



Central Office Conference
October 24-25, 2019
Radisson Hotel & Conference Center, Lansing

A G E N D A
October 24, 2019, 9 a.m. to 4 p.m.

9 a.m. to 10 a.m.

Clifton StrengthsFinder for Teams – Education First

A person's talents- the thoughts, feelings and behaviors that come most naturally to them- are the source of his or her true potential. When individuals come together as a team, focusing on one another's unique talents help us to understand how we can work together in a way that enhances our partnership and performance. In this session, we'll spend some time learning about one another's strengths and practice how to effectively leverage our talents as individuals and as a team towards a shared challenge.

10:15 a.m. to 10:30 a.m. Break

10:30 a.m. to 11:45 a.m. – Concurrent Learning Sessions

Building Better Finance and HR Offices – Don Sovey, CPA, CFO, School and Municipal Advisory Services, PC

Learn necessary leadership skills and staffing requirements/qualifications for local and ISD districts to effectively deliver critical financial and human resource services for schools ranging in size from 150 to 14,000 students. The changing role of the ISD will be presented as well as 7 case studies of actual districts and their recommended staffing models. Following the presentation, a group discussion of your unique challenges will take place including potential office redesign strategies

Policy Hot Topics and Compliance Issues for District Administrators – Patrick Corbett and Pat Kreger, Neola

This presentation will highlight current topics and compliance issues for school districts at the start of the 2019-2020 school year. Discussion will focus on roles and implementation responsibilities for district administrators in various specialty areas of concentration.

High Performing Teams – Patty Trelstad, Director of Curriculum and Instruction, Office of K-12 Outreach, MSU College of Education

Building high performing teams takes time and intentional effort on the part of leaders to guide the process. During this session participants will become familiar with the characteristics of high performing teams and the four stages of team development. They will be involved in activities that prepare them to identify the current development stage of teams they are involved in and plan steps to reach the next level of development.

An Equity Point of View – Cathy Ash, Superintendent

The concept of “promoting the success of every child” is multifaceted. To realize the goal of promoting academic and behavioral growth for **all** students, efforts must include creating culturally competent and responsive school environments. During this session, we will engage in courageous conversations, utilizing an equity lens to view our work and guide future action as we strive to eliminate barriers for students, families and staff.

11:45 a.m. to 12:30 p.m. Lunch

12:30 p.m. to 1:45 p.m. – Concurrent Learning Sessions

Building Better Finance and HR Offices – Don Sovey, CPA, CFO, School and Municipal Advisory Services, PC

Learn necessary leadership skills and staffing requirements/qualifications for local and ISD districts to effectively deliver critical financial and human resource services for schools ranging in size from 150 to 14,000 students. The changing role of the ISD will be presented as well as 7 case studies of actual districts and their recommended staffing models. Following the presentation, a group discussion of your unique challenges will take place including potential office redesign strategies

Policy Hot Topics and Compliance Issues for District Administrators – Patrick Corbett and Pat Kreger, Neola

This presentation will highlight current topics and compliance issues for school districts at the start of the 2019-2020 school year. Discussion will focus on roles and implementation responsibilities for district administrators in various specialty areas of concentration.

An Equity Point of View – Cathy Ash, Superintendent

The concept of “promoting the success of every child” is multifaceted. To realize the goal of promoting academic and behavioral growth for **all** students, efforts must include creating culturally competent and responsive school environments. During this session, we will engage in courageous conversations, utilizing an equity lens to

view our work and guide future action as we strive to eliminate barriers for students, families and staff.

High Performing Teams – *Patty Trelstad, Director of Curriculum and Instruction, Office of K-12 Outreach, MSU College of Education*

Building high performing teams takes time and intentional effort on the part of leaders to guide the process. During this session participants will become familiar with the characteristics of high performing teams and the four stages of team development. They will be involved in activities that prepare them to identify the current development stage of teams they are involved in and plan steps to reach the next level of development.

1:45 p.m. to 2 p.m. Break

2 p.m. to 3 p.m.

Legal Update – *Ryan Nicholson, Thrun Law Firm*

October 25, 2019, 9 a.m. to 3:15 p.m.

9 a.m. to 10:15 a.m.

The Leadership Advangate: Communicate, Connect, Collaborate, Challenge! – *Derek Wheaton, Derek Wheaton Consulting*

How do we as leaders gain the advantage of reframing our unique job roles and responsibilities to ensure our focus remains on student achievement? How do we ensure we maximize impact and empower ALL constituents to perform at the highest level within a collaborative culture? During this engaging and interactive keynote, you will learn strategies and skills that you can add to your toolbox to give YOU the leadership advantage with a focus on the 4 C's!

