaving. Material will focus on methods and practices of establishing a process to create resonant leadership in our schools using Head's survey as database.

**3O** **The 21st Century School** - *Debbie Elder & Camille Rodriquez, New American School, Richmond, TX*

There is a new paradigm for schools in the 21st century. Technology can now move private education to the next level. Learn how other Episcopal schools have extended their services to include middle/high school while still staying in the "black". Learn principles that can be applied to your school to enhance the quality of education while reducing cost.

**3P** **Be the Stars of Your Own Show! Producing Entertainment for Annual Fundraisers From Within the School!** - *Bob Hess, Dallas, TX*

This session will demonstrate a novel way to showcase the talents of faculty, staff, and parents in a school community to produce entertainment for annual fundraisers. The productions consist of choreographed musical numbers based on well-known pop and theatre songs, but are tailored to apply to the day-to-day experience of being a part of particular school community. Cast members frequently discover talent they did not know they had, and the good will and bonding that comes about as parents, faculty and staff collaborate on this venture is truly amazing. The workshop will feature video clips of past productions at the Episcopal School of Dallas. You won't believe that such a professional event featured amateur teachers and parents!

**3Q** **Using Moodle and other Web 2.0 tools in the Classroom** - *John Grube, St. Francis Episcopal Day School, Houston, TX*

This workshop will demonstrate how to incorporate Moodle, a popular LMS, into your school's technology curriculum. Other popular tools that students and teachers can use to have a more collaborative learning and educating experience will also be shown.

**3R** **Delivering Difficult News to Parents: Speaking the Truth with Compassion and Grace** - *Laura Walker & Sue Nichols, National Association of Episcopal Schools*

As administrators and faculty members in Episcopal schools, we are often faced with delivery difficult news to parents about their child's learning or behavior issues. While we dread such meetings, we should view them as exceptional opportunities to support the families we serve and to give struggling students the change to become successful learners. In this sometimes humorous workshop, the presenters will discuss the fears that parents bring to such conferences, specific strategies to help set the appropriate tone, tips for preparing for and leading a conference, suggestions on how to handle unexpected reactions, and effective ways to serve parents and students when sensitive issues arise.

**Session 4 ~ Friday, November 6, 2009**  
**3:00 p.m. - 4:00 p.m.**

**4A** **Differentiated Instruction: Moving from Theory to Practice (Part I)** - *Lisa Heidel, Shannon Epino, & Jayasri Ghosh, St Mark's School, Altadena, CA*

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**4D A New Generation of Learning: Diverse Students, Emerging Technologies, and a Sustainability Challenge (Part II) - Mark Milliron, President and CEO, Catalyze Learning**

*International (CLI)*

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**4E Safe and Effective Hiring and Dismissal Practices to Protect Your School (Part II) - Michael Brisciana, Consultant, Independent School Management, Inc. (ISM)**

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**4F The Effective Division Head: Rising to the Challenge of Change (Part II) - Bill Simmer, Consultant, Independent School Management, Inc. (ISM)**

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**4H Accreditation, A to Z - Fran Barrack, Director of Accreditation, Southwestern Association of Episcopal Schools, Houston, TX**

Join this discussion about preparing your school for accreditation, maintaining that status, and using the process to improve future planning. Learn about the on-site visit process and about being on a visiting team. Help strengthen your school's Episcopal identity and enrich your instructional program through accreditation.

**4M Keys to Effective Communication & Leadership (Part II) - Susan Schotz & Sue Kirkpatrick, Consultants, SAES**

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**4Q The ABC'S of Infectious Disease - Jeff Taylor, Texas Department of State Health Services, Austin, TX**

Infectious diseases are common occurrences in children and staff. Schools are unique environments that increase the risk of certain infectious diseases for those who attend and work in these settings. Spread of infectious agents in these settings is affected by the behaviors of the children and teachers, hygienic practices, environment sanitation practices and by the ages and immunization statuses of the children enrolled. This presentation will provide staff with a better understanding of infectious diseases seen in school settings. Staff will learn about the infectious agents that cause diseases commonly seen in children, the reservoirs in nature for these agents, how these agents are spread, incubation periods (from exposure to onset of illness) and periods of communicability (the time a person is infectious to others). In addition, prevention and control measures and exclusion guidelines for sick children will be discussed.