



Board of Education Regular Meeting  
Monday, May 6, 2019 6:00 PM  
Yukon Public School District ISD #27 Administration Bldg. | Board Room, 600 Maple Dr, Yukon, OK 73099  
**Agenda**

The following is a list of the business to be conducted by the Board of Education at the above meeting:

1. Invocation and Flag Salute

A. Invocation- Father Arnold from St. John Nepomuk Catholic Church

B. Flag Salute

2. Call to Order and Roll Call

A. Call to Order and Roll Call

3. Reports/ Comments from Superintendent and/or Staff

A. YHS celebrates excellence.

4. Board Member Communications and Announcements

A. Individual Board Member Comments

B. Upcoming Meetings/ Events:

MAY

- 5/7 Legislative breakfast (7am Yukon Police Department 100 S. Ranchwood Blvd.)
- 5/7 Legal Team Workshop - Investigation Process, How to Properly Investigate Allegations of Misconduct and How to Write an Effective Report (OSSBA OKC Conference Center)
- 5/9 District Retirement Reception YHS Cafeteria 4:00pm
- 5/15 Spring School Law (Reed Conference Center MWC)
- 5/21 Commencement (Jim Norrick Arena 7:30-9:30pm)
- 5/23 Last day of school for students
- 5/27 Memorial Day Holiday - Offices CLOSED

C. JUNE:

- 6/3 School Board Meeting: 6:00pm YPS Administration Building
- 6/4 Legislative breakfast (7am Yukon Police Department 100 S. Ranchwood Blvd.)
- 6/4 through 6/6 OSSBA/CCOSA Conference - Embassy Suites, Norman

D.

5. Communications

A. Communications- Request from Patrons to Address the Board- Pursuant to Board Policy AF. Comments can be made only by district patrons, concerning items listed on this agenda.

6. Business Items: Finance Consent Docket- All of the finance consent items will be discussed, considered and approved or disapproved by one vote unless a board member desires to have a separate vote on any or all of the consent items.

A. Encumbrances and Change Orders as recommended by Dr. Jason Simeroth, Superintendent, and Jim Fenrick, Chief Financial Officer

B. Treasurer's Report(s) and General Fund Report(s)

C. Child Nutrition Report

7. Business Items Consent Docket: All of the consent items will be discussed, considered and approved or disapproved by one vote unless a board member requests to have a separate vote on any or all of the consent items.

A. Minutes of the April 8, 2019, Regular Meeting .

Out of state travel request for Bill Pierce, Principal of Surrey Hills ES, to attend NAESP in Spokane, WA, July 9, through 12, 2019.TC "Out of state travel request for Bill Pierce, Principal of Surrey Hills ES, to attend NAESP in Spokane, WA, July 9, through 12, 2019." \f tCost analysis: This trip will cost the general fund \$2000.

Out of state travel request for Carla Smith, Principal of Skyview ES, to attend NAESP in Spokane, WA, July 9, through 12, 2019.TC "Out of state travel request for Carla Smith, Principal of Skyview ES, to attend NAESP in Spokane, WA, July 9, through 12, 2019." \f tCost analysis: this trip will cost the general fund \$2,000.

Out of state travel request for Laurie Gallagher, Principal of Central ES, to attend NAESP in Spokane, WA, July 9, through 12, 2019.TC "Out of state travel request for Laurie Gallagher, Principal of Central ES, to attend NAESP in Spokane, WA, July 9, through 12, 2019." \f tCost analysis: this trip will cost the general fund \$2,000.

Out of state travel request for Dr. McAdoo, Assistant Superintendent, to attend NAESP in Spokane, WA, July 9, through July 12, 2019.TC "Out of state travel request for Dr. McAdoo, Assistant Superintendent, to attend NAESP in Spokane, WA, July 9, through July 12, 2019." \f tCost analysis: This trip will cost the general fund \$2,000.00

Out of state travel request for S. Hein, principal of LES, to attend NAESP in Spokane, WA, July 9, through July 12, 2019.TC "Out of state travel request for S. Hein, principal of LES, to attend NAESP in Spokane, WA, July 9, through July 12, 2019." \f tCost analysis: This trip will cost the general fund \$2,000.00.

Out of state travel request for L. Haggard, principal of Parkland ES, to attend NAESP in Spokane, WA, July 9, through July 12, 2019.TC "Out of state travel request for L. Haggard, principal of Parkland ES, to attend NAESP in Spokane, WA, July 9, through July 12, 2019." \f tCost analysis: This trip will cost the general fund \$,2000.00.

Out of state travel request for D. Bradley, principal of Shedeck ES, to attend NAESP in Spokane, WA, July 9, through July 12, 2019.TC "Out of state travel request for D. Bradley, principal of Shedeck ES, to attend NAESP in Spokane, WA, July 9, through July 12, 2019." \f tCost analysis: This trip will cost the general fund \$2,000.00

Out of state travel request for R. Brummett, principal of Myers ES, to attend NAESP in Spokane, WA, July 9, through July 12, 2019.TC "Out of state travel request for R. Brummett, principal of Myers ES, to attend NAESP in Spokane, WA, July 9, through July 12, 2019." \f tCost analysis: This trip will cost the general fund \$2,000.00.

Out of state travel request for K. Lipe, principal of Ranchwood ES, to attend NAESP in Spokane, WA, July 9, through July 12, 2019.TC "Out of state travel request for K. Lipe, principal of Ranchwood ES, to attend NAESP in Spokane, WA, July 9, through July 12, 2019." \f tCost analysis: This trip will cost the general fund \$2,000.00.

Out of state travel request for A. Young, principal at IES to attend NAESP in Spokane, WA, July 9, through July 12, 2019.TC "Out of state travel request for A. Young, principal at IES to attend NAESP in Spokane, WA, July 9, through July 12, 2019." \f tCost analysis: this trip will cost the general fund \$2,000.00.

Out of state travel request from J. Tate, teacher YHS, to attend NASC in Pittsburgh, PA, June 21, through June 28, 2019.TC "Out of state travel request from J. Tate, teacher YHS, to attend NASC in Pittsburgh, PA, June 21, through June 28, 2019." \f tCost analysis: This trip will be paid for by OASC.

B. Contract with Sodexo for school lunches school year 2019-2020.

Out of state travel request for S. Beasley to attend PLTW in Frisco, TX, from June 2, through June 8, 2019.TC "Out of state travel request for S. Beasley to attend PLTW in Frisco, TX, from June 2, through June 8, 2019." \f tCost analysis: the \$2,600.00 for this trip will be paid for with Career Tech funds.

C. Contract with Oklahoma Hearing Solutions, LLC.

D. Application for Adjunct Teacher for W. McAttee.

E. Application for Adjunct Teacher A. Travis.

Contract with Aspire Oklahoma LLC for continued services through the remainder of this school year and Extended School Year for a minor student.TC "Contract with Aspire Oklahoma LLC for continued services through the remainder of this school year and Extended School Year for a minor student." \f tCost analysis: \$2,500. The contract is not attached so as to protect the FERPA rights of a minor student.

Contract with BC Behavioral LLC for remainder of school year and Extended School Year for services to a minor student.TC "Contract with BC Behavioral LLC for remainder of school year and Extended School Year for services to a minor student." \f tCost analysis: \$5,000. for the contract. The contract is not attached as the student is named in the contract.

F. Contract with Community Care for an Employee Assistance Program for school year 19-20.

G. YFAC contract with Dance Authority to hold their dance recital June 5, and June 1, 2019.

H. Equipment for surplus and disposal.

I. Renewal agreement between Yukon Public Schools and Putnam & Company, PLLC for audit services during the 18-19 fiscal year.

J. Renewal agreement between Yukon Public Schools and Lifetouch for the 2019-2020 school year.

**Out of state travel request for L. Loeffelholz,STEM Teacher, YMS to travel to attend PLTW STEM training July 7, through July 10, 2019.**

TC "Out of state travel request for L. Loeffelholz,STEM Teacher, YMS to travel to attend PLTW STEM training July 7, through July 10, 2019." \f tCost analysis: This trip will cost approximately \$1,200 and be paid for with general funds.

Out of state travel request from M. Barlow, Principal YHS, to attend NASSP July 17-20, 2019, in Boston, MA.TC "Out of state travel request from M. Barlow, Principal YHS, to attend NASSP July 17-20, 2019, in Boston, MA." \f tCost analysis: This trip will be paid for with general fund not to exceed \$2,000.

Out of state travel request from S. Hunt, assistant principal YHS, to attend NASSP, July 17-20, 2019, in Boston, MA.TC "Out of state travel request from S. Hunt, assistant principal YHS, to attend NASSP, July 17-20, 2019, in Boston, MA." \f tCost analysis: General fund will pay for this trip not to exceed \$2,000.

Out of state travel request for s. McAdoo to attend NASSP in Boston, MA, July 17-20, 2019. TC "Out of state travel request for s. McAdoo to attend NASSP in Boston, MA, July 17-20, 2019. " \f tCost analysis: General fund will pay for this trip up to \$2,000.

Out of state travel request from R. Adams, AP Art YHS, to attend AP By the Sea, July 21-26, 2019, in San Diego, CA.TC "Out of state travel request from R. Adams, AP Art YHS, to attend AP By the Sea, July 21-26, 2019, in San Diego, CA." \f tCost analysis: There will be no cost to the district for this trip.

K. YFAC contract with Studio 5678 and to hold their dance recital May 31, and June 1, 2019.

L. Contract with Oklahoma Department of Rehabilitative Services for Transition Work Adjustment Training school year 2019-2020.

Out of state travel request from R. Stowe, YMS Asst. Principal to attend NASSP July 17, through 20, 2019, in Boston, MA.TC "Out of state travel request from R. Stowe, YMS Asst. Principal to attend NASSP July 17, through 20, 2019, in Boston, MA." \f tCost analysis: This trip will cost the general fund \$2,000.

M. Renewal contract with Learning Sciences International for iObservation.

Renewal contract with Supplemental Health Care for supplemental staffing referral services as needed.TC "Renewal contract with Supplemental Health Care for supplemental staffing referral services as needed." \f tCost analysis \$64.00 per hour as needed.

Renewal contract with Sign Language Resources Services, Inc. for supplemental ASL interpreters when necessary.TC "Renewal contract with Sign Language Resources Services, Inc. for supplemental ASL interpreters when necessary." \f tCost analysis: \$95 per hour when necessary.

N. Renewal contract with Oklahoma Department of Rehabilitative Services for Transition School Work Study school year 2019-2020.

Contract with J. Parker, SLP, for speech therapy for ESY Speech Language Program.TC "Contract with J. Parker, SLP, for speech therapy for ESY Speech Language Program." \f tCost analysis: Maximum fee \$65 per hour

Contract with J. Parker, SLP, for speech therapy during school year 2019-2020.TC "Contract with J. Parker, SLP, for speech therapy during school year 2019-2020." \f tCost analysis: Maximum \$65. per hour

O. Contract with Compliance Resource Group.

Modification of contract with Integris Ambulatory Care Corporation.TC "Modification of contract with Integris Ambulatory Care Corporation." \f tModification is a result of the new contract with Compliance Resource Group.

P. Procurement Plan Child Nutrition Programs.

Q. Application for deregulation for the YMS library.

R. Application for deregulation YHS library.

S. Contract with Nikki Keck, TVI, Com. for vision therapy during school year 2019-2020.

Out of state travel request from G. Howell, STEM teacher at Shedeck ES, to travel to Kansas City, MO, June 23, through June 26, 2019, for Project Lead The Way STEM training.TC "Out of state travel request from G. Howell, STEM teacher at Shedeck ES, to travel to Kansas City, MO, June 23, through June 26, 2019, for Project Lead The Way STEM training." \f tCost analysis: This trip will cost the general fund \$1,200.00

T. Add \$2,000.00 to each step of certified, non-administrative salary schedules.

U. Bid summary for Independence ES Roofing

V. Bid summary for YMS track.

Contract with Shannan Frohock for hearing consult services.TC "Contract with Shannan Frohock for hearing consult services." \f tCost analysis: maximum fee of \$65.00 per hour for services as necessary.

8. New Business:

A. New Business-This business, in accordance with Oklahoma Statues, title 25- 311 (A)(9), is limited to any matter not known about or which could not have been reasonably foreseen prior to the time of posting this agenda.

9. Personnel Docket:

- A. Personnel-Vote to convene or not to convene in executive session pursuant to 25 O.S.307 (B)(1) to discuss the resignations, employment of support and certified personnel, promotions, recommendation of change of assignment, and/or transfers as listed on the attached Exhibit A.
- B. Acknowledge the board has returned from executive session. Executive session minutes' compliance announcement.
- C. Approval of Personnel Items as listed.

10. Adjournment

- A. Consideration of and motion to adjourn the meeting

PNNumber	Account	Amount	PODate	OrderName	AcctDescription
191856	1108210006191004015000705	90.00	4/26/2019	NATIONAL SPEECH & DEBATE ASSOC	SUPPLIES AND MATERIALS
191857	1105310003202390000000753	4,000.00	4/26/2019	BC Behavioral LLC	PROF EDUCATION SERVICES - summer conference
191859	1108110006191000000000520	327.00	4/30/2019	AMAZON	SUPPLIES AND MATERIALS
191861	11082100061910050000000705	483.88	4/30/2019	BIO CORPORATION	SUPPLIES AND MATERIALS
191862	11072220641000000000110	1,088.45	4/30/2019	CAPSTONE	BOOKS
191863	1107410006531001050000120	5,697.60	4/30/2019	CDW GOVERNMENT INC	TECHNOLOGY - RELATED SUPPLIES - RW Chromebooks
191864	110742132619000000000120	89.00	4/30/2019	HENRY SCHEIN, INC	SUPPLIES AND MATERIALS
191865	1105321406142390000000753	110.00	4/30/2019	NCS PEARSON, INC	TESTING SUPPLIES & MATERIALS
191866	1107410006191000000000120	333.24	4/30/2019	OFFICE DEPOT	SUPPLIES AND MATERIALS
191867	1141222138603158700000520	200.00	4/30/2019	OKACTE	STAFF REGISTRATIONS - Career Tech
191868	1105321526192390000000753	189.90	4/30/2019	SUPER DUUPER PUBLICATIONS	SUPPLIES AND MATERIALS
191869	110741000619100000000120	228.00	4/30/2019	WESTCO LAMINATING SERVICE	SUPPLIES AND MATERIALS
191870	110731000619100000000130	380.00	4/30/2019	WESTCO LAMINATING SERVICE	SUPPLIES AND MATERIALS - Parkland
191871	11072220641000000000110	2,124.55	4/30/2019	Follett School Solutions, Inc	BOOKS
191872	1141210005303168100000705	1,160.00	4/30/2019	Precision Exams, LLC	COMMUNICATION & SOFTWARE SERVICES - Career Tech
191873	110312213580271000000115	28.00	4/30/2019	Diedre Bradley	STAFF TRAVEL
191874	1101126206190000000000050	1,795.76	4/30/2019	EmergencyKits.com	SUPPLIES AND MATERIALS - district safety (additional)
191875	1105222135800000000000752	231.00	4/30/2019	Gayla Howell	STAFF TRAVEL
	General Fund	<u>119,739.37</u>			
191858	2106626206190000000000066	9,750.00	4/30/2019	GILLES BROS INC	SUPPLIES AND MATERIALS - Athletic fields mower
	Building Fund	<u>9,750.00</u>			
191773	3724122206190000000000705	42.00	4/8/2019	AMAZON	SUPPLIES AND MATERIALS - Media
191774	3724122206190000000000705	2,197.47	4/8/2019	DEMCO	SUPPLIES AND MATERIALS - Media
191780	3724122206410000000000125	9,019.86	4/9/2019	CAPSTONE	BOOKS
191784	3724122206410000000000125	5,082.96	4/9/2019	PERMA-BOUND	BOOKS
191788	3724122206530000000000705	1,048.00	4/9/2019	Flashforge USA, Inc	TECHNOLOGY - RELATED SUPPLIES - Media
191820	3724122206410000000000135	169.93	4/17/2019	BARNES & NOBLE BOOKSTORES, INC	BOOKS
191829	3726126206540000000000051	2,400.00	4/17/2019	KI (Krueger International Inc)	FURNITURE & FIXTURES
191860	3724122206410000000000705	115.73	4/30/2019	AMAZON	BOOKS
	2017 Bond Fund	<u>20,075.95</u>			

PO Number	Account	Amount	PO Date	Order Name	Acct Description
191814	11561219961942900000000050	150.00	4/16/2019	Fernando Padilla, Jr.	SUPPLIES AND MATERIALS - Title IX
191815	11081222138600000000000520	149.00	4/16/2019	The Vision Board, LLC	STAFF REGISTRATIONS
191816	1105310005802390000000753	50.00	4/16/2019	Megan Beck	STAFF TRAVEL
191817	1151110006194290000000120	270.60	4/16/2019	READ NATURALLY	SUPPLIES AND MATERIALS - Title I
191817	1151110006534290000000120	199.00	4/16/2019	READ NATURALLY	TECHNOLOGY - RELATED SUPPLIES - Title I
191818	1105123218100000000000051	425.00	4/16/2019	USAA	DUES & FEES
191819	1101123173560000000000705	2,300.00	4/16/2019	Cantey Hanger LLP	EMPLOYMENT LAW - district legal
191821	1108110006191000000000520	624.31	4/17/2019	GOPHER SPORT	SUPPLIES AND MATERIALS
191822	110542740430000000000054	2,950.00	4/17/2019	LETTERING EXPRESS	REPAIRS & MAINTENANCE - bus painting
191823	1105125608100000000000051	285.00	4/17/2019	NSPRA	DUES & FEES
191824	1105125608100000000000051	75.00	4/17/2019	OKSPRA	DUES & FEES
191825	1136710006194271130000752	558.88	4/17/2019	SCHOOL SPECIALTY INC	SUPPLIES AND MATERIALS
191826	1108210003201003071000705	200.00	4/17/2019	SUZANNE AYLOR	PROF EDUCATION SERVICES
191827	1105321356192390000000753	233.61	4/17/2019	THERAPY SHOPPE INC	SUPPLIES AND MATERIALS
191828	1108210003201003071000705	200.00	4/17/2019	Tony Gonzalez	PROF EDUCATION SERVICES
191830	1151110006194290000000120	150.00	4/17/2019	Tools 4 Reading LLC	SUPPLIES AND MATERIALS - Title I
191831	1106233006196400000000062	35.88	4/19/2019	AMAZON	SUPPLIES AND MATERIALS
191832	1103122213860000000000752	289.00	4/19/2019	BLAINE RAY WORKSHOP INC	STAFF REGISTRATIONS
191833	11081100061910000000000520	5,676.37	4/19/2019	OFFICE DEPOT	SUPPLIES AND MATERIALS - MS classroom supplies
191834	1105321526192390000000753	211.33	4/19/2019	Say It Right LLC	SUPPLIES AND MATERIALS
191835	1101126206190000000000050	1,795.76	4/19/2019	EmergencyKits.com	SUPPLIES AND MATERIALS - district safety
191836	11081100065310025000000520	450.99	4/19/2019	APPLE INC	TECHNOLOGY - RELATED SUPPLIES
191837	1108122206530000000000520	69.33	4/19/2019	CDW GOVERNMENT INC	TECHNOLOGY - RELATED SUPPLIES
191838	1105321326192390000000753	267.90	4/19/2019	SCHOOL NURSE SUPPLY INC	SUPPLIES AND MATERIALS
191839	1105123198600000000000051	500.00	4/23/2019	CHANGE TO CHANGE FOUNDATION	STAFF REGISTRATIONS
191840	11053100061923900000000753	107.95	4/23/2019	SCHOOL HEALTH CORP-5686	SUPPLIES AND MATERIALS
191841	11053215261923900000000753	259.56	4/23/2019	SUPER DUPER PUBLICATIONS	SUPPLIES AND MATERIALS
191842	11053100032023900000000753	2,500.00	4/23/2019	ASPIRE OKLAHOMA LLC	PROF EDUCATION SERVICES
191843	1103210006191000000000752	8,878.42	4/24/2019	ETA HAND 2 MIND	SUPPLIES AND MATERIALS - STEM kits
191844	1103210006191000000000752	544.50	4/24/2019	STEMFINITY	SUPPLIES AND MATERIALS
191845	1105222133201000000000752	8,250.00	4/24/2019	SOLUTION TREE INC	PROF EDUCATION SERVICES
191846	1107522206190000000000115	190.39	4/25/2019	OFFICE DEPOT	SUPPLIES AND MATERIALS
191847	1107310006191000000000130	2,000.00	4/25/2019	OFFICE DEPOT	SUPPLIES AND MATERIALS - Parkland
191848	1107310006191000000000130	1,006.88	4/25/2019	SCHOOL SPECIALTY INC	SUPPLIES AND MATERIALS - Parkland
191849	11082100081010040150000705	390.00	4/25/2019	NATIONAL SPEECH & DEBATE ASSOC	DUES & FEES
191850	1106521326160000000000050	4,050.00	4/25/2019	Zoll Medical Corporation	FIRST AID SUPPLIES - 3@ AED units
191851	1131710004304422710000705	800.00	4/25/2019	Bob Howard Nissan, Inc	REPAIRS & MAINTENANCE
191852	1108210006191000000000705	11,741.00	4/26/2019	THE BACH COMPANY	SUPPLIES AND MATERIALS - HS TI-84 class packs
191853	1157121946194102100000105	30.98	4/26/2019	LAKESHORE LEARNING MATERIALS	SUPPLIES AND MATERIALS - Title III Immigrant
191854	1103210006191000000000752	223.55	4/26/2019	REALLY GOOD STUFF LLC	SUPPLIES AND MATERIALS
191855	1108226404300000000000705	215.00	4/26/2019	WESTCO LAMINATING SERVICE	REPAIRS & MAINTENANCE

PO Number	Account	Amount	PO Date	Order Name	Acct Description
191772	1103122136192710000000145	1,023.88	4/8/2019	AMAZON	SUPPLIES AND MATERIALS - LES Prof Dev
191775	1151110006194290000000115	1,044.55	4/8/2019	MARZANO RESERCH LABORATORY LLC	SUPPLIES AND MATERIALS - Title I
191776	1106310006192510000000140	123.39	4/8/2019	OFFICE DEPOT	SUPPLIES AND MATERIALS
191777	1106310006532511050000145	449.99	4/9/2019	AMAZON	TECHNOLOGY - RELATED SUPPLIES
191778	1106710006531001050000767	39.99	4/9/2019	AMAZON	TECHNOLOGY - RELATED SUPPLIES
191779	1108810006194300000000711	18.72	4/9/2019	AMAZON	SUPPLIES AND MATERIALS
191781	1105222133201000000000752	150.00	4/9/2019	CHANCE TO CHANGE FOUNDATION	PROF EDUCATION SERVICES
191782	1108210006191005000000705	500.00	4/9/2019	MARKERBOARD PEOPLE	SUPPLIES AND MATERIALS
191783	110512573860000000000051	600.00	4/9/2019	OSSBA	STAFF REGISTRATIONS
191785	1106710006531001050000767	480.00	4/9/2019	SOLARWINDS INC.	TECHNOLOGY - RELATED SUPPLIES
191786	1105321523202390000000753	3,300.00	4/9/2019	JEANA PARKER D/B/A	PROF EDUCATION SERVICES - Sped
191787	1107710006531001050000125	270.00	4/9/2019	STARFALL EDUCATION	TECHNOLOGY - RELATED SUPPLIES
191789	110882720404300000000711	40.00	4/12/2019	YPS TRANSPORTATION	RENTALS & LEASES
191790	1105921996190000000000059	257.00	4/12/2019	Lapel Pins Express, LLC	SUPPLIES AND MATERIALS
191791	110512573860000000000051	4,000.00	4/12/2019	CCOSA	SUPPLIES AND MATERIALS
191792	1141210006193128600000705	525.00	4/16/2019	A/C/E Media Supply, Inc	STAFF REGISTRATIONS - summer conference
191793	1141210006193138550000705	2,816.48	4/16/2019	ALERT SERVICES, INC.	SUPPLIES AND MATERIALS - Career Tech
191793	1141210006193138551000705	2,981.47	4/16/2019	ALERT SERVICES, INC.	SUPPLIES AND MATERIALS - Career Tech
191794	1106710006531001050000767	20.00	4/16/2019	AMAZON	TECHNOLOGY - RELATED SUPPLIES
191795	1103210006191000000000752	59.50	4/16/2019	AMAZON	SUPPLIES AND MATERIALS
191796	1106310006192510000000520	734.36	4/16/2019	AMAZON	SUPPLIES AND MATERIALS
191797	1141210006533168103000705	3,147.00	4/16/2019	APPLE INC	TECHNOLOGY - RELATED SUPPLIES - Career Tech
191798	1105321356192390000000753	333.93	4/16/2019	FUN AND FUNCTION	SUPPLIES AND MATERIALS
191799	1154155008600000000000196	950.00	4/16/2019	PAYNE EDUCATION CENTER	STAFF REGISTRATIONS - Title IIA
191800	115722213860410000000105	1,905.00	4/16/2019	PAYNE EDUCATION CENTER	STAFF REGISTRATIONS - Title III
191800	115722213860410000000110	175.00	4/16/2019	PAYNE EDUCATION CENTER	STAFF REGISTRATIONS - Title III
191800	115722213860410000000115	175.00	4/16/2019	PAYNE EDUCATION CENTER	STAFF REGISTRATIONS - Title III
191800	115722213860410000000120	775.00	4/16/2019	PAYNE EDUCATION CENTER	STAFF REGISTRATIONS - Title III
191801	1107110006191000000000105	3,661.15	4/16/2019	LAKESHORE LEARNING MATERIALS	SUPPLIES AND MATERIALS - Central
191802	1105122138602710000000051	3,300.00	4/16/2019	LEARNING SCIENCES INTERNATIONAL LLC	STAFF REGISTRATIONS - Quote #11619
191803	1105122138602710000000051	3,000.00	4/16/2019	LEARNING SCIENCES INTERNATIONAL LLC	STAFF REGISTRATIONS - McAdoo training on 5/31
191804	1108226206190000000000705	326.02	4/16/2019	LIBERTY FLAGS INC.	SUPPLIES AND MATERIALS
191805	1141210006193148435000520	1,800.00	4/16/2019	NASCO	SUPPLIES AND MATERIALS - Career Tech
191806	1106310006192510000000520	217.00	4/16/2019	OFFICE DEPOT	SUPPLIES AND MATERIALS
191807	1103210006191000000000752	223.55	4/16/2019	REALLY GOOD STUFF LLC	SUPPLIES AND MATERIALS
191808	1108210006191002735000705	100.00	4/16/2019	ZEE CRAFT	SUPPLIES AND MATERIALS
191809	1101123173560000000000705	460.00	4/16/2019	US Department Of Homeland Security	EMPLOYMENT LAW - district legal
191810	1105123198600000000000051	191.85	4/16/2019	SmartSign	STAFF REGISTRATIONS
191811	1154155008600000000000197	1,000.00	4/16/2019	Great Expectations	STAFF REGISTRATIONS - Title IIA
191812	1154125735800000000000752	650.00	4/16/2019	Capital One Bank/American Airlines	STAFF TRAVEL - Title IIA
191813	11053213561923900000000753	52.97	4/16/2019	EazyHold	SUPPLIES AND MATERIALS

# YUKON PUBLIC SCHOOLS

2018-19 GENERAL FUND

Projected End-of-Year Expenditures

As of: 03/31/19

EOY

## Current Year Expenditure Forecast

Encumbrances thru: 30-Sep-2018

	Salaries & Wages	Benefits	Utilities	Other Accts Payable	Monthly Actual / Projected Expenditures	Cumulative Actual / Projected Expenditures	Percent of Forecast
October	43,113,096	9,993,241	1,108,740	5,977,359	60,192,436	60,192,436	95.82%
November	186,152	27,224	94,010	4,632	312,018	60,504,454	96.32%
December	(189)	0	0	68,125	67,936	60,572,390	96.43%
January	263,680	8,225	0	125,280	397,185	60,969,575	97.06%
February	416,743	24,800	0	196,243	637,785	61,607,360	98.08%
March	(1,302)	19,582	0	104,183	122,464	61,729,824	98.27%
April	196,904	27,943	200	102,934	327,981	62,057,804	98.78%
May	38,654	18,849	0	263,221	320,723	62,378,528	99.31%
June	43,940	32,838	150	293,624	370,552	62,749,079	99.90%
	248,855	164,189	(74,856)	(272,268)	65,920	62,814,999	100.00%
<b>Estimated Fiscal Year Expenditures</b>	<b>44,506,533</b>	<b>10,316,891</b>	<b>1,128,244</b>	<b>6,863,331</b>	<b>62,814,999</b>	<b>\$62,814,999</b>	
Projections based on last year's actual encumbrances =	44,506,533.15	10,316,891.35	1,128,243.71	6,863,330.97	62,814,999.18		
Change from Prior Year Expenditures =	8,373,139	188	188	576,834	8,950,160		
<b>14% Fund Balance Expenditure Target</b>	<b>87.28%</b>	<b>1.80%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>64,946,635</b>	
<b>Over / &lt;Under&gt; 14% Allowed Target***</b>	<b>54,823,425</b>					<b>(\$2,131,635.71)</b>	

## Estimated Fiscal Year Expenditures

Projections based on last year's actual encumbrances =

Change from Prior Year Expenditures =

14% Fund Balance Expenditure Target

Over / <Under> 14% Allowed Target\*\*\*

\*\*\* Negative Figure Reduces Next FY State Aid by this Amount!!! (after federal aid is netted out)

Source	Code	Revenue Source	Chgble	03/31/19		18-19	19-20	18-19	17-18	16-17	15-16	14-16	13-14
				Estimated	Percent of Proj Rev								
<b>Local Sources</b>													
1100		Taxes Levied	.015xAVM	14,994,000	23.41%	14,056,512	16,128,000	14,994,000	13,339,063	12,745,593	11,786,947	11,277,911	10,761,364
1200		Tuition & Fees		0	0.00%	0	0	0	0	0	300	0	0
1300		Earnings on Investments		170,000	0.27%	79,545	100,000	170,000	88,383	30,593	6,831	1,954	1,932
4xx-16xx		Refund of Prior Year Expense		316,000	0.49%	528,232	317,000	316,000	586,924	359,072	308,395	320,527	284,689
<b>Total Local Sources</b>													
<b>County Intermediate</b>													
2100		County 4-Mill Tax	75%	1,920,000	3.00%	1,521,966	1,900,000	1,920,000	1,681,073	1,663,335	1,570,939	1,626,635	1,391,530
2XXX		County Mortgage, Resale Prop & Other		370,000	0.56%	348,324	425,000	370,000	387,027	424,317	357,982	417,825	329,150
<b>Total Intermediate Sources</b>													
<b>State Sources</b>													
3110		Gross Production	CurYr	3,320,000	5.18%	2,097,732	3,300,000	3,320,000	2,330,813	1,352,053	1,189,287	1,652,744	1,385,140
3120		Motor Vehicles Collection	CurYr	3,251,260	5.08%	3,186,619	2,910,081	3,251,260	3,196,619	2,980,158	2,928,457	2,621,348	2,616,664
3130		REA Tax	CurYr	7,000	0.01%	5,814	7,000	7,000	6,460	5,938	5,467	5,363	4,274
3140		State School Land	CurYr	1,250,000	1.95%	1,180,897	1,350,000	1,250,000	1,312,108	1,271,831	1,240,571	1,186,028	1,101,603
3150		Vehicle & Farm Implement Tax Stamps	CurYr	7,000	0.01%	6,897	7,000	7,000	7,663	8,033	7,871	8,684	8,629
3210		Found & Salary Incentive	CurYr	26,379,031	41.19%	27,165,790	26,379,031	26,379,031	22,984,449	21,852,639	20,862,933	20,150,334	20,366,291
3250		Flexible Benefit Allowance - Cert & Sup	CurYr	5,309,655	8.29%	4,959,229	5,390,000	5,309,655	4,879,921	4,418,003	4,044,806	3,882,151	3,750,681
32xx-36xx		Other State & Vocational Sources	CurYr	879,389	1.37%	785,666	863,078	879,389	386,021	394,201	1,002,571	1,055,944	966,568
<b>Total State Sources</b>													
<b>Federal Sources</b>													
4100		Direct Grants from Fed Govt	CurYr	257,460	0.40%	176,770	198,057	257,460	153,531	158,500	78,970	236,081	146,338
4200		Disadvantaged Students	CurYr	984,995	1.55%	884,398	1,003,122	0	598,630	794,195	601,996	812,076	424,364
4300		Individuals with Disabilities	CurYr	2,122,730	3.31%	1,722,315	1,840,468	0	1,568,040	1,467,959	1,686,817	1,377,360	254,520
4400		ESSA of 2015 - Continued	CurYr	13,335	0.02%	0	22,872	13,335	0	44,160	89,708	154,542	148,810
4500-4600		Fed Grants from Other Sources	CurYr	35,633	0.06%	42,706	52,814	35,633	43,795	85,519	137,831	113,357	149,758
4800		Federal Vocational Education	CurYr	104,895	0.16%	51,927	74,235	104,895	41,490	70,426	58,266	46,822	0
<b>Total Federal Sources</b>													
<b>Total Revenue Collected</b>													
<b>Non-Revenue Sources</b>													
5150		Child Nutrition Reimb	CurYr	600,000		600,000	500,000	600,000	709,627	711,598	840,460	910,155	1,010,821
5160		Activity Fund receipts	CurYr	850,000		800,000	850,000	850,000	803,268	825,971	760,089	752,152	762,159
5600		Correcting Entry / Rebates	CurYr	723		0	0	723	2,262	2,000	413	0	357
<b>Total Non-Revenue Collected</b>													
<b>PY Lapsed Fund Balance</b>													
<b>Total Revenue &amp; Non-Revenue Collected</b>													
<b>Fund Balance - Beginning</b>													
<b>Grand Total All Sources</b>													
<b>Percent of Fund Balance</b>													

**GENERAL FUND  
BUDGET SUMMARY BY SOURCE**

FUNDING SOURCE	FY17-18 Actual		FY18-19 Projected 3/31/2019		Assuming Spending at Same Level as Prior Year FY19-20 0.00% Change in Spending		"IF" Increased Spending = FY19-20 5.32% Change in Spending	
	AMOUNT	PERCENT	AMOUNT	PERCENT	AMOUNT	PERCENT	AMOUNT	PERCENT
<b>REVENUES</b>								
11XX Ad Valorem Taxes	13,339,063	24.88%	14,994,000	24.30%	16,128,000	26.14%	16,128,000	26.14%
1XXX Other Local Sources	675,307	1.26%	486,000	0.79%	417,000	0.68%	417,000	0.68%
2XXX Intermediate Sources	2,078,100	3.88%	2,290,000	3.71%	2,325,000	3.77%	2,325,000	3.77%
3XXX State Sources	35,114,055	65.50%	40,403,335	65.48%	40,206,190	65.16%	40,206,190	65.16%
4XXX Federal Sources	2,405,487	4.49%	3,529,049	5.72%	3,191,568	5.17%	3,191,568	5.17%
<b>TOTAL REVENUES</b>	<b>53,612,013</b>	<b>100.00%</b>	<b>61,702,384</b>	<b>100.00%</b>	<b>62,267,758</b>	<b>100.00%</b>	<b>62,267,758</b>	<b>100.00%</b>
<b>NON-REVENUE RECEIPTS</b>								
5150 Child Nutrition Transfers	709,627		600,000		500,000		500,000	
5160 Activity Fund Transfers	803,268		850,000		850,000		850,000	
5600 Correcting Entry / Rebates	2,262		723					
<b>NON-REVENUE TOTAL</b>	<b>1,515,157</b>		<b>1,450,723</b>		<b>1,350,000</b>		<b>1,350,000</b>	
<b>Lapsed Reserves from Prior Years</b>	<b>373,953</b>		<b>891,190</b>		<b>400,000</b>		<b>400,000</b>	
<b>GENERAL FUND TOTALS</b>	<b>55,501,123</b>		<b>64,044,297</b>		<b>64,017,758</b>		<b>64,017,758</b>	
<b>Reserve Forward from Prior Years</b>	<b>8,232,256</b>		<b>9,868,540</b>		<b>11,097,837</b>		<b>11,097,837</b>	
<b>Total Available for Appropriation</b>	<b>63,733,379</b>		<b>73,912,836</b>		<b>75,115,595</b>		<b>75,115,595</b>	
<b>TOTAL ACTUAL &amp; BUDGETED EXPENSES</b>	<b>53,864,839</b>		<b>62,814,999</b>		<b>62,814,999</b>		<b>66,154,999</b>	
<b>Reserve Forward to Next Year</b>	<b>9,868,540</b>	<b>17.78%</b>	<b>11,097,837</b>	<b>17.33%</b>	<b>12,300,596</b>	<b>19.21%</b>	<b>8,960,596</b>	<b>14.00%</b>
								Impact per \$1M = 1.56%
								Spending change from current fiscal year is factored in <b>3,340,000</b>
								Motor Vehicle decrease is factored in <b>14.00%</b>