10:15 a.m. to 10:30 a.m. Break

10:30 a.m. to 11:45 a.m. – Concurrent Learning Sessions

The Hiring Formula – *Carol Diglio, Consulting by Diglio*

Approximately 85 percent of a school district's budget is spent on staffing. Hiring and retaining the best employees is one of the most important roles of school leaders. In this session, you will learn about **The Hiring Formula** and why it is critical to have clearly defined, district-wide processes for creating the master schedule, components related to staffing, and knowing the budget before you ever post a vacancy notice. Identify the why behind establishing standard practices, defining shared responsibilities, and assembling a comprehensive team that works together to make hiring decisions from the district perspective that are imperative and fiscally responsible.

Anatomage Table – World’s First Virtual Dissection Table – Adrian Alejos, Anatomage, Inc.

Anatomage is an innovative and leading medical device company offering modern technological solutions for medical professionals and students alike, throughout the United States and internationally. Many high schools have already integrated the Anatomage Table into their curriculum, and we strongly believe our anatomy software brings excitement to the classroom. Our proprietary technology is featured in PBS, TED Talks, BBC TV, and Japanese Fuji TV due to our originality and positive impact. During our presentation, we will cover our digital cadaver, introduce our FDA Cleared MRI and CT 3D rendering, and begin to demonstrate how Anatomage is integrated into the classroom.

Coaching for Greatness – Cathy Ash, Superintendent; Patty Trelstad, Director of Curriculum and Instruction, Office of K-12 Outreach, MSU College of Education
Engaging in a coaching model is an effective means for bringing out the best in educational leaders, promoting and supporting their professional growth and success. You will engage in learning and practice strategies to create an environment that promotes collaborative, productive conversations focused on the improvement of leadership practice.

Effective Participatory Decision-Making Processes = Strong Ownership & Implementation – Nancy Colflesh, Ph.D., Learning Advocate

Effectively facilitating participatory decision-making processes is a challenge at the school level but has even more risk/payoff at the level of central office leadership. Most of us want to involve others, hear their input, and make decisions which foster strong ownership and high levels of implementation. During this highly interactive session, we will learn about the different kinds of decisions, practice using a protocol called “Focusing Four”, and analyze the reasons why protocols enhance the processes of different kinds of decisions in a K-12 organization. As we will see, planning is KEY.

11:45 a.m. to 12:30 p.m. Lunch

12:30 p.m. to 1:45 p.m. – Concurrent Learning Sessions

The Hiring Formula – Carol Diglio, Consulting by Diglio

Approximately 85 percent of a school district’s budget is spent on staffing. Hiring and retaining the best employees is one of the most important roles of school leaders. In this session, you will learn about **The Hiring Formula** and why it is critical to have clearly defined, district-wide processes for creating the master schedule, components related to staffing, and knowing the budget before you ever post a vacancy notice. Identify the why behind establishing standard practices, defining

shared responsibilities, and assembling a comprehensive team that works together to make hiring decisions from the district perspective that are imperative and fiscally responsible.

Anatamage Table – World’s First Virtual Dissection Table – Adrian Alejos, Anatamage, Inc.

Anatamage is an innovative and leading medical device company offering modern technological solutions for medical professionals and students alike, throughout the United States and internationally. Many high schools have already integrated the Anatamage Table into their curriculum, and we strongly believe our anatomy software brings excitement to the classroom. Our proprietary technology is featured in PBS, TED Talks, BBC TV, and Japanese Fuji TV due to our originality and positive impact. During our presentation, we will cover our digital cadaver, introduce our FDA Cleared MRI and CT 3D rendering, and begin to demonstrate how Anatamage is integrated into the classroom.

Coaching for Greatness – Cathy Ash, Superintendent; Patty Trelstad, Director of Curriculum and Instruction, Office of K-12 Outreach, MSU College of Education

Engaging in a coaching model is an effective means for bringing out the best in educational leaders, promoting and supporting their professional growth and success. You will engage in learning and practice strategies to create an environment that promotes collaborative, productive conversations focused on the improvement of leadership practice.

Effective Participatory Decision-Making Processes = Strong Ownership & Implementation – Nancy Colflesh, Ph.D., Learning Advocate

Effectively facilitating participatory decision-making processes is a challenge at the school level but has even more risk/payoff at the level of central office leadership. Most of us want to involve others, hear their input, and make decisions which foster strong ownership and high levels of implementation. During this highly interactive session, we will learn about the different kinds of decisions, practice using a protocol called “Focusing Four”, and analyze the reasons why protocols enhance the processes of different kinds of decisions in a K-12 organization. As we will see, planning is KEY.

1:45 p.m. to 2 p.m. Break

2 p.m. to 3:15 p.m.

Legislative Update – Peter Spadafore, Associate Executive Director for Advocacy & Communications