\*\*\*\* Draft - - - For Study Purposes Only \*\*\*\*

YUKON PUBLIC SCHOOLS  
DISTRICT I-27, CANADIAN COUNTY  
TREASURER'S GENERAL LEDGER  
2018-2019

FY19 CUMULATIVE

Assets	Balance Beg. Of Year	Total Deposits And Collections	Transfers In/<Out>	Drawn and Warrants Paid	Balance	
<b>Cash</b>						
0101 YNB	5,095,620.66	69,224,672.69	-6,675,000.00	65,825,977.56	1,819,315.79	
0102 Bank of Oklahoma - Checking	197.59	14.57	-0.30	0.00	211.86	
0103 Bank of Oklahoma - Money Market	10,003,872.80	99,240.00	-4,892,068.12	0.00	5,211,044.68	
0106 Oklahoma Liquid Asset Program	0.00	0.00	0.00	0.00	0.00	
Deposits/Checks in Transit	2,159.10	-2,159.10	0.00	0.00	0.00	
Bank Adjustment	4,315.03	-11,885.67	0.00	-7,570.64	0.00	
<b>Total Cash</b>	<b>15,106,165.18</b>	<b>69,309,882.49</b>	<b>-11,567,068.42</b>	<b>65,818,406.92</b>	<b>7,030,572.33</b>	
<b>Investments</b>						
0104 CD - Bank of Oklahoma	15,937,246.61	180,771.79	7,156,322.83	0.00	23,274,341.23	
0104 CD - Bank of Ok. Investment in Transit	0.00	0.00	0.00	0.00	0.00	
0105 CDAR's	10,500,000.00	89,254.41	-10,589,254.41	0.00	0.00	
0107 CD - YNB	0.00	0.00	15,000,000.00	0.00	15,000,000.00	
CD -YNB CDARs	0.00	0.00	0.00	0.00	0.00	
<b>Total Investments</b>	<b>26,437,246.61</b>	<b>270,026.20</b>	<b>11,567,068.42</b>	<b>0.00</b>	<b>38,274,341.23</b>	
<b>Total Assets</b>	<b>41,543,411.79</b>	<b>69,579,908.69</b>	<b>0.00</b>	<b>65,818,406.92</b>	<b>45,304,913.56</b>	
<b>Liabilities and Fund Balances</b>						
2018-19 General Fund	9-11	0.00	47,506,660.31	9,868,539.63	38,104,351.86	19,270,848.08
2017-18 General Fund	8-11	17,879,692.51	0.00	-9,496,165.68	7,492,379.94	891,146.89
2016-17 General Fund	7-11	372,373.95	0.00	-372,373.95	0.00	0.00
2017-18 Building Fund	9-21	0.00	1,953,022.81	1,211,572.96	1,020,111.53	2,144,484.24
2017-18 Building Fund	8-21	1,468,695.77	0.00	-1,211,572.96	217,212.42	39,910.39
2018-19 Child Nutrition Fund	9-22	0.00	1,163,388.76	1,325,685.52	1,529,002.53	960,071.75
2017-18 Child Nutrition Fund	8-22	1,430,823.59	0.00	-1,325,685.52	105,138.07	0.00
2018 Building Bond	9-37	0.00	7,570,764.20	4,219,121.38	5,064,765.33	6,725,120.25
2018 Building Bond	8-37	4,797,877.77	0.00	-4,219,121.38	581,761.34	16,995.05
2008 Building Bond	9-38	0.00	0.00	1,808,595.12	541,890.71	1,266,704.41
2008 Building Bond	8-38	1,833,594.84	0.00	-1,808,595.12	24,999.72	0.00
2013 Transportation Bond	9-39	0.00	240,491.88	1,388,469.53	52,602.39	1,576,359.02
2013 Transportation Bond	8-39	1,541,977.01	0.00	-1,388,469.53	153,507.48	0.00
2018-19 Sinking Fund	9-41	0.00	11,010,760.35	11,525,997.06	10,838,395.00	11,698,362.41
2017-18 Sinking Fund	8-41	11,525,997.06	0.00	-11,525,997.06	0.00	0.00
2017-18 Vision Insurance Plan	9-82	0.00	106,081.00	315,013.95	79,988.10	341,106.85
2017-18 Vision Insurance Plan	8-82	325,059.10	0.00	-315,013.95	10,045.15	0.00
2017-18 Workers Comp Fund	9-83	0.00	28,739.38	7,500.00	2,817.39	33,421.99
2017-18 Workers Comp Fund	8-83	7,500.00	0.00	-7,500.00	0.00	0.00
2017-18 Unemployment Comp	9-87	0.00	0.00	359,820.19	19,437.96	340,382.23
2017-18 Unemployment Comp	8-87	359,820.19	0.00	-359,820.19	0.00	0.00
<b>Total Liabilities and Fund Balances</b>		<b>41,543,411.79</b>	<b>69,579,908.69</b>	<b>0.00</b>	<b>65,818,406.92</b>	<b>45,304,913.56</b>

YUKON PUBLIC SCHOOLS  
DISTRICT I-27, CANADIAN COUNTY  
TREASURER'S GENERAL LEDGER  
2018-2019

March-19

Assets	Balance	Total Deposits And Collections	Transfers In/<Out>	Drawn and Warrants Paid	Balance
<b>Cash</b>					
0101 YNB	2,000,397.16	4,525,153.12	1,700,000.00	6,406,234.49	1,819,315.79
0102 Bank of Oklahoma - Checking	209.47	2.39	0.00	0.00	211.86
0103 Bank of Oklahoma - Money Market	5,156,057.38	11,224.80	43,762.50	0.00	5,211,044.68
0106 Oklahoma Liquid Asset Program	0.00	0.00	0.00	0.00	0.00
Deposits/Checks in Transit	0.00	0.00	0.00	0.00	0.00
Bank Adjustment	0.00	-438.52	0.00	-438.52	0.00
<b>Total Cash</b>	<b>7,156,664.01</b>	<b>4,535,941.79</b>	<b>1,743,762.50</b>	<b>6,405,795.97</b>	<b>7,030,572.33</b>
<b>Investments</b>					
0104 CD - Bank of Oklahoma	24,958,005.29	60,098.44	-1,743,762.50	0.00	23,274,341.23
0104 CD - Bank of Ok. Investment in Transit	0.00	0.00	0.00	0.00	0.00
0105 CDAR's	0.00	0.00	0.00	0.00	0.00
0107 CD - YNB	15,000,000.00	0.00	0.00	0.00	15,000,000.00
CD -YNB CDARs	0.00	0.00	0.00	0.00	0.00
<b>Total Investments</b>	<b>39,958,005.29</b>	<b>60,098.44</b>	<b>-1,743,762.50</b>	<b>0.00</b>	<b>38,274,341.23</b>
<b>Total Assets</b>	<b>47,114,669.30</b>	<b>4,596,040.23</b>	<b>0.00</b>	<b>6,405,795.97</b>	<b>45,304,913.56</b>

Liabilities and Fund Balances

2018-19 General Fund	9-11	20,289,485.86	3,921,134.44	0.00	4,939,772.22	19,270,848.08
2017-18 General Fund	8-11	891,274.14	0.00	0.00	127.25	891,146.89
2016-17 General Fund	7-11	0.00	0.00	0.00	0.00	0.00
2017-18 Building Fund	9-21	2,205,378.94	34,141.40	0.00	95,036.10	2,144,484.24
2017-18 Building Fund	8-21	39,910.39	0.00	0.00	0.00	39,910.39
2018-19 Child Nutrition Fund	9-22	845,632.25	372,637.86	0.00	258,198.36	960,071.75
2017-18 Child Nutrition Fund	8-22	0.00	0.00	0.00	0.00	0.00
2018 Building Bond	9-37	7,227,590.21	60,098.44	0.00	562,568.40	6,725,120.25
2018 Building Bond	8-37	16,995.05	0.00	0.00	0.00	16,995.05
2008 Building Bond	9-38	1,331,743.02	0.00	0.00	65,038.61	1,266,704.41
2008 Building Bond	8-38	0.00	0.00	0.00	0.00	0.00
2013 Transportation Bond	9-39	1,589,040.74	0.00	0.00	12,681.72	1,576,359.02
2013 Transportation Bond	8-39	0.00	0.00	0.00	0.00	0.00
2018-19 Sinking Fund	9-41	11,965,397.32	196,140.09	0.00	463,175.00	11,698,362.41
2017-18 Sinking Fund	8-41	0.00	0.00	0.00	0.00	0.00
2017-18 Vision Insurance Plan	9-82	338,296.16	11,888.00	0.00	9,077.31	341,106.85
2017-18 Vision Insurance Plan	8-82	0.00	0.00	0.00	0.00	0.00
2017-18 Workers Comp Fund	9-83	33,542.99	0.00	0.00	121.00	33,421.99
2017-18 Workers Comp Fund	8-83	0.00	0.00	0.00	0.00	0.00
2017-18 Unemployment Comp	9-87	340,382.23	0.00	0.00	0.00	340,382.23
2017-18 Unemployment Comp	8-87	0.00	0.00	0.00	0.00	0.00
<b>Total Liabilities and Fund Balances</b>		<b>47,114,669.30</b>	<b>4,596,040.23</b>	<b>0.00</b>	<b>6,405,795.97</b>	<b>45,304,913.56</b>

### National School Lunch Program - School Food Authority Claim Summary

09-I027 YUKON  
 600 Maple Street  
 Yukon, OK 73099-2533

General Information

Date Signed	<input type="text" value="4/3/2019"/>	Revision	<input type="text" value="Original"/>
Claim Date	<input type="text" value="4/3/2019"/>	Claim Month	<input type="text" value="March"/>
Claim Year	<input type="text" value="2019"/>	Number of Days In Operation	<input type="text" value="15"/>
Number of Sites	<input type="text" value="11"/>	Number of Children Enrolled	<input type="text" value="8747"/>

This district is claiming students who are not enrolled (i.e., visiting students, adult education students, or out-of-home placement students).

This district is claiming preprimary students who are not enrolled (preprimary children under the age of four).

Comments

Number of Enrolled Students On Site

Free	<input type="text" value="3831"/>	Reduced	<input type="text" value="631"/>	Paid	<input type="text" value="5151"/>
------	-----------------------------------	---------	----------------------------------	------	-----------------------------------

Average Daily Participation

Breakfast	<input type="text" value="1558"/>	Lunch	<input type="text" value="4285"/>
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Adult and Contract Meals

Adult Lunches	<input type="text" value="432"/>	Contract Lunches	<input type="text" value="408"/>
Adult Snacks	<input type="text" value="0"/>	Contract Snacks	<input type="text" value="380"/>
Adult Breakfast	<input type="text" value="164"/>	Contract Breakfast	<input type="text" value="490"/>
Adult SNB	<input type="text" value="0"/>	Contract SNB	<input type="text" value="0"/>

Provision 2

Provision 3

CEP

Summary of Eligibles

<b>Free</b> 337	<b>Paid</b> 51
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Lunch

Site	Meals	Free	Paid
MYERS ES (110) Y	4515	86.94% = 3925	13.06% = 590
		3925	590

Breakfast

Site	Meals	Free	Paid
MYERS ES (110) Y	2864	86.94% = 2490	13.06% = 374
		2490	374

**Note:** If ALL your sites are participating in CEP (district-wide), the **meal counts** have already been added for you and entered into the correct category for Lunch and Severe Need Breakfast below, as well as Snack, if applicable. If only some of your sites are participating in CEP, add the **meal counts** from the tables above to the **meal counts** from your other sites, and enter the total into the categorical **meal counts** for Lunch and Severe Need Breakfast below, as well as Snacks, if applicable.

If **ALL** your sites are participating in CEP (district-wide), the **eligible numbers** have already been added for you and entered into the General Data information above. If only some of your sites are participating in CEP, add the **eligible numbers** from the table above to the **eligible numbers** from your other sites, and enter the total into the General Data information above.

Breakfast

Type	Meals	Rate	Reimbursement
Free	1491	\$1.79	\$2,668.89
Reduced	422	\$1.49	\$628.78
Paid	1345	\$0.31	\$416.95
<b>Total</b>	<b>3258</b>		<b>\$3,714.62</b>

**Note:** Regular breakfast served – do not include severe need breakfast (SNB) sites.

Severe Need Breakfast

Type	Meals	Rate	Reimbursement
Free	13175	\$2.14	\$28,194.50
Reduced	2093	\$1.84	\$3,851.12
Paid	4830	\$0.31	\$1,497.30
<b>Total</b>	<b>20098</b>		<b>\$33,542.92</b>

**Note:** Regular Severe Need Breakfast served – do not include severe need Severe Need Breakfast (SNB) sites.

Breakfast - Sub-Totals

Total Breakfast Reimbursement:	\$37,257.54
Total Adjustments:	\$0.00
Warrant Amount:	\$37,257.54

Lunch

Type	Meals	Rate	Reimbursement
Free	28931	\$3.31	\$95,761.61

Reduced	6003	\$2.91	\$17,468.73
Paid	29328	\$0.31	\$9,091.68
Performance Incentive	64262	0.06	\$3,855.72
<b>Total</b>	<b>64262</b>		<b>\$126,177.74</b>

After School Snack Program (ASSP)

**Over 50%**

Meals	Rate	Reimbursement
731	\$0.91	\$665.21

**Under 50%**

Type	Meals	Rate	Reimbursement
Free	0	\$0.91	\$0.00
Reduced	0	\$0.45	\$0.00
Paid	0	\$0.08	\$0.00

After School Snack Program Sub-Total

Total Meals	731	Reimbursement	\$665.21
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Lunch / Snack Sub-Totals

Total Lunch/Snack Reimbursement:	\$126,842.95
Total Adjustments:	\$0.00
Warrant Amount:	\$126,842.95

Special Milk - Non Pricing

Special Milk - Option 1

Special Milk - Option 2

Special Milk - Sub-Totals

NSLP SFA Summary Total

	\$164,100.49
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Advances and Payments

Advance Amount	\$0.00	Balance Due	\$0.00
Payment Plan Amount	\$0.00	Previous Claim Amount	\$0.00
Amount Paid	\$164,100.49		

Claim Management

Submit

Print Disbursement

Claims

Print Claim Summary

Use 60 Day Exception

Process Claims

Print Site Summary

Override 60 Day Exception

Unsubmit SFA Claim

If you have questions or need assistance, please contact our office at 405-521-3327.



Yukon Public Schools  
Board of Education Regular Meeting  
Monday, April 8, 2019 6:00 PM  
Yukon Public School District ISD #27 Administration Bldg.  
Board Room 600 Maple Dr.  
Yukon, OK 73099

1. Invocation and Flag Salute

- 1.A. Invocation- Pastor Mark Borseth, Resurrection Lutheran Church
- 1.B. Flag Salute

2. Call to Order and Roll Call

- 2.A. Call to Order and Roll Call Attendance Taken at 6:02 PM.

Mr. Jeff Behymer: Present  
Mrs. Suzanne Cannon: Absent  
Mr. Don Rowe: Present  
Mr. Rex Van Meter: Absent  
Mr. Leonard Wells: Present

Roll was called at 6:02p.m. Others in attendance included: Dr. Jason Simeroth, Superintendent; Dr. Jason Brunk, Assistant Superintendent; Dr. Sheli McAdoo, Assistant Superintendent; Deanne Rowe, Executive Assistant/Board Minutes Clerk; administrative staff, students, parents, members of the press, and members of the community.

3. Reorganization of the Board and Oath of Office

- 3.A. Reorganization of the Board of Education.

- 3.A.I. Vote to elect Board President

I move we elect Mr. Leonard Wells as Board President. Passed with a motion by Mr. Don Rowe and a second by Mr. Jeff Behymer.

Mrs. Suzanne Cannon: Absent  
Mr. Rex Van Meter: Absent  
Mr. Leonard Wells: Yes  
Mr. Jeff Behymer: Yes  
Mr. Don Rowe: Yes

- 3.A.II. Vote to elect Board Vice-President

I move we elect Mr. Jeff Behymer as Vice-President Passed with a motion by Mr. Don Rowe and a second by Mr. Leonard Wells.

Mrs. Suzanne Cannon: Absent  
Mr. Rex Van Meter: Absent  
Mr. Leonard Wells: Yes  
Mr. Jeff Behymer: Yes  
Mr. Don Rowe: Yes

- 3.A.III. Vote to elect Board Clerk

I move we elect Mrs. Suzanne Cannon as Board Clerk Passed with a motion by Mr. Jeff Behymer and a second by Mr. Don Rowe.

Mrs. Suzanne Cannon: Absent  
Mr. Rex Van Meter: Absent  
Mr. Leonard Wells: Yes  
Mr. Jeff Behymer: Yes  
Mr. Don Rowe: Yes

3.A.IV. Vote to elect Board Deputy Clerk

I move we elect Mr. Don Rowe as Board Deputy Clerk Passed with a motion by Mr. Jeff Behymer and a second by Mr. Leonard Wells.

Mrs. Suzanne Cannon:	Absent
Mr. Rex Van Meter:	Absent
Mr. Leonard Wells:	Yes
Mr. Jeff Behymer:	Yes
Mr. Don Rowe:	Yes

3.A.V. Vote to elect Board Member

I move we elect Mr. Rex Van Meter as Board Member Passed with a motion by Mr. Jeff Behymer and a second by Mr. Don Rowe.

Mrs. Suzanne Cannon:	Absent
Mr. Rex Van Meter:	Absent
Mr. Leonard Wells:	Yes
Mr. Jeff Behymer:	Yes
Mr. Don Rowe:	Yes

3.B. Oaths of Office and Roll Call reflecting the new composition of the Yukon Public Schools' Board of Education

4. Vote to convene or not convene in executive session pursuant to 25 O.S. 307 (B)(1) to discuss educational services and placement of a minor student which discussion will include confidential information that is protected by FERPA.

I move we convene in executive session Passed with a motion by Mr. Jeff Behymer and a second by Mr. Don Rowe.

Mrs. Suzanne Cannon:	Absent
Mr. Rex Van Meter:	Absent
Mr. Leonard Wells:	Yes
Mr. Jeff Behymer:	Yes
Mr. Don Rowe:	Yes

The board entered into executive session at 6:06 p.m. Those in attendance included Dr. Jason Simeroth, Leonard Wells, Jeff Behymer, and Don Rowe.

4.A. Acknowledge the board has returned from executive session. Executive session minutes' compliance announcement.

Mr. Leonard Wells announced the board entered into executive session to discuss the educational services and placement of a minor student at 6:06 p.m. No action was taken by the board of education. The board returned to open session at 6:56p.m.

4.B. Discussion and possible action on educational services and placement of a minor student. Attendance Update Taken at 7:00 PM.

Mrs. Suzanne Cannon:	Present
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Mrs. Cannon arrived at 6:20pm.

The board has found insufficient evidence to support claims of discrimination. Corrective measures have been taken to address the parental concerns.

I move we overturn the district's decision to move the minor student and allow student to remain in current educational setting.

Passed with a motion by Mr. Don Rowe and a second by Mrs. Suzanne Cannon.

Mr. Rex Van Meter:	Absent
Mr. Leonard Wells:	Yes
Mr. Jeff Behymer:	Abstain
Mrs. Suzanne Cannon:	Yes
Mr. Don Rowe:	Yes

5. Reports/ Comments from Superintendent and/or Staff

5.A. 2019-2020 District Teacher of the Year Recognition

**Site Teachers of the Year:** Kristin Doutey, Central ES; Wendy Green, Myers ES; Kelsi Hernandez, Parkland ES; Stacia Grba, Ranchwood ES; Chase Langley, Shedeck ES; Gene Oxford, Skyview ES; Whitney Stults, Surrey Hills ES; Jamie Hardin, Lakeview ES; Bryan Jarrett, YMS; Samantha Manke, YHS

**District Teacher of the Year:** Whitney Bruton, Independence ES

**Support Employee of the Year:** Rhonda DuPriest, YMS

**Rookie of the Year:** Sarah Stogner, YHS

6. Board Member Communications and Announcements  
6.A. Individual Board Member Comments

Mr. Rowe: Color guard competition at YHS was wonderful experience. I appreciate all of the volunteers who worked so hard. Thank you for sending me to the National School Board Association Conference in PA. The opportunity to learn is a great thing.  
Mrs. Cannon: I appreciate the opportunity to go to the NSBA Conference in Pennsylvania as well. I really appreciate the work that goes on in our buildings. You guys work so hard and I don't know that we appreciate that the way we should.  
Mr. Behymer: No Comment.  
Mr. Wells: I appreciate the opportunity to go for training. I know we are required to receive training, but to learn from educational leaders elsewhere in the US was great.

6.B. Upcoming Meetings/ Events:  
APRIL

- 4/16 Legal Team Workshop: Student Handbooks (OSSBA Conference Center 10am-12pm)

MAY

- 5/3 Making Student Achievement #1 OKC (OSSBA Edmond Conference Center 9am-4pm)
- 5/4 Incumbent School Board Member Workshop OKC (OSSBA Edmond Conference Center 9am - 4pm)
- 5/6 YPS Board of Education Meeting (6pm 600 Maple Board Room)
- 5/7 Legislative breakfast (7am Yukon Police Department 100 S. Ranchwood Blvd.)
- 5/7 Legal Team Workshop - Investigation Process, How to Properly Investigate Allegations of Misconduct and How to Write an Effective Report (OSSBA OKC Conference Center)
- 5/15 Spring School Law (Reed Conference Center MWC)
- 5/21 Commencement (Jim Norrick Arena 7:30-9:30pm)

7. Communications

7.A. Communications- Request from Patrons to Address the Board- Pursuant to Board Policy AF. Comments can be made only by district patrons, concerning items listed on this agenda.  
None.

8. Business Items: Finance Consent Docket- All of the finance consent items will be discussed, considered and approved or disapproved by one vote unless a board member desires to have a separate vote on any or all of the consent items.  
I move to approve all business items on the Finance Consent Docket Passed with a motion by Mr. Jeff Behymer and a second by Mr. Don Rowe.

Mr. Rex Van Meter:	Absent
Mr. Leonard Wells:	Yes
Mr. Jeff Behymer:	Yes
Mrs. Suzanne Cannon:	Yes
Mr. Don Rowe:	Yes

8.A. Encumbrances and Change Orders as recommended by Dr. Jason Simeroth, Superintendent, and Jim Fenrick, Chief Financial Officer

8.B. Treasurer's Report(s) and General Fund Report(s)

8.C. Child Nutrition Report

9. Business Items Consent Docket: All of the consent items will be discussed, considered and approved or disapproved by one vote unless a board member requests to have a separate vote on any or all of the consent items.

Items T, U, and V allow the district to borrow money for the total bond amount to build our new school. It is effectively a Lease/Purchase. I move to approve Consent Docket as presented Passed with a motion by Mr. Jeff Behymer and a second by Mrs. Suzanne Cannon.

Mr. Rex Van Meter:	Absent
Mr. Leonard Wells:	Yes
Mr. Jeff Behymer:	Yes
Mrs. Suzanne Cannon:	Yes
Mr. Don Rowe:	Yes

9.A. Approve the minutes of the March 4, 2019, Regular Meeting as posted or with modifications.

9.B. Approve the minutes from the March 14, 2019, Special Board Meeting as posted or with modifications.

9.C. Approve out of state travel request for C. McDonald, Asst. Principal at YHS to travel to Anaheim, CA, to attend the Spring National High School Journalism Convention April 24, through April 28, with about 9 students.  
Cost analysis: Site journalism funds will cover the expense of approximately \$3,000.

9.D. Approve out of state travel request from J. Loud, 1st grade teacher at Myers ES, to travel to Dallas, TX, to attend Get Your Teach On June 30, through July 3, 2019.

Cost analysis: \$475.00 for a portion of the registration will be paid from site professional development funds. The balance will be self-funded by Ms. Loud.

9.E. Approve out of state travel request from J. Abernethy, 1st grade teacher at Myers ES, to travel to Dallas, TX, to attend Get Your Teach On June 30, through July 3, 2019.

Cost analysis: \$475.00 for a portion of the registration will be paid from site professional development funds. The balance will be self-funded by Ms. Abernethy.

9.F. Approve out of state travel request from K. Shafer, 1st grade teacher at Myers ES, to travel to Dallas, TX, to attend Get Your Teach On June 30, through July 3, 2019.

Cost analysis: \$475.00 for a portion of the registration will be paid from site professional development funds. The balance will be self-funded by Ms. Shafer.

9.G. Approve out of state travel request from E. Burris, 1st grade teacher at Myers ES, to travel to Dallas, TX, to attend Get Your Teach On June 30, through July 3, 2019.

Cost analysis: \$475.00 for a portion of the registration will be paid from site professional development funds. The balance will be self-funded by Ms. Burris.

9.H. Approve out of state travel request from K. Kellett, football coach at YHS, to travel to Pittsburg, KS, to attend Pitt State Promaxima Champions Coaches Clinic.

Cost analysis: The only district expense will be the cost of a district vehicle. Coaches attending will pay their own expenses for room and board.

9.I. Approve out of state travel request for R. Shoaf, Special Ed Teacher, YHS to travel to Denver, CO, to attend Special Olympics Professional Development May 8, through May 10, 2019. Cost analysis: All expenses for this trip are being paid for by Special Olympics.

9.J. Approve out of state travel request for G. Howell, 4th grade teacher at LES to travel to Kansas City, KS, to attend the On the Farm 2019 (STEM Professional Development) May 1, through May 4, 2019.

Cost analysis: The only cost to the district will be a substitute for three days.

9.K. Approve the Rental Contract with St. John Nepomuk Catholic Church for The Truth about Angels, Deamons, Ghosts on April 14, 2019.

9.L. Approve the Rental Contract with Steven Fite Concerts for Childrens Concerts on April 11, 2019.

9.M. Vote to approve or disapprove Resolution for Schools and Libraries Universal Services (E-Rate) for 2019-20. This resolution authorizes filing of the Form 471 applications for funding year 2019-20 and the payment of the applicant's share upon approval of funding and receipt of services.

9.N. Approve out of state travel request from Dr. McAdoo to travel to Austin, TX, April 27, to April 30, 2019, to attend the Innovation Leadersip Conference.

Cost analysis: The only cost to the district is the expense of a vehicle.

9.O. Approve removal of surplus items on list attached from YHS Library Media Center.

9.P. Approve surplus furniture items from the Skyview and Central ES principal offices. There are four desks and three gray leather chairs to be surplused.

9.Q. Approve IEP Service Agreement with Western Heights Public School to provide deaf education services for a three-year old student.

9.R. Approve the proposed policies: FFACD - Medical Marijuana, EHBC-R4 - Special Education Services for Children Enrolled in Private School, and ED - Dress Code

The proposed policy has been available on the website for comments, feedback and discussion since the the March 4, 2019, board meeting. <https://sites.google.com/a/yukonps.com/policy/?scrllybrkr>

9.S. Approve District implementation of Time and Attendance solution with Frontline Education.

Cost analysis: Average annual cost of software (5 years) \$19,808.80 (includes initial start up fee of \$8,000.00)

9.T. Consideration and possible action upon a Resolution authorizing the Board of Education of Independent School District No. 27 of Canadian County, Oklahoma (Yukon Public School), to lease certain real property to the Canadian County Educational Facilities Authority, a public trust; and authorizing the President to execute the Ground Lease upon behalf of the Board as lessor, in several multiple originals, and after the same shall have been attested by the Clerk, to deliver such Ground Lease to the aforesaid Authority, as lessee and directing the President and Superintendent, upon behalf of said School District, to execute any and all documents related to the Ground Lease and the transaction.

9.U. Consideration and possible action upon a Resolution authorizing the acceptance by Independent School District No. 27 of Canadian County, Oklahoma (Yukon Public School), of a Sublease Agreement whereby the Canadian County Educational Facilities Authority will sublease certain real property to the School District; and authorizing and directing the President to execute the aforesaid Sublease Agreement between the Authority, as lessor, and the School District, as lessee, and authorizing the Clerk to attest and affix the seal of the School District to the Sublease Agreement and to deliver the same to the aforesaid Authority, as lessor and authorizing and directing the President and Superintendent, upon behalf of said School District, to execute any and all documents related to the Sublease Agreement and the transaction.

9.V. Board to discuss and take action on the adoption of written policies and procedures for post-issuance compliance and continuing disclosure of the district related to the educational facilities lease revenue bonds.

9.W. Approve out of state travel request from Dr. Brunk to travel to Providence, RI, July 14, through July 18, 2019, to attend ATIXA. Cost analysis: Cost to district general fund will be less than \$2,500.00.

9.X. Approve out of state travel request from K. Miller, science teacher, YHS, to travel to St. Louis, MO, April 10 to 14, 2019, to attend NSTA.

Cost Analysis: General fund will cover the registration and room (\$595.00) and a high school activity fund will cover the sub cost, transportation, and per diem (\$390.00).

9.Y. Approve out of state travel request from A. Wingard, YMS 6th grade teacher, to travel to Frisco, TX, July 10 through 13, 2019, to attend Project Lead The Way training.  
Cost analysis: This trip will cost the district approximately \$1200 from the general fund.

10. New Business:

10.A. New Business-This business, in accordance with Oklahoma Statutes, title 25- 311 (A)(9), is limited to any matter not known about or which could not have been reasonably foreseen prior to the time of posting this agenda.  
There is no new business.

11. Personnel Docket:

11.A. Personnel-Vote to convene or not to convene in executive session pursuant to 25 O.S.307 (B)(1) to discuss the resignations, employment of support and certified personnel, promotions, recommendation of change of assignment, and/or transfers as listed on the attached Exhibit A.

I move to NOT convene in executive session to discuss personnel docket Passed with a motion by Mr. Jeff Behymer and a second by Mrs. Suzanne Cannon.

Mr. Rex Van Meter:	Absent
Mr. Leonard Wells:	Yes
Mr. Jeff Behymer:	Yes
Mrs. Suzanne Cannon:	Yes
Mr. Don Rowe:	Yes

11.B. Acknowledge the board has returned from executive session. Executive session minutes' compliance announcement. There was no executive session.

11.C. Recommendation to rehire principals for the 2019-2020 school year.

I move we rehire principals as listed Passed with a motion by Mr. Jeff Behymer and a second by Mrs. Suzanne Cannon.

Mr. Rex Van Meter:	Absent
Mr. Leonard Wells:	Yes
Mr. Jeff Behymer:	Yes
Mrs. Suzanne Cannon:	Yes
Mr. Don Rowe:	Yes

11.D. Approval of Personnel Items as listed.

I move we approve all personnel items as presented. Passed with a motion by Mrs. Suzanne Cannon and a second by Mr. Don Rowe.

Mr. Rex Van Meter:	Absent
Mr. Leonard Wells:	Yes
Mr. Jeff Behymer:	Yes
Mrs. Suzanne Cannon:	Yes
Mr. Don Rowe:	Yes

12. Adjournment Time: 7:10p.m.

12.A. Consideration of and motion to adjourn the meeting

Meeting adjourned at 7:10p.m.

I move we adjourn this meeting. Passed with a motion by Mr. Jeff Behymer and a second by Mrs. Suzanne Cannon.

Mr. Rex Van Meter:	Absent
Mr. Leonard Wells:	Yes
Mr. Jeff Behymer:	Yes
Mrs. Suzanne Cannon:	Yes
Mr. Don Rowe:	Yes

**Out of State Travel Request**

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*School employee requesting trip.*

*Full Name* Bill Pierce  
*Date of Request* 04/02/2019  
*Name of Organization, Grade* NAESP Conference  
*Departure Date of Trip* 07/09/2019  
*Return Date of Trip* 07/12/2019  
*Departure Time* 7:00am  
*Departure Location* 5:55pm  
*Number of Days* 4

*Means of Transportation*

- Airline
- School Vehicle
- Private Vehicle

*Number of Students Participating* 0  
*Number of Parents/Guardians Attending* 0  
*Age of Students* 0

*Place, Purpose, and Nature of the Trip*  
NAESP Conference  
Spokane, WA

*If booster club is paying an amount is required. If activity fund is being used, a PO number and amount is required.*

---

**Cost Analysis**

*Registration Costs /PO Number:* 191347

*Lodging Cost/PO Number:* 191415

*Airfare or Personal or District Vehicle*

*Transportation Costs/PO Number:* 191427

*Per diem (meals, taxi/uber, parking):* \$50/Day Total \$200

*Cost of a Substitute:* See Dr. McAdoo

*Will Participation Lead to Further Competition?*

- Yes
- No

*If Yes, Explain*

*Educational Benefits*

18. Implement consistent systematic practices to ensure optimal student achievement.

---

*Attachments:*

Upload Schedule of Events: 2019 NAESP Pre-K-8 Principals Conference - Agenda \_ Online Registration by Cvent.pdf

Upload Itinerary: 2019 NAESP Pre-K-8 Principals Conference - Agenda \_ Online Registration by Cvent.pdf

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*Attached Workflow*

Out of State Travel Request

*Current Status*

Submitted

*Workflow Steps*

- |   |   |                          |
|---|---|--------------------------|
| 1 | Signed by Bill Pierce on 04/02/2019 at 3:13 PM<br><b>Signature:</b> Bill Pierce | Principal                |
| 2 | Approved by Sheli McAdoo on 04/04/2019 at 09:00 AM                              | Assistant Superintendent |
| 3 | Review  | Group:                   |
| 4 | TBD   |                          |
| 5 | Approval  |                          |
| 6 | Review  | Group:                   |



Closed | Optional | Fee

Tuesday, July 9, 2019

7:00 AM - 5:00 PM	<b>Registration</b>	
8:00 AM - 12:00 PM	<b>Community Service Day</b>	
	Community Service Day offers NAESP conference attendees an opportunity to make a difference through service projects that improve local schools. The service day event is sponsored by Playground equipment manufacturer Landscape Structures.	

**Pre-Conference Session (additional fee required)**

8:00 AM - 4:00 PM	<b>Navigating Social Emotional Learning (SEL): Science, Principal Practice, and Practical Application</b> <b>Spokane Convention Center</b>	
	National principals understand the importance of SEL and its impact on schools, however often they struggle with taking theory to practice. This intensive training, led by an expert in the SEL field, Dr. Stephanie Jones, will provide a framework for understanding SEL and bring the conversation full circle to provide an in-depth guide to 25 evidence-based social emotional learning programs for elementary schools that profiles both lesson-based/curriculum and non-curricular approaches.  Speakers: <u><a href="#">Stephanie Jones</a></u>	
8:00 AM - 4:00 PM	<b>Swimming in the Deep End - What Does It Take?</b> <b>Spokane Convention Center</b>	
	No matter where what role we play in a school or district, we all want to make a difference. However, things move fast in education these days, and often in our communications we are left confused, overwhelmed, and not as successful as we could be. We need to build up a skill set of effective decision-making capabilities, 'resistance	

management' communication strategies, and for the sake of our health, our 'stress tolerance.' This workshop will provide support, a laugh, and some cognitive, social and psychological resources to help you communicate more effectively, confidently, and collaboratively, no matter your role.

Speakers: [Jennifer Abrams](#)

Wednesday, July 10, 2019

7:00 AM - 8:30 AM **Continental Breakfast**  
**Exhibit Hall**

7:00 AM - 5:00 PM **Exhibit Hall Open**

7:00 AM - 5:00 PM **Registration**  
**Spokane Convention Center**

8:00 AM - 9:30 AM **6 Million US Children Missing From School!**  
**What Can We Do About It?**

There are nearly 6 million children who are not enrolled in any type of schooling in the US! Why is this and how do we, as a nation, reach out to them and their families? Learn how in this session.

[Darrell Rud](#),  
[Richard Barbacane](#),  
[Mary Kay Sommers](#)

8:00 AM - 9:30 AM **Cooperative Meetings: A Critical Tool for Faculty Development**

If you want strategies that create engaging dialogue among faculty and enhance the school culture, this session is for you! You will experience step-by-step structures to transform meetings, improve faculty relationships, enhance professional discourse, and involve stakeholders in decision making.

[Carol Lohkamp](#)

8:00 AM - 9:30 AM **Create A Campus-Wide Technology Growth Mindset Guaranteed To Increase Daily Student Engagement**

Participants will learn a variety of ways to encourage collaboration among teachers by increasing the use of technology daily which promotes high student engagement. Attendees will learn how to utilize a variety of technology applications essential for the 21st century.

Lorena Zertuche,

Ann Lalime

8:00 AM - 9:30  
AM

**Increase School Engagement Through Improved Communication**

There is a new opportunity for school leaders to engage their school community and improve their communication skills by maximizing the use of video. Learn free/inexpensive methods and practice your PR skills to show your school's personality and mission.

Andy Jacks

8:00 AM - 9:30  
AM

**Kernels Of Practice For Social Emotional Learning: Low-Cost, Low-Burden Strategies**

The field of social and emotional learning (SEL) is rapidly expanding as educators bring a sharper focus to helping children build skills beyond academic knowledge. This enlightening session with Harvard Graduate School of Education Professor Stephanie Jones will explore low-cost, targeted strategies that can be implemented quickly and have the potential to build students' SEL skills in a cohesive and complementary way across settings.

Stephanie Jones

8:00 AM - 9:30  
AM

**Managing Conflict With Clarity, Confidence, And Courage**

As administrators, coaches or colleagues, we often come up against situations where difficult topics must be addressed. What do we know about the best strategies for those moments? What questions should we be asking ourselves before we speak, and what environments are best for when we do speak? Based on Jennifer's book, *Having Hard Conversations*, and her work with conflict and interpersonal communication, this session will provide participants with action plans and scripting tools for having those necessary hard conversations.

Jennifer Abrams

8:00 AM - 9:30  
AM

**Resilience Can Be Taught: 4 Keys To Unleashing Resilience**

Learn about vital skills of resilience and 3 keys to creating a resilient climate. This engaging presentation will empower you to deliver these skills to students of any background and learning style, enabling them to thrive in school and life.

Christian Moore

8:00 AM - 9:30

**Restorative Practices--Learn from Principals**

AM

**Who Have Practiced RP Daily With Amazing Results!**

Participants will practice community building circles and observe a restorative conference. You will leave with the basic philosophy, tools and knowledge to use circles and conferences in your school. Restorative Practices are key to transforming school culture and climate.

Jennifer Kirksey

8:00 AM - 9:30 AM

**Slay Reading Logs, Champion Literacy, And Booktalk like a Wizard**

Step away from that reading log...and help staff step away too! Collect examples of innovative literacy practices and see strategies to champion a culture of literacy. Participants will walk away with a literacy toolkit too!

Brad Gustafson

8:00 AM - 9:30 AM

**STEAM Innovation Inspired By Biomimicry**

Nature's engineering feats and elegant designs provide cross-curricular, standards-based projects that engage learners in real-world challenges. Biomimicry, the field of science that imitates nature's time-tested solutions, helps students gather disparate concepts and translate them into actionable ideas.

Cheri Sterman,  
Nancy Horvat

8:00 AM - 9:30 AM

**The DCR Of Effective Leadership: Data, Curriculum, And Relationships**

Wondering how leaders become effective and achieve school-wide academic success? During this session, Principal Record from Pocomoke Middle will highlight the importance of making Data driven decisions, ensuring a rigorous Curriculum, and building Relationships. Three key components for effective leadership.

Matthew Record

8:00 AM - 9:30 AM

**Trauma Informed School Leadership**

The impact of trauma and chronic stress on students is at an all-time alarming rate. Participants will learn how to lead through a Trauma Informed Leadership model that equips, empowers, and inspires students to thrive in school.

Bill Ziegler

9:30 AM - 10:00 **Exhibit Hall Break (Vendor Learning Lab)**

AM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
9:30 AM - 10:00 AM	<b>Snapshot Session - Reflections and Networking</b>
10:00 AM - 11:30 AM	<b>Opening Keynote Session Razia Jan Hall B</b> <b>Global Education: Alike Yet Different</b> Razia's Ray of Hope Foundation is a nonprofit organization that empowers young women and girls in Afghanistan through community-based education in the district of Deh'Subz. Founded on the knowledge that education is key to positive, peaceful change for current and future generations, they provide young Afghans the opportunity to learn and grow in a safe, nurturing environment, so that they may work toward brighter futures — in their own villages and beyond. Razia's Ray of Hope Foundation would not exist without the spirit, vision, and tireless efforts of founder and president Razia Jan. Razia has worked for many years to forge connections between Afghans and Americans. Her humanitarian efforts are honored in First Lady Laura Bush's 2016 book We Are Afghan Women.
11:30 AM - 1:00 PM	<b>Lunch on Your Own</b>
11:45 AM - 12:45 PM	<b>The Exchange Exhibit Hall</b>

1:00 PM - 2:00 PM	<b>A Commitment To Excellence: Cultivating Engagement in Your School</b> Educators are under constant pressure to meet a variety of needs, engage families, and foster collaboration, while doing everything necessary to make a difference in the lives of students. If leaders aren't conscious, staff burnout is inevitable.  <u>Daniel Butler</u>
1:00 PM - 2:00 PM	<b>Are Your Students Emotionally Safe? - How to Eradicate Bullying At Its Root</b> Discover how to eradicate the root causes behind the toughest issues facing our students by transforming your school into an emotionally safe campus! Participants receive instant access to the ESE Grant training and resources for emotional safety education.  <u>Deanna Rhinehart</u>

- 1:00 PM - 2:00 PM  
**Building A Future Ready School By Fostering Creativity And Critical Thinking**  
Audience will embark on our school's inspiring journey of "Dream, Explore, Design, Create" to build a future ready school via exploration and innovation through shared vision, collective decision-making, and empowering teachers to create a student-centered learning aligned to academic standards.  
Neera Kohli
- 1:00 PM - 2:00 PM  
**Developing Campus Culture? Simple Ways To Build Positive Culture And Foster Parent Engagement**  
Future and current administrators will gain insight into creating a genuinely positive school culture--a culture of kindness and care. Participants will leave the session with ideas and tools they can implement upon returning to their campus.  
William Rhodes,  
Lindsay O'Leary.
- 1:00 PM - 2:00 PM  
**Hiring For A High Achieving Climate And Culture**  
The teachers you hire reflect on you, your students and your district. Noone wants to hire a mediocre teacher, how can you tell what you're getting through the interview process? How do you discern who will be good from great?  
Mary Smith
- 1:00 PM - 2:00 PM  
**Human Literacy: Navigating Social And Emotional Issues With A Coaching Mindset**  
Navigating life's challenges and working with others are within the social and emotional domains. Building human literacy skills includes developing self-awareness and understanding others. Participants will receive unique coaching protocols that help students and faculty improve interactions with others.  
Cheri Sterman,  
Nancy Horvat
- 1:00 PM - 2:00 PM  
**It's Lonely At The Top...But It Doesn't Have To Be!**  
The job of a Principal can be difficult and lonely. However, principals have the best resources for success within their school community. Utilizing teacher leaders through collaboration to assist in making crucial decisions can help in expanding your vision.  
Maria Bridwell

1:00 PM - 2:00  
PM

### **Leading a School Into a Comprehensive, Integrated Three-Tiered Model of Prevention (Ci3T)**

Dr. Kiser and Mrs. Tate will share experiences in developing and implementing a positive behavior support model. A description of helping teachers, parents, students, and stakeholders buy-in to their motto "Be the Best Me I Can Be!" will be discussed.

[Matt Kiser,](#)  
[Laura Tate](#)

1:00 PM - 2:00  
PM

### **National Panel For Aspiring Authors**

Have you ever dreamed of writing a book? Are you interested in learning more about the publishing process? The National Panel for Aspiring Authors is your chance to ask questions of principals and school leaders who are also published authors.

[Brad Gustafson,](#)  
[Allyson Apsey,](#)  
[Derek McCoy,](#)  
[Bill Ziegler,](#)  
[Kaylen Tucker](#)

1:00 PM - 2:00  
PM

### **Say Goodbye To Tokens And Tickets And Hello To PBIS Rewards**

Tired of printing your campus currency? Confused by the tickets in one classroom and tokens in another? Frustrated by how hard it is to keep up with "all the PBIS things"? We were too, but not any more!

[Matt Arend,](#)  
[Carrie Tracy](#)

1:00 PM - 2:00  
PM

### **School Improvement & Deep Impact: Voices Amidst Changing Demographics**

To address demographically changing schools, researchers implemented preliminary support training and development targeting specific school indicators and identifying areas of growth for school stakeholders to become more inclusive leaders. Using an ESSA aligned approaches, stakeholders improve schools towards school inclusion.

[Jose Luevanos,](#)  
[Elisabeth Luevanos,](#)  
[Jean Madsen](#)

1:00 PM - 2:00  
PM

### **Secondary Victims Of Opioid Addiction: Schools Help Through Social-emotional Learning**

Opioid addictions don't care who or why. Many addicts have school-age children, so what's a school to do for students worrying constantly about their caregivers? Social-emotional learning gives students strategies to cope and techniques for getting ready to learn.

Carla Tantillo Philibert,  
Brian Hastings

1:00 PM - 2:00  
PM

**STEM Play Experiences With Early Childhood Learners**

Learn about the process of integrating STEM Play time in Preschool. Using a basic engineering design model and design thinking structure, students develop skills while exploring real-world problems. Come experience STEM play yourself!

Joseph Stanzione,  
Veronica Morales

1:00 PM - 2:00  
PM

**The Empowered Principal: The School Leader's Alternative To Career Burnout**

Feeling overwhelmed, exhausted, and intimidated in your new role? You aren't alone. School leaders have high demands placed on them daily. Join me in exploring how to take control and make decisions from a place of empowerment and clarity.

Angela Robeck

1:00 PM - 2:00  
PM

**The Four Dimensions Of Principal Leadership**

This session will introduce participants to the Dr. Reginald Green's Four Dimensions of Principal Leadership. The four dimensions are a combination of leadership theory and research-based best practice. Together, the dimensions offer school leaders practical advice for leading their school.

Ethan Randall

1:00 PM - 2:00  
PM

**The Principals Tool-Kit For Improving School And Classroom Discipline**

The purpose of this session is to give principals a tool-kit of strategies for classroom management and school-wide management including: practicing proactive strategies, teach tools, diffusers, classroom design, student-teacher relationships, start-up & shut-down requests, and how to refocus.

Bill Truesdale

2:00 PM - 2:30 **Exhibit Hall Break (Vendor Learning Lab)**

PM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
2:00 PM - 2:30 PM	<b>Snapshot Session/Reflections and Networking</b>
2:30 PM - 4:30 PM	<b>Innovation Rotation</b>

2:30 PM - 3:30 PM	<p><b>10 Successful Strategies For Newcomer Students</b></p> <p>"We will share ten successful strategies to support the successful transition for newcomer immigrant English Language Learners that impact their adjustment to a new country. A welcoming school provides stability that impacts the success for students, families, and communities overall."</p> <p style="text-align: center;"><u>Victor Tam,</u> <u>Carla Llewelyn-Vasquez</u></p>
2:30 PM - 3:30 PM	<p><b>10 Ways Every Educator Can Be The One For Kids</b></p> <p>"This keynote takes the audience on a journey through education, by hearing engaging stories about my journey, the impact we all have, and how we can all unleash our power to change the lives of our students. "</p> <p style="text-align: center;"><u>Ryan Sheehy</u></p>
2:30 PM - 3:30 PM	<p><b>Creating a School-wide Writing Program: Four Key Elements</b></p> <p>Most schools have a unified approach to reading, but writing is often a close-the-door-and-do-your-own-thing instructional model with many teachers assigning writing more often than teaching it. Learn four essential elements that must be part of any successful school-wide writing program.</p> <p style="text-align: center;"><u>Alice Greiner</u></p>
2:30 PM - 3:30 PM	<p><b>Developing Self-Regulation And Empathy As Crucial PK To Grade 3 Early Childhood Learning Outcomes</b></p> <p>The intense focus on academic testing outcomes has led many schools to give much less attention to the development of self-regulation, empathy, and social-emotional intelligence, even though these are high-value predictors of success in learning and in life.</p> <p style="text-align: center;"><u>Bob Sornson</u></p>
2:30 PM - 3:30 PM	<b>Even Broken Crayons Still Color - School-wide</b>

PM

### **SEL Strategies That Changed A Building's Culture.**

Participants will learn about trauma informed practices such as PBIS, Conscious Discipline, Yoga/Mindfulness, and celebrations. Participants will learn strategies to maximize student learning and belonging at school, and reduce disciplinary referrals, as well as strategies to increase student attendance rates.

Amy Mason

2:30 PM - 3:30

PM

### **From ACES Low To ACES High**

Students are coming to us with a greater number and intensity of at-risk challenges, including poverty and trauma's Adverse Childhood Experiences. Principals will learn how to harness relationships to overcome these challenges and better support student development and achievement.

Jason Anderson,

Crystal Magers

2:30 PM - 3:30

PM

### **Leading For Literacy: How Strong Principals Can Make A Difference**

This session will introduce the Center on Improving Literacy Through Supporting Elementary School Leaders, newly funded by the U.S. Office of Special Education Programs. The mission of this center is to improve student literacy through building capacity of instructional leaders.

Allison Gandhi,

Sarah Arden

2:30 PM - 3:30

PM

### **Manage To Your Advantage: Approaching School Management Through The Lens Of Threat Assessment**

Participants will focus on applying the process of effective threat and risk assessment to their everyday roles as school-based administrators, starting with the principle that no one person or place sufficiently answers all questions or solves all dilemmas.

Lori Brown

2:30 PM - 3:30

PM

### **Multi-Tiered Systems Of Support (MTSS) For Young Children: Driving Change In Early Education**

"Multi-Tiered Systems of Support (MTSS) for young children is a system-wide framework for delivering effective educational services, matched to learners' needs, resulting in achievement of essential outcomes. Learn how this framework can work in your Pre-K / ECE setting! "

Robin Miller Young2:30 PM - 3:30  
PM**Personalizing Professional Development**

This session shares personalized learning practices used when planning professional learning . We will share how our district provides voice, choice, and path for teachers to grow in meaningful ways that impact student learning and achievement, and teacher compensation.

Sue Sterner,Jeremy Monday,Christopher Otto2:30 PM - 3:30  
PM**STEM Identity And Technology Fluency - An Approach For Any Teacher And Every Student**

Educators will learn how to help students develop 'STEM Identity' and 'Technology Fluency,' while going hands-on with innovative learning media and lesson content. Participants will develop their own Technology Fluency, and practice computational-thinking in a robotic design challenge!

David Emery2:30 PM - 3:30  
PM**The One Thing**

In City Slickers, the wanna-be cowboy gets advice about success from the experienced old cowhand, "Find your one thing." The same is true with campus administrators: find the one thing that gets the most growth from the most students.

Vanessa Stuart2:30 PM - 3:30  
PM**Time Management For School Leaders: Total Control & Peace Of Mind**

This session provides a total system for organizing your surroundings and effectively managing your time. Time management is an essential, yet often missing, skill in the development of classroom teachers and school administrators.

Frank Buck3:45 PM - 4:45  
PM**Be A Champion For Equity- Build A Trauma Sensitive Environment For All Students!**

Imagine a school building where every child feels safe and an environment where all students can thrive. Students bring their trauma into school everyday. It is our job as educators to create an environment where all students can be successful!

Aaron Carmichael,Malinda Mikesell

3:45 PM - 4:45

**Building Quality Relationships With Students,**

PM

**Teachers, And Families**

Join Mathew Moyer as he reviews a variety of ways you can work to build quality relationships with your school community. We will look at the strategies you can implement that will build meaningful relationships that lead to improvements for your school.

Matthew Moyer

3:45 PM - 4:45 PM

**Coordinated Services: How One District Intentionally Plans For ESL, SPED, & RTI In One Day**

Have you ever heard the phrase, "SPED trumps ESL?" Coordination of ESL, RTI, & SPED services is essential when educating students who qualify for a variety of supports. Examples of collaboration & forms will be shared on how to ensure equity in services.

Debra Frantz,  
Joris Ray

3:45 PM - 4:45 PM

**Durable Student Outcomes: Do It By Keeping Things Local and Committing to Being Helpful**

Localism matters when it comes to lasting outcomes. This session changes the standard paradigm of reform by examining what it means to own results locally, leverage outside expertise sparingly, and shift from monitoring and accountability to being helpful.

Gillian Williams,  
Mildred Toliver

3:45 PM - 4:45 PM

**Effective Universal Instruction: Improving Your Results Now**

Strong, effective universal instruction is essential for high achievement. Schools cannot intervene their way to achievement for all students. This session will support schools to examine and improve universal instruction through collective educator collaboration.

Sarah Brown,  
Kimberly Gibbons

3:45 PM - 4:45 PM

**High-Leverage Leadership: 3 Strategies To Develop The Next Generation Of Leaders**

Human connection matters. Positive culture formed with school personnel lays the foundation for optimal performance. Participants will learn simple, high-leverage routines to grow leadership capacity, improve public relations, while fostering positive relationships within the school environment.

Daniel Butler,  
Benjamin Gilpin

3:45 PM - 4:45  
PM

**Let Go And Lead! Supporting Teachers And Students In The Role Of Instructional Leader.**

This session will focus on processes and strategies for building leadership skills in teachers and students. Session participants will engage in collaborative activities and discussions designed to help them leverage teacher and student leaders to affect change.

Fran Dundore,  
Margaret Bobbitt

3:45 PM - 4:45  
PM

**Literacy Zero To Literacy Hero**

One year ago these two literacy “zeroes” were faced with the daunting reality that literacy was missing from their leadership. Come discover the steps they took to harness their inner superhero moving from a Literacy Zero to Literacy Hero.

Matt Arend,  
Todd Schmidt

3:45 PM - 4:45  
PM

**Mastering Parental Involvement – Keeping Kids And Parents Involved In The School**

Strategies for communicating successfully with all parents including the unfocused, hostile, unresponsive, helicopter, and enabling kind. Help parents work with you, not against you through assertive communication and defined conferencing skills. The Home/School Plan results in more focused, successful students and parents.

Bert Simmons

3:45 PM - 4:45  
PM

**PSEL/NELP Standards**

TBD

Jacquelyn Wilson

3:45 PM - 4:45  
PM

**School Culture - A Guide to Thrive**

Thinking teachers lead to thinking students. The first step to developing agency and independence in students is to develop agency and independence in teachers. This session will help you simplify so you can focus on the essential ingredients for success.

Derek Thompson

3:45 PM - 4:45  
PM

**Supporting Our Transgender And Gender Non-Conforming Youth By Creating Inclusive Schools**

75% of Transgender and Gender Non-Conforming youth feel unsafe at school. School leaders have

the power to change this statistic. This session will provide training and tools for leaders committed to creating inclusive schools for all students.

Vanessa Ford

3:45 PM - 4:45 PM **The NAESP Pre-K-3 Leadership Academy™ - Creating More Effective Early Learning Leaders!**

Are you interested in becoming an effective Pre-K-3 Leader? Join this session to learn how the NAESP Pre-K-3 Leadership Academy™ has trained principals and directors in two states to become more effective in applying the six competencies outlined in NAESP's publication: "Leading Pre-K-3 Learning Communities: Competencies for Effective Principal Practice." This program provides a unique blended learning experience designed to enhance a principal's knowledge and skills for becoming an effective Pre-K-3 school leader.

Honor Fede

3:45 PM - 4:45 PM **Using Technology To Enhance Climate, Virtual Meetings, & Stay Connected With Students & Families**

This session will give a brief introduction on how to utilize technology that will allow administrators to improve school culture and climate, virtually meet with their faculty while delineating pertinent information, and keep connected with students and their families.

Martina Carroll

5:00 PM - 6:00 PM **Opening Reception**

Thursday, July 11, 2019

7:00 AM - 8:30 AM **Continental Breakfast Exhibit Hall**  
Vendor Learning Lab/Spotlight

7:00 AM - 5:00 PM **Exhibit Hall Open**

7:00 AM - 5:00 PM **Registration**

8:30 AM - 10:00 **#LeadPositive: Education Leadership Vision**

AM

**Turned Into Positive Action**

A career in education is not easy but can be exhilarating and fulfilling when you find positivity. The goal of this session is to support others (beginning and experienced leaders alike) to lead positively through a series of 12 actions.

Shanna Spickard

8:30 AM - 10:00 AM

**Breathe For Change: Mindful Leadership to Embody Social Change for Equity**

In this experiential Breathe For Change workshop, educational leaders will learn to enhance individual and collective well-being at the school level through integrating wellness and social-emotional learning practices in a trauma-informed, inclusive and culturally relevant way.

Tui Roper,  
Ilana Nankin

8:30 AM - 10:00 AM

**Is My School A Better School BECAUSE I Lead It?**

Principals will be challenged to examine their own leadership identity, presence, impact, mission, purpose, vision and value as the leaders of their schools and whether their leadership practices enable learners to have optimal learning opportunities in equitable, culturally-responsive learning environments.

Baruti Kafele

8:30 AM - 10:00 AM

**It's Time For A Disrupt Admin Session!**

We are working to disrupt administration! A different type of session where ten different principals each share one of their favorite ways to think outside of the box. It's a fast paced presentation packed with lots of great ideas!

Matt Arend,  
Liz Garden,  
Andy Jacks,  
Kelley Begley-McCall,  
Jessica Gomez,  
Cathryn Jacobs,  
Todd Schmidt,  
Lindsay Stumpfenhorst,  
Julie Vincentsen,  
Claire Giardino

8:30 AM - 10:00 AM

**Leading The Whole Teacher**

When asked, teachers often identify that education is their profession AND their hobby. If not nurtured, this can lead to burnout. Leaders who support the

whole teacher help teachers perform their best and feel their best.

Allyson Apsey

8:30 AM - 10:00 **Leaping Over Poverty**

AM

Cognitive stressors and delays, emotional and social challenges, acute chronic stressors, as well as health and safety issues are the main risk factors associated with poverty. Targeting these factors assist students who live in poverty to engage in school productively.

Daniele Snider

8:30 AM - 10:00 **My 10 Favorite Gmail Tricks And Other Productivity Hacks**

AM

While Gmail is a popular tool for principals, most don't know about these 10 features that make a world of difference. Use one or all 10. Regardless, tomorrow, you will attack your email with a smile.

Frank Buck

8:30 AM - 10:00 **Principals: You Are The Leader Of Learning**

AM

School principals are "invaluable multipliers of teaching and learning in the nation's schools," according to this report by political scientist Paul Manna. As a school's "leader of learning" for both the students and adults, principals create the conditions that enable effective teaching and learning and happen at scale. This session will explore the specific behaviors principals can exhibit to strengthen educator practice and results for students through standards-based professional learning.

Frederick Brown

8:30 AM - 10:00 **Social And Emotional Learning: Not Just for Students**

AM

This workshop draws on the five Social/Emotional competencies as identified by CASEL, and focuses on inspiring educators to become practitioners of those competencies as a means to create trusting and nurturing environments where students thrive in school and life.

Greg Sommers

8:30 AM - 10:00 **Stop Suspending Students!**

AM

Suspensions and exclusionary practices cannot be part of our discipline strategy for students. Learn ways to be a zero suspension school while maintaining support to teachers and keeping your families highly satisfied.

Andy Jacks

8:30 AM - 10:00 AM **You Think You Have Tough Kids? Turn That Behavior Around**

Empower teachers with an effective school-wide plan that motivates defiant, non-compliant students, stops teacher/student negative confrontations, office referrals and suspensions. Become skilled at knowing what to do with a bully and how to use dispute resolution to minimize overt behavior.

Bert Simmons

9:30 AM - 10:00 AM **Exhibit Hall Break**

Vendor Learning Lab/Spotlight

9:30 AM - 10:00 AM **Snapshot Session/Reflections and Networking**

10:00 AM - 10:30 AM **Snapshot Session/Reflections and Networking**

10:30 AM - 11:30 AM **Building Capacity For Technology Integration & Innovation Through Professional Learning Cohorts**

In this session we'll share practices rooted in adult SEL, professional interests, and cohort models that have been leveraged to build teacher capacity in the areas of pedagogy, teacher leadership, and authentic, purposeful integration of technology and innovation.

Stephanie Sandifer,  
Amy Houser,  
Krystal Weiss

10:30 AM - 11:30 AM **Classroom Management That Works: The Missing Ingredient!**

The Classroom Management Plan described in this session provides a systematic framework for a student's day-to-day behavior, a hierarchy of discipline responsibilities/consequences, and proven and tested positive reinforcement resulting in greater academic success for all students.

Bert Simmons

10:30 AM - 11:30 AM **Creating Innovative Professional Learning To Empower Teachers In Their Own Growth**

Say goodbye to the traditional one size fits all, sit and get professional development! During this session we will share various ways we have structured innovative professional learning

opportunities for our staff focused on individual interest and professional strengths.

Matthew Johnson,  
Griffin Gervais,  
Kristin Rhodes

10:30 AM -  
11:30 AM

**Demystifying The 'How' Of Improving Student Behavior & School Safety Using SEB MTSS**

Participants will actively engage in exercises through a “how to” skills session to conceptualize how a social-emotional-behavioral (SEB) MTSS framework can work at their schools including the necessary components, processes, and professional roles of a tiered SEB MTSS.

Katherine Dockweiler,  
Alison Clark,  
Lindsay Diamond

10:30 AM -  
11:30 AM

**Developing A Culturally Inclusive Organization With Equity In Mind**

Public schools are becoming more diverse across the nation. In this ever-changing environment, our students must be prepared to interact with people who look, speak, and believe differently. It is the educators responsibility to embrace the diversity of the students.

Tia James,  
Latoya Jeems

10:30 AM -  
11:30 AM

**GENERATION EVERYONE! The Roles We Play In InterGenerational Family Engagement And Why It Matters**

A survey of 2000+ superintendents found only 6% feel they have a firm understanding on how to motivate their multigenerational staff, teachers, and parents. Learn how to increase teacher retention and family engagement by mastering Intergenerational Family Engagement.

Dillon Kalkhurst

10:30 AM -  
11:30 AM

**Leading With The Ethic Of Care**

Leading with the Ethic of Care session will focus on the dynamics of developing a school community that uses empathy and design thinking to forge a positive connection with the stakeholders at an elementary school.

Gerald Paterson

10:30 AM -  
11:30 AM

**Managing the Teacher Hiring Process: 10 Important Steps**

To hire effective teachers, an administrator needs a process that assures that candidates have the

experience and expertise to do the job. Using behavior-based interviewing, (BBI) and the steps taught in this session, teacher hiring will become highly successful.

Mary Clement

10:30 AM -  
11:30 AM

**Overcoming The Unspoken: Successful Leadership In A Culture Of Silence**

Participants will experience how the use of technology can improve climate and culture by making the invisible visible through on-going feedback relative to key levers of school improvement.

Philip Hammonds

10:30 AM -  
11:30 AM

**Pivotal Elementary School Principal's Role To Lead Transformational Change & Build School Culture**

Elementary principals serve a pivotal role in bringing about transformational change and building school culture. Five key themes provide insight into the role of elementary principals and the associated skills, knowledge, and behaviors that they must employ.

Tamera Jones

10:30 AM -  
11:30 AM

**Strategies, Practices, And Procedures That Reduce Inappropriate Office Referrals**

Frustrated with an office full of student behavioral referrals? This session will help you refocus on teaching adults your expectations and norms of behavior while supporting their management of students. With clear school structures, procedures, and practices, school culture improves.

Paul Young

10:30 AM -  
11:30 AM

**Student Achievement Starts With Teacher Empowerment: Is It Really That Simple?**

Join us as we share tools and creative innovations that empower teacher leaders to reflect on best practices and work as change-agents. Leave ready to lead your organization towards engaged students, higher levels of collaborative instruction and increased student achievement.

Sarah Von Esh,  
Tracey Smith

10:30 AM -  
11:30 AM

**The Hip-Hop Principalship: The Rhyme And Reason Of New School Leadership**

This session provides a guideline for connecting with a new school community with a five-pronged doctrine for shaping school culture and relating to

the school community in authentic ways.  
Leadership is presented as a force for social change and empowerment.

Andre Mountain

10:30 AM -  
11:30 AM

**Transforming School Culture: How To Overcome Staff Division**

Explore the root causes of staff resistance to change and leave with concrete strategies that will improve school culture, address staff cohesion, maximize human potential, and lay the foundation for a powerful learning environment.

Malik Muhammad

10:30 AM -  
11:30 AM

**You Are What You Read: Leading A Culture Of Literacy**

We all know that literacy is important - it's the cornerstone of society. Yet, how much instructional leadership capacity do we use to model, coach, and facilitate the idea of literacy for all students at all levels? Re-imagine your literacy leadership now!

Adam Drummond

11:30 AM - 1:00 PM **Lunch on Your Own**

11:45 AM - 12:45 PM **The Exchange Exhibit Hall**

1:00 PM - 2:30 PM **Keynote Session - Michael Fullan Hall B**

2:30 PM - 3:00 PM **Snapshot Session/Reflections and Networking**

3:00 PM - 4:00 PM **#PrincipalsInAction - Get Out Of Your Office And Connect With Others!**

Principals In Action are leaders who believe in getting out of their office and connecting with others. Through Twitter and Voxer, Principals In Action are connected to share ideas, challenge each other, offer support, and lean on during tough times.

Mark French,  
Jay Posick,  
Ryan Sheehy.

3:00 PM - 4:00 PM **90 90 90 - The Next Generation Of High Performing High Poverty Schools**

Dr. Douglas Reeves will share insights from the new research on 90 90 90 schools. Dr. Reeves will address the important new insights that address the challenges of leading schools serving students from low income families.

Douglas Reeves

3:00 PM - 4:00 PM **Academic And Behavior Systems Of Support**

This session will look at everything between assessments to implementation of effective behavioral and academic systems of support. Participants will walk away with hands-on resources for academic and behavior interventions, with a focus on meeting the most challenging students.

Micah Gearhart

3:00 PM - 4:00 PM **American Overseas Schools**

Learn more about the role of American Overseas Schools. Literature and materials, including fact sheets, school directories, and recruitment information will be distributed. Employment opportunities and school-to-school partnerships will be discussed. Gain an understanding of opportunities available to stateside principals.

Thomas Shearer,  
Brent Mutsch

3:00 PM - 4:00 PM **Get Dirty; Creating A Positive Culture Through Involvement**

Principals will gain new ideas and resources on continuing to build rapport with your students, staff, and families while still creating an environment accepting of change and growth.

Lindsay Stumpenhorst3:00 PM - 4:00  
PM**Hacking Social-Emotional Learning: One School's Journey To Make SEL A Year-Long Priority**

Creating a multifaceted social-emotional learning program that is both ongoing and engaging to students of all ages can be a daunting task for any school leader. Come discover the ideas/strategies one school site implemented to make SEL a priority.

Todd Schmidt3:00 PM - 4:00  
PM**Instructional Practices For Cultivating Multi-Dimensional Wellness & Mental Health In Our Classrooms**

Instructional practices for integrating researched-based strategies including mindfulness, movement, breath and social emotional learning into our classrooms, schools and communities. Our Professional Development and Instructional Practices were successfully piloted with the Port Jefferson Middle School in the Fall of 2017.

Diane MacDonald3:00 PM - 4:00  
PM**Leading The Charge For Cultural Competency In Schools**

This session will focus on the changing role of the principal from building manager to culturally competent leader.

Beverly Johnson-Green3:00 PM - 4:00  
PM**Moving From Data Rich To Information Rich: Leveraging Data To Make Meaningful Change**

If we believe all data is of equal importance, we cannot utilize any data to drive meaningful change. This session will help administrators to identify specific data points to develop more information rich data analysis and drive change.

Joe Mullikin3:00 PM - 4:00  
PM**Pathway To Community Engagement**

Effective community engagement is not a one-time program but rather a set of day-to-day practices and interactions that support learning. Schools and communities need to work together to promote engagement that is systemic, sustained and integrated into school improvement efforts.

Penelope Miller-Smith

3:00 PM - 4:00

**Poking The Bear: Creating Trauma Sensitive Environments**

PM	In this session, participants will gain an understanding of how trauma affects the brain, hinders learning, motivation, and success of impacted students in the classrooms.  <u>LaRon Martin</u>
3:00 PM - 4:00 PM	<b>Positive School Branding: How To Do It Effectively And Efficiently</b> Participants will learn about the power of positivity and leave with ideas to take back and implement to get all stakeholders on board. There is no better public relations campaign than one that promotes a positive learning environment for all.  <u>Shanna Spickard</u>
3:00 PM - 4:00 PM	<b>Promoting Self-Directed Learning During Intervention/Extension Blocks Through Electronic Portfolios</b> In this session you will learn how to use technology and online tools that are student-centered when considering implementing digital portfolios in your school to develop self-directed learning.  <u>Carrie Huber</u>
3:00 PM - 4:00 PM	<b>Uncommon Leadership: Live Well, Lead Strong</b> Our world needs Uncommon Leaders---those who live intentionally and demonstrate courage that shines in everything they do. We'll examine "living well": reflecting on our guiding principles, and "leading strong": acting with compassion and integrity that flows from our principled foundation.  <u>Debbie McFalone</u>
3:00 PM - 4:00 PM	<b>Wanted: The Instructional Change Agent</b> Now seeking: instructional leader. This role is often in conflict with other non-instructional duties. Imagine how your role could re-emerge as the instructional change agent to increase our leadership capacity through culture, instructional planning, learner engagement, and community advocacy.  <u>Adam Drummond</u>

Friday, July 12, 2019

7:00 AM - 12:30 PM	<b>Exhibit Hall Open</b>
7:00 AM - 11:00	<b>Registration</b>

AM

7:30 AM - 8:30 **Overseas School Breakfast (Invitation Only)**

AM

7:30 AM - 9:30 **State Representatives Membership Meeting**

AM

8:00 AM - 9:30 **Federal Relations Network Meeting**

AM

8:00 AM - 9:30 **State Editors Meeting**

AM

8:00 AM - 9:30 **4 Steps To Successful Time Management For Administrators**

AM

This session features a 4 step process to assist school leaders/administrators collect and analyze data to understand how they are prioritizing their professional time. A case study of districts that have utilized the research-based process and protocols will be shared.

Jobi Lawrence,  
Gerald Hudson

8:00 AM - 9:30 **Addressing The Poverty Mindset**

AM

Schools that serve low-income communities face similar and pervasive issues that are actually a result of the Poverty Mindset. This workshop clarifies misconceptions about poverty, why it exists, how it secretly impacts our schools, and how to change it...permanently!

Hotep Na

8:00 AM - 9:30 **Administrative Strategies For Reducing Office Referrals And Suspensions While Engaging Students**

AM

This Administrative System addresses both mischievous and severe behavior. Learn to use the Discipline, Shelter, Tardy, Truancy and Academic Behavior Cards and Crisis Intervention Unit to successfully reduce office referrals, suspensions and expulsions keeping students in school with on-task learning.

Bert Simmons

8:00 AM - 9:30 **Finding Your Own Path To Serendipity**

AM

This presentation is about embracing all experiences and allowing them to make us better. It's about looking at every experience as treasures —moments that bring us more pain than we

thought possible, more joy than we deserve, and everything in between.

Allyson Apsey

8:00 AM - 9:30  
AM

**Fundamental 5: The Formula For Quality Instruction**

"Great teachers don't teach dramatically different than their peers, they teach slightly different. These slight changes in delivery dramatically improve student performance. Best-selling authors, Cain and Laird, share the secrets of great teachers and how to follow their example."

Sean Cain,  
Michael Laird

8:00 AM - 9:30  
AM

**Learn How To Be An NAESP National Principal Mentor**

The NAESP National Mentor Training and Certification Program™ exhibits a model in which principals can learn to become better leaders from qualified mentors. Join our session which will fully examine the significance of the National Mentor Training and Certification Program™. Our program offers a highly structured professional development program designed to create a cadre of mentors whose expertise is channeled to support school leaders. The training program integrates research-based best practices with participants' knowledge and experiences. The program can be customized according to a school district's specific needs.

Aaran Lurry

8:00 AM - 9:30  
AM

**Practical Strategies & Tools to Create An Active School Environment for Improved Student Outcomes**

Physical movement and learning are essential aspects of the total educational experience for all students. Physical education and physical activity are a component of the Whole School, Whole Community, Whole Child (WSCC) model and can be delivered through a comprehensive school physical activity program (CSPAP) that provides opportunities for students to be physically active before, during, and after school. Come learn about practical, evidence-based CSPAP resources developed by the Centers for Disease Control and Prevention (CDC), Active Schools, and other organizations to help schools implement strategies to increase students' physical activity and improve their academic achievement.

Charlene Burgeson

**Principals Leading Learning: Maximizing The**

8:00 AM - 9:30 AM	<p><b>Impact Of Professional Development</b></p> <p>Leaders must invest in professional development that directly impacts instructional practices. Learn key components of effective PD and practical, research-based and job-embedded practices. Leaders will not only understand the research, but they can take back proven ways to support teachers.</p> <p style="text-align: center;"><u>Shanna Spickard</u></p>
8:00 AM - 9:30 AM	<p><b>RETHINKing Literacy LEADership: LEADing Systems To Increase Student LEARNING</b></p> <p>Meeting the literacy needs of all students is a critical responsibility of school leaders and requires effective systems that impact learning throughout schools. Participants' will deepen their understanding of research-based practices, analyze processes and apply tools to ensure consistent implementation.</p> <p style="text-align: center;"><u>Molly Funk,</u> <u>Melissa Usiak</u></p>
8:00 AM - 9:30 AM	<p><b>SEL In Your School Made Easy</b></p> <p>We know that social-emotional learning is important to our students' development, but how do we teach it effectively? This session will explain how to effectively infuse SEL into your classrooms and identify available resources.</p> <p style="text-align: center;"><u>Erin Capone</u></p>
8:00 AM - 9:30 AM	<p><b>The New Teacher Pipeline: What You Can Do To Keep Quality Applicants Coming Your Way</b></p> <p>Does your school have an adequate supply of new teachers and substitutes? Learn what principals can do to influence the recruitment, preparation, and the mindset of aspiring teachers and support your new hires to assure they survive and thrive.</p> <p style="text-align: center;"><u>Paul Young</u></p>

8:30 AM - 9:30 AM	<p><b>State Representatives Nominating Committee Meeting</b></p>
10:00 AM - 11:30 AM	<p><b>Closing Keynote Session Kwame Alexander Hall B</b></p> <p><b>Be Constructive With Your Blues: Seven Life Lessons Learned From Inspiring Teachers and Principals</b> Along his thirty-year writerly journey, Kwame Alexander received hundreds of rejections. But, he never let other people's NOs define him. And, it paid off in 2015 when he won the coveted Newbery Medal. In this lively and engaging session, Kwame will share important life</p>

lessons he learned from educators that have helped lead to his success, how saying yes transformed his career and life, and how it paved the way to getting people of all ages excited about literacy and language. Participants will leave this session energized to turn negatives into positives and powerfully impact the students and adults they serve.

1:00 PM - 2:00 PM **Webinar Wednesday Live**



Closed | Optional | Fee

Tuesday, July 9, 2019

7:00 AM - 5:00 PM	<b>Registration</b>	
8:00 AM - 12:00 PM	<b>Community Service Day</b>	
	Community Service Day offers NAESP conference attendees an opportunity to make a difference through service projects that improve local schools. The service day event is sponsored by Playground equipment manufacturer Landscape Structures.	

**Pre-Conference Session (additional fee required)**

8:00 AM - 4:00 PM	<b>Navigating Social Emotional Learning (SEL): Science, Principal Practice, and Practical Application</b> <b>Spokane Convention Center</b>	
	National principals understand the importance of SEL and its impact on schools, however often they struggle with taking theory to practice. This intensive training, led by an expert in the SEL field, Dr. Stephanie Jones, will provide a framework for understanding SEL and bring the conversation full circle to provide an in-depth guide to 25 evidence-based social emotional learning programs for elementary schools that profiles both lesson-based/curriculum and non-curricular approaches.  Speakers: <u><a href="#">Stephanie Jones</a></u>	
8:00 AM - 4:00 PM	<b>Swimming in the Deep End - What Does It Take?</b> <b>Spokane Convention Center</b>	
	No matter where what role we play in a school or district, we all want to make a difference. However, things move fast in education these days, and often in our communications we are left confused, overwhelmed, and not as successful as we could be. We need to build up a skill set of effective decision-making capabilities, 'resistance	

management' communication strategies, and for the sake of our health, our 'stress tolerance.' This workshop will provide support, a laugh, and some cognitive, social and psychological resources to help you communicate more effectively, confidently, and collaboratively, no matter your role.

Speakers: [Jennifer Abrams](#)

Wednesday, July 10, 2019

7:00 AM - 8:30 AM **Continental Breakfast**  
**Exhibit Hall**

7:00 AM - 5:00 PM **Exhibit Hall Open**

7:00 AM - 5:00 PM **Registration**  
**Spokane Convention Center**

8:00 AM - 9:30 AM **6 Million US Children Missing From School!**  
**What Can We Do About It?**

There are nearly 6 million children who are not enrolled in any type of schooling in the US! Why is this and how do we, as a nation, reach out to them and their families? Learn how in this session.

[Darrell Rud](#),  
[Richard Barbacane](#),  
[Mary Kay Sommers](#)

8:00 AM - 9:30 AM **Cooperative Meetings: A Critical Tool for Faculty Development**

If you want strategies that create engaging dialogue among faculty and enhance the school culture, this session is for you! You will experience step-by-step structures to transform meetings, improve faculty relationships, enhance professional discourse, and involve stakeholders in decision making.

[Carol Lohkamp](#)

8:00 AM - 9:30 AM **Create A Campus-Wide Technology Growth Mindset Guaranteed To Increase Daily Student Engagement**

Participants will learn a variety of ways to encourage collaboration among teachers by increasing the use of technology daily which promotes high student engagement. Attendees will learn how to utilize a variety of technology applications essential for the 21st century.

Lorena Zertuche,

Ann Lalime

8:00 AM - 9:30  
AM

**Increase School Engagement Through  
Improved Communication**

There is a new opportunity for school leaders to engage their school community and improve their communication skills by maximizing the use of video. Learn free/inexpensive methods and practice your PR skills to show your school's personality and mission.

Andy Jacks

8:00 AM - 9:30  
AM

**Kernels Of Practice For Social Emotional  
Learning: Low-Cost, Low-Burden Strategies**

The field of social and emotional learning (SEL) is rapidly expanding as educators bring a sharper focus to helping children build skills beyond academic knowledge. This enlightening session with Harvard Graduate School of Education Professor Stephanie Jones will explore low-cost, targeted strategies that can be implemented quickly and have the potential to build students' SEL skills in a cohesive and complementary way across settings.

Stephanie Jones

8:00 AM - 9:30  
AM

**Managing Conflict With Clarity, Confidence,  
And Courage**

As administrators, coaches or colleagues, we often come up against situations where difficult topics must be addressed. What do we know about the best strategies for those moments? What questions should we be asking ourselves before we speak, and what environments are best for when we do speak? Based on Jennifer's book, *Having Hard Conversations*, and her work with conflict and interpersonal communication, this session will provide participants with action plans and scripting tools for having those necessary hard conversations.

Jennifer Abrams

8:00 AM - 9:30  
AM

**Resilience Can Be Taught: 4 Keys To  
Unleashing Resilience**

Learn about vital skills of resilience and 3 keys to creating a resilient climate. This engaging presentation will empower you to deliver these skills to students of any background and learning style, enabling them to thrive in school and life.

Christian Moore

8:00 AM - 9:30

**Restorative Practices--Learn from Principals**

AM

**Who Have Practiced RP Daily With Amazing Results!**

Participants will practice community building circles and observe a restorative conference. You will leave with the basic philosophy, tools and knowledge to use circles and conferences in your school. Restorative Practices are key to transforming school culture and climate.

Jennifer Kirksey

8:00 AM - 9:30 AM

**Slay Reading Logs, Champion Literacy, And Booktalk like a Wizard**

Step away from that reading log...and help staff step away too! Collect examples of innovative literacy practices and see strategies to champion a culture of literacy. Participants will walk away with a literacy toolkit too!

Brad Gustafson

8:00 AM - 9:30 AM

**STEAM Innovation Inspired By Biomimicry**

Nature's engineering feats and elegant designs provide cross-curricular, standards-based projects that engage learners in real-world challenges. Biomimicry, the field of science that imitates nature's time-tested solutions, helps students gather disparate concepts and translate them into actionable ideas.

Cheri Sterman,  
Nancy Horvat

8:00 AM - 9:30 AM

**The DCR Of Effective Leadership: Data, Curriculum, And Relationships**

Wondering how leaders become effective and achieve school-wide academic success? During this session, Principal Record from Pocomoke Middle will highlight the importance of making Data driven decisions, ensuring a rigorous Curriculum, and building Relationships. Three key components for effective leadership.

Matthew Record

8:00 AM - 9:30 AM

**Trauma Informed School Leadership**

The impact of trauma and chronic stress on students is at an all-time alarming rate. Participants will learn how to lead through a Trauma Informed Leadership model that equips, empowers, and inspires students to thrive in school.

Bill Ziegler

9:30 AM - 10:00 **Exhibit Hall Break (Vendor Learning Lab)**

AM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
9:30 AM - 10:00 AM	<b>Snapshot Session - Reflections and Networking</b>
10:00 AM - 11:30 AM	<b>Opening Keynote Session Razia Jan Hall B</b> <b>Global Education: Alike Yet Different</b> Razia's Ray of Hope Foundation is a nonprofit organization that empowers young women and girls in Afghanistan through community-based education in the district of Deh'Subz. Founded on the knowledge that education is key to positive, peaceful change for current and future generations, they provide young Afghans the opportunity to learn and grow in a safe, nurturing environment, so that they may work toward brighter futures — in their own villages and beyond. Razia's Ray of Hope Foundation would not exist without the spirit, vision, and tireless efforts of founder and president Razia Jan. Razia has worked for many years to forge connections between Afghans and Americans. Her humanitarian efforts are honored in First Lady Laura Bush's 2016 book We Are Afghan Women.
11:30 AM - 1:00 PM	<b>Lunch on Your Own</b>
11:45 AM - 12:45 PM	<b>The Exchange Exhibit Hall</b>

1:00 PM - 2:00 PM	<b>A Commitment To Excellence: Cultivating Engagement in Your School</b> Educators are under constant pressure to meet a variety of needs, engage families, and foster collaboration, while doing everything necessary to make a difference in the lives of students. If leaders aren't conscious, staff burnout is inevitable.  <u>Daniel Butler</u>
1:00 PM - 2:00 PM	<b>Are Your Students Emotionally Safe? - How to Eradicate Bullying At Its Root</b> Discover how to eradicate the root causes behind the toughest issues facing our students by transforming your school into an emotionally safe campus! Participants receive instant access to the ESE Grant training and resources for emotional safety education.  <u>Deanna Rhinehart</u>

1:00 PM - 2:00  
PM

### **Building A Future Ready School By Fostering Creativity And Critical Thinking**

Audience will embark on our school's inspiring journey of "Dream, Explore, Design, Create" to build a future ready school via exploration and innovation through shared vision, collective decision-making, and empowering teachers to create a student-centered learning aligned to academic standards.

Neera Kohli

1:00 PM - 2:00  
PM

### **Developing Campus Culture? Simple Ways To Build Positive Culture And Foster Parent Engagement**

Future and current administrators will gain insight into creating a genuinely positive school culture--a culture of kindness and care. Participants will leave the session with ideas and tools they can implement upon returning to their campus.

William Rhodes,  
Lindsay O'Leary.

1:00 PM - 2:00  
PM

### **Hiring For A High Achieving Climate And Culture**

The teachers you hire reflect on you, your students and your district. No one wants to hire a mediocre teacher, how can you tell what you're getting through the interview process? How do you discern who will be good from great?

Mary Smith

1:00 PM - 2:00  
PM

### **Human Literacy: Navigating Social And Emotional Issues With A Coaching Mindset**

Navigating life's challenges and working with others are within the social and emotional domains. Building human literacy skills includes developing self-awareness and understanding others. Participants will receive unique coaching protocols that help students and faculty improve interactions with others.

Cheri Sterman,  
Nancy Horvat

1:00 PM - 2:00  
PM

### **It's Lonely At The Top...But It Doesn't Have To Be!**

The job of a Principal can be difficult and lonely. However, principals have the best resources for success within their school community. Utilizing teacher leaders through collaboration to assist in making crucial decisions can help in expanding your vision.

Maria Bridwell

1:00 PM - 2:00  
PM

### **Leading a School Into a Comprehensive, Integrated Three-Tiered Model of Prevention (Ci3T)**

Dr. Kiser and Mrs. Tate will share experiences in developing and implementing a positive behavior support model. A description of helping teachers, parents, students, and stakeholders buy-in to their motto "Be the Best Me I Can Be!" will be discussed.

[Matt Kiser,](#)  
[Laura Tate](#)

1:00 PM - 2:00  
PM

### **National Panel For Aspiring Authors**

Have you ever dreamed of writing a book? Are you interested in learning more about the publishing process? The National Panel for Aspiring Authors is your chance to ask questions of principals and school leaders who are also published authors.

[Brad Gustafson,](#)  
[Allyson Apsey,](#)  
[Derek McCoy,](#)  
[Bill Ziegler,](#)  
[Kaylen Tucker](#)

1:00 PM - 2:00  
PM

### **Say Goodbye To Tokens And Tickets And Hello To PBIS Rewards**

Tired of printing your campus currency? Confused by the tickets in one classroom and tokens in another? Frustrated by how hard it is to keep up with "all the PBIS things"? We were too, but not any more!

[Matt Arend,](#)  
[Carrie Tracy](#)

1:00 PM - 2:00  
PM

### **School Improvement & Deep Impact: Voices Amidst Changing Demographics**

To address demographically changing schools, researchers implemented preliminary support training and development targeting specific school indicators and identifying areas of growth for school stakeholders to become more inclusive leaders. Using an ESSA aligned approaches, stakeholders improve schools towards school inclusion.

[Jose Luevanos,](#)  
[Elisabeth Luevanos,](#)  
[Jean Madsen](#)

1:00 PM - 2:00  
PM

### **Secondary Victims Of Opioid Addiction: Schools Help Through Social-emotional Learning**

Opioid addictions don't care who or why. Many addicts have school-age children, so what's a school to do for students worrying constantly about their caregivers? Social-emotional learning gives students strategies to cope and techniques for getting ready to learn.

Carla Tantillo Philibert,  
Brian Hastings

1:00 PM - 2:00  
PM

### **STEM Play Experiences With Early Childhood Learners**

Learn about the process of integrating STEM Play time in Preschool. Using a basic engineering design model and design thinking structure, students develop skills while exploring real-world problems. Come experience STEM play yourself!

Joseph Stanzione,  
Veronica Morales

1:00 PM - 2:00  
PM

### **The Empowered Principal: The School Leader's Alternative To Career Burnout**

Feeling overwhelmed, exhausted, and intimidated in your new role? You aren't alone. School leaders have high demands placed on them daily. Join me in exploring how to take control and make decisions from a place of empowerment and clarity.

Angela Robeck

1:00 PM - 2:00  
PM

### **The Four Dimensions Of Principal Leadership**

This session will introduce participants to the Dr. Reginald Green's Four Dimensions of Principal Leadership. The four dimensions are a combination of leadership theory and research-based best practice. Together, the dimensions offer school leaders practical advice for leading their school.

Ethan Randall

1:00 PM - 2:00  
PM

### **The Principals Tool-Kit For Improving School And Classroom Discipline**

The purpose of this session is to give principals a tool-kit of strategies for classroom management and school-wide management including: practicing proactive strategies, teach tools, diffusers, classroom design, student-teacher relationships, start-up & shut-down requests, and how to refocus.

Bill Truesdale

2:00 PM - 2:30 **Exhibit Hall Break (Vendor Learning Lab)**

PM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
2:00 PM - 2:30 PM	<b>Snapshot Session/Reflections and Networking</b>
2:30 PM - 4:30 PM	<b>Innovation Rotation</b>

2:30 PM - 3:30 PM	<p><b>10 Successful Strategies For Newcomer Students</b></p> <p>"We will share ten successful strategies to support the successful transition for newcomer immigrant English Language Learners that impact their adjustment to a new country. A welcoming school provides stability that impacts the success for students, families, and communities overall."</p> <p style="text-align: center;"><u>Victor Tam,</u> <u>Carla Llewelyn-Vasquez</u></p>
2:30 PM - 3:30 PM	<p><b>10 Ways Every Educator Can Be The One For Kids</b></p> <p>"This keynote takes the audience on a journey through education, by hearing engaging stories about my journey, the impact we all have, and how we can all unleash our power to change the lives of our students. "</p> <p style="text-align: center;"><u>Ryan Sheehy</u></p>
2:30 PM - 3:30 PM	<p><b>Creating a School-wide Writing Program: Four Key Elements</b></p> <p>Most schools have a unified approach to reading, but writing is often a close-the-door-and-do-your-own-thing instructional model with many teachers assigning writing more often than teaching it. Learn four essential elements that must be part of any successful school-wide writing program.</p> <p style="text-align: center;"><u>Alice Greiner</u></p>
2:30 PM - 3:30 PM	<p><b>Developing Self-Regulation And Empathy As Crucial PK To Grade 3 Early Childhood Learning Outcomes</b></p> <p>The intense focus on academic testing outcomes has led many schools to give much less attention to the development of self-regulation, empathy, and social-emotional intelligence, even though these are high-value predictors of success in learning and in life.</p> <p style="text-align: center;"><u>Bob Sornson</u></p>
2:30 PM - 3:30 PM	<b>Even Broken Crayons Still Color - School-wide</b>

PM

### **SEL Strategies That Changed A Building's Culture.**

Participants will learn about trauma informed practices such as PBIS, Conscious Discipline, Yoga/Mindfulness, and celebrations. Participants will learn strategies to maximize student learning and belonging at school, and reduce disciplinary referrals, as well as strategies to increase student attendance rates.

Amy Mason

2:30 PM - 3:30

PM

### **From ACES Low To ACES High**

Students are coming to us with a greater number and intensity of at-risk challenges, including poverty and trauma's Adverse Childhood Experiences. Principals will learn how to harness relationships to overcome these challenges and better support student development and achievement.

Jason Anderson,

Crystal Magers

2:30 PM - 3:30

PM

### **Leading For Literacy: How Strong Principals Can Make A Difference**

This session will introduce the Center on Improving Literacy Through Supporting Elementary School Leaders, newly funded by the U.S. Office of Special Education Programs. The mission of this center is to improve student literacy through building capacity of instructional leaders.

Allison Gandhi,

Sarah Arden

2:30 PM - 3:30

PM

### **Manage To Your Advantage: Approaching School Management Through The Lens Of Threat Assessment**

Participants will focus on applying the process of effective threat and risk assessment to their everyday roles as school-based administrators, starting with the principle that no one person or place sufficiently answers all questions or solves all dilemmas.

Lori Brown

2:30 PM - 3:30

PM

### **Multi-Tiered Systems Of Support (MTSS) For Young Children: Driving Change In Early Education**

"Multi-Tiered Systems of Support (MTSS) for young children is a system-wide framework for delivering effective educational services, matched to learners' needs, resulting in achievement of essential outcomes. Learn how this framework can work in your Pre-K / ECE setting! "

Robin Miller Young2:30 PM - 3:30  
PM**Personalizing Professional Development**

This session shares personalized learning practices used when planning professional learning . We will share how our district provides voice, choice, and path for teachers to grow in meaningful ways that impact student learning and achievement, and teacher compensation.

Sue Sterner,Jeremy Monday,Christopher Otto2:30 PM - 3:30  
PM**STEM Identity And Technology Fluency - An Approach For Any Teacher And Every Student**

Educators will learn how to help students develop 'STEM Identity' and 'Technology Fluency,' while going hands-on with innovative learning media and lesson content. Participants will develop their own Technology Fluency, and practice computational-thinking in a robotic design challenge!

David Emery2:30 PM - 3:30  
PM**The One Thing**

In City Slickers, the wanna-be cowboy gets advice about success from the experienced old cowhand, "Find your one thing." The same is true with campus administrators: find the one thing that gets the most growth from the most students.

Vanessa Stuart2:30 PM - 3:30  
PM**Time Management For School Leaders: Total Control & Peace Of Mind**

This session provides a total system for organizing your surroundings and effectively managing your time. Time management is an essential, yet often missing, skill in the development of classroom teachers and school administrators.

Frank Buck3:45 PM - 4:45  
PM**Be A Champion For Equity- Build A Trauma Sensitive Environment For All Students!**

Imagine a school building where every child feels safe and an environment where all students can thrive. Students bring their trauma into school everyday. It is our job as educators to create an environment where all students can be successful!

Aaron Carmichael,Malinda Mikesell

3:45 PM - 4:45

**Building Quality Relationships With Students,**

PM

**Teachers, And Families**

Join Mathew Moyer as he reviews a variety of ways you can work to build quality relationships with your school community. We will look at the strategies you can implement that will build meaningful relationships that lead to improvements for your school.

Matthew Moyer

3:45 PM - 4:45 PM

**Coordinated Services: How One District Intentionally Plans For ESL, SPED, & RTI In One Day**

Have you ever heard the phrase, "SPED trumps ESL?" Coordination of ESL, RTI, & SPED services is essential when educating students who qualify for a variety of supports. Examples of collaboration & forms will be shared on how to ensure equity in services.

Debra Frantz,  
Joris Ray

3:45 PM - 4:45 PM

**Durable Student Outcomes: Do It By Keeping Things Local and Committing to Being Helpful**

Localism matters when it comes to lasting outcomes. This session changes the standard paradigm of reform by examining what it means to own results locally, leverage outside expertise sparingly, and shift from monitoring and accountability to being helpful.

Gillian Williams,  
Mildred Toliver

3:45 PM - 4:45 PM

**Effective Universal Instruction: Improving Your Results Now**

Strong, effective universal instruction is essential for high achievement. Schools cannot intervene their way to achievement for all students. This session will support schools to examine and improve universal instruction through collective educator collaboration.

Sarah Brown,  
Kimberly Gibbons

3:45 PM - 4:45 PM

**High-Leverage Leadership: 3 Strategies To Develop The Next Generation Of Leaders**

Human connection matters. Positive culture formed with school personnel lays the foundation for optimal performance. Participants will learn simple, high-leverage routines to grow leadership capacity, improve public relations, while fostering positive relationships within the school environment.

Daniel Butler,  
Benjamin Gilpin

3:45 PM - 4:45  
PM

**Let Go And Lead! Supporting Teachers And Students In The Role Of Instructional Leader.**

This session will focus on processes and strategies for building leadership skills in teachers and students. Session participants will engage in collaborative activities and discussions designed to help them leverage teacher and student leaders to affect change.

Fran Dundore,  
Margaret Bobbitt

3:45 PM - 4:45  
PM

**Literacy Zero To Literacy Hero**

One year ago these two literacy “zeroes” were faced with the daunting reality that literacy was missing from their leadership. Come discover the steps they took to harness their inner superhero moving from a Literacy Zero to Literacy Hero.

Matt Arend,  
Todd Schmidt

3:45 PM - 4:45  
PM

**Mastering Parental Involvement – Keeping Kids And Parents Involved In The School**

Strategies for communicating successfully with all parents including the unfocused, hostile, unresponsive, helicopter, and enabling kind. Help parents work with you, not against you through assertive communication and defined conferencing skills. The Home/School Plan results in more focused, successful students and parents.

Bert Simmons

3:45 PM - 4:45  
PM

**PSEL/NELP Standards**

TBD

Jacquelyn Wilson

3:45 PM - 4:45  
PM

**School Culture - A Guide to Thrive**

Thinking teachers lead to thinking students. The first step to developing agency and independence in students is to develop agency and independence in teachers. This session will help you simplify so you can focus on the essential ingredients for success.

Derek Thompson

3:45 PM - 4:45  
PM

**Supporting Our Transgender And Gender Non-Conforming Youth By Creating Inclusive Schools**

75% of Transgender and Gender Non-Conforming youth feel unsafe at school. School leaders have

the power to change this statistic. This session will provide training and tools for leaders committed to creating inclusive schools for all students.

Vanessa Ford

3:45 PM - 4:45 PM **The NAESP Pre-K-3 Leadership Academy™ - Creating More Effective Early Learning Leaders!**

Are you interested in becoming an effective Pre-K-3 Leader? Join this session to learn how the NAESP Pre-K-3 Leadership Academy™ has trained principals and directors in two states to become more effective in applying the six competencies outlined in NAESP's publication: "Leading Pre-K-3 Learning Communities: Competencies for Effective Principal Practice." This program provides a unique blended learning experience designed to enhance a principal's knowledge and skills for becoming an effective Pre-K-3 school leader.

Honor Fede

3:45 PM - 4:45 PM **Using Technology To Enhance Climate, Virtual Meetings, & Stay Connected With Students & Families**

This session will give a brief introduction on how to utilize technology that will allow administrators to improve school culture and climate, virtually meet with their faculty while delineating pertinent information, and keep connected with students and their families.

Martina Carroll

5:00 PM - 6:00 PM **Opening Reception**

Thursday, July 11, 2019

7:00 AM - 8:30 AM **Continental Breakfast Exhibit Hall**  
Vendor Learning Lab/Spotlight

7:00 AM - 5:00 PM **Exhibit Hall Open**

7:00 AM - 5:00 PM **Registration**

8:30 AM - 10:00 **#LeadPositive: Education Leadership Vision**

AM

**Turned Into Positive Action**

A career in education is not easy but can be exhilarating and fulfilling when you find positivity. The goal of this session is to support others (beginning and experienced leaders alike) to lead positively through a series of 12 actions.

Shanna Spickard

8:30 AM - 10:00 AM

**Breathe For Change: Mindful Leadership to Embody Social Change for Equity**

In this experiential Breathe For Change workshop, educational leaders will learn to enhance individual and collective well-being at the school level through integrating wellness and social-emotional learning practices in a trauma-informed, inclusive and culturally relevant way.

Tui Roper,  
Ilana Nankin

8:30 AM - 10:00 AM

**Is My School A Better School BECAUSE I Lead It?**

Principals will be challenged to examine their own leadership identity, presence, impact, mission, purpose, vision and value as the leaders of their schools and whether their leadership practices enable learners to have optimal learning opportunities in equitable, culturally-responsive learning environments.

Baruti Kafele

8:30 AM - 10:00 AM

**It's Time For A Disrupt Admin Session!**

We are working to disrupt administration! A different type of session where ten different principals each share one of their favorite ways to think outside of the box. It's a fast paced presentation packed with lots of great ideas!

Matt Arend,  
Liz Garden,  
Andy Jacks,  
Kelley Begley-McCall,  
Jessica Gomez,  
Cathryn Jacobs,  
Todd Schmidt,  
Lindsay Stumpfenhorst,  
Julie Vincentsen,  
Claire Giardino

8:30 AM - 10:00 AM

**Leading The Whole Teacher**

When asked, teachers often identify that education is their profession AND their hobby. If not nurtured, this can lead to burnout. Leaders who support the

whole teacher help teachers perform their best and feel their best.

Allyson Apsey

8:30 AM - 10:00 **Leaping Over Poverty**

AM

Cognitive stressors and delays, emotional and social challenges, acute chronic stressors, as well as health and safety issues are the main risk factors associated with poverty. Targeting these factors assist students who live in poverty to engage in school productively.

Daniele Snider

8:30 AM - 10:00 **My 10 Favorite Gmail Tricks And Other Productivity Hacks**

AM

While Gmail is a popular tool for principals, most don't know about these 10 features that make a world of difference. Use one or all 10. Regardless, tomorrow, you will attack your email with a smile.

Frank Buck

8:30 AM - 10:00 **Principals: You Are The Leader Of Learning**

AM

School principals are "invaluable multipliers of teaching and learning in the nation's schools," according to this report by political scientist Paul Manna. As a school's "leader of learning" for both the students and adults, principals create the conditions that enable effective teaching and learning and happen at scale. This session will explore the specific behaviors principals can exhibit to strengthen educator practice and results for students through standards-based professional learning.

Frederick Brown

8:30 AM - 10:00 **Social And Emotional Learning: Not Just for Students**

AM

This workshop draws on the five Social/Emotional competencies as identified by CASEL, and focuses on inspiring educators to become practitioners of those competencies as a means to create trusting and nurturing environments where students thrive in school and life.

Greg Sommers

8:30 AM - 10:00 **Stop Suspending Students!**

AM

Suspensions and exclusionary practices cannot be part of our discipline strategy for students. Learn ways to be a zero suspension school while maintaining support to teachers and keeping your families highly satisfied.

Andy Jacks

8:30 AM - 10:00 AM **You Think You Have Tough Kids? Turn That Behavior Around**

Empower teachers with an effective school-wide plan that motivates defiant, non-compliant students, stops teacher/student negative confrontations, office referrals and suspensions. Become skilled at knowing what to do with a bully and how to use dispute resolution to minimize overt behavior.

Bert Simmons

9:30 AM - 10:00 AM **Exhibit Hall Break**

Vendor Learning Lab/Spotlight

9:30 AM - 10:00 AM **Snapshot Session/Reflections and Networking**

10:00 AM - 10:30 AM **Snapshot Session/Reflections and Networking**

10:30 AM - 11:30 AM **Building Capacity For Technology Integration & Innovation Through Professional Learning Cohorts**

In this session we'll share practices rooted in adult SEL, professional interests, and cohort models that have been leveraged to build teacher capacity in the areas of pedagogy, teacher leadership, and authentic, purposeful integration of technology and innovation.

Stephanie Sandifer,  
Amy Houser,  
Krystal Weiss

10:30 AM - 11:30 AM **Classroom Management That Works: The Missing Ingredient!**

The Classroom Management Plan described in this session provides a systematic framework for a student's day-to-day behavior, a hierarchy of discipline responsibilities/consequences, and proven and tested positive reinforcement resulting in greater academic success for all students.

Bert Simmons

10:30 AM - 11:30 AM **Creating Innovative Professional Learning To Empower Teachers In Their Own Growth**

Say goodbye to the traditional one size fits all, sit and get professional development! During this session we will share various ways we have structured innovative professional learning

opportunities for our staff focused on individual interest and professional strengths.

Matthew Johnson,  
Griffin Gervais,  
Kristin Rhodes

10:30 AM -  
11:30 AM

### **Demystifying The 'How' Of Improving Student Behavior & School Safety Using SEB MTSS**

Participants will actively engage in exercises through a “how to” skills session to conceptualize how a social-emotional-behavioral (SEB) MTSS framework can work at their schools including the necessary components, processes, and professional roles of a tiered SEB MTSS.

Katherine Dockweiler,  
Alison Clark,  
Lindsay Diamond

10:30 AM -  
11:30 AM

### **Developing A Culturally Inclusive Organization With Equity In Mind**

Public schools are becoming more diverse across the nation. In this ever-changing environment, our students must be prepared to interact with people who look, speak, and believe differently. It is the educators responsibility to embrace the diversity of the students.

Tia James,  
Latoya Jeems

10:30 AM -  
11:30 AM

### **GENERATION EVERYONE! The Roles We Play In InterGenerational Family Engagement And Why It Matters**

A survey of 2000+ superintendents found only 6% feel they have a firm understanding on how to motivate their multigenerational staff, teachers, and parents. Learn how to increase teacher retention and family engagement by mastering Intergenerational Family Engagement.

Dillon Kalkhurst

10:30 AM -  
11:30 AM

### **Leading With The Ethic Of Care**

Leading with the Ethic of Care session will focus on the dynamics of developing a school community that uses empathy and design thinking to forge a positive connection with the stakeholders at an elementary school.

Gerald Paterson

10:30 AM -  
11:30 AM

### **Managing the Teacher Hiring Process: 10 Important Steps**

To hire effective teachers, an administrator needs a process that assures that candidates have the

experience and expertise to do the job. Using behavior-based interviewing, (BBI) and the steps taught in this session, teacher hiring will become highly successful.

Mary Clement

10:30 AM -  
11:30 AM

**Overcoming The Unspoken: Successful Leadership In A Culture Of Silence**

Participants will experience how the use of technology can improve climate and culture by making the invisible visible through on-going feedback relative to key levers of school improvement.

Philip Hammonds

10:30 AM -  
11:30 AM

**Pivotal Elementary School Principal's Role To Lead Transformational Change & Build School Culture**

Elementary principals serve a pivotal role in bringing about transformational change and building school culture. Five key themes provide insight into the role of elementary principals and the associated skills, knowledge, and behaviors that they must employ.

Tamera Jones

10:30 AM -  
11:30 AM

**Strategies, Practices, And Procedures That Reduce Inappropriate Office Referrals**

Frustrated with an office full of student behavioral referrals? This session will help you refocus on teaching adults your expectations and norms of behavior while supporting their management of students. With clear school structures, procedures, and practices, school culture improves.

Paul Young

10:30 AM -  
11:30 AM

**Student Achievement Starts With Teacher Empowerment: Is It Really That Simple?**

Join us as we share tools and creative innovations that empower teacher leaders to reflect on best practices and work as change-agents. Leave ready to lead your organization towards engaged students, higher levels of collaborative instruction and increased student achievement.

Sarah Von Esh,  
Tracey Smith

10:30 AM -  
11:30 AM

**The Hip-Hop Principalship: The Rhyme And Reason Of New School Leadership**

This session provides a guideline for connecting with a new school community with a five-pronged doctrine for shaping school culture and relating to

the school community in authentic ways.  
Leadership is presented as a force for social change and empowerment.

Andre Mountain

10:30 AM -  
11:30 AM

**Transforming School Culture: How To Overcome Staff Division**

Explore the root causes of staff resistance to change and leave with concrete strategies that will improve school culture, address staff cohesion, maximize human potential, and lay the foundation for a powerful learning environment.

Malik Muhammad

10:30 AM -  
11:30 AM

**You Are What You Read: Leading A Culture Of Literacy**

We all know that literacy is important - it's the cornerstone of society. Yet, how much instructional leadership capacity do we use to model, coach, and facilitate the idea of literacy for all students at all levels? Re-imagine your literacy leadership now!

Adam Drummond

11:30 AM - 1:00 PM **Lunch on Your Own**

11:45 AM - 12:45 PM **The Exchange Exhibit Hall**

1:00 PM - 2:30 PM **Keynote Session - Michael Fullan Hall B**

2:30 PM - 3:00 PM **Snapshot Session/Reflections and Networking**  
PM

3:00 PM - 4:00 PM **#PrincipalsInAction - Get Out Of Your Office And Connect With Others!**  
Principals In Action are leaders who believe in getting out of their office and connecting with others. Through Twitter and Voxer, Principals In Action are connected to share ideas, challenge each other, offer support, and lean on during tough times.

Mark French,  
Jay Posick,  
Ryan Sheehy.

3:00 PM - 4:00 PM **90 90 90 - The Next Generation Of High Performing High Poverty Schools**  
Dr. Douglas Reeves will share insights from the new research on 90 90 90 schools. Dr. Reeves will address the important new insights that address the challenges of leading schools serving students from low income families.

Douglas Reeves

3:00 PM - 4:00 PM **Academic And Behavior Systems Of Support**  
This session will look at everything between assessments to implementation of effective behavioral and academic systems of support. Participants will walk away with hands-on resources for academic and behavior interventions, with a focus on meeting the most challenging students.

Micah Gearhart

3:00 PM - 4:00 PM **American Overseas Schools**  
Learn more about the role of American Overseas Schools. Literature and materials, including fact sheets, school directories, and recruitment information will be distributed. Employment opportunities and school-to-school partnerships will be discussed. Gain an understanding of opportunities available to stateside principals.

Thomas Shearer,  
Brent Mutsch

3:00 PM - 4:00 PM **Get Dirty; Creating A Positive Culture Through Involvement**  
Principals will gain new ideas and resources on continuing to build rapport with your students, staff, and families while still creating an environment accepting of change and growth.

Lindsay Stumpenhorst3:00 PM - 4:00  
PM**Hacking Social-Emotional Learning: One School's Journey To Make SEL A Year-Long Priority**

Creating a multifaceted social-emotional learning program that is both ongoing and engaging to students of all ages can be a daunting task for any school leader. Come discover the ideas/strategies one school site implemented to make SEL a priority.

Todd Schmidt3:00 PM - 4:00  
PM**Instructional Practices For Cultivating Multi-Dimensional Wellness & Mental Health In Our Classrooms**

Instructional practices for integrating researched-based strategies including mindfulness, movement, breath and social emotional learning into our classrooms, schools and communities. Our Professional Development and Instructional Practices were successfully piloted with the Port Jefferson Middle School in the Fall of 2017.

Diane MacDonald3:00 PM - 4:00  
PM**Leading The Charge For Cultural Competency In Schools**

This session will focus on the changing role of the principal from building manager to culturally competent leader.

Beverly Johnson-Green3:00 PM - 4:00  
PM**Moving From Data Rich To Information Rich: Leveraging Data To Make Meaningful Change**

If we believe all data is of equal importance, we cannot utilize any data to drive meaningful change. This session will help administrators to identify specific data points to develop more information rich data analysis and drive change.

Joe Mullikin3:00 PM - 4:00  
PM**Pathway To Community Engagement**

Effective community engagement is not a one-time program but rather a set of day-to-day practices and interactions that support learning. Schools and communities need to work together to promote engagement that is systemic, sustained and integrated into school improvement efforts.

Penelope Miller-Smith

3:00 PM - 4:00

**Poking The Bear: Creating Trauma Sensitive Environments**

PM	In this session, participants will gain an understanding of how trauma affects the brain, hinders learning, motivation, and success of impacted students in the classrooms.  <u>LaRon Martin</u>
3:00 PM - 4:00 PM	<b>Positive School Branding: How To Do It Effectively And Efficiently</b> Participants will learn about the power of positivity and leave with ideas to take back and implement to get all stakeholders on board. There is no better public relations campaign than one that promotes a positive learning environment for all.  <u>Shanna Spickard</u>
3:00 PM - 4:00 PM	<b>Promoting Self-Directed Learning During Intervention/Extension Blocks Through Electronic Portfolios</b> In this session you will learn how to use technology and online tools that are student-centered when considering implementing digital portfolios in your school to develop self-directed learning.  <u>Carrie Huber</u>
3:00 PM - 4:00 PM	<b>Uncommon Leadership: Live Well, Lead Strong</b> Our world needs Uncommon Leaders---those who live intentionally and demonstrate courage that shines in everything they do. We'll examine "living well": reflecting on our guiding principles, and "leading strong": acting with compassion and integrity that flows from our principled foundation.  <u>Debbie McFalone</u>
3:00 PM - 4:00 PM	<b>Wanted: The Instructional Change Agent</b> Now seeking: instructional leader. This role is often in conflict with other non-instructional duties. Imagine how your role could re-emerge as the instructional change agent to increase our leadership capacity through culture, instructional planning, learner engagement, and community advocacy.  <u>Adam Drummond</u>

Friday, July 12, 2019

7:00 AM - 12:30 PM	<b>Exhibit Hall Open</b>
7:00 AM - 11:00	<b>Registration</b>

AM

7:30 AM - 8:30 **Overseas School Breakfast (Invitation Only)**

AM

7:30 AM - 9:30 **State Representatives Membership Meeting**

AM

8:00 AM - 9:30 **Federal Relations Network Meeting**

AM

8:00 AM - 9:30 **State Editors Meeting**

AM

8:00 AM - 9:30 **4 Steps To Successful Time Management For Administrators**

AM

This session features a 4 step process to assist school leaders/administrators collect and analyze data to understand how they are prioritizing their professional time. A case study of districts that have utilized the research-based process and protocols will be shared.

Jobi Lawrence,  
Gerald Hudson

8:00 AM - 9:30 **Addressing The Poverty Mindset**

AM

Schools that serve low-income communities face similar and pervasive issues that are actually a result of the Poverty Mindset. This workshop clarifies misconceptions about poverty, why it exists, how it secretly impacts our schools, and how to change it...permanently!

Hotep Na

8:00 AM - 9:30 **Administrative Strategies For Reducing Office Referrals And Suspensions While Engaging Students**

AM

This Administrative System addresses both mischievous and severe behavior. Learn to use the Discipline, Shelter, Tardy, Truancy and Academic Behavior Cards and Crisis Intervention Unit to successfully reduce office referrals, suspensions and expulsions keeping students in school with on-task learning.

Bert Simmons

8:00 AM - 9:30 **Finding Your Own Path To Serendipity**

AM

This presentation is about embracing all experiences and allowing them to make us better. It's about looking at every experience as treasures —moments that bring us more pain than we

thought possible, more joy than we deserve, and everything in between.

Allyson Apsey

8:00 AM - 9:30  
AM

**Fundamental 5: The Formula For Quality Instruction**

"Great teachers don't teach dramatically different than their peers, they teach slightly different. These slight changes in delivery dramatically improve student performance. Best-selling authors, Cain and Laird, share the secrets of great teachers and how to follow their example."

Sean Cain,  
Michael Laird

8:00 AM - 9:30  
AM

**Learn How To Be An NAESP National Principal Mentor**

The NAESP National Mentor Training and Certification Program™ exhibits a model in which principals can learn to become better leaders from qualified mentors. Join our session which will fully examine the significance of the National Mentor Training and Certification Program™. Our program offers a highly structured professional development program designed to create a cadre of mentors whose expertise is channeled to support school leaders. The training program integrates research-based best practices with participants' knowledge and experiences. The program can be customized according to a school district's specific needs.

Aaran Lurry

8:00 AM - 9:30  
AM

**Practical Strategies & Tools to Create An Active School Environment for Improved Student Outcomes**

Physical movement and learning are essential aspects of the total educational experience for all students. Physical education and physical activity are a component of the Whole School, Whole Community, Whole Child (WSCC) model and can be delivered through a comprehensive school physical activity program (CSPAP) that provides opportunities for students to be physically active before, during, and after school. Come learn about practical, evidence-based CSPAP resources developed by the Centers for Disease Control and Prevention (CDC), Active Schools, and other organizations to help schools implement strategies to increase students' physical activity and improve their academic achievement.

Charlene Burgeson

**Principals Leading Learning: Maximizing The**

8:00 AM - 9:30 AM **Impact Of Professional Development**  
 Leaders must invest in professional development that directly impacts instructional practices. Learn key components of effective PD and practical, research-based and job-embedded practices. Leaders will not only understand the research, but they can take back proven ways to support teachers.

Shanna Spickard

8:00 AM - 9:30 AM **RETHINKing Literacy LEADership: LEADing Systems To Increase Student LEARNING**  
 Meeting the literacy needs of all students is a critical responsibility of school leaders and requires effective systems that impact learning throughout schools. Participants' will deepen their understanding of research-based practices, analyze processes and apply tools to ensure consistent implementation.

Molly Funk,  
Melissa Usiak

8:00 AM - 9:30 AM **SEL In Your School Made Easy**  
 We know that social-emotional learning is important to our students' development, but how do we teach it effectively? This session will explain how to effectively infuse SEL into your classrooms and identify available resources.

Erin Capone

8:00 AM - 9:30 AM **The New Teacher Pipeline: What You Can Do To Keep Quality Applicants Coming Your Way**  
 Does your school have an adequate supply of new teachers and substitutes? Learn what principals can do to influence the recruitment, preparation, and the mindset of aspiring teachers and support your new hires to assure they survive and thrive.

Paul Young

8:30 AM - 9:30 AM **State Representatives Nominating Committee Meeting**

10:00 AM - 11:30 AM **Closing Keynote Session Kwame Alexander Hall B**  
**Be Constructive With Your Blues: Seven Life Lessons Learned From Inspiring Teachers and Principals** Along his thirty-year writerly journey, Kwame Alexander received hundreds of rejections. But, he never let other people's NOs define him. And, it paid off in 2015 when he won the coveted Newbery Medal. In this lively and engaging session, Kwame will share important life

lessons he learned from educators that have helped lead to his success, how saying yes transformed his career and life, and how it paved the way to getting people of all ages excited about literacy and language. Participants will leave this session energized to turn negatives into positives and powerfully impact the students and adults they serve.

1:00 PM - 2:00 PM **Webinar Wednesday Live**

**Out of State Travel Request**

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*School employee requesting trip.*

*Full Name* Carla Smith  
*Date of Request* 04/02/2019  
*Name of Organization, Grade* Skyview Elementary  
*Departure Date of Trip* 07/09/2019  
*Return Date of Trip* 07/12/2019  
*Departure Time* 7:00  
*Departure Location* OKC  
*Number of Days* 4

*Means of Transportation*

- Airline
- School Vehicle
- Private Vehicle

*Number of Students Participating* 0

*Number of Parents/Guardians Attending* 0

*Age of Students* 0

*Place, Purpose, and Nature of the Trip*  
NAESP

*If booster club is paying an amount is required. If activity fund is being used, a PO number and amount is required.*

**Cost Analysis**

*Registration Costs /PO Number:* 191347

*Lodging Cost/PO Number:* 191415

*Airfare or Personal or District Vehicle*

*Transportation Costs/PO Number:* 191427

*Per diem (meals, taxi/uber, parking):* \$50/day, \$200 total

*Cost of a Substitute:* 0

*Will Participation Lead to Further Competition?*

- Yes
- No

*If Yes, Explain*

*Educational Benefits*

**#18 Strategic Goal**

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*Attachments:*

Upload Schedule of Events: 2019 NAESP Pre-K-8 Principals Conference - Agenda \_ Online Registration by Cvent.pdf

Upload Itinerary: 2019 NAESP Pre-K-8 Principals Conference - Agenda \_ Online Registration by Cvent.pdf

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*Attached Workflow*

Out of State Travel Request

*Current Status*

Submitted

*Workflow Steps*

- |   |  |                          |
|---|--|--------------------------|
| 1 | Signed by Carla Smith on 04/02/2019 at 3:12 PM     | Principal                |
|   | <b>Signature:</b> Carla Smith                      |                          |
| 2 | Approved by Sheli McAdoo on 04/04/2019 at 09:02 AM | Assistant Superintendent |
| 3 | Review   | Group:                   |
| 4 | TBD  |                          |
| 5 | Approval   |                          |
| 6 | Review   | Group:                   |



Closed Optional Fee

Tuesday, July 9, 2019

7:00 AM - 5:00 PM	<b>Registration</b>	
8:00 AM - 12:00 PM	<b>Community Service Day</b>	
	Community Service Day offers NAESP conference attendees an opportunity to make a difference through service projects that improve local schools. The service day event is sponsored by Playground equipment manufacturer Landscape Structures.	

### Pre-Conference Session (additional fee required)

8:00 AM - 4:00 PM	<b>Navigating Social Emotional Learning (SEL): Science, Principal Practice, and Practical Application</b> <b>Spokane Convention Center</b>	
	National principals understand the importance of SEL and its impact on schools, however often they struggle with taking theory to practice. This intensive training, led by an expert in the SEL field, Dr. Stephanie Jones, will provide a framework for understanding SEL and bring the conversation full circle to provide an in-depth guide to 25 evidence-based social emotional learning programs for elementary schools that profiles both lesson-based/curriculum and non-curricular approaches.  Speakers: <u><a href="#">Stephanie Jones</a></u>	
8:00 AM - 4:00 PM	<b>Swimming in the Deep End - What Does It Take?</b> <b>Spokane Convention Center</b>	
	No matter where what role we play in a school or district, we all want to make a difference. However, things move fast in education these days, and often in our communications we are left confused, overwhelmed, and not as successful as we could be. We need to build up a skill set of effective decision-making capabilities, 'resistance	

management' communication strategies, and for the sake of our health, our 'stress tolerance.' This workshop will provide support, a laugh, and some cognitive, social and psychological resources to help you communicate more effectively, confidently, and collaboratively, no matter your role.

Speakers: [Jennifer Abrams](#)

Wednesday, July 10, 2019

7:00 AM - 8:30 AM **Continental Breakfast Exhibit Hall**

7:00 AM - 5:00 PM **Exhibit Hall Open**

7:00 AM - 5:00 PM **Registration Spokane Convention Center**

8:00 AM - 9:30 AM **6 Million US Children Missing From School! What Can We Do About It?**

There are nearly 6 million children who are not enrolled in any type of schooling in the US! Why is this and how do we, as a nation, reach out to them and their families? Learn how in this session.

[Darrell Rud](#),  
[Richard Barbacane](#),  
[Mary Kay Sommers](#)

8:00 AM - 9:30 AM **Cooperative Meetings: A Critical Tool for Faculty Development**

If you want strategies that create engaging dialogue among faculty and enhance the school culture, this session is for you! You will experience step-by-step structures to transform meetings, improve faculty relationships, enhance professional discourse, and involve stakeholders in decision making.

[Carol Lohkamp](#)

8:00 AM - 9:30 AM **Create A Campus-Wide Technology Growth Mindset Guaranteed To Increase Daily Student Engagement**

Participants will learn a variety of ways to encourage collaboration among teachers by increasing the use of technology daily which promotes high student engagement. Attendees will learn how to utilize a variety of technology applications essential for the 21st century.

Lorena Zertuche,

Ann Lalime

8:00 AM - 9:30  
AM

**Increase School Engagement Through Improved Communication**

There is a new opportunity for school leaders to engage their school community and improve their communication skills by maximizing the use of video. Learn free/inexpensive methods and practice your PR skills to show your school's personality and mission.

Andy Jacks

8:00 AM - 9:30  
AM

**Kernels Of Practice For Social Emotional Learning: Low-Cost, Low-Burden Strategies**

The field of social and emotional learning (SEL) is rapidly expanding as educators bring a sharper focus to helping children build skills beyond academic knowledge. This enlightening session with Harvard Graduate School of Education Professor Stephanie Jones will explore low-cost, targeted strategies that can be implemented quickly and have the potential to build students' SEL skills in a cohesive and complementary way across settings.

Stephanie Jones

8:00 AM - 9:30  
AM

**Managing Conflict With Clarity, Confidence, And Courage**

As administrators, coaches or colleagues, we often come up against situations where difficult topics must be addressed. What do we know about the best strategies for those moments? What questions should we be asking ourselves before we speak, and what environments are best for when we do speak? Based on Jennifer's book, *Having Hard Conversations*, and her work with conflict and interpersonal communication, this session will provide participants with action plans and scripting tools for having those necessary hard conversations.

Jennifer Abrams

8:00 AM - 9:30  
AM

**Resilience Can Be Taught: 4 Keys To Unleashing Resilience**

Learn about vital skills of resilience and 3 keys to creating a resilient climate. This engaging presentation will empower you to deliver these skills to students of any background and learning style, enabling them to thrive in school and life.

Christian Moore

8:00 AM - 9:30

**Restorative Practices--Learn from Principals**

AM

**Who Have Practiced RP Daily With Amazing Results!**

Participants will practice community building circles and observe a restorative conference. You will leave with the basic philosophy, tools and knowledge to use circles and conferences in your school. Restorative Practices are key to transforming school culture and climate.

Jennifer Kirksey

8:00 AM - 9:30 AM

**Slay Reading Logs, Champion Literacy, And Booktalk like a Wizard**

Step away from that reading log...and help staff step away too! Collect examples of innovative literacy practices and see strategies to champion a culture of literacy. Participants will walk away with a literacy toolkit too!

Brad Gustafson

8:00 AM - 9:30 AM

**STEAM Innovation Inspired By Biomimicry**

Nature's engineering feats and elegant designs provide cross-curricular, standards-based projects that engage learners in real-world challenges. Biomimicry, the field of science that imitates nature's time-tested solutions, helps students gather disparate concepts and translate them into actionable ideas.

Cheri Sterman,  
Nancy Horvat

8:00 AM - 9:30 AM

**The DCR Of Effective Leadership: Data, Curriculum, And Relationships**

Wondering how leaders become effective and achieve school-wide academic success? During this session, Principal Record from Pocomoke Middle will highlight the importance of making Data driven decisions, ensuring a rigorous Curriculum, and building Relationships. Three key components for effective leadership.

Matthew Record

8:00 AM - 9:30 AM

**Trauma Informed School Leadership**

The impact of trauma and chronic stress on students is at an all-time alarming rate. Participants will learn how to lead through a Trauma Informed Leadership model that equips, empowers, and inspires students to thrive in school.

Bill Ziegler

9:30 AM - 10:00 **Exhibit Hall Break (Vendor Learning Lab)**

AM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
9:30 AM - 10:00 AM	<b>Snapshot Session - Reflections and Networking</b>
10:00 AM - 11:30 AM	<b>Opening Keynote Session Razia Jan Hall B</b> <b>Global Education: Alike Yet Different</b> Razia's Ray of Hope Foundation is a nonprofit organization that empowers young women and girls in Afghanistan through community-based education in the district of Deh'Subz. Founded on the knowledge that education is key to positive, peaceful change for current and future generations, they provide young Afghans the opportunity to learn and grow in a safe, nurturing environment, so that they may work toward brighter futures — in their own villages and beyond. Razia's Ray of Hope Foundation would not exist without the spirit, vision, and tireless efforts of founder and president Razia Jan. Razia has worked for many years to forge connections between Afghans and Americans. Her humanitarian efforts are honored in First Lady Laura Bush's 2016 book We Are Afghan Women.
11:30 AM - 1:00 PM	<b>Lunch on Your Own</b>
11:45 AM - 12:45 PM	<b>The Exchange Exhibit Hall</b>

1:00 PM - 2:00 PM	<b>A Commitment To Excellence: Cultivating Engagement in Your School</b> Educators are under constant pressure to meet a variety of needs, engage families, and foster collaboration, while doing everything necessary to make a difference in the lives of students. If leaders aren't conscious, staff burnout is inevitable.  <u>Daniel Butler</u>
1:00 PM - 2:00 PM	<b>Are Your Students Emotionally Safe? - How to Eradicate Bullying At Its Root</b> Discover how to eradicate the root causes behind the toughest issues facing our students by transforming your school into an emotionally safe campus! Participants receive instant access to the ESE Grant training and resources for emotional safety education.  <u>Deanna Rhinehart</u>

1:00 PM - 2:00  
PM

### **Building A Future Ready School By Fostering Creativity And Critical Thinking**

Audience will embark on our school's inspiring journey of "Dream, Explore, Design, Create" to build a future ready school via exploration and innovation through shared vision, collective decision-making, and empowering teachers to create a student-centered learning aligned to academic standards.

Neera Kohli

1:00 PM - 2:00  
PM

### **Developing Campus Culture? Simple Ways To Build Positive Culture And Foster Parent Engagement**

Future and current administrators will gain insight into creating a genuinely positive school culture--a culture of kindness and care. Participants will leave the session with ideas and tools they can implement upon returning to their campus.

William Rhodes,  
Lindsay O'Leary.

1:00 PM - 2:00  
PM

### **Hiring For A High Achieving Climate And Culture**

The teachers you hire reflect on you, your students and your district. No one wants to hire a mediocre teacher, how can you tell what you're getting through the interview process? How do you discern who will be good from great?

Mary Smith

1:00 PM - 2:00  
PM

### **Human Literacy: Navigating Social And Emotional Issues With A Coaching Mindset**

Navigating life's challenges and working with others are within the social and emotional domains. Building human literacy skills includes developing self-awareness and understanding others. Participants will receive unique coaching protocols that help students and faculty improve interactions with others.

Cheri Sterman,  
Nancy Horvat

1:00 PM - 2:00  
PM

### **It's Lonely At The Top...But It Doesn't Have To Be!**

The job of a Principal can be difficult and lonely. However, principals have the best resources for success within their school community. Utilizing teacher leaders through collaboration to assist in making crucial decisions can help in expanding your vision.

Maria Bridwell

1:00 PM - 2:00  
PM

### **Leading a School Into a Comprehensive, Integrated Three-Tiered Model of Prevention (Ci3T)**

Dr. Kiser and Mrs. Tate will share experiences in developing and implementing a positive behavior support model. A description of helping teachers, parents, students, and stakeholders buy-in to their motto "Be the Best Me I Can Be!" will be discussed.

Matt Kiser,  
Laura Tate

1:00 PM - 2:00  
PM

### **National Panel For Aspiring Authors**

Have you ever dreamed of writing a book? Are you interested in learning more about the publishing process? The National Panel for Aspiring Authors is your chance to ask questions of principals and school leaders who are also published authors.

Brad Gustafson,  
Allyson Apsey,  
Derek McCoy,  
Bill Ziegler,  
Kaylen Tucker

1:00 PM - 2:00  
PM

### **Say Goodbye To Tokens And Tickets And Hello To PBIS Rewards**

Tired of printing your campus currency? Confused by the tickets in one classroom and tokens in another? Frustrated by how hard it is to keep up with "all the PBIS things"? We were too, but not any more!

Matt Arend,  
Carrie Tracy

1:00 PM - 2:00  
PM

### **School Improvement & Deep Impact: Voices Amidst Changing Demographics**

To address demographically changing schools, researchers implemented preliminary support training and development targeting specific school indicators and identifying areas of growth for school stakeholders to become more inclusive leaders. Using an ESSA aligned approaches, stakeholders improve schools towards school inclusion.

Jose Luevanos,  
Elisabeth Luevanos,  
Jean Madsen

1:00 PM - 2:00  
PM

### **Secondary Victims Of Opioid Addiction: Schools Help Through Social-emotional Learning**

Opioid addictions don't care who or why. Many addicts have school-age children, so what's a school to do for students worrying constantly about their caregivers? Social-emotional learning gives students strategies to cope and techniques for getting ready to learn.

Carla Tantillo Philibert,  
Brian Hastings

1:00 PM - 2:00  
PM

**STEM Play Experiences With Early Childhood Learners**

Learn about the process of integrating STEM Play time in Preschool. Using a basic engineering design model and design thinking structure, students develop skills while exploring real-world problems. Come experience STEM play yourself!

Joseph Stanzione,  
Veronica Morales

1:00 PM - 2:00  
PM

**The Empowered Principal: The School Leader's Alternative To Career Burnout**

Feeling overwhelmed, exhausted, and intimidated in your new role? You aren't alone. School leaders have high demands placed on them daily. Join me in exploring how to take control and make decisions from a place of empowerment and clarity.

Angela Robeck

1:00 PM - 2:00  
PM

**The Four Dimensions Of Principal Leadership**

This session will introduce participants to the Dr. Reginald Green's Four Dimensions of Principal Leadership. The four dimensions are a combination of leadership theory and research-based best practice. Together, the dimensions offer school leaders practical advice for leading their school.

Ethan Randall

1:00 PM - 2:00  
PM

**The Principals Tool-Kit For Improving School And Classroom Discipline**

The purpose of this session is to give principals a tool-kit of strategies for classroom management and school-wide management including: practicing proactive strategies, teach tools, diffusers, classroom design, student-teacher relationships, start-up & shut-down requests, and how to refocus.

Bill Truesdale

2:00 PM - 2:30 **Exhibit Hall Break (Vendor Learning Lab)**

PM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
2:00 PM - 2:30 PM	<b>Snapshot Session/Reflections and Networking</b>
2:30 PM - 4:30 PM	<b>Innovation Rotation</b>

2:30 PM - 3:30 PM	<p><b>10 Successful Strategies For Newcomer Students</b></p> <p>"We will share ten successful strategies to support the successful transition for newcomer immigrant English Language Learners that impact their adjustment to a new country. A welcoming school provides stability that impacts the success for students, families, and communities overall."</p> <p style="text-align: center;"><u>Victor Tam,</u> <u>Carla Llewelyn-Vasquez</u></p>
2:30 PM - 3:30 PM	<p><b>10 Ways Every Educator Can Be The One For Kids</b></p> <p>"This keynote takes the audience on a journey through education, by hearing engaging stories about my journey, the impact we all have, and how we can all unleash our power to change the lives of our students. "</p> <p style="text-align: center;"><u>Ryan Sheehy</u></p>
2:30 PM - 3:30 PM	<p><b>Creating a School-wide Writing Program: Four Key Elements</b></p> <p>Most schools have a unified approach to reading, but writing is often a close-the-door-and-do-your-own-thing instructional model with many teachers assigning writing more often than teaching it. Learn four essential elements that must be part of any successful school-wide writing program.</p> <p style="text-align: center;"><u>Alice Greiner</u></p>
2:30 PM - 3:30 PM	<p><b>Developing Self-Regulation And Empathy As Crucial PK To Grade 3 Early Childhood Learning Outcomes</b></p> <p>The intense focus on academic testing outcomes has led many schools to give much less attention to the development of self-regulation, empathy, and social-emotional intelligence, even though these are high-value predictors of success in learning and in life.</p> <p style="text-align: center;"><u>Bob Sornson</u></p>
2:30 PM - 3:30 PM	<b>Even Broken Crayons Still Color - School-wide</b>

PM

### **SEL Strategies That Changed A Building's Culture.**

Participants will learn about trauma informed practices such as PBIS, Conscious Discipline, Yoga/Mindfulness, and celebrations. Participants will learn strategies to maximize student learning and belonging at school, and reduce disciplinary referrals, as well as strategies to increase student attendance rates.

Amy Mason

2:30 PM - 3:30

PM

### **From ACES Low To ACES High**

Students are coming to us with a greater number and intensity of at-risk challenges, including poverty and trauma's Adverse Childhood Experiences. Principals will learn how to harness relationships to overcome these challenges and better support student development and achievement.

Jason Anderson,

Crystal Magers

2:30 PM - 3:30

PM

### **Leading For Literacy: How Strong Principals Can Make A Difference**

This session will introduce the Center on Improving Literacy Through Supporting Elementary School Leaders, newly funded by the U.S. Office of Special Education Programs. The mission of this center is to improve student literacy through building capacity of instructional leaders.

Allison Gandhi,

Sarah Arden

2:30 PM - 3:30

PM

### **Manage To Your Advantage: Approaching School Management Through The Lens Of Threat Assessment**

Participants will focus on applying the process of effective threat and risk assessment to their everyday roles as school-based administrators, starting with the principle that no one person or place sufficiently answers all questions or solves all dilemmas.

Lori Brown

2:30 PM - 3:30

PM

### **Multi-Tiered Systems Of Support (MTSS) For Young Children: Driving Change In Early Education**

"Multi-Tiered Systems of Support (MTSS) for young children is a system-wide framework for delivering effective educational services, matched to learners' needs, resulting in achievement of essential outcomes. Learn how this framework can work in your Pre-K / ECE setting! "

Robin Miller Young2:30 PM - 3:30  
PM**Personalizing Professional Development**

This session shares personalized learning practices used when planning professional learning . We will share how our district provides voice, choice, and path for teachers to grow in meaningful ways that impact student learning and achievement, and teacher compensation.

Sue Sterner,Jeremy Monday,Christopher Otto2:30 PM - 3:30  
PM**STEM Identity And Technology Fluency - An Approach For Any Teacher And Every Student**

Educators will learn how to help students develop 'STEM Identity' and 'Technology Fluency,' while going hands-on with innovative learning media and lesson content. Participants will develop their own Technology Fluency, and practice computational-thinking in a robotic design challenge!

David Emery2:30 PM - 3:30  
PM**The One Thing**

In City Slickers, the wanna-be cowboy gets advice about success from the experienced old cowhand, "Find your one thing." The same is true with campus administrators: find the one thing that gets the most growth from the most students.

Vanessa Stuart2:30 PM - 3:30  
PM**Time Management For School Leaders: Total Control & Peace Of Mind**

This session provides a total system for organizing your surroundings and effectively managing your time. Time management is an essential, yet often missing, skill in the development of classroom teachers and school administrators.

Frank Buck3:45 PM - 4:45  
PM**Be A Champion For Equity- Build A Trauma Sensitive Environment For All Students!**

Imagine a school building where every child feels safe and an environment where all students can thrive. Students bring their trauma into school everyday. It is our job as educators to create an environment where all students can be successful!

Aaron Carmichael,Malinda Mikesell

3:45 PM - 4:45

**Building Quality Relationships With Students,**

PM

**Teachers, And Families**

Join Mathew Moyer as he reviews a variety of ways you can work to build quality relationships with your school community. We will look at the strategies you can implement that will build meaningful relationships that lead to improvements for your school.

Matthew Moyer

3:45 PM - 4:45 PM

**Coordinated Services: How One District Intentionally Plans For ESL, SPED, & RTI In One Day**

Have you ever heard the phrase, "SPED trumps ESL?" Coordination of ESL, RTI, & SPED services is essential when educating students who qualify for a variety of supports. Examples of collaboration & forms will be shared on how to ensure equity in services.

Debra Frantz,  
Joris Ray.

3:45 PM - 4:45 PM

**Durable Student Outcomes: Do It By Keeping Things Local and Committing to Being Helpful**

Localism matters when it comes to lasting outcomes. This session changes the standard paradigm of reform by examining what it means to own results locally, leverage outside expertise sparingly, and shift from monitoring and accountability to being helpful.

Gillian Williams,  
Mildred Toliver

3:45 PM - 4:45 PM

**Effective Universal Instruction: Improving Your Results Now**

Strong, effective universal instruction is essential for high achievement. Schools cannot intervene their way to achievement for all students. This session will support schools to examine and improve universal instruction through collective educator collaboration.

Sarah Brown,  
Kimberly Gibbons

3:45 PM - 4:45 PM

**High-Leverage Leadership: 3 Strategies To Develop The Next Generation Of Leaders**

Human connection matters. Positive culture formed with school personnel lays the foundation for optimal performance. Participants will learn simple, high-leverage routines to grow leadership capacity, improve public relations, while fostering positive relationships within the school environment.

Daniel Butler,  
Benjamin Gilpin

3:45 PM - 4:45  
PM

**Let Go And Lead! Supporting Teachers And Students In The Role Of Instructional Leader.**

This session will focus on processes and strategies for building leadership skills in teachers and students. Session participants will engage in collaborative activities and discussions designed to help them leverage teacher and student leaders to affect change.

Fran Dundore,  
Margaret Bobbitt

3:45 PM - 4:45  
PM

**Literacy Zero To Literacy Hero**

One year ago these two literacy “zeroes” were faced with the daunting reality that literacy was missing from their leadership. Come discover the steps they took to harness their inner superhero moving from a Literacy Zero to Literacy Hero.

Matt Arend,  
Todd Schmidt

3:45 PM - 4:45  
PM

**Mastering Parental Involvement – Keeping Kids And Parents Involved In The School**

Strategies for communicating successfully with all parents including the unfocused, hostile, unresponsive, helicopter, and enabling kind. Help parents work with you, not against you through assertive communication and defined conferencing skills. The Home/School Plan results in more focused, successful students and parents.

Bert Simmons

3:45 PM - 4:45  
PM

**PSEL/NELP Standards**

TBD

Jacquelyn Wilson

3:45 PM - 4:45  
PM

**School Culture - A Guide to Thrive**

Thinking teachers lead to thinking students. The first step to developing agency and independence in students is to develop agency and independence in teachers. This session will help you simplify so you can focus on the essential ingredients for success.

Derek Thompson

3:45 PM - 4:45  
PM

**Supporting Our Transgender And Gender Non-Conforming Youth By Creating Inclusive Schools**

75% of Transgender and Gender Non-Conforming youth feel unsafe at school. School leaders have

the power to change this statistic. This session will provide training and tools for leaders committed to creating inclusive schools for all students.

Vanessa Ford

3:45 PM - 4:45  
PM

**The NAESP Pre-K-3 Leadership Academy™ -  
Creating More Effective Early Learning  
Leaders!**

Are you interested in becoming an effective Pre-K-3 Leader? Join this session to learn how the NAESP Pre-K-3 Leadership Academy™ has trained principals and directors in two states to become more effective in applying the six competencies outlined in NAESP's publication: "Leading Pre-K-3 Learning Communities: Competencies for Effective Principal Practice." This program provides a unique blended learning experience designed to enhance a principal's knowledge and skills for becoming an effective Pre-K-3 school leader.

Honor Fede

3:45 PM - 4:45  
PM

**Using Technology To Enhance Climate, Virtual  
Meetings, & Stay Connected With Students &  
Families**

This session will give a brief introduction on how to utilize technology that will allow administrators to improve school culture and climate, virtually meet with their faculty while delineating pertinent information, and keep connected with students and their families.

Martina Carroll

5:00 PM - 6:00  
PM **Opening Reception**

Thursday, July 11, 2019

7:00 AM - 8:30  
AM

**Continental Breakfast  
Exhibit Hall**

Vendor Learning Lab/Spotlight

7:00 AM - 5:00  
PM

**Exhibit Hall Open**

7:00 AM - 5:00  
PM

**Registration**

8:30 AM - 10:00 **#LeadPositive: Education Leadership Vision**

AM

**Turned Into Positive Action**

A career in education is not easy but can be exhilarating and fulfilling when you find positivity. The goal of this session is to support others (beginning and experienced leaders alike) to lead positively through a series of 12 actions.

Shanna Spickard

8:30 AM - 10:00 AM

**Breathe For Change: Mindful Leadership to Embody Social Change for Equity**

In this experiential Breathe For Change workshop, educational leaders will learn to enhance individual and collective well-being at the school level through integrating wellness and social-emotional learning practices in a trauma-informed, inclusive and culturally relevant way.

Tui Roper,  
Ilana Nankin

8:30 AM - 10:00 AM

**Is My School A Better School BECAUSE I Lead It?**

Principals will be challenged to examine their own leadership identity, presence, impact, mission, purpose, vision and value as the leaders of their schools and whether their leadership practices enable learners to have optimal learning opportunities in equitable, culturally-responsive learning environments.

Baruti Kafele

8:30 AM - 10:00 AM

**It's Time For A Disrupt Admin Session!**

We are working to disrupt administration! A different type of session where ten different principals each share one of their favorite ways to think outside of the box. It's a fast paced presentation packed with lots of great ideas!

Matt Arend,  
Liz Garden,  
Andy Jacks,  
Kelley Begley-McCall,  
Jessica Gomez,  
Cathryn Jacobs,  
Todd Schmidt,  
Lindsay Stumpfenhorst,  
Julie Vincentsen,  
Claire Giardino

8:30 AM - 10:00 AM

**Leading The Whole Teacher**

When asked, teachers often identify that education is their profession AND their hobby. If not nurtured, this can lead to burnout. Leaders who support the

whole teacher help teachers perform their best and feel their best.

Allyson Apsey

8:30 AM - 10:00 **Leaping Over Poverty**

AM

Cognitive stressors and delays, emotional and social challenges, acute chronic stressors, as well as health and safety issues are the main risk factors associated with poverty. Targeting these factors assist students who live in poverty to engage in school productively.

Daniele Snider

8:30 AM - 10:00 **My 10 Favorite Gmail Tricks And Other Productivity Hacks**

AM

While Gmail is a popular tool for principals, most don't know about these 10 features that make a world of difference. Use one or all 10. Regardless, tomorrow, you will attack your email with a smile.

Frank Buck

8:30 AM - 10:00 **Principals: You Are The Leader Of Learning**

AM

School principals are "invaluable multipliers of teaching and learning in the nation's schools," according to this report by political scientist Paul Manna. As a school's "leader of learning" for both the students and adults, principals create the conditions that enable effective teaching and learning and happen at scale. This session will explore the specific behaviors principals can exhibit to strengthen educator practice and results for students through standards-based professional learning.

Frederick Brown

8:30 AM - 10:00 **Social And Emotional Learning: Not Just for Students**

AM

This workshop draws on the five Social/Emotional competencies as identified by CASEL, and focuses on inspiring educators to become practitioners of those competencies as a means to create trusting and nurturing environments where students thrive in school and life.

Greg Sommers

8:30 AM - 10:00 **Stop Suspending Students!**

AM

Suspensions and exclusionary practices cannot be part of our discipline strategy for students. Learn ways to be a zero suspension school while maintaining support to teachers and keeping your families highly satisfied.

Andy Jacks

8:30 AM - 10:00 AM **You Think You Have Tough Kids? Turn That Behavior Around**

Empower teachers with an effective school-wide plan that motivates defiant, non-compliant students, stops teacher/student negative confrontations, office referrals and suspensions. Become skilled at knowing what to do with a bully and how to use dispute resolution to minimize overt behavior.

Bert Simmons

9:30 AM - 10:00 AM **Exhibit Hall Break**

Vendor Learning Lab/Spotlight

9:30 AM - 10:00 AM **Snapshot Session/Reflections and Networking**

10:00 AM - 10:30 AM **Snapshot Session/Reflections and Networking**

10:30 AM - 11:30 AM **Building Capacity For Technology Integration & Innovation Through Professional Learning Cohorts**

In this session we'll share practices rooted in adult SEL, professional interests, and cohort models that have been leveraged to build teacher capacity in the areas of pedagogy, teacher leadership, and authentic, purposeful integration of technology and innovation.

Stephanie Sandifer,  
Amy Houser,  
Krystal Weiss

10:30 AM - 11:30 AM **Classroom Management That Works: The Missing Ingredient!**

The Classroom Management Plan described in this session provides a systematic framework for a student's day-to-day behavior, a hierarchy of discipline responsibilities/consequences, and proven and tested positive reinforcement resulting in greater academic success for all students.

Bert Simmons

10:30 AM - 11:30 AM **Creating Innovative Professional Learning To Empower Teachers In Their Own Growth**

Say goodbye to the traditional one size fits all, sit and get professional development! During this session we will share various ways we have structured innovative professional learning

opportunities for our staff focused on individual interest and professional strengths.

Matthew Johnson,  
Griffin Gervais,  
Kristin Rhodes

10:30 AM -  
11:30 AM

**Demystifying The 'How' Of Improving Student Behavior & School Safety Using SEB MTSS**

Participants will actively engage in exercises through a “how to” skills session to conceptualize how a social-emotional-behavioral (SEB) MTSS framework can work at their schools including the necessary components, processes, and professional roles of a tiered SEB MTSS.

Katherine Dockweiler,  
Alison Clark,  
Lindsay Diamond

10:30 AM -  
11:30 AM

**Developing A Culturally Inclusive Organization With Equity In Mind**

Public schools are becoming more diverse across the nation. In this ever-changing environment, our students must be prepared to interact with people who look, speak, and believe differently. It is the educators responsibility to embrace the diversity of the students.

Tia James,  
Latoya Jeems

10:30 AM -  
11:30 AM

**GENERATION EVERYONE! The Roles We Play In InterGenerational Family Engagement And Why It Matters**

A survey of 2000+ superintendents found only 6% feel they have a firm understanding on how to motivate their multigenerational staff, teachers, and parents. Learn how to increase teacher retention and family engagement by mastering Intergenerational Family Engagement.

Dillon Kalkhurst

10:30 AM -  
11:30 AM

**Leading With The Ethic Of Care**

Leading with the Ethic of Care session will focus on the dynamics of developing a school community that uses empathy and design thinking to forge a positive connection with the stakeholders at an elementary school.

Gerald Paterson

10:30 AM -  
11:30 AM

**Managing the Teacher Hiring Process: 10 Important Steps**

To hire effective teachers, an administrator needs a process that assures that candidates have the

experience and expertise to do the job. Using behavior-based interviewing, (BBI) and the steps taught in this session, teacher hiring will become highly successful.

Mary Clement

10:30 AM -  
11:30 AM

**Overcoming The Unspoken: Successful Leadership In A Culture Of Silence**

Participants will experience how the use of technology can improve climate and culture by making the invisible visible through on-going feedback relative to key levers of school improvement.

Philip Hammonds

10:30 AM -  
11:30 AM

**Pivotal Elementary School Principal's Role To Lead Transformational Change & Build School Culture**

Elementary principals serve a pivotal role in bringing about transformational change and building school culture. Five key themes provide insight into the role of elementary principals and the associated skills, knowledge, and behaviors that they must employ.

Tamera Jones

10:30 AM -  
11:30 AM

**Strategies, Practices, And Procedures That Reduce Inappropriate Office Referrals**

Frustrated with an office full of student behavioral referrals? This session will help you refocus on teaching adults your expectations and norms of behavior while supporting their management of students. With clear school structures, procedures, and practices, school culture improves.

Paul Young

10:30 AM -  
11:30 AM

**Student Achievement Starts With Teacher Empowerment: Is It Really That Simple?**

Join us as we share tools and creative innovations that empower teacher leaders to reflect on best practices and work as change-agents. Leave ready to lead your organization towards engaged students, higher levels of collaborative instruction and increased student achievement.

Sarah Von Esh,  
Tracey Smith

10:30 AM -  
11:30 AM

**The Hip-Hop Principalship: The Rhyme And Reason Of New School Leadership**

This session provides a guideline for connecting with a new school community with a five-pronged doctrine for shaping school culture and relating to

the school community in authentic ways.  
Leadership is presented as a force for social change and empowerment.

Andre Mountain

10:30 AM -  
11:30 AM

**Transforming School Culture: How To Overcome Staff Division**

Explore the root causes of staff resistance to change and leave with concrete strategies that will improve school culture, address staff cohesion, maximize human potential, and lay the foundation for a powerful learning environment.

Malik Muhammad

10:30 AM -  
11:30 AM

**You Are What You Read: Leading A Culture Of Literacy**

We all know that literacy is important - it's the cornerstone of society. Yet, how much instructional leadership capacity do we use to model, coach, and facilitate the idea of literacy for all students at all levels? Re-imagine your literacy leadership now!

Adam Drummond

11:30 AM - 1:00 PM **Lunch on Your Own**

11:45 AM - 12:45 PM **The Exchange Exhibit Hall**

1:00 PM - 2:30 PM **Keynote Session - Michael Fullan Hall B**

2:30 PM - 3:00 PM **Snapshot Session/Reflections and Networking**

3:00 PM - 4:00 PM **#PrincipalsInAction - Get Out Of Your Office And Connect With Others!**

Principals In Action are leaders who believe in getting out of their office and connecting with others. Through Twitter and Voxer, Principals In Action are connected to share ideas, challenge each other, offer support, and lean on during tough times.

Mark French,  
Jay Posick,  
Ryan Sheehy.

3:00 PM - 4:00 PM **90 90 90 - The Next Generation Of High Performing High Poverty Schools**

Dr. Douglas Reeves will share insights from the new research on 90 90 90 schools. Dr. Reeves will address the important new insights that address the challenges of leading schools serving students from low income families.

Douglas Reeves

3:00 PM - 4:00 PM **Academic And Behavior Systems Of Support**

This session will look at everything between assessments to implementation of effective behavioral and academic systems of support. Participants will walk away with hands-on resources for academic and behavior interventions, with a focus on meeting the most challenging students.

Micah Gearhart

3:00 PM - 4:00 PM **American Overseas Schools**

Learn more about the role of American Overseas Schools. Literature and materials, including fact sheets, school directories, and recruitment information will be distributed. Employment opportunities and school-to-school partnerships will be discussed. Gain an understanding of opportunities available to stateside principals.

Thomas Shearer,  
Brent Mutsch

3:00 PM - 4:00 PM **Get Dirty; Creating A Positive Culture Through Involvement**

Principals will gain new ideas and resources on continuing to build rapport with your students, staff, and families while still creating an environment accepting of change and growth.

Lindsay Stumpenhorst3:00 PM - 4:00  
PM**Hacking Social-Emotional Learning: One School's Journey To Make SEL A Year-Long Priority**

Creating a multifaceted social-emotional learning program that is both ongoing and engaging to students of all ages can be a daunting task for any school leader. Come discover the ideas/strategies one school site implemented to make SEL a priority.

Todd Schmidt3:00 PM - 4:00  
PM**Instructional Practices For Cultivating Multi-Dimensional Wellness & Mental Health In Our Classrooms**

Instructional practices for integrating researched-based strategies including mindfulness, movement, breath and social emotional learning into our classrooms, schools and communities. Our Professional Development and Instructional Practices were successfully piloted with the Port Jefferson Middle School in the Fall of 2017.

Diane MacDonald3:00 PM - 4:00  
PM**Leading The Charge For Cultural Competency In Schools**

This session will focus on the changing role of the principal from building manager to culturally competent leader.

Beverly Johnson-Green3:00 PM - 4:00  
PM**Moving From Data Rich To Information Rich: Leveraging Data To Make Meaningful Change**

If we believe all data is of equal importance, we cannot utilize any data to drive meaningful change. This session will help administrators to identify specific data points to develop more information rich data analysis and drive change.

Joe Mullikin3:00 PM - 4:00  
PM**Pathway To Community Engagement**

Effective community engagement is not a one-time program but rather a set of day-to-day practices and interactions that support learning. Schools and communities need to work together to promote engagement that is systemic, sustained and integrated into school improvement efforts.

Penelope Miller-Smith

3:00 PM - 4:00

**Poking The Bear: Creating Trauma Sensitive Environments**

PM	In this session, participants will gain an understanding of how trauma affects the brain, hinders learning, motivation, and success of impacted students in the classrooms.  <u>LaRon Martin</u>
3:00 PM - 4:00 PM	<b>Positive School Branding: How To Do It Effectively And Efficiently</b> Participants will learn about the power of positivity and leave with ideas to take back and implement to get all stakeholders on board. There is no better public relations campaign than one that promotes a positive learning environment for all.  <u>Shanna Spickard</u>
3:00 PM - 4:00 PM	<b>Promoting Self-Directed Learning During Intervention/Extension Blocks Through Electronic Portfolios</b> In this session you will learn how to use technology and online tools that are student-centered when considering implementing digital portfolios in your school to develop self-directed learning.  <u>Carrie Huber</u>
3:00 PM - 4:00 PM	<b>Uncommon Leadership: Live Well, Lead Strong</b> Our world needs Uncommon Leaders---those who live intentionally and demonstrate courage that shines in everything they do. We'll examine "living well": reflecting on our guiding principles, and "leading strong": acting with compassion and integrity that flows from our principled foundation.  <u>Debbie McFalone</u>
3:00 PM - 4:00 PM	<b>Wanted: The Instructional Change Agent</b> Now seeking: instructional leader. This role is often in conflict with other non-instructional duties. Imagine how your role could re-emerge as the instructional change agent to increase our leadership capacity through culture, instructional planning, learner engagement, and community advocacy.  <u>Adam Drummond</u>

Friday, July 12, 2019

7:00 AM - 12:30 **Exhibit Hall Open**

PM

7:00 AM - 11:00 **Registration**

AM

7:30 AM - 8:30 **Overseas School Breakfast (Invitation Only)**

AM

7:30 AM - 9:30 **State Representatives Membership Meeting**

AM

8:00 AM - 9:30 **Federal Relations Network Meeting**

AM

8:00 AM - 9:30 **State Editors Meeting**

AM

8:00 AM - 9:30 **4 Steps To Successful Time Management For Administrators**

AM

This session features a 4 step process to assist school leaders/administrators collect and analyze data to understand how they are prioritizing their professional time. A case study of districts that have utilized the research-based process and protocols will be shared.

Jobi Lawrence,

Gerald Hudson

8:00 AM - 9:30 **Addressing The Poverty Mindset**

AM

Schools that serve low-income communities face similar and pervasive issues that are actually a result of the Poverty Mindset. This workshop clarifies misconceptions about poverty, why it exists, how it secretly impacts our schools, and how to change it...permanently!

Hotep Na

8:00 AM - 9:30 **Administrative Strategies For Reducing Office Referrals And Suspensions While Engaging Students**

AM

This Administrative System addresses both mischievous and severe behavior. Learn to use the Discipline, Shelter, Tardy, Truancy and Academic Behavior Cards and Crisis Intervention Unit to successfully reduce office referrals, suspensions and expulsions keeping students in school with on-task learning.

Bert Simmons

8:00 AM - 9:30 **Finding Your Own Path To Serendipity**

AM

This presentation is about embracing all experiences and allowing them to make us better. It's about looking at every experience as treasures —moments that bring us more pain than we

thought possible, more joy than we deserve, and everything in between.

Allyson Apsey

8:00 AM - 9:30  
AM

**Fundamental 5: The Formula For Quality Instruction**

"Great teachers don't teach dramatically different than their peers, they teach slightly different. These slight changes in delivery dramatically improve student performance. Best-selling authors, Cain and Laird, share the secrets of great teachers and how to follow their example."

Sean Cain,  
Michael Laird

8:00 AM - 9:30  
AM

**Learn How To Be An NAESP National Principal Mentor**

The NAESP National Mentor Training and Certification Program™ exhibits a model in which principals can learn to become better leaders from qualified mentors. Join our session which will fully examine the significance of the National Mentor Training and Certification Program™. Our program offers a highly structured professional development program designed to create a cadre of mentors whose expertise is channeled to support school leaders. The training program integrates research-based best practices with participants' knowledge and experiences. The program can be customized according to a school district's specific needs.

Aaran Lurry

8:00 AM - 9:30  
AM

**Practical Strategies & Tools to Create An Active School Environment for Improved Student Outcomes**

Physical movement and learning are essential aspects of the total educational experience for all students. Physical education and physical activity are a component of the Whole School, Whole Community, Whole Child (WSCC) model and can be delivered through a comprehensive school physical activity program (CSPAP) that provides opportunities for students to be physically active before, during, and after school. Come learn about practical, evidence-based CSPAP resources developed by the Centers for Disease Control and Prevention (CDC), Active Schools, and other organizations to help schools implement strategies to increase students' physical activity and improve their academic achievement.

Charlene Burgeson

**Principals Leading Learning: Maximizing The**

8:00 AM - 9:30 AM	<p><b>Impact Of Professional Development</b></p> <p>Leaders must invest in professional development that directly impacts instructional practices. Learn key components of effective PD and practical, research-based and job-embedded practices. Leaders will not only understand the research, but they can take back proven ways to support teachers.</p> <p style="text-align: center;"><u>Shanna Spickard</u></p>
8:00 AM - 9:30 AM	<p><b>RETHINKing Literacy LEADership: LEADing Systems To Increase Student LEARNING</b></p> <p>Meeting the literacy needs of all students is a critical responsibility of school leaders and requires effective systems that impact learning throughout schools. Participants' will deepen their understanding of research-based practices, analyze processes and apply tools to ensure consistent implementation.</p> <p style="text-align: center;"><u>Molly Funk,</u> <u>Melissa Usiak</u></p>
8:00 AM - 9:30 AM	<p><b>SEL In Your School Made Easy</b></p> <p>We know that social-emotional learning is important to our students' development, but how do we teach it effectively? This session will explain how to effectively infuse SEL into your classrooms and identify available resources.</p> <p style="text-align: center;"><u>Erin Capone</u></p>
8:00 AM - 9:30 AM	<p><b>The New Teacher Pipeline: What You Can Do To Keep Quality Applicants Coming Your Way</b></p> <p>Does your school have an adequate supply of new teachers and substitutes? Learn what principals can do to influence the recruitment, preparation, and the mindset of aspiring teachers and support your new hires to assure they survive and thrive.</p> <p style="text-align: center;"><u>Paul Young</u></p>

8:30 AM - 9:30 AM	<p><b>State Representatives Nominating Committee Meeting</b></p>
10:00 AM - 11:30 AM	<p><b>Closing Keynote Session Kwame Alexander Hall B</b></p> <p><b>Be Constructive With Your Blues: Seven Life Lessons Learned From Inspiring Teachers and Principals</b> Along his thirty-year writerly journey, Kwame Alexander received hundreds of rejections. But, he never let other people's NOs define him. And, it paid off in 2015 when he won the coveted Newbery Medal. In this lively and engaging session, Kwame will share important life</p>

lessons he learned from educators that have helped lead to his success, how saying yes transformed his career and life, and how it paved the way to getting people of all ages excited about literacy and language. Participants will leave this session energized to turn negatives into positives and powerfully impact the students and adults they serve.

1:00 PM - 2:00 PM **Webinar Wednesday Live**



Closed Optional Fee

Tuesday, July 9, 2019

7:00 AM - 5:00 PM	<b>Registration</b>	
8:00 AM - 12:00 PM	<b>Community Service Day</b>	
	Community Service Day offers NAESP conference attendees an opportunity to make a difference through service projects that improve local schools. The service day event is sponsored by Playground equipment manufacturer Landscape Structures.	

**Pre-Conference Session (additional fee required)**

8:00 AM - 4:00 PM	<b>Navigating Social Emotional Learning (SEL): Science, Principal Practice, and Practical Application</b> <b>Spokane Convention Center</b>	
	National principals understand the importance of SEL and its impact on schools, however often they struggle with taking theory to practice. This intensive training, led by an expert in the SEL field, Dr. Stephanie Jones, will provide a framework for understanding SEL and bring the conversation full circle to provide an in-depth guide to 25 evidence-based social emotional learning programs for elementary schools that profiles both lesson-based/curriculum and non-curricular approaches.  Speakers: <u><a href="#">Stephanie Jones</a></u>	
8:00 AM - 4:00 PM	<b>Swimming in the Deep End - What Does It Take?</b> <b>Spokane Convention Center</b>	
	No matter where what role we play in a school or district, we all want to make a difference. However, things move fast in education these days, and often in our communications we are left confused, overwhelmed, and not as successful as we could be. We need to build up a skill set of effective decision-making capabilities, 'resistance	

management' communication strategies, and for the sake of our health, our 'stress tolerance.' This workshop will provide support, a laugh, and some cognitive, social and psychological resources to help you communicate more effectively, confidently, and collaboratively, no matter your role.

Speakers: [Jennifer Abrams](#)

Wednesday, July 10, 2019

7:00 AM - 8:30 AM **Continental Breakfast**  
**Exhibit Hall**

7:00 AM - 5:00 PM **Exhibit Hall Open**

7:00 AM - 5:00 PM **Registration**  
**Spokane Convention Center**

8:00 AM - 9:30 AM **6 Million US Children Missing From School!**  
**What Can We Do About It?**

There are nearly 6 million children who are not enrolled in any type of schooling in the US! Why is this and how do we, as a nation, reach out to them and their families? Learn how in this session.

[Darrell Rud](#),  
[Richard Barbacane](#),  
[Mary Kay Sommers](#)

8:00 AM - 9:30 AM **Cooperative Meetings: A Critical Tool for Faculty Development**

If you want strategies that create engaging dialogue among faculty and enhance the school culture, this session is for you! You will experience step-by-step structures to transform meetings, improve faculty relationships, enhance professional discourse, and involve stakeholders in decision making.

[Carol Lohkamp](#)

8:00 AM - 9:30 AM **Create A Campus-Wide Technology Growth Mindset Guaranteed To Increase Daily Student Engagement**

Participants will learn a variety of ways to encourage collaboration among teachers by increasing the use of technology daily which promotes high student engagement. Attendees will learn how to utilize a variety of technology applications essential for the 21st century.

Lorena Zertuche,

Ann Lalime

8:00 AM - 9:30  
AM

**Increase School Engagement Through Improved Communication**

There is a new opportunity for school leaders to engage their school community and improve their communication skills by maximizing the use of video. Learn free/inexpensive methods and practice your PR skills to show your school's personality and mission.

Andy Jacks

8:00 AM - 9:30  
AM

**Kernels Of Practice For Social Emotional Learning: Low-Cost, Low-Burden Strategies**

The field of social and emotional learning (SEL) is rapidly expanding as educators bring a sharper focus to helping children build skills beyond academic knowledge. This enlightening session with Harvard Graduate School of Education Professor Stephanie Jones will explore low-cost, targeted strategies that can be implemented quickly and have the potential to build students' SEL skills in a cohesive and complementary way across settings.

Stephanie Jones

8:00 AM - 9:30  
AM

**Managing Conflict With Clarity, Confidence, And Courage**

As administrators, coaches or colleagues, we often come up against situations where difficult topics must be addressed. What do we know about the best strategies for those moments? What questions should we be asking ourselves before we speak, and what environments are best for when we do speak? Based on Jennifer's book, *Having Hard Conversations*, and her work with conflict and interpersonal communication, this session will provide participants with action plans and scripting tools for having those necessary hard conversations.

Jennifer Abrams

8:00 AM - 9:30  
AM

**Resilience Can Be Taught: 4 Keys To Unleashing Resilience**

Learn about vital skills of resilience and 3 keys to creating a resilient climate. This engaging presentation will empower you to deliver these skills to students of any background and learning style, enabling them to thrive in school and life.

Christian Moore

8:00 AM - 9:30

**Restorative Practices--Learn from Principals**

AM

**Who Have Practiced RP Daily With Amazing Results!**

Participants will practice community building circles and observe a restorative conference. You will leave with the basic philosophy, tools and knowledge to use circles and conferences in your school. Restorative Practices are key to transforming school culture and climate.

Jennifer Kirksey

8:00 AM - 9:30 AM

**Slay Reading Logs, Champion Literacy, And Booktalk like a Wizard**

Step away from that reading log...and help staff step away too! Collect examples of innovative literacy practices and see strategies to champion a culture of literacy. Participants will walk away with a literacy toolkit too!

Brad Gustafson

8:00 AM - 9:30 AM

**STEAM Innovation Inspired By Biomimicry**

Nature's engineering feats and elegant designs provide cross-curricular, standards-based projects that engage learners in real-world challenges. Biomimicry, the field of science that imitates nature's time-tested solutions, helps students gather disparate concepts and translate them into actionable ideas.

Cheri Sterman,  
Nancy Horvat

8:00 AM - 9:30 AM

**The DCR Of Effective Leadership: Data, Curriculum, And Relationships**

Wondering how leaders become effective and achieve school-wide academic success? During this session, Principal Record from Pocomoke Middle will highlight the importance of making Data driven decisions, ensuring a rigorous Curriculum, and building Relationships. Three key components for effective leadership.

Matthew Record

8:00 AM - 9:30 AM

**Trauma Informed School Leadership**

The impact of trauma and chronic stress on students is at an all-time alarming rate. Participants will learn how to lead through a Trauma Informed Leadership model that equips, empowers, and inspires students to thrive in school.

Bill Ziegler

9:30 AM - 10:00 **Exhibit Hall Break (Vendor Learning Lab)**

AM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
9:30 AM - 10:00 AM	<b>Snapshot Session - Reflections and Networking</b>
10:00 AM - 11:30 AM	<b>Opening Keynote Session Razia Jan Hall B</b> <b>Global Education: Alike Yet Different</b> Razia's Ray of Hope Foundation is a nonprofit organization that empowers young women and girls in Afghanistan through community-based education in the district of Deh'Subz. Founded on the knowledge that education is key to positive, peaceful change for current and future generations, they provide young Afghans the opportunity to learn and grow in a safe, nurturing environment, so that they may work toward brighter futures — in their own villages and beyond. Razia's Ray of Hope Foundation would not exist without the spirit, vision, and tireless efforts of founder and president Razia Jan. Razia has worked for many years to forge connections between Afghans and Americans. Her humanitarian efforts are honored in First Lady Laura Bush's 2016 book We Are Afghan Women.
11:30 AM - 1:00 PM	<b>Lunch on Your Own</b>
11:45 AM - 12:45 PM	<b>The Exchange Exhibit Hall</b>

1:00 PM - 2:00 PM	<b>A Commitment To Excellence: Cultivating Engagement in Your School</b> Educators are under constant pressure to meet a variety of needs, engage families, and foster collaboration, while doing everything necessary to make a difference in the lives of students. If leaders aren't conscious, staff burnout is inevitable.  <u>Daniel Butler</u>
1:00 PM - 2:00 PM	<b>Are Your Students Emotionally Safe? - How to Eradicate Bullying At Its Root</b> Discover how to eradicate the root causes behind the toughest issues facing our students by transforming your school into an emotionally safe campus! Participants receive instant access to the ESE Grant training and resources for emotional safety education.  <u>Deanna Rhinehart</u>

1:00 PM - 2:00  
PM

### **Building A Future Ready School By Fostering Creativity And Critical Thinking**

Audience will embark on our school's inspiring journey of "Dream, Explore, Design, Create" to build a future ready school via exploration and innovation through shared vision, collective decision-making, and empowering teachers to create a student-centered learning aligned to academic standards.

Neera Kohli

1:00 PM - 2:00  
PM

### **Developing Campus Culture? Simple Ways To Build Positive Culture And Foster Parent Engagement**

Future and current administrators will gain insight into creating a genuinely positive school culture--a culture of kindness and care. Participants will leave the session with ideas and tools they can implement upon returning to their campus.

William Rhodes,  
Lindsay O'Leary.

1:00 PM - 2:00  
PM

### **Hiring For A High Achieving Climate And Culture**

The teachers you hire reflect on you, your students and your district. Noone wants to hire a mediocre teacher, how can you tell what you're getting through the interview process? How do you discern who will be good from great?

Mary Smith

1:00 PM - 2:00  
PM

### **Human Literacy: Navigating Social And Emotional Issues With A Coaching Mindset**

Navigating life's challenges and working with others are within the social and emotional domains. Building human literacy skills includes developing self-awareness and understanding others. Participants will receive unique coaching protocols that help students and faculty improve interactions with others.

Cheri Sterman,  
Nancy Horvat

1:00 PM - 2:00  
PM

### **It's Lonely At The Top...But It Doesn't Have To Be!**

The job of a Principal can be difficult and lonely. However, principals have the best resources for success within their school community. Utilizing teacher leaders through collaboration to assist in making crucial decisions can help in expanding your vision.

Maria Bridwell

1:00 PM - 2:00  
PM

### **Leading a School Into a Comprehensive, Integrated Three-Tiered Model of Prevention (Ci3T)**

Dr. Kiser and Mrs. Tate will share experiences in developing and implementing a positive behavior support model. A description of helping teachers, parents, students, and stakeholders buy-in to their motto "Be the Best Me I Can Be!" will be discussed.

Matt Kiser,  
Laura Tate

1:00 PM - 2:00  
PM

### **National Panel For Aspiring Authors**

Have you ever dreamed of writing a book? Are you interested in learning more about the publishing process? The National Panel for Aspiring Authors is your chance to ask questions of principals and school leaders who are also published authors.

Brad Gustafson,  
Allyson Apsey,  
Derek McCoy,  
Bill Ziegler,  
Kaylen Tucker

1:00 PM - 2:00  
PM

### **Say Goodbye To Tokens And Tickets And Hello To PBIS Rewards**

Tired of printing your campus currency? Confused by the tickets in one classroom and tokens in another? Frustrated by how hard it is to keep up with "all the PBIS things"? We were too, but not any more!

Matt Arend,  
Carrie Tracy

1:00 PM - 2:00  
PM

### **School Improvement & Deep Impact: Voices Amidst Changing Demographics**

To address demographically changing schools, researchers implemented preliminary support training and development targeting specific school indicators and identifying areas of growth for school stakeholders to become more inclusive leaders. Using an ESSA aligned approaches, stakeholders improve schools towards school inclusion.

Jose Luevanos,  
Elisabeth Luevanos,  
Jean Madsen

1:00 PM - 2:00  
PM

### **Secondary Victims Of Opioid Addiction: Schools Help Through Social-emotional Learning**

Opioid addictions don't care who or why. Many addicts have school-age children, so what's a school to do for students worrying constantly about their caregivers? Social-emotional learning gives students strategies to cope and techniques for getting ready to learn.

Carla Tantillo Philibert,  
Brian Hastings

1:00 PM - 2:00  
PM

### **STEM Play Experiences With Early Childhood Learners**

Learn about the process of integrating STEM Play time in Preschool. Using a basic engineering design model and design thinking structure, students develop skills while exploring real-world problems. Come experience STEM play yourself!

Joseph Stanzione,  
Veronica Morales

1:00 PM - 2:00  
PM

### **The Empowered Principal: The School Leader's Alternative To Career Burnout**

Feeling overwhelmed, exhausted, and intimidated in your new role? You aren't alone. School leaders have high demands placed on them daily. Join me in exploring how to take control and make decisions from a place of empowerment and clarity.

Angela Robeck

1:00 PM - 2:00  
PM

### **The Four Dimensions Of Principal Leadership**

This session will introduce participants to the Dr. Reginald Green's Four Dimensions of Principal Leadership. The four dimensions are a combination of leadership theory and research-based best practice. Together, the dimensions offer school leaders practical advice for leading their school.

Ethan Randall

1:00 PM - 2:00  
PM

### **The Principals Tool-Kit For Improving School And Classroom Discipline**

The purpose of this session is to give principals a tool-kit of strategies for classroom management and school-wide management including: practicing proactive strategies, teach tools, diffusers, classroom design, student-teacher relationships, start-up & shut-down requests, and how to refocus.

Bill Truesdale

2:00 PM - 2:30 **Exhibit Hall Break (Vendor Learning Lab)**

PM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
2:00 PM - 2:30 PM	<b>Snapshot Session/Reflections and Networking</b>
2:30 PM - 4:30 PM	<b>Innovation Rotation</b>

2:30 PM - 3:30 PM	<p><b>10 Successful Strategies For Newcomer Students</b></p> <p>"We will share ten successful strategies to support the successful transition for newcomer immigrant English Language Learners that impact their adjustment to a new country. A welcoming school provides stability that impacts the success for students, families, and communities overall."</p> <p style="text-align: center;"><u>Victor Tam,</u> <u>Carla Llewelyn-Vasquez</u></p>
2:30 PM - 3:30 PM	<p><b>10 Ways Every Educator Can Be The One For Kids</b></p> <p>"This keynote takes the audience on a journey through education, by hearing engaging stories about my journey, the impact we all have, and how we can all unleash our power to change the lives of our students. "</p> <p style="text-align: center;"><u>Ryan Sheehy</u></p>
2:30 PM - 3:30 PM	<p><b>Creating a School-wide Writing Program: Four Key Elements</b></p> <p>Most schools have a unified approach to reading, but writing is often a close-the-door-and-do-your-own-thing instructional model with many teachers assigning writing more often than teaching it. Learn four essential elements that must be part of any successful school-wide writing program.</p> <p style="text-align: center;"><u>Alice Greiner</u></p>
2:30 PM - 3:30 PM	<p><b>Developing Self-Regulation And Empathy As Crucial PK To Grade 3 Early Childhood Learning Outcomes</b></p> <p>The intense focus on academic testing outcomes has led many schools to give much less attention to the development of self-regulation, empathy, and social-emotional intelligence, even though these are high-value predictors of success in learning and in life.</p> <p style="text-align: center;"><u>Bob Sornson</u></p>
2:30 PM - 3:30 PM	<b>Even Broken Crayons Still Color - School-wide</b>

PM

### **SEL Strategies That Changed A Building's Culture.**

Participants will learn about trauma informed practices such as PBIS, Conscious Discipline, Yoga/Mindfulness, and celebrations. Participants will learn strategies to maximize student learning and belonging at school, and reduce disciplinary referrals, as well as strategies to increase student attendance rates.

Amy Mason

2:30 PM - 3:30

PM

### **From ACES Low To ACES High**

Students are coming to us with a greater number and intensity of at-risk challenges, including poverty and trauma's Adverse Childhood Experiences. Principals will learn how to harness relationships to overcome these challenges and better support student development and achievement.

Jason Anderson,

Crystal Magers

2:30 PM - 3:30

PM

### **Leading For Literacy: How Strong Principals Can Make A Difference**

This session will introduce the Center on Improving Literacy Through Supporting Elementary School Leaders, newly funded by the U.S. Office of Special Education Programs. The mission of this center is to improve student literacy through building capacity of instructional leaders.

Allison Gandhi,

Sarah Arden

2:30 PM - 3:30

PM

### **Manage To Your Advantage: Approaching School Management Through The Lens Of Threat Assessment**

Participants will focus on applying the process of effective threat and risk assessment to their everyday roles as school-based administrators, starting with the principle that no one person or place sufficiently answers all questions or solves all dilemmas.

Lori Brown

2:30 PM - 3:30

PM

### **Multi-Tiered Systems Of Support (MTSS) For Young Children: Driving Change In Early Education**

"Multi-Tiered Systems of Support (MTSS) for young children is a system-wide framework for delivering effective educational services, matched to learners' needs, resulting in achievement of essential outcomes. Learn how this framework can work in your Pre-K / ECE setting! "

Robin Miller Young2:30 PM - 3:30  
PM**Personalizing Professional Development**

This session shares personalized learning practices used when planning professional learning . We will share how our district provides voice, choice, and path for teachers to grow in meaningful ways that impact student learning and achievement, and teacher compensation.

Sue Sterner,Jeremy Monday,Christopher Otto2:30 PM - 3:30  
PM**STEM Identity And Technology Fluency - An Approach For Any Teacher And Every Student**

Educators will learn how to help students develop 'STEM Identity' and 'Technology Fluency,' while going hands-on with innovative learning media and lesson content. Participants will develop their own Technology Fluency, and practice computational-thinking in a robotic design challenge!

David Emery2:30 PM - 3:30  
PM**The One Thing**

In City Slickers, the wanna-be cowboy gets advice about success from the experienced old cowhand, "Find your one thing." The same is true with campus administrators: find the one thing that gets the most growth from the most students.

Vanessa Stuart2:30 PM - 3:30  
PM**Time Management For School Leaders: Total Control & Peace Of Mind**

This session provides a total system for organizing your surroundings and effectively managing your time. Time management is an essential, yet often missing, skill in the development of classroom teachers and school administrators.

Frank Buck3:45 PM - 4:45  
PM**Be A Champion For Equity- Build A Trauma Sensitive Environment For All Students!**

Imagine a school building where every child feels safe and an environment where all students can thrive. Students bring their trauma into school everyday. It is our job as educators to create an environment where all students can be successful!

Aaron Carmichael,Malinda Mikesell

3:45 PM - 4:45

**Building Quality Relationships With Students,**

PM

**Teachers, And Families**

Join Mathew Moyer as he reviews a variety of ways you can work to build quality relationships with your school community. We will look at the strategies you can implement that will build meaningful relationships that lead to improvements for your school.

Matthew Moyer

3:45 PM - 4:45 PM

**Coordinated Services: How One District Intentionally Plans For ESL, SPED, & RTI In One Day**

Have you ever heard the phrase, "SPED trumps ESL?" Coordination of ESL, RTI, & SPED services is essential when educating students who qualify for a variety of supports. Examples of collaboration & forms will be shared on how to ensure equity in services.

Debra Frantz,  
Joris Ray

3:45 PM - 4:45 PM

**Durable Student Outcomes: Do It By Keeping Things Local and Committing to Being Helpful**

Localism matters when it comes to lasting outcomes. This session changes the standard paradigm of reform by examining what it means to own results locally, leverage outside expertise sparingly, and shift from monitoring and accountability to being helpful.

Gillian Williams,  
Mildred Toliver

3:45 PM - 4:45 PM

**Effective Universal Instruction: Improving Your Results Now**

Strong, effective universal instruction is essential for high achievement. Schools cannot intervene their way to achievement for all students. This session will support schools to examine and improve universal instruction through collective educator collaboration.

Sarah Brown,  
Kimberly Gibbons

3:45 PM - 4:45 PM

**High-Leverage Leadership: 3 Strategies To Develop The Next Generation Of Leaders**

Human connection matters. Positive culture formed with school personnel lays the foundation for optimal performance. Participants will learn simple, high-leverage routines to grow leadership capacity, improve public relations, while fostering positive relationships within the school environment.

Daniel Butler,  
Benjamin Gilpin

3:45 PM - 4:45  
PM

**Let Go And Lead! Supporting Teachers And Students In The Role Of Instructional Leader.**

This session will focus on processes and strategies for building leadership skills in teachers and students. Session participants will engage in collaborative activities and discussions designed to help them leverage teacher and student leaders to affect change.

Fran Dundore,  
Margaret Bobbitt

3:45 PM - 4:45  
PM

**Literacy Zero To Literacy Hero**

One year ago these two literacy “zeroes” were faced with the daunting reality that literacy was missing from their leadership. Come discover the steps they took to harness their inner superhero moving from a Literacy Zero to Literacy Hero.

Matt Arend,  
Todd Schmidt

3:45 PM - 4:45  
PM

**Mastering Parental Involvement – Keeping Kids And Parents Involved In The School**

Strategies for communicating successfully with all parents including the unfocused, hostile, unresponsive, helicopter, and enabling kind. Help parents work with you, not against you through assertive communication and defined conferencing skills. The Home/School Plan results in more focused, successful students and parents.

Bert Simmons

3:45 PM - 4:45  
PM

**PSEL/NELP Standards**

TBD

Jacquelyn Wilson

3:45 PM - 4:45  
PM

**School Culture - A Guide to Thrive**

Thinking teachers lead to thinking students. The first step to developing agency and independence in students is to develop agency and independence in teachers. This session will help you simplify so you can focus on the essential ingredients for success.

Derek Thompson

3:45 PM - 4:45  
PM

**Supporting Our Transgender And Gender Non-Conforming Youth By Creating Inclusive Schools**

75% of Transgender and Gender Non-Conforming youth feel unsafe at school. School leaders have

the power to change this statistic. This session will provide training and tools for leaders committed to creating inclusive schools for all students.

Vanessa Ford

3:45 PM - 4:45 PM **The NAESP Pre-K-3 Leadership Academy™ - Creating More Effective Early Learning Leaders!**

Are you interested in becoming an effective Pre-K-3 Leader? Join this session to learn how the NAESP Pre-K-3 Leadership Academy™ has trained principals and directors in two states to become more effective in applying the six competencies outlined in NAESP's publication: "Leading Pre-K-3 Learning Communities: Competencies for Effective Principal Practice." This program provides a unique blended learning experience designed to enhance a principal's knowledge and skills for becoming an effective Pre-K-3 school leader.

Honor Fede

3:45 PM - 4:45 PM **Using Technology To Enhance Climate, Virtual Meetings, & Stay Connected With Students & Families**

This session will give a brief introduction on how to utilize technology that will allow administrators to improve school culture and climate, virtually meet with their faculty while delineating pertinent information, and keep connected with students and their families.

Martina Carroll

5:00 PM - 6:00 PM **Opening Reception**

Thursday, July 11, 2019

7:00 AM - 8:30 AM **Continental Breakfast Exhibit Hall**  
Vendor Learning Lab/Spotlight

7:00 AM - 5:00 PM **Exhibit Hall Open**

7:00 AM - 5:00 PM **Registration**

8:30 AM - 10:00 **#LeadPositive: Education Leadership Vision**

AM

**Turned Into Positive Action**

A career in education is not easy but can be exhilarating and fulfilling when you find positivity. The goal of this session is to support others (beginning and experienced leaders alike) to lead positively through a series of 12 actions.

Shanna Spickard

8:30 AM - 10:00 AM

**Breathe For Change: Mindful Leadership to Embody Social Change for Equity**

In this experiential Breathe For Change workshop, educational leaders will learn to enhance individual and collective well-being at the school level through integrating wellness and social-emotional learning practices in a trauma-informed, inclusive and culturally relevant way.

Tui Roper,  
Ilana Nankin

8:30 AM - 10:00 AM

**Is My School A Better School BECAUSE I Lead It?**

Principals will be challenged to examine their own leadership identity, presence, impact, mission, purpose, vision and value as the leaders of their schools and whether their leadership practices enable learners to have optimal learning opportunities in equitable, culturally-responsive learning environments.

Baruti Kafele

8:30 AM - 10:00 AM

**It's Time For A Disrupt Admin Session!**

We are working to disrupt administration! A different type of session where ten different principals each share one of their favorite ways to think outside of the box. It's a fast paced presentation packed with lots of great ideas!

Matt Arend,  
Liz Garden,  
Andy Jacks,  
Kelley Begley-McCall,  
Jessica Gomez,  
Cathryn Jacobs,  
Todd Schmidt,  
Lindsay Stumpfenhorst,  
Julie Vincentsen,  
Claire Giardino

8:30 AM - 10:00 AM

**Leading The Whole Teacher**

When asked, teachers often identify that education is their profession AND their hobby. If not nurtured, this can lead to burnout. Leaders who support the

whole teacher help teachers perform their best and feel their best.

Allyson Apsey

8:30 AM - 10:00 **Leaping Over Poverty**

AM

Cognitive stressors and delays, emotional and social challenges, acute chronic stressors, as well as health and safety issues are the main risk factors associated with poverty. Targeting these factors assist students who live in poverty to engage in school productively.

Daniele Snider

8:30 AM - 10:00 **My 10 Favorite Gmail Tricks And Other Productivity Hacks**

AM

While Gmail is a popular tool for principals, most don't know about these 10 features that make a world of difference. Use one or all 10. Regardless, tomorrow, you will attack your email with a smile.

Frank Buck

8:30 AM - 10:00 **Principals: You Are The Leader Of Learning**

AM

School principals are "invaluable multipliers of teaching and learning in the nation's schools," according to this report by political scientist Paul Manna. As a school's "leader of learning" for both the students and adults, principals create the conditions that enable effective teaching and learning and happen at scale. This session will explore the specific behaviors principals can exhibit to strengthen educator practice and results for students through standards-based professional learning.

Frederick Brown

8:30 AM - 10:00 **Social And Emotional Learning: Not Just for Students**

AM

This workshop draws on the five Social/Emotional competencies as identified by CASEL, and focuses on inspiring educators to become practitioners of those competencies as a means to create trusting and nurturing environments where students thrive in school and life.

Greg Sommers

8:30 AM - 10:00 **Stop Suspending Students!**

AM

Suspensions and exclusionary practices cannot be part of our discipline strategy for students. Learn ways to be a zero suspension school while maintaining support to teachers and keeping your families highly satisfied.

Andy Jacks

8:30 AM - 10:00 AM **You Think You Have Tough Kids? Turn That Behavior Around**

Empower teachers with an effective school-wide plan that motivates defiant, non-compliant students, stops teacher/student negative confrontations, office referrals and suspensions. Become skilled at knowing what to do with a bully and how to use dispute resolution to minimize overt behavior.

Bert Simmons

9:30 AM - 10:00 AM **Exhibit Hall Break**

Vendor Learning Lab/Spotlight

9:30 AM - 10:00 AM **Snapshot Session/Reflections and Networking**

10:00 AM - 10:30 AM **Snapshot Session/Reflections and Networking**

10:30 AM - 11:30 AM **Building Capacity For Technology Integration & Innovation Through Professional Learning Cohorts**

In this session we'll share practices rooted in adult SEL, professional interests, and cohort models that have been leveraged to build teacher capacity in the areas of pedagogy, teacher leadership, and authentic, purposeful integration of technology and innovation.

Stephanie Sandifer,  
Amy Houser,  
Krystal Weiss

10:30 AM - 11:30 AM **Classroom Management That Works: The Missing Ingredient!**

The Classroom Management Plan described in this session provides a systematic framework for a student's day-to-day behavior, a hierarchy of discipline responsibilities/consequences, and proven and tested positive reinforcement resulting in greater academic success for all students.

Bert Simmons

10:30 AM - 11:30 AM **Creating Innovative Professional Learning To Empower Teachers In Their Own Growth**

Say goodbye to the traditional one size fits all, sit and get professional development! During this session we will share various ways we have structured innovative professional learning

opportunities for our staff focused on individual interest and professional strengths.

Matthew Johnson,  
Griffin Gervais,  
Kristin Rhodes

10:30 AM -  
11:30 AM

**Demystifying The 'How' Of Improving Student Behavior & School Safety Using SEB MTSS**

Participants will actively engage in exercises through a “how to” skills session to conceptualize how a social-emotional-behavioral (SEB) MTSS framework can work at their schools including the necessary components, processes, and professional roles of a tiered SEB MTSS.

Katherine Dockweiler,  
Alison Clark,  
Lindsay Diamond

10:30 AM -  
11:30 AM

**Developing A Culturally Inclusive Organization With Equity In Mind**

Public schools are becoming more diverse across the nation. In this ever-changing environment, our students must be prepared to interact with people who look, speak, and believe differently. It is the educators responsibility to embrace the diversity of the students.

Tia James,  
Latoya Jeems

10:30 AM -  
11:30 AM

**GENERATION EVERYONE! The Roles We Play In InterGenerational Family Engagement And Why It Matters**

A survey of 2000+ superintendents found only 6% feel they have a firm understanding on how to motivate their multigenerational staff, teachers, and parents. Learn how to increase teacher retention and family engagement by mastering Intergenerational Family Engagement.

Dillon Kalkhurst

10:30 AM -  
11:30 AM

**Leading With The Ethic Of Care**

Leading with the Ethic of Care session will focus on the dynamics of developing a school community that uses empathy and design thinking to forge a positive connection with the stakeholders at an elementary school.

Gerald Paterson

10:30 AM -  
11:30 AM

**Managing the Teacher Hiring Process: 10 Important Steps**

To hire effective teachers, an administrator needs a process that assures that candidates have the

experience and expertise to do the job. Using behavior-based interviewing, (BBI) and the steps taught in this session, teacher hiring will become highly successful.

Mary Clement

10:30 AM -  
11:30 AM

**Overcoming The Unspoken: Successful Leadership In A Culture Of Silence**

Participants will experience how the use of technology can improve climate and culture by making the invisible visible through on-going feedback relative to key levers of school improvement.

Philip Hammonds

10:30 AM -  
11:30 AM

**Pivotal Elementary School Principal's Role To Lead Transformational Change & Build School Culture**

Elementary principals serve a pivotal role in bringing about transformational change and building school culture. Five key themes provide insight into the role of elementary principals and the associated skills, knowledge, and behaviors that they must employ.

Tamera Jones

10:30 AM -  
11:30 AM

**Strategies, Practices, And Procedures That Reduce Inappropriate Office Referrals**

Frustrated with an office full of student behavioral referrals? This session will help you refocus on teaching adults your expectations and norms of behavior while supporting their management of students. With clear school structures, procedures, and practices, school culture improves.

Paul Young

10:30 AM -  
11:30 AM

**Student Achievement Starts With Teacher Empowerment: Is It Really That Simple?**

Join us as we share tools and creative innovations that empower teacher leaders to reflect on best practices and work as change-agents. Leave ready to lead your organization towards engaged students, higher levels of collaborative instruction and increased student achievement.

Sarah Von Esh,  
Tracey Smith

10:30 AM -  
11:30 AM

**The Hip-Hop Principalship: The Rhyme And Reason Of New School Leadership**

This session provides a guideline for connecting with a new school community with a five-pronged doctrine for shaping school culture and relating to

the school community in authentic ways.  
Leadership is presented as a force for social change and empowerment.

Andre Mountain

10:30 AM -  
11:30 AM

**Transforming School Culture: How To Overcome Staff Division**

Explore the root causes of staff resistance to change and leave with concrete strategies that will improve school culture, address staff cohesion, maximize human potential, and lay the foundation for a powerful learning environment.

Malik Muhammad

10:30 AM -  
11:30 AM

**You Are What You Read: Leading A Culture Of Literacy**

We all know that literacy is important - it's the cornerstone of society. Yet, how much instructional leadership capacity do we use to model, coach, and facilitate the idea of literacy for all students at all levels? Re-imagine your literacy leadership now!

Adam Drummond

11:30 AM - 1:00 PM **Lunch on Your Own**

11:45 AM - 12:45 PM **The Exchange Exhibit Hall**

1:00 PM - 2:30 PM **Keynote Session - Michael Fullan Hall B**

2:30 PM - 3:00 PM **Snapshot Session/Reflections and Networking**  
PM

3:00 PM - 4:00 PM **#PrincipalsInAction - Get Out Of Your Office And Connect With Others!**  
Principals In Action are leaders who believe in getting out of their office and connecting with others. Through Twitter and Voxer, Principals In Action are connected to share ideas, challenge each other, offer support, and lean on during tough times.

Mark French,  
Jay Posick,  
Ryan Sheehy.

3:00 PM - 4:00 PM **90 90 90 - The Next Generation Of High Performing High Poverty Schools**  
Dr. Douglas Reeves will share insights from the new research on 90 90 90 schools. Dr. Reeves will address the important new insights that address the challenges of leading schools serving students from low income families.

Douglas Reeves

3:00 PM - 4:00 PM **Academic And Behavior Systems Of Support**  
This session will look at everything between assessments to implementation of effective behavioral and academic systems of support. Participants will walk away with hands-on resources for academic and behavior interventions, with a focus on meeting the most challenging students.

Micah Gearhart

3:00 PM - 4:00 PM **American Overseas Schools**  
Learn more about the role of American Overseas Schools. Literature and materials, including fact sheets, school directories, and recruitment information will be distributed. Employment opportunities and school-to-school partnerships will be discussed. Gain an understanding of opportunities available to stateside principals.

Thomas Shearer,  
Brent Mutsch

3:00 PM - 4:00 PM **Get Dirty; Creating A Positive Culture Through Involvement**  
Principals will gain new ideas and resources on continuing to build rapport with your students, staff, and families while still creating an environment accepting of change and growth.

Lindsay Stumpenhorst3:00 PM - 4:00  
PM**Hacking Social-Emotional Learning: One School's Journey To Make SEL A Year-Long Priority**

Creating a multifaceted social-emotional learning program that is both ongoing and engaging to students of all ages can be a daunting task for any school leader. Come discover the ideas/strategies one school site implemented to make SEL a priority.

Todd Schmidt3:00 PM - 4:00  
PM**Instructional Practices For Cultivating Multi-Dimensional Wellness & Mental Health In Our Classrooms**

Instructional practices for integrating researched-based strategies including mindfulness, movement, breath and social emotional learning into our classrooms, schools and communities. Our Professional Development and Instructional Practices were successfully piloted with the Port Jefferson Middle School in the Fall of 2017.

Diane MacDonald3:00 PM - 4:00  
PM**Leading The Charge For Cultural Competency In Schools**

This session will focus on the changing role of the principal from building manager to culturally competent leader.

Beverly Johnson-Green3:00 PM - 4:00  
PM**Moving From Data Rich To Information Rich: Leveraging Data To Make Meaningful Change**

If we believe all data is of equal importance, we cannot utilize any data to drive meaningful change. This session will help administrators to identify specific data points to develop more information rich data analysis and drive change.

Joe Mullikin3:00 PM - 4:00  
PM**Pathway To Community Engagement**

Effective community engagement is not a one-time program but rather a set of day-to-day practices and interactions that support learning. Schools and communities need to work together to promote engagement that is systemic, sustained and integrated into school improvement efforts.

Penelope Miller-Smith

3:00 PM - 4:00

**Poking The Bear: Creating Trauma Sensitive Environments**

PM	In this session, participants will gain an understanding of how trauma affects the brain, hinders learning, motivation, and success of impacted students in the classrooms.  <u>LaRon Martin</u>
3:00 PM - 4:00 PM	<b>Positive School Branding: How To Do It Effectively And Efficiently</b> Participants will learn about the power of positivity and leave with ideas to take back and implement to get all stakeholders on board. There is no better public relations campaign than one that promotes a positive learning environment for all.  <u>Shanna Spickard</u>
3:00 PM - 4:00 PM	<b>Promoting Self-Directed Learning During Intervention/Extension Blocks Through Electronic Portfolios</b> In this session you will learn how to use technology and online tools that are student-centered when considering implementing digital portfolios in your school to develop self-directed learning.  <u>Carrie Huber</u>
3:00 PM - 4:00 PM	<b>Uncommon Leadership: Live Well, Lead Strong</b> Our world needs Uncommon Leaders---those who live intentionally and demonstrate courage that shines in everything they do. We'll examine "living well": reflecting on our guiding principles, and "leading strong": acting with compassion and integrity that flows from our principled foundation.  <u>Debbie McFalone</u>
3:00 PM - 4:00 PM	<b>Wanted: The Instructional Change Agent</b> Now seeking: instructional leader. This role is often in conflict with other non-instructional duties. Imagine how your role could re-emerge as the instructional change agent to increase our leadership capacity through culture, instructional planning, learner engagement, and community advocacy.  <u>Adam Drummond</u>

Friday, July 12, 2019

7:00 AM - 12:30 PM	<b>Exhibit Hall Open</b>
7:00 AM - 11:00	<b>Registration</b>

AM

7:30 AM - 8:30 **Overseas School Breakfast (Invitation Only)**

AM

7:30 AM - 9:30 **State Representatives Membership Meeting**

AM

8:00 AM - 9:30 **Federal Relations Network Meeting**

AM

8:00 AM - 9:30 **State Editors Meeting**

AM

8:00 AM - 9:30 **4 Steps To Successful Time Management For Administrators**

AM

This session features a 4 step process to assist school leaders/administrators collect and analyze data to understand how they are prioritizing their professional time. A case study of districts that have utilized the research-based process and protocols will be shared.

Jobi Lawrence,

Gerald Hudson

8:00 AM - 9:30 **Addressing The Poverty Mindset**

AM

Schools that serve low-income communities face similar and pervasive issues that are actually a result of the Poverty Mindset. This workshop clarifies misconceptions about poverty, why it exists, how it secretly impacts our schools, and how to change it...permanently!

Hotep Na

8:00 AM - 9:30 **Administrative Strategies For Reducing Office Referrals And Suspensions While Engaging Students**

AM

This Administrative System addresses both mischievous and severe behavior. Learn to use the Discipline, Shelter, Tardy, Truancy and Academic Behavior Cards and Crisis Intervention Unit to successfully reduce office referrals, suspensions and expulsions keeping students in school with on-task learning.

Bert Simmons

8:00 AM - 9:30 **Finding Your Own Path To Serendipity**

AM

This presentation is about embracing all experiences and allowing them to make us better. It's about looking at every experience as treasures —moments that bring us more pain than we

thought possible, more joy than we deserve, and everything in between.

Allyson Apsey

8:00 AM - 9:30  
AM

**Fundamental 5: The Formula For Quality Instruction**

"Great teachers don't teach dramatically different than their peers, they teach slightly different. These slight changes in delivery dramatically improve student performance. Best-selling authors, Cain and Laird, share the secrets of great teachers and how to follow their example."

Sean Cain,  
Michael Laird

8:00 AM - 9:30  
AM

**Learn How To Be An NAESP National Principal Mentor**

The NAESP National Mentor Training and Certification Program™ exhibits a model in which principals can learn to become better leaders from qualified mentors. Join our session which will fully examine the significance of the National Mentor Training and Certification Program™. Our program offers a highly structured professional development program designed to create a cadre of mentors whose expertise is channeled to support school leaders. The training program integrates research-based best practices with participants' knowledge and experiences. The program can be customized according to a school district's specific needs.

Aaran Lurry

8:00 AM - 9:30  
AM

**Practical Strategies & Tools to Create An Active School Environment for Improved Student Outcomes**

Physical movement and learning are essential aspects of the total educational experience for all students. Physical education and physical activity are a component of the Whole School, Whole Community, Whole Child (WSCC) model and can be delivered through a comprehensive school physical activity program (CSPAP) that provides opportunities for students to be physically active before, during, and after school. Come learn about practical, evidence-based CSPAP resources developed by the Centers for Disease Control and Prevention (CDC), Active Schools, and other organizations to help schools implement strategies to increase students' physical activity and improve their academic achievement.

Charlene Burgeson

**Principals Leading Learning: Maximizing The**

8:00 AM - 9:30 AM	<p><b>Impact Of Professional Development</b></p> <p>Leaders must invest in professional development that directly impacts instructional practices. Learn key components of effective PD and practical, research-based and job-embedded practices. Leaders will not only understand the research, but they can take back proven ways to support teachers.</p> <p style="text-align: center;"><u>Shanna Spickard</u></p>
8:00 AM - 9:30 AM	<p><b>RETHINKing Literacy LEADership: LEADing Systems To Increase Student LEARNING</b></p> <p>Meeting the literacy needs of all students is a critical responsibility of school leaders and requires effective systems that impact learning throughout schools. Participants' will deepen their understanding of research-based practices, analyze processes and apply tools to ensure consistent implementation.</p> <p style="text-align: center;"><u>Molly Funk,</u> <u>Melissa Usiak</u></p>
8:00 AM - 9:30 AM	<p><b>SEL In Your School Made Easy</b></p> <p>We know that social-emotional learning is important to our students' development, but how do we teach it effectively? This session will explain how to effectively infuse SEL into your classrooms and identify available resources.</p> <p style="text-align: center;"><u>Erin Capone</u></p>
8:00 AM - 9:30 AM	<p><b>The New Teacher Pipeline: What You Can Do To Keep Quality Applicants Coming Your Way</b></p> <p>Does your school have an adequate supply of new teachers and substitutes? Learn what principals can do to influence the recruitment, preparation, and the mindset of aspiring teachers and support your new hires to assure they survive and thrive.</p> <p style="text-align: center;"><u>Paul Young</u></p>

8:30 AM - 9:30 AM	<p><b>State Representatives Nominating Committee Meeting</b></p>
10:00 AM - 11:30 AM	<p><b>Closing Keynote Session Kwame Alexander Hall B</b></p>
	<p><b>Be Constructive With Your Blues: Seven Life Lessons Learned From Inspiring Teachers and Principals</b> Along his thirty-year writerly journey, Kwame Alexander received hundreds of rejections. But, he never let other people's NOs define him. And, it paid off in 2015 when he won the coveted Newbery Medal. In this lively and engaging session, Kwame will share important life</p>

lessons he learned from educators that have helped lead to his success, how saying yes transformed his career and life, and how it paved the way to getting people of all ages excited about literacy and language. Participants will leave this session energized to turn negatives into positives and powerfully impact the students and adults they serve.

1:00 PM - 2:00 PM **Webinar Wednesday Live**

**Out of State Travel Request**

---

*School employee requesting trip.*

*Full Name* Laurie Gallagher  
*Date of Request* 04/02/2019  
*Name of Organization, Grade* Central Elementary  
*Departure Date of Trip* 07/09/2019  
*Return Date of Trip* 04/12/2019  
*Departure Time* 7:00AM  
*Departure Location* OKC  
*Number of Days* 4

*Means of Transportation*

- Airline
- School Vehicle
- Private Vehicle

*Number of Students Participating* 0

*Number of Parents/Guardians Attending* 0

*Age of Students* 0

*Place, Purpose, and Nature of the Trip*

NAESP Conference  
Spokane, WA

*If booster club is paying an amount is required. If activity fund is being used, a PO number and amount is required.*

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**Cost Analysis**

*Registration Costs /PO Number:* 191347

*Lodging Cost/PO Number:* 191415

*Airfare or Personal or District Vehicle*

---

*Transportation Costs/PO Number:* 191427

*Per diem (meals, taxi/uber, parking):* \$50/day- \$200 total

*Cost of a Substitute:* 0

*Will Participation Lead to Further Competition?*

- Yes
- No

*If Yes, Explain*

*Educational Benefits*

#18 Strategic goal

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*Attachments:*

Upload Schedule of Events: 2019 NAESP Pre-K-8 Principals Conference - Agenda \_ Online Registration by Cvent.pdf

Upload Itinerary: 2019 NAESP Pre-K-8 Principals Conference - Agenda \_ Online Registration by Cvent.pdf

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*Attached Workflow*

Out of State Travel Request

*Current Status*

Submitted

*Workflow Steps*

- |   |   |                          |
|---|---|--------------------------|
| 1 | Signed by Laurie Gallagher on 04/02/2019 at 3:12 PM | Principal                |
|   | <b>Signature:</b> Laurie Gallagher                  |                          |
| 2 | Approved by Sheli McAdoo on 04/04/2019 at 09:03 AM  | Assistant Superintendent |
| 3 | Review  | Group:                   |
| 4 | TBD   |                          |
| 5 | Approval  |                          |
| 6 | Review  | Group:                   |



Closed | Optional | Fee

Tuesday, July 9, 2019

7:00 AM - 5:00 PM	<b>Registration</b>	
8:00 AM - 12:00 PM	<b>Community Service Day</b>	
	Community Service Day offers NAESP conference attendees an opportunity to make a difference through service projects that improve local schools. The service day event is sponsored by Playground equipment manufacturer Landscape Structures.	

**Pre-Conference Session (additional fee required)**

8:00 AM - 4:00 PM	<b>Navigating Social Emotional Learning (SEL): Science, Principal Practice, and Practical Application</b> <b>Spokane Convention Center</b>	
	National principals understand the importance of SEL and its impact on schools, however often they struggle with taking theory to practice. This intensive training, led by an expert in the SEL field, Dr. Stephanie Jones, will provide a framework for understanding SEL and bring the conversation full circle to provide an in-depth guide to 25 evidence-based social emotional learning programs for elementary schools that profiles both lesson-based/curriculum and non-curricular approaches.  Speakers: <u><a href="#">Stephanie Jones</a></u>	
8:00 AM - 4:00 PM	<b>Swimming in the Deep End - What Does It Take?</b> <b>Spokane Convention Center</b>	
	No matter where what role we play in a school or district, we all want to make a difference. However, things move fast in education these days, and often in our communications we are left confused, overwhelmed, and not as successful as we could be. We need to build up a skill set of effective decision-making capabilities, 'resistance	

management' communication strategies, and for the sake of our health, our 'stress tolerance.' This workshop will provide support, a laugh, and some cognitive, social and psychological resources to help you communicate more effectively, confidently, and collaboratively, no matter your role.

Speakers: [Jennifer Abrams](#)

Wednesday, July 10, 2019

7:00 AM - 8:30 AM **Continental Breakfast Exhibit Hall**

7:00 AM - 5:00 PM **Exhibit Hall Open**

7:00 AM - 5:00 PM **Registration Spokane Convention Center**

8:00 AM - 9:30 AM **6 Million US Children Missing From School! What Can We Do About It?**

There are nearly 6 million children who are not enrolled in any type of schooling in the US! Why is this and how do we, as a nation, reach out to them and their families? Learn how in this session.

[Darrell Rud](#),  
[Richard Barbacane](#),  
[Mary Kay Sommers](#)

8:00 AM - 9:30 AM **Cooperative Meetings: A Critical Tool for Faculty Development**

If you want strategies that create engaging dialogue among faculty and enhance the school culture, this session is for you! You will experience step-by-step structures to transform meetings, improve faculty relationships, enhance professional discourse, and involve stakeholders in decision making.

[Carol Lohkamp](#)

8:00 AM - 9:30 AM **Create A Campus-Wide Technology Growth Mindset Guaranteed To Increase Daily Student Engagement**

Participants will learn a variety of ways to encourage collaboration among teachers by increasing the use of technology daily which promotes high student engagement. Attendees will learn how to utilize a variety of technology applications essential for the 21st century.

Lorena Zertuche,

Ann Lalime

8:00 AM - 9:30  
AM

**Increase School Engagement Through Improved Communication**

There is a new opportunity for school leaders to engage their school community and improve their communication skills by maximizing the use of video. Learn free/inexpensive methods and practice your PR skills to show your school's personality and mission.

Andy Jacks

8:00 AM - 9:30  
AM

**Kernels Of Practice For Social Emotional Learning: Low-Cost, Low-Burden Strategies**

The field of social and emotional learning (SEL) is rapidly expanding as educators bring a sharper focus to helping children build skills beyond academic knowledge. This enlightening session with Harvard Graduate School of Education Professor Stephanie Jones will explore low-cost, targeted strategies that can be implemented quickly and have the potential to build students' SEL skills in a cohesive and complementary way across settings.

Stephanie Jones

8:00 AM - 9:30  
AM

**Managing Conflict With Clarity, Confidence, And Courage**

As administrators, coaches or colleagues, we often come up against situations where difficult topics must be addressed. What do we know about the best strategies for those moments? What questions should we be asking ourselves before we speak, and what environments are best for when we do speak? Based on Jennifer's book, *Having Hard Conversations*, and her work with conflict and interpersonal communication, this session will provide participants with action plans and scripting tools for having those necessary hard conversations.

Jennifer Abrams

8:00 AM - 9:30  
AM

**Resilience Can Be Taught: 4 Keys To Unleashing Resilience**

Learn about vital skills of resilience and 3 keys to creating a resilient climate. This engaging presentation will empower you to deliver these skills to students of any background and learning style, enabling them to thrive in school and life.

Christian Moore

8:00 AM - 9:30

**Restorative Practices--Learn from Principals**

AM

**Who Have Practiced RP Daily With Amazing Results!**

Participants will practice community building circles and observe a restorative conference. You will leave with the basic philosophy, tools and knowledge to use circles and conferences in your school. Restorative Practices are key to transforming school culture and climate.

Jennifer Kirksey

8:00 AM - 9:30 AM

**Slay Reading Logs, Champion Literacy, And Booktalk like a Wizard**

Step away from that reading log...and help staff step away too! Collect examples of innovative literacy practices and see strategies to champion a culture of literacy. Participants will walk away with a literacy toolkit too!

Brad Gustafson

8:00 AM - 9:30 AM

**STEAM Innovation Inspired By Biomimicry**

Nature's engineering feats and elegant designs provide cross-curricular, standards-based projects that engage learners in real-world challenges. Biomimicry, the field of science that imitates nature's time-tested solutions, helps students gather disparate concepts and translate them into actionable ideas.

Cheri Sterman,  
Nancy Horvat

8:00 AM - 9:30 AM

**The DCR Of Effective Leadership: Data, Curriculum, And Relationships**

Wondering how leaders become effective and achieve school-wide academic success? During this session, Principal Record from Pocomoke Middle will highlight the importance of making Data driven decisions, ensuring a rigorous Curriculum, and building Relationships. Three key components for effective leadership.

Matthew Record

8:00 AM - 9:30 AM

**Trauma Informed School Leadership**

The impact of trauma and chronic stress on students is at an all-time alarming rate. Participants will learn how to lead through a Trauma Informed Leadership model that equips, empowers, and inspires students to thrive in school.

Bill Ziegler

9:30 AM - 10:00 **Exhibit Hall Break (Vendor Learning Lab)**

AM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
9:30 AM - 10:00 AM	<b>Snapshot Session - Reflections and Networking</b>
10:00 AM - 11:30 AM	<b>Opening Keynote Session Razia Jan Hall B</b> <b>Global Education: Alike Yet Different</b> Razia's Ray of Hope Foundation is a nonprofit organization that empowers young women and girls in Afghanistan through community-based education in the district of Deh'Subz. Founded on the knowledge that education is key to positive, peaceful change for current and future generations, they provide young Afghans the opportunity to learn and grow in a safe, nurturing environment, so that they may work toward brighter futures — in their own villages and beyond. Razia's Ray of Hope Foundation would not exist without the spirit, vision, and tireless efforts of founder and president Razia Jan. Razia has worked for many years to forge connections between Afghans and Americans. Her humanitarian efforts are honored in First Lady Laura Bush's 2016 book We Are Afghan Women.
11:30 AM - 1:00 PM	<b>Lunch on Your Own</b>
11:45 AM - 12:45 PM	<b>The Exchange Exhibit Hall</b>

1:00 PM - 2:00 PM	<b>A Commitment To Excellence: Cultivating Engagement in Your School</b> Educators are under constant pressure to meet a variety of needs, engage families, and foster collaboration, while doing everything necessary to make a difference in the lives of students. If leaders aren't conscious, staff burnout is inevitable.  <u>Daniel Butler</u>
1:00 PM - 2:00 PM	<b>Are Your Students Emotionally Safe? - How to Eradicate Bullying At Its Root</b> Discover how to eradicate the root causes behind the toughest issues facing our students by transforming your school into an emotionally safe campus! Participants receive instant access to the ESE Grant training and resources for emotional safety education.  <u>Deanna Rhinehart</u>

1:00 PM - 2:00  
PM

### **Building A Future Ready School By Fostering Creativity And Critical Thinking**

Audience will embark on our school's inspiring journey of "Dream, Explore, Design, Create" to build a future ready school via exploration and innovation through shared vision, collective decision-making, and empowering teachers to create a student-centered learning aligned to academic standards.

Neera Kohli

1:00 PM - 2:00  
PM

### **Developing Campus Culture? Simple Ways To Build Positive Culture And Foster Parent Engagement**

Future and current administrators will gain insight into creating a genuinely positive school culture--a culture of kindness and care. Participants will leave the session with ideas and tools they can implement upon returning to their campus.

William Rhodes,  
Lindsay O'Leary.

1:00 PM - 2:00  
PM

### **Hiring For A High Achieving Climate And Culture**

The teachers you hire reflect on you, your students and your district. No one wants to hire a mediocre teacher, how can you tell what you're getting through the interview process? How do you discern who will be good from great?

Mary Smith

1:00 PM - 2:00  
PM

### **Human Literacy: Navigating Social And Emotional Issues With A Coaching Mindset**

Navigating life's challenges and working with others are within the social and emotional domains. Building human literacy skills includes developing self-awareness and understanding others. Participants will receive unique coaching protocols that help students and faculty improve interactions with others.

Cheri Sterman,  
Nancy Horvat

1:00 PM - 2:00  
PM

### **It's Lonely At The Top...But It Doesn't Have To Be!**

The job of a Principal can be difficult and lonely. However, principals have the best resources for success within their school community. Utilizing teacher leaders through collaboration to assist in making crucial decisions can help in expanding your vision.

Maria Bridwell

1:00 PM - 2:00  
PM

### **Leading a School Into a Comprehensive, Integrated Three-Tiered Model of Prevention (Ci3T)**

Dr. Kiser and Mrs. Tate will share experiences in developing and implementing a positive behavior support model. A description of helping teachers, parents, students, and stakeholders buy-in to their motto "Be the Best Me I Can Be!" will be discussed.

[Matt Kiser,](#)  
[Laura Tate](#)

1:00 PM - 2:00  
PM

### **National Panel For Aspiring Authors**

Have you ever dreamed of writing a book? Are you interested in learning more about the publishing process? The National Panel for Aspiring Authors is your chance to ask questions of principals and school leaders who are also published authors.

[Brad Gustafson,](#)  
[Allyson Apsey,](#)  
[Derek McCoy,](#)  
[Bill Ziegler,](#)  
[Kaylen Tucker](#)

1:00 PM - 2:00  
PM

### **Say Goodbye To Tokens And Tickets And Hello To PBIS Rewards**

Tired of printing your campus currency? Confused by the tickets in one classroom and tokens in another? Frustrated by how hard it is to keep up with "all the PBIS things"? We were too, but not any more!

[Matt Arend,](#)  
[Carrie Tracy](#)

1:00 PM - 2:00  
PM

### **School Improvement & Deep Impact: Voices Amidst Changing Demographics**

To address demographically changing schools, researchers implemented preliminary support training and development targeting specific school indicators and identifying areas of growth for school stakeholders to become more inclusive leaders. Using an ESSA aligned approaches, stakeholders improve schools towards school inclusion.

[Jose Luevanos,](#)  
[Elisabeth Luevanos,](#)  
[Jean Madsen](#)

1:00 PM - 2:00  
PM

### **Secondary Victims Of Opioid Addiction: Schools Help Through Social-emotional Learning**

Opioid addictions don't care who or why. Many addicts have school-age children, so what's a school to do for students worrying constantly about their caregivers? Social-emotional learning gives students strategies to cope and techniques for getting ready to learn.

Carla Tantillo Philibert,  
Brian Hastings

1:00 PM - 2:00  
PM

### **STEM Play Experiences With Early Childhood Learners**

Learn about the process of integrating STEM Play time in Preschool. Using a basic engineering design model and design thinking structure, students develop skills while exploring real-world problems. Come experience STEM play yourself!

Joseph Stanzione,  
Veronica Morales

1:00 PM - 2:00  
PM

### **The Empowered Principal: The School Leader's Alternative To Career Burnout**

Feeling overwhelmed, exhausted, and intimidated in your new role? You aren't alone. School leaders have high demands placed on them daily. Join me in exploring how to take control and make decisions from a place of empowerment and clarity.

Angela Robeck

1:00 PM - 2:00  
PM

### **The Four Dimensions Of Principal Leadership**

This session will introduce participants to the Dr. Reginald Green's Four Dimensions of Principal Leadership. The four dimensions are a combination of leadership theory and research-based best practice. Together, the dimensions offer school leaders practical advice for leading their school.

Ethan Randall

1:00 PM - 2:00  
PM

### **The Principals Tool-Kit For Improving School And Classroom Discipline**

The purpose of this session is to give principals a tool-kit of strategies for classroom management and school-wide management including: practicing proactive strategies, teach tools, diffusers, classroom design, student-teacher relationships, start-up & shut-down requests, and how to refocus.

Bill Truesdale

2:00 PM - 2:30 **Exhibit Hall Break (Vendor Learning Lab)**

PM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
2:00 PM - 2:30 PM	<b>Snapshot Session/Reflections and Networking</b>
2:30 PM - 4:30 PM	<b>Innovation Rotation</b>

2:30 PM - 3:30 PM	<p><b>10 Successful Strategies For Newcomer Students</b></p> <p>"We will share ten successful strategies to support the successful transition for newcomer immigrant English Language Learners that impact their adjustment to a new country. A welcoming school provides stability that impacts the success for students, families, and communities overall."</p> <p style="text-align: center;"><u>Victor Tam,</u> <u>Carla Llewelyn-Vasquez</u></p>
2:30 PM - 3:30 PM	<p><b>10 Ways Every Educator Can Be The One For Kids</b></p> <p>"This keynote takes the audience on a journey through education, by hearing engaging stories about my journey, the impact we all have, and how we can all unleash our power to change the lives of our students. "</p> <p style="text-align: center;"><u>Ryan Sheehy</u></p>
2:30 PM - 3:30 PM	<p><b>Creating a School-wide Writing Program: Four Key Elements</b></p> <p>Most schools have a unified approach to reading, but writing is often a close-the-door-and-do-your-own-thing instructional model with many teachers assigning writing more often than teaching it. Learn four essential elements that must be part of any successful school-wide writing program.</p> <p style="text-align: center;"><u>Alice Greiner</u></p>
2:30 PM - 3:30 PM	<p><b>Developing Self-Regulation And Empathy As Crucial PK To Grade 3 Early Childhood Learning Outcomes</b></p> <p>The intense focus on academic testing outcomes has led many schools to give much less attention to the development of self-regulation, empathy, and social-emotional intelligence, even though these are high-value predictors of success in learning and in life.</p> <p style="text-align: center;"><u>Bob Sornson</u></p>
2:30 PM - 3:30 PM	<b>Even Broken Crayons Still Color - School-wide</b>

PM

### **SEL Strategies That Changed A Building's Culture.**

Participants will learn about trauma informed practices such as PBIS, Conscious Discipline, Yoga/Mindfulness, and celebrations. Participants will learn strategies to maximize student learning and belonging at school, and reduce disciplinary referrals, as well as strategies to increase student attendance rates.

Amy Mason

2:30 PM - 3:30

PM

### **From ACES Low To ACES High**

Students are coming to us with a greater number and intensity of at-risk challenges, including poverty and trauma's Adverse Childhood Experiences. Principals will learn how to harness relationships to overcome these challenges and better support student development and achievement.

Jason Anderson,

Crystal Magers

2:30 PM - 3:30

PM

### **Leading For Literacy: How Strong Principals Can Make A Difference**

This session will introduce the Center on Improving Literacy Through Supporting Elementary School Leaders, newly funded by the U.S. Office of Special Education Programs. The mission of this center is to improve student literacy through building capacity of instructional leaders.

Allison Gandhi,

Sarah Arden

2:30 PM - 3:30

PM

### **Manage To Your Advantage: Approaching School Management Through The Lens Of Threat Assessment**

Participants will focus on applying the process of effective threat and risk assessment to their everyday roles as school-based administrators, starting with the principle that no one person or place sufficiently answers all questions or solves all dilemmas.

Lori Brown

2:30 PM - 3:30

PM

### **Multi-Tiered Systems Of Support (MTSS) For Young Children: Driving Change In Early Education**

"Multi-Tiered Systems of Support (MTSS) for young children is a system-wide framework for delivering effective educational services, matched to learners' needs, resulting in achievement of essential outcomes. Learn how this framework can work in your Pre-K / ECE setting! "

Robin Miller Young2:30 PM - 3:30  
PM**Personalizing Professional Development**

This session shares personalized learning practices used when planning professional learning . We will share how our district provides voice, choice, and path for teachers to grow in meaningful ways that impact student learning and achievement, and teacher compensation.

Sue Sterner,Jeremy Monday,Christopher Otto2:30 PM - 3:30  
PM**STEM Identity And Technology Fluency - An Approach For Any Teacher And Every Student**

Educators will learn how to help students develop 'STEM Identity' and 'Technology Fluency,' while going hands-on with innovative learning media and lesson content. Participants will develop their own Technology Fluency, and practice computational-thinking in a robotic design challenge!

David Emery2:30 PM - 3:30  
PM**The One Thing**

In City Slickers, the wanna-be cowboy gets advice about success from the experienced old cowhand, "Find your one thing." The same is true with campus administrators: find the one thing that gets the most growth from the most students.

Vanessa Stuart2:30 PM - 3:30  
PM**Time Management For School Leaders: Total Control & Peace Of Mind**

This session provides a total system for organizing your surroundings and effectively managing your time. Time management is an essential, yet often missing, skill in the development of classroom teachers and school administrators.

Frank Buck3:45 PM - 4:45  
PM**Be A Champion For Equity- Build A Trauma Sensitive Environment For All Students!**

Imagine a school building where every child feels safe and an environment where all students can thrive. Students bring their trauma into school everyday. It is our job as educators to create an environment where all students can be successful!

Aaron Carmichael,Malinda Mikesell

3:45 PM - 4:45

**Building Quality Relationships With Students,**

PM

**Teachers, And Families**

Join Mathew Moyer as he reviews a variety of ways you can work to build quality relationships with your school community. We will look at the strategies you can implement that will build meaningful relationships that lead to improvements for your school.

Matthew Moyer

3:45 PM - 4:45 PM

**Coordinated Services: How One District Intentionally Plans For ESL, SPED, & RTI In One Day**

Have you ever heard the phrase, "SPED trumps ESL?" Coordination of ESL, RTI, & SPED services is essential when educating students who qualify for a variety of supports. Examples of collaboration & forms will be shared on how to ensure equity in services.

Debra Frantz,  
Joris Ray

3:45 PM - 4:45 PM

**Durable Student Outcomes: Do It By Keeping Things Local and Committing to Being Helpful**

Localism matters when it comes to lasting outcomes. This session changes the standard paradigm of reform by examining what it means to own results locally, leverage outside expertise sparingly, and shift from monitoring and accountability to being helpful.

Gillian Williams,  
Mildred Toliver

3:45 PM - 4:45 PM

**Effective Universal Instruction: Improving Your Results Now**

Strong, effective universal instruction is essential for high achievement. Schools cannot intervene their way to achievement for all students. This session will support schools to examine and improve universal instruction through collective educator collaboration.

Sarah Brown,  
Kimberly Gibbons

3:45 PM - 4:45 PM

**High-Leverage Leadership: 3 Strategies To Develop The Next Generation Of Leaders**

Human connection matters. Positive culture formed with school personnel lays the foundation for optimal performance. Participants will learn simple, high-leverage routines to grow leadership capacity, improve public relations, while fostering positive relationships within the school environment.

Daniel Butler,  
Benjamin Gilpin

3:45 PM - 4:45  
PM

**Let Go And Lead! Supporting Teachers And Students In The Role Of Instructional Leader.**

This session will focus on processes and strategies for building leadership skills in teachers and students. Session participants will engage in collaborative activities and discussions designed to help them leverage teacher and student leaders to affect change.

Fran Dundore,  
Margaret Bobbitt

3:45 PM - 4:45  
PM

**Literacy Zero To Literacy Hero**

One year ago these two literacy “zeroes” were faced with the daunting reality that literacy was missing from their leadership. Come discover the steps they took to harness their inner superhero moving from a Literacy Zero to Literacy Hero.

Matt Arend,  
Todd Schmidt

3:45 PM - 4:45  
PM

**Mastering Parental Involvement – Keeping Kids And Parents Involved In The School**

Strategies for communicating successfully with all parents including the unfocused, hostile, unresponsive, helicopter, and enabling kind. Help parents work with you, not against you through assertive communication and defined conferencing skills. The Home/School Plan results in more focused, successful students and parents.

Bert Simmons

3:45 PM - 4:45  
PM

**PSEL/NELP Standards**

TBD

Jacquelyn Wilson

3:45 PM - 4:45  
PM

**School Culture - A Guide to Thrive**

Thinking teachers lead to thinking students. The first step to developing agency and independence in students is to develop agency and independence in teachers. This session will help you simplify so you can focus on the essential ingredients for success.

Derek Thompson

3:45 PM - 4:45  
PM

**Supporting Our Transgender And Gender Non-Conforming Youth By Creating Inclusive Schools**

75% of Transgender and Gender Non-Conforming youth feel unsafe at school. School leaders have

the power to change this statistic. This session will provide training and tools for leaders committed to creating inclusive schools for all students.

Vanessa Ford

3:45 PM - 4:45  
PM

**The NAESP Pre-K-3 Leadership Academy™ -  
Creating More Effective Early Learning  
Leaders!**

Are you interested in becoming an effective Pre-K-3 Leader? Join this session to learn how the NAESP Pre-K-3 Leadership Academy™ has trained principals and directors in two states to become more effective in applying the six competencies outlined in NAESP's publication: "Leading Pre-K-3 Learning Communities: Competencies for Effective Principal Practice." This program provides a unique blended learning experience designed to enhance a principal's knowledge and skills for becoming an effective Pre-K-3 school leader.

Honor Fede

3:45 PM - 4:45  
PM

**Using Technology To Enhance Climate, Virtual  
Meetings, & Stay Connected With Students &  
Families**

This session will give a brief introduction on how to utilize technology that will allow administrators to improve school culture and climate, virtually meet with their faculty while delineating pertinent information, and keep connected with students and their families.

Martina Carroll

5:00 PM - 6:00  
PM

**Opening Reception**

Thursday, July 11, 2019

7:00 AM - 8:30  
AM

**Continental Breakfast  
Exhibit Hall**

Vendor Learning Lab/Spotlight

7:00 AM - 5:00  
PM

**Exhibit Hall Open**

7:00 AM - 5:00  
PM

**Registration**

8:30 AM - 10:00 **#LeadPositive: Education Leadership Vision**

AM

**Turned Into Positive Action**

A career in education is not easy but can be exhilarating and fulfilling when you find positivity. The goal of this session is to support others (beginning and experienced leaders alike) to lead positively through a series of 12 actions.

Shanna Spickard

8:30 AM - 10:00 AM

**Breathe For Change: Mindful Leadership to Embody Social Change for Equity**

In this experiential Breathe For Change workshop, educational leaders will learn to enhance individual and collective well-being at the school level through integrating wellness and social-emotional learning practices in a trauma-informed, inclusive and culturally relevant way.

Tui Roper,  
Ilana Nankin

8:30 AM - 10:00 AM

**Is My School A Better School BECAUSE I Lead It?**

Principals will be challenged to examine their own leadership identity, presence, impact, mission, purpose, vision and value as the leaders of their schools and whether their leadership practices enable learners to have optimal learning opportunities in equitable, culturally-responsive learning environments.

Baruti Kafele

8:30 AM - 10:00 AM

**It's Time For A Disrupt Admin Session!**

We are working to disrupt administration! A different type of session where ten different principals each share one of their favorite ways to think outside of the box. It's a fast paced presentation packed with lots of great ideas!

Matt Arend,  
Liz Garden,  
Andy Jacks,  
Kelley Begley-McCall,  
Jessica Gomez,  
Cathryn Jacobs,  
Todd Schmidt,  
Lindsay Stumpfenhorst,  
Julie Vincentsen,  
Claire Giardino

8:30 AM - 10:00 AM

**Leading The Whole Teacher**

When asked, teachers often identify that education is their profession AND their hobby. If not nurtured, this can lead to burnout. Leaders who support the

whole teacher help teachers perform their best and feel their best.

Allyson Apsey

8:30 AM - 10:00 **Leaping Over Poverty**

AM

Cognitive stressors and delays, emotional and social challenges, acute chronic stressors, as well as health and safety issues are the main risk factors associated with poverty. Targeting these factors assist students who live in poverty to engage in school productively.

Daniele Snider

8:30 AM - 10:00 **My 10 Favorite Gmail Tricks And Other Productivity Hacks**

AM

While Gmail is a popular tool for principals, most don't know about these 10 features that make a world of difference. Use one or all 10. Regardless, tomorrow, you will attack your email with a smile.

Frank Buck

8:30 AM - 10:00 **Principals: You Are The Leader Of Learning**

AM

School principals are "invaluable multipliers of teaching and learning in the nation's schools," according to this report by political scientist Paul Manna. As a school's "leader of learning" for both the students and adults, principals create the conditions that enable effective teaching and learning and happen at scale. This session will explore the specific behaviors principals can exhibit to strengthen educator practice and results for students through standards-based professional learning.

Frederick Brown

8:30 AM - 10:00 **Social And Emotional Learning: Not Just for Students**

AM

This workshop draws on the five Social/Emotional competencies as identified by CASEL, and focuses on inspiring educators to become practitioners of those competencies as a means to create trusting and nurturing environments where students thrive in school and life.

Greg Sommers

8:30 AM - 10:00 **Stop Suspending Students!**

AM

Suspensions and exclusionary practices cannot be part of our discipline strategy for students. Learn ways to be a zero suspension school while maintaining support to teachers and keeping your families highly satisfied.

Andy Jacks

8:30 AM - 10:00 AM **You Think You Have Tough Kids? Turn That Behavior Around**

Empower teachers with an effective school-wide plan that motivates defiant, non-compliant students, stops teacher/student negative confrontations, office referrals and suspensions. Become skilled at knowing what to do with a bully and how to use dispute resolution to minimize overt behavior.

Bert Simmons

9:30 AM - 10:00 AM **Exhibit Hall Break**

Vendor Learning Lab/Spotlight

9:30 AM - 10:00 AM **Snapshot Session/Reflections and Networking**

10:00 AM - 10:30 AM **Snapshot Session/Reflections and Networking**

10:30 AM - 11:30 AM **Building Capacity For Technology Integration & Innovation Through Professional Learning Cohorts**

In this session we'll share practices rooted in adult SEL, professional interests, and cohort models that have been leveraged to build teacher capacity in the areas of pedagogy, teacher leadership, and authentic, purposeful integration of technology and innovation.

Stephanie Sandifer,  
Amy Houser,  
Krystal Weiss

10:30 AM - 11:30 AM **Classroom Management That Works: The Missing Ingredient!**

The Classroom Management Plan described in this session provides a systematic framework for a student's day-to-day behavior, a hierarchy of discipline responsibilities/consequences, and proven and tested positive reinforcement resulting in greater academic success for all students.

Bert Simmons

10:30 AM - 11:30 AM **Creating Innovative Professional Learning To Empower Teachers In Their Own Growth**

Say goodbye to the traditional one size fits all, sit and get professional development! During this session we will share various ways we have structured innovative professional learning

opportunities for our staff focused on individual interest and professional strengths.

Matthew Johnson,  
Griffin Gervais,  
Kristin Rhodes

10:30 AM -  
11:30 AM

**Demystifying The 'How' Of Improving Student Behavior & School Safety Using SEB MTSS**

Participants will actively engage in exercises through a “how to” skills session to conceptualize how a social-emotional-behavioral (SEB) MTSS framework can work at their schools including the necessary components, processes, and professional roles of a tiered SEB MTSS.

Katherine Dockweiler,  
Alison Clark,  
Lindsay Diamond

10:30 AM -  
11:30 AM

**Developing A Culturally Inclusive Organization With Equity In Mind**

Public schools are becoming more diverse across the nation. In this ever-changing environment, our students must be prepared to interact with people who look, speak, and believe differently. It is the educators responsibility to embrace the diversity of the students.

Tia James,  
Latoya Jeems

10:30 AM -  
11:30 AM

**GENERATION EVERYONE! The Roles We Play In InterGenerational Family Engagement And Why It Matters**

A survey of 2000+ superintendents found only 6% feel they have a firm understanding on how to motivate their multigenerational staff, teachers, and parents. Learn how to increase teacher retention and family engagement by mastering Intergenerational Family Engagement.

Dillon Kalkhurst

10:30 AM -  
11:30 AM

**Leading With The Ethic Of Care**

Leading with the Ethic of Care session will focus on the dynamics of developing a school community that uses empathy and design thinking to forge a positive connection with the stakeholders at an elementary school.

Gerald Paterson

10:30 AM -  
11:30 AM

**Managing the Teacher Hiring Process: 10 Important Steps**

To hire effective teachers, an administrator needs a process that assures that candidates have the

experience and expertise to do the job. Using behavior-based interviewing, (BBI) and the steps taught in this session, teacher hiring will become highly successful.

Mary Clement

10:30 AM -  
11:30 AM

**Overcoming The Unspoken: Successful Leadership In A Culture Of Silence**

Participants will experience how the use of technology can improve climate and culture by making the invisible visible through on-going feedback relative to key levers of school improvement.

Philip Hammonds

10:30 AM -  
11:30 AM

**Pivotal Elementary School Principal's Role To Lead Transformational Change & Build School Culture**

Elementary principals serve a pivotal role in bringing about transformational change and building school culture. Five key themes provide insight into the role of elementary principals and the associated skills, knowledge, and behaviors that they must employ.

Tamera Jones

10:30 AM -  
11:30 AM

**Strategies, Practices, And Procedures That Reduce Inappropriate Office Referrals**

Frustrated with an office full of student behavioral referrals? This session will help you refocus on teaching adults your expectations and norms of behavior while supporting their management of students. With clear school structures, procedures, and practices, school culture improves.

Paul Young

10:30 AM -  
11:30 AM

**Student Achievement Starts With Teacher Empowerment: Is It Really That Simple?**

Join us as we share tools and creative innovations that empower teacher leaders to reflect on best practices and work as change-agents. Leave ready to lead your organization towards engaged students, higher levels of collaborative instruction and increased student achievement.

Sarah Von Esh,  
Tracey Smith

10:30 AM -  
11:30 AM

**The Hip-Hop Principalship: The Rhyme And Reason Of New School Leadership**

This session provides a guideline for connecting with a new school community with a five-pronged doctrine for shaping school culture and relating to

the school community in authentic ways.  
Leadership is presented as a force for social change and empowerment.

Andre Mountain

10:30 AM -  
11:30 AM

**Transforming School Culture: How To Overcome Staff Division**

Explore the root causes of staff resistance to change and leave with concrete strategies that will improve school culture, address staff cohesion, maximize human potential, and lay the foundation for a powerful learning environment.

Malik Muhammad

10:30 AM -  
11:30 AM

**You Are What You Read: Leading A Culture Of Literacy**

We all know that literacy is important - it's the cornerstone of society. Yet, how much instructional leadership capacity do we use to model, coach, and facilitate the idea of literacy for all students at all levels? Re-imagine your literacy leadership now!

Adam Drummond

11:30 AM - 1:00 PM **Lunch on Your Own**

11:45 AM - 12:45 PM **The Exchange Exhibit Hall**

1:00 PM - 2:30 PM **Keynote Session - Michael Fullan Hall B**

2:30 PM - 3:00 PM **Snapshot Session/Reflections and Networking**

3:00 PM - 4:00 PM **#PrincipalsInAction - Get Out Of Your Office And Connect With Others!**

Principals In Action are leaders who believe in getting out of their office and connecting with others. Through Twitter and Voxer, Principals In Action are connected to share ideas, challenge each other, offer support, and lean on during tough times.

Mark French,  
Jay Posick,  
Ryan Sheehy.

3:00 PM - 4:00 PM **90 90 90 - The Next Generation Of High Performing High Poverty Schools**

Dr. Douglas Reeves will share insights from the new research on 90 90 90 schools. Dr. Reeves will address the important new insights that address the challenges of leading schools serving students from low income families.

Douglas Reeves

3:00 PM - 4:00 PM **Academic And Behavior Systems Of Support**

This session will look at everything between assessments to implementation of effective behavioral and academic systems of support. Participants will walk away with hands-on resources for academic and behavior interventions, with a focus on meeting the most challenging students.

Micah Gearhart

3:00 PM - 4:00 PM **American Overseas Schools**

Learn more about the role of American Overseas Schools. Literature and materials, including fact sheets, school directories, and recruitment information will be distributed. Employment opportunities and school-to-school partnerships will be discussed. Gain an understanding of opportunities available to stateside principals.

Thomas Shearer,  
Brent Mutsch

3:00 PM - 4:00 PM **Get Dirty; Creating A Positive Culture Through Involvement**

Principals will gain new ideas and resources on continuing to build rapport with your students, staff, and families while still creating an environment accepting of change and growth.

Lindsay Stumpenhorst3:00 PM - 4:00  
PM**Hacking Social-Emotional Learning: One School's Journey To Make SEL A Year-Long Priority**

Creating a multifaceted social-emotional learning program that is both ongoing and engaging to students of all ages can be a daunting task for any school leader. Come discover the ideas/strategies one school site implemented to make SEL a priority.

Todd Schmidt3:00 PM - 4:00  
PM**Instructional Practices For Cultivating Multi-Dimensional Wellness & Mental Health In Our Classrooms**

Instructional practices for integrating researched-based strategies including mindfulness, movement, breath and social emotional learning into our classrooms, schools and communities. Our Professional Development and Instructional Practices were successfully piloted with the Port Jefferson Middle School in the Fall of 2017.

Diane MacDonald3:00 PM - 4:00  
PM**Leading The Charge For Cultural Competency In Schools**

This session will focus on the changing role of the principal from building manager to culturally competent leader.

Beverly Johnson-Green3:00 PM - 4:00  
PM**Moving From Data Rich To Information Rich: Leveraging Data To Make Meaningful Change**

If we believe all data is of equal importance, we cannot utilize any data to drive meaningful change. This session will help administrators to identify specific data points to develop more information rich data analysis and drive change.

Joe Mullikin3:00 PM - 4:00  
PM**Pathway To Community Engagement**

Effective community engagement is not a one-time program but rather a set of day-to-day practices and interactions that support learning. Schools and communities need to work together to promote engagement that is systemic, sustained and integrated into school improvement efforts.

Penelope Miller-Smith

3:00 PM - 4:00

**Poking The Bear: Creating Trauma Sensitive Environments**

PM	In this session, participants will gain an understanding of how trauma affects the brain, hinders learning, motivation, and success of impacted students in the classrooms.  <u>LaRon Martin</u>
3:00 PM - 4:00 PM	<b>Positive School Branding: How To Do It Effectively And Efficiently</b> Participants will learn about the power of positivity and leave with ideas to take back and implement to get all stakeholders on board. There is no better public relations campaign than one that promotes a positive learning environment for all.  <u>Shanna Spickard</u>
3:00 PM - 4:00 PM	<b>Promoting Self-Directed Learning During Intervention/Extension Blocks Through Electronic Portfolios</b> In this session you will learn how to use technology and online tools that are student-centered when considering implementing digital portfolios in your school to develop self-directed learning.  <u>Carrie Huber</u>
3:00 PM - 4:00 PM	<b>Uncommon Leadership: Live Well, Lead Strong</b> Our world needs Uncommon Leaders---those who live intentionally and demonstrate courage that shines in everything they do. We'll examine "living well": reflecting on our guiding principles, and "leading strong": acting with compassion and integrity that flows from our principled foundation.  <u>Debbie McFalone</u>
3:00 PM - 4:00 PM	<b>Wanted: The Instructional Change Agent</b> Now seeking: instructional leader. This role is often in conflict with other non-instructional duties. Imagine how your role could re-emerge as the instructional change agent to increase our leadership capacity through culture, instructional planning, learner engagement, and community advocacy.  <u>Adam Drummond</u>

Friday, July 12, 2019

7:00 AM - 12:30 PM	<b>Exhibit Hall Open</b>
7:00 AM - 11:00	<b>Registration</b>

AM

7:30 AM - 8:30 **Overseas School Breakfast (Invitation Only)**

AM

7:30 AM - 9:30 **State Representatives Membership Meeting**

AM

8:00 AM - 9:30 **Federal Relations Network Meeting**

AM

8:00 AM - 9:30 **State Editors Meeting**

AM

8:00 AM - 9:30 **4 Steps To Successful Time Management For Administrators**

AM

This session features a 4 step process to assist school leaders/administrators collect and analyze data to understand how they are prioritizing their professional time. A case study of districts that have utilized the research-based process and protocols will be shared.

Jobi Lawrence,  
Gerald Hudson

8:00 AM - 9:30 **Addressing The Poverty Mindset**

AM

Schools that serve low-income communities face similar and pervasive issues that are actually a result of the Poverty Mindset. This workshop clarifies misconceptions about poverty, why it exists, how it secretly impacts our schools, and how to change it...permanently!

Hotep Na

8:00 AM - 9:30 **Administrative Strategies For Reducing Office Referrals And Suspensions While Engaging Students**

AM

This Administrative System addresses both mischievous and severe behavior. Learn to use the Discipline, Shelter, Tardy, Truancy and Academic Behavior Cards and Crisis Intervention Unit to successfully reduce office referrals, suspensions and expulsions keeping students in school with on-task learning.

Bert Simmons

8:00 AM - 9:30 **Finding Your Own Path To Serendipity**

AM

This presentation is about embracing all experiences and allowing them to make us better. It's about looking at every experience as treasures —moments that bring us more pain than we

thought possible, more joy than we deserve, and everything in between.

Allyson Apsey

8:00 AM - 9:30  
AM

**Fundamental 5: The Formula For Quality Instruction**

"Great teachers don't teach dramatically different than their peers, they teach slightly different. These slight changes in delivery dramatically improve student performance. Best-selling authors, Cain and Laird, share the secrets of great teachers and how to follow their example."

Sean Cain,

Michael Laird

8:00 AM - 9:30  
AM

**Learn How To Be An NAESP National Principal Mentor**

The NAESP National Mentor Training and Certification Program™ exhibits a model in which principals can learn to become better leaders from qualified mentors. Join our session which will fully examine the significance of the National Mentor Training and Certification Program™. Our program offers a highly structured professional development program designed to create a cadre of mentors whose expertise is channeled to support school leaders. The training program integrates research-based best practices with participants' knowledge and experiences. The program can be customized according to a school district's specific needs.

Aaran Lurry

8:00 AM - 9:30  
AM

**Practical Strategies & Tools to Create An Active School Environment for Improved Student Outcomes**

Physical movement and learning are essential aspects of the total educational experience for all students. Physical education and physical activity are a component of the Whole School, Whole Community, Whole Child (WSCC) model and can be delivered through a comprehensive school physical activity program (CSPAP) that provides opportunities for students to be physically active before, during, and after school. Come learn about practical, evidence-based CSPAP resources developed by the Centers for Disease Control and Prevention (CDC), Active Schools, and other organizations to help schools implement strategies to increase students' physical activity and improve their academic achievement.

Charlene Burgeson

**Principals Leading Learning: Maximizing The**

8:00 AM - 9:30 AM	<p><b>Impact Of Professional Development</b></p> <p>Leaders must invest in professional development that directly impacts instructional practices. Learn key components of effective PD and practical, research-based and job-embedded practices. Leaders will not only understand the research, but they can take back proven ways to support teachers.</p> <p style="text-align: center;"><u>Shanna Spickard</u></p>
8:00 AM - 9:30 AM	<p><b>RETHINKing Literacy LEADership: LEADing Systems To Increase Student LEARNING</b></p> <p>Meeting the literacy needs of all students is a critical responsibility of school leaders and requires effective systems that impact learning throughout schools. Participants' will deepen their understanding of research-based practices, analyze processes and apply tools to ensure consistent implementation.</p> <p style="text-align: center;"><u>Molly Funk,</u> <u>Melissa Usiak</u></p>
8:00 AM - 9:30 AM	<p><b>SEL In Your School Made Easy</b></p> <p>We know that social-emotional learning is important to our students' development, but how do we teach it effectively? This session will explain how to effectively infuse SEL into your classrooms and identify available resources.</p> <p style="text-align: center;"><u>Erin Capone</u></p>
8:00 AM - 9:30 AM	<p><b>The New Teacher Pipeline: What You Can Do To Keep Quality Applicants Coming Your Way</b></p> <p>Does your school have an adequate supply of new teachers and substitutes? Learn what principals can do to influence the recruitment, preparation, and the mindset of aspiring teachers and support your new hires to assure they survive and thrive.</p> <p style="text-align: center;"><u>Paul Young</u></p>

8:30 AM - 9:30 AM	<p><b>State Representatives Nominating Committee Meeting</b></p>
10:00 AM - 11:30 AM	<p><b>Closing Keynote Session Kwame Alexander Hall B</b></p> <p><b>Be Constructive With Your Blues: Seven Life Lessons Learned From Inspiring Teachers and Principals</b> Along his thirty-year writerly journey, Kwame Alexander received hundreds of rejections. But, he never let other people's NOs define him. And, it paid off in 2015 when he won the coveted Newbery Medal. In this lively and engaging session, Kwame will share important life</p>

lessons he learned from educators that have helped lead to his success, how saying yes transformed his career and life, and how it paved the way to getting people of all ages excited about literacy and language. Participants will leave this session energized to turn negatives into positives and powerfully impact the students and adults they serve.

1:00 PM - 2:00 PM **Webinar Wednesday Live**



Closed Optional Fee

Tuesday, July 9, 2019

7:00 AM - 5:00 PM	<b>Registration</b>	
8:00 AM - 12:00 PM	<b>Community Service Day</b>	
	Community Service Day offers NAESP conference attendees an opportunity to make a difference through service projects that improve local schools. The service day event is sponsored by Playground equipment manufacturer Landscape Structures.	

**Pre-Conference Session (additional fee required)**

8:00 AM - 4:00 PM	<b>Navigating Social Emotional Learning (SEL): Science, Principal Practice, and Practical Application</b> <b>Spokane Convention Center</b>	
	National principals understand the importance of SEL and its impact on schools, however often they struggle with taking theory to practice. This intensive training, led by an expert in the SEL field, Dr. Stephanie Jones, will provide a framework for understanding SEL and bring the conversation full circle to provide an in-depth guide to 25 evidence-based social emotional learning programs for elementary schools that profiles both lesson-based/curriculum and non-curricular approaches.  Speakers: <u><a href="#">Stephanie Jones</a></u>	
8:00 AM - 4:00 PM	<b>Swimming in the Deep End - What Does It Take?</b> <b>Spokane Convention Center</b>	
	No matter where what role we play in a school or district, we all want to make a difference. However, things move fast in education these days, and often in our communications we are left confused, overwhelmed, and not as successful as we could be. We need to build up a skill set of effective decision-making capabilities, 'resistance	

management' communication strategies, and for the sake of our health, our 'stress tolerance.' This workshop will provide support, a laugh, and some cognitive, social and psychological resources to help you communicate more effectively, confidently, and collaboratively, no matter your role.

Speakers: [Jennifer Abrams](#)

Wednesday, July 10, 2019

7:00 AM - 8:30 AM **Continental Breakfast**  
**Exhibit Hall**

7:00 AM - 5:00 PM **Exhibit Hall Open**

7:00 AM - 5:00 PM **Registration**  
**Spokane Convention Center**

8:00 AM - 9:30 AM **6 Million US Children Missing From School!**  
**What Can We Do About It?**

There are nearly 6 million children who are not enrolled in any type of schooling in the US! Why is this and how do we, as a nation, reach out to them and their families? Learn how in this session.

[Darrell Rud](#),  
[Richard Barbacane](#),  
[Mary Kay Sommers](#)

8:00 AM - 9:30 AM **Cooperative Meetings: A Critical Tool for Faculty Development**

If you want strategies that create engaging dialogue among faculty and enhance the school culture, this session is for you! You will experience step-by-step structures to transform meetings, improve faculty relationships, enhance professional discourse, and involve stakeholders in decision making.

[Carol Lohkamp](#)

8:00 AM - 9:30 AM **Create A Campus-Wide Technology Growth Mindset Guaranteed To Increase Daily Student Engagement**

Participants will learn a variety of ways to encourage collaboration among teachers by increasing the use of technology daily which promotes high student engagement. Attendees will learn how to utilize a variety of technology applications essential for the 21st century.

Lorena Zertuche,

Ann Lalime

8:00 AM - 9:30  
AM

**Increase School Engagement Through  
Improved Communication**

There is a new opportunity for school leaders to engage their school community and improve their communication skills by maximizing the use of video. Learn free/inexpensive methods and practice your PR skills to show your school's personality and mission.

Andy Jacks

8:00 AM - 9:30  
AM

**Kernels Of Practice For Social Emotional  
Learning: Low-Cost, Low-Burden Strategies**

The field of social and emotional learning (SEL) is rapidly expanding as educators bring a sharper focus to helping children build skills beyond academic knowledge. This enlightening session with Harvard Graduate School of Education Professor Stephanie Jones will explore low-cost, targeted strategies that can be implemented quickly and have the potential to build students' SEL skills in a cohesive and complementary way across settings.

Stephanie Jones

8:00 AM - 9:30  
AM

**Managing Conflict With Clarity, Confidence,  
And Courage**

As administrators, coaches or colleagues, we often come up against situations where difficult topics must be addressed. What do we know about the best strategies for those moments? What questions should we be asking ourselves before we speak, and what environments are best for when we do speak? Based on Jennifer's book, *Having Hard Conversations*, and her work with conflict and interpersonal communication, this session will provide participants with action plans and scripting tools for having those necessary hard conversations.

Jennifer Abrams

8:00 AM - 9:30  
AM

**Resilience Can Be Taught: 4 Keys To  
Unleashing Resilience**

Learn about vital skills of resilience and 3 keys to creating a resilient climate. This engaging presentation will empower you to deliver these skills to students of any background and learning style, enabling them to thrive in school and life.

Christian Moore

8:00 AM - 9:30

**Restorative Practices--Learn from Principals**

AM

**Who Have Practiced RP Daily With Amazing Results!**

Participants will practice community building circles and observe a restorative conference. You will leave with the basic philosophy, tools and knowledge to use circles and conferences in your school. Restorative Practices are key to transforming school culture and climate.

Jennifer Kirksey

8:00 AM - 9:30 AM

**Slay Reading Logs, Champion Literacy, And Booktalk like a Wizard**

Step away from that reading log...and help staff step away too! Collect examples of innovative literacy practices and see strategies to champion a culture of literacy. Participants will walk away with a literacy toolkit too!

Brad Gustafson

8:00 AM - 9:30 AM

**STEAM Innovation Inspired By Biomimicry**

Nature's engineering feats and elegant designs provide cross-curricular, standards-based projects that engage learners in real-world challenges. Biomimicry, the field of science that imitates nature's time-tested solutions, helps students gather disparate concepts and translate them into actionable ideas.

Cheri Sterman,  
Nancy Horvat

8:00 AM - 9:30 AM

**The DCR Of Effective Leadership: Data, Curriculum, And Relationships**

Wondering how leaders become effective and achieve school-wide academic success? During this session, Principal Record from Pocomoke Middle will highlight the importance of making Data driven decisions, ensuring a rigorous Curriculum, and building Relationships. Three key components for effective leadership.

Matthew Record

8:00 AM - 9:30 AM

**Trauma Informed School Leadership**

The impact of trauma and chronic stress on students is at an all-time alarming rate. Participants will learn how to lead through a Trauma Informed Leadership model that equips, empowers, and inspires students to thrive in school.

Bill Ziegler

9:30 AM - 10:00 **Exhibit Hall Break (Vendor Learning Lab)**

AM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
9:30 AM - 10:00 AM	<b>Snapshot Session - Reflections and Networking</b>
10:00 AM - 11:30 AM	<b>Opening Keynote Session Razia Jan Hall B</b> <b>Global Education: Alike Yet Different</b> Razia's Ray of Hope Foundation is a nonprofit organization that empowers young women and girls in Afghanistan through community-based education in the district of Deh'Subz. Founded on the knowledge that education is key to positive, peaceful change for current and future generations, they provide young Afghans the opportunity to learn and grow in a safe, nurturing environment, so that they may work toward brighter futures — in their own villages and beyond. Razia's Ray of Hope Foundation would not exist without the spirit, vision, and tireless efforts of founder and president Razia Jan. Razia has worked for many years to forge connections between Afghans and Americans. Her humanitarian efforts are honored in First Lady Laura Bush's 2016 book We Are Afghan Women.
11:30 AM - 1:00 PM	<b>Lunch on Your Own</b>
11:45 AM - 12:45 PM	<b>The Exchange Exhibit Hall</b>

1:00 PM - 2:00 PM	<b>A Commitment To Excellence: Cultivating Engagement in Your School</b> Educators are under constant pressure to meet a variety of needs, engage families, and foster collaboration, while doing everything necessary to make a difference in the lives of students. If leaders aren't conscious, staff burnout is inevitable.  <u>Daniel Butler</u>
1:00 PM - 2:00 PM	<b>Are Your Students Emotionally Safe? - How to Eradicate Bullying At Its Root</b> Discover how to eradicate the root causes behind the toughest issues facing our students by transforming your school into an emotionally safe campus! Participants receive instant access to the ESE Grant training and resources for emotional safety education.  <u>Deanna Rhinehart</u>

1:00 PM - 2:00  
PM

### **Building A Future Ready School By Fostering Creativity And Critical Thinking**

Audience will embark on our school's inspiring journey of "Dream, Explore, Design, Create" to build a future ready school via exploration and innovation through shared vision, collective decision-making, and empowering teachers to create a student-centered learning aligned to academic standards.

Neera Kohli

1:00 PM - 2:00  
PM

### **Developing Campus Culture? Simple Ways To Build Positive Culture And Foster Parent Engagement**

Future and current administrators will gain insight into creating a genuinely positive school culture--a culture of kindness and care. Participants will leave the session with ideas and tools they can implement upon returning to their campus.

William Rhodes,  
Lindsay O'Leary.

1:00 PM - 2:00  
PM

### **Hiring For A High Achieving Climate And Culture**

The teachers you hire reflect on you, your students and your district. No one wants to hire a mediocre teacher, how can you tell what you're getting through the interview process? How do you discern who will be good from great?

Mary Smith

1:00 PM - 2:00  
PM

### **Human Literacy: Navigating Social And Emotional Issues With A Coaching Mindset**

Navigating life's challenges and working with others are within the social and emotional domains. Building human literacy skills includes developing self-awareness and understanding others. Participants will receive unique coaching protocols that help students and faculty improve interactions with others.

Cheri Sterman,  
Nancy Horvat

1:00 PM - 2:00  
PM

### **It's Lonely At The Top...But It Doesn't Have To Be!**

The job of a Principal can be difficult and lonely. However, principals have the best resources for success within their school community. Utilizing teacher leaders through collaboration to assist in making crucial decisions can help in expanding your vision.

Maria Bridwell

1:00 PM - 2:00  
PM

### **Leading a School Into a Comprehensive, Integrated Three-Tiered Model of Prevention (Ci3T)**

Dr. Kiser and Mrs. Tate will share experiences in developing and implementing a positive behavior support model. A description of helping teachers, parents, students, and stakeholders buy-in to their motto "Be the Best Me I Can Be!" will be discussed.

Matt Kiser,  
Laura Tate

1:00 PM - 2:00  
PM

### **National Panel For Aspiring Authors**

Have you ever dreamed of writing a book? Are you interested in learning more about the publishing process? The National Panel for Aspiring Authors is your chance to ask questions of principals and school leaders who are also published authors.

Brad Gustafson,  
Allyson Apsey,  
Derek McCoy,  
Bill Ziegler,  
Kaylen Tucker

1:00 PM - 2:00  
PM

### **Say Goodbye To Tokens And Tickets And Hello To PBIS Rewards**

Tired of printing your campus currency? Confused by the tickets in one classroom and tokens in another? Frustrated by how hard it is to keep up with "all the PBIS things"? We were too, but not any more!

Matt Arend,  
Carrie Tracy

1:00 PM - 2:00  
PM

### **School Improvement & Deep Impact: Voices Amidst Changing Demographics**

To address demographically changing schools, researchers implemented preliminary support training and development targeting specific school indicators and identifying areas of growth for school stakeholders to become more inclusive leaders. Using an ESSA aligned approaches, stakeholders improve schools towards school inclusion.

Jose Luevanos,  
Elisabeth Luevanos,  
Jean Madsen

1:00 PM - 2:00  
PM

### **Secondary Victims Of Opioid Addiction: Schools Help Through Social-emotional Learning**

Opioid addictions don't care who or why. Many addicts have school-age children, so what's a school to do for students worrying constantly about their caregivers? Social-emotional learning gives students strategies to cope and techniques for getting ready to learn.

Carla Tantillo Philibert,  
Brian Hastings

1:00 PM - 2:00  
PM

**STEM Play Experiences With Early Childhood Learners**

Learn about the process of integrating STEM Play time in Preschool. Using a basic engineering design model and design thinking structure, students develop skills while exploring real-world problems. Come experience STEM play yourself!

Joseph Stanzione,  
Veronica Morales

1:00 PM - 2:00  
PM

**The Empowered Principal: The School Leader's Alternative To Career Burnout**

Feeling overwhelmed, exhausted, and intimidated in your new role? You aren't alone. School leaders have high demands placed on them daily. Join me in exploring how to take control and make decisions from a place of empowerment and clarity.

Angela Robeck

1:00 PM - 2:00  
PM

**The Four Dimensions Of Principal Leadership**

This session will introduce participants to the Dr. Reginald Green's Four Dimensions of Principal Leadership. The four dimensions are a combination of leadership theory and research-based best practice. Together, the dimensions offer school leaders practical advice for leading their school.

Ethan Randall

1:00 PM - 2:00  
PM

**The Principals Tool-Kit For Improving School And Classroom Discipline**

The purpose of this session is to give principals a tool-kit of strategies for classroom management and school-wide management including: practicing proactive strategies, teach tools, diffusers, classroom design, student-teacher relationships, start-up & shut-down requests, and how to refocus.

Bill Truesdale

2:00 PM - 2:30 **Exhibit Hall Break (Vendor Learning Lab)**

PM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
2:00 PM - 2:30 PM	<b>Snapshot Session/Reflections and Networking</b>
2:30 PM - 4:30 PM	<b>Innovation Rotation</b>

2:30 PM - 3:30 PM	<p><b>10 Successful Strategies For Newcomer Students</b></p> <p>"We will share ten successful strategies to support the successful transition for newcomer immigrant English Language Learners that impact their adjustment to a new country. A welcoming school provides stability that impacts the success for students, families, and communities overall."</p> <p style="text-align: center;"><u>Victor Tam,</u> <u>Carla Llewelyn-Vasquez</u></p>
2:30 PM - 3:30 PM	<p><b>10 Ways Every Educator Can Be The One For Kids</b></p> <p>"This keynote takes the audience on a journey through education, by hearing engaging stories about my journey, the impact we all have, and how we can all unleash our power to change the lives of our students. "</p> <p style="text-align: center;"><u>Ryan Sheehy</u></p>
2:30 PM - 3:30 PM	<p><b>Creating a School-wide Writing Program: Four Key Elements</b></p> <p>Most schools have a unified approach to reading, but writing is often a close-the-door-and-do-your-own-thing instructional model with many teachers assigning writing more often than teaching it. Learn four essential elements that must be part of any successful school-wide writing program.</p> <p style="text-align: center;"><u>Alice Greiner</u></p>
2:30 PM - 3:30 PM	<p><b>Developing Self-Regulation And Empathy As Crucial PK To Grade 3 Early Childhood Learning Outcomes</b></p> <p>The intense focus on academic testing outcomes has led many schools to give much less attention to the development of self-regulation, empathy, and social-emotional intelligence, even though these are high-value predictors of success in learning and in life.</p> <p style="text-align: center;"><u>Bob Sornson</u></p>
2:30 PM - 3:30 PM	<b>Even Broken Crayons Still Color - School-wide</b>

PM

### **SEL Strategies That Changed A Building's Culture.**

Participants will learn about trauma informed practices such as PBIS, Conscious Discipline, Yoga/Mindfulness, and celebrations. Participants will learn strategies to maximize student learning and belonging at school, and reduce disciplinary referrals, as well as strategies to increase student attendance rates.

Amy Mason

2:30 PM - 3:30

PM

### **From ACES Low To ACES High**

Students are coming to us with a greater number and intensity of at-risk challenges, including poverty and trauma's Adverse Childhood Experiences. Principals will learn how to harness relationships to overcome these challenges and better support student development and achievement.

Jason Anderson,

Crystal Magers

2:30 PM - 3:30

PM

### **Leading For Literacy: How Strong Principals Can Make A Difference**

This session will introduce the Center on Improving Literacy Through Supporting Elementary School Leaders, newly funded by the U.S. Office of Special Education Programs. The mission of this center is to improve student literacy through building capacity of instructional leaders.

Allison Gandhi,

Sarah Arden

2:30 PM - 3:30

PM

### **Manage To Your Advantage: Approaching School Management Through The Lens Of Threat Assessment**

Participants will focus on applying the process of effective threat and risk assessment to their everyday roles as school-based administrators, starting with the principle that no one person or place sufficiently answers all questions or solves all dilemmas.

Lori Brown

2:30 PM - 3:30

PM

### **Multi-Tiered Systems Of Support (MTSS) For Young Children: Driving Change In Early Education**

"Multi-Tiered Systems of Support (MTSS) for young children is a system-wide framework for delivering effective educational services, matched to learners' needs, resulting in achievement of essential outcomes. Learn how this framework can work in your Pre-K / ECE setting! "

Robin Miller Young2:30 PM - 3:30  
PM**Personalizing Professional Development**

This session shares personalized learning practices used when planning professional learning . We will share how our district provides voice, choice, and path for teachers to grow in meaningful ways that impact student learning and achievement, and teacher compensation.

Sue Sterner,Jeremy Monday,Christopher Otto2:30 PM - 3:30  
PM**STEM Identity And Technology Fluency - An Approach For Any Teacher And Every Student**

Educators will learn how to help students develop 'STEM Identity' and 'Technology Fluency,' while going hands-on with innovative learning media and lesson content. Participants will develop their own Technology Fluency, and practice computational-thinking in a robotic design challenge!

David Emery2:30 PM - 3:30  
PM**The One Thing**

In City Slickers, the wanna-be cowboy gets advice about success from the experienced old cowhand, "Find your one thing." The same is true with campus administrators: find the one thing that gets the most growth from the most students.

Vanessa Stuart2:30 PM - 3:30  
PM**Time Management For School Leaders: Total Control & Peace Of Mind**

This session provides a total system for organizing your surroundings and effectively managing your time. Time management is an essential, yet often missing, skill in the development of classroom teachers and school administrators.

Frank Buck3:45 PM - 4:45  
PM**Be A Champion For Equity- Build A Trauma Sensitive Environment For All Students!**

Imagine a school building where every child feels safe and an environment where all students can thrive. Students bring their trauma into school everyday. It is our job as educators to create an environment where all students can be successful!

Aaron Carmichael,Malinda Mikesell

3:45 PM - 4:45

**Building Quality Relationships With Students,**

PM

**Teachers, And Families**

Join Mathew Moyer as he reviews a variety of ways you can work to build quality relationships with your school community. We will look at the strategies you can implement that will build meaningful relationships that lead to improvements for your school.

Matthew Moyer

3:45 PM - 4:45 PM

**Coordinated Services: How One District Intentionally Plans For ESL, SPED, & RTI In One Day**

Have you ever heard the phrase, "SPED trumps ESL?" Coordination of ESL, RTI, & SPED services is essential when educating students who qualify for a variety of supports. Examples of collaboration & forms will be shared on how to ensure equity in services.

Debra Frantz,  
Joris Ray.

3:45 PM - 4:45 PM

**Durable Student Outcomes: Do It By Keeping Things Local and Committing to Being Helpful**

Localism matters when it comes to lasting outcomes. This session changes the standard paradigm of reform by examining what it means to own results locally, leverage outside expertise sparingly, and shift from monitoring and accountability to being helpful.

Gillian Williams,  
Mildred Toliver

3:45 PM - 4:45 PM

**Effective Universal Instruction: Improving Your Results Now**

Strong, effective universal instruction is essential for high achievement. Schools cannot intervene their way to achievement for all students. This session will support schools to examine and improve universal instruction through collective educator collaboration.

Sarah Brown,  
Kimberly Gibbons

3:45 PM - 4:45 PM

**High-Leverage Leadership: 3 Strategies To Develop The Next Generation Of Leaders**

Human connection matters. Positive culture formed with school personnel lays the foundation for optimal performance. Participants will learn simple, high-leverage routines to grow leadership capacity, improve public relations, while fostering positive relationships within the school environment.

Daniel Butler,  
Benjamin Gilpin

3:45 PM - 4:45  
PM

**Let Go And Lead! Supporting Teachers And Students In The Role Of Instructional Leader.**

This session will focus on processes and strategies for building leadership skills in teachers and students. Session participants will engage in collaborative activities and discussions designed to help them leverage teacher and student leaders to affect change.

Fran Dundore,  
Margaret Bobbitt

3:45 PM - 4:45  
PM

**Literacy Zero To Literacy Hero**

One year ago these two literacy “zeroes” were faced with the daunting reality that literacy was missing from their leadership. Come discover the steps they took to harness their inner superhero moving from a Literacy Zero to Literacy Hero.

Matt Arend,  
Todd Schmidt

3:45 PM - 4:45  
PM

**Mastering Parental Involvement – Keeping Kids And Parents Involved In The School**

Strategies for communicating successfully with all parents including the unfocused, hostile, unresponsive, helicopter, and enabling kind. Help parents work with you, not against you through assertive communication and defined conferencing skills. The Home/School Plan results in more focused, successful students and parents.

Bert Simmons

3:45 PM - 4:45  
PM

**PSEL/NELP Standards**

TBD

Jacquelyn Wilson

3:45 PM - 4:45  
PM

**School Culture - A Guide to Thrive**

Thinking teachers lead to thinking students. The first step to developing agency and independence in students is to develop agency and independence in teachers. This session will help you simplify so you can focus on the essential ingredients for success.

Derek Thompson

3:45 PM - 4:45  
PM

**Supporting Our Transgender And Gender Non-Conforming Youth By Creating Inclusive Schools**

75% of Transgender and Gender Non-Conforming youth feel unsafe at school. School leaders have

the power to change this statistic. This session will provide training and tools for leaders committed to creating inclusive schools for all students.

Vanessa Ford

3:45 PM - 4:45  
PM

**The NAESP Pre-K-3 Leadership Academy™ -  
Creating More Effective Early Learning  
Leaders!**

Are you interested in becoming an effective Pre-K-3 Leader? Join this session to learn how the NAESP Pre-K-3 Leadership Academy™ has trained principals and directors in two states to become more effective in applying the six competencies outlined in NAESP's publication: "Leading Pre-K-3 Learning Communities: Competencies for Effective Principal Practice." This program provides a unique blended learning experience designed to enhance a principal's knowledge and skills for becoming an effective Pre-K-3 school leader.

Honor Fede

3:45 PM - 4:45  
PM

**Using Technology To Enhance Climate, Virtual  
Meetings, & Stay Connected With Students &  
Families**

This session will give a brief introduction on how to utilize technology that will allow administrators to improve school culture and climate, virtually meet with their faculty while delineating pertinent information, and keep connected with students and their families.

Martina Carroll

5:00 PM - 6:00  
PM

**Opening Reception**

Thursday, July 11, 2019

7:00 AM - 8:30  
AM

**Continental Breakfast  
Exhibit Hall**

Vendor Learning Lab/Spotlight

7:00 AM - 5:00  
PM

**Exhibit Hall Open**

7:00 AM - 5:00  
PM

**Registration**

8:30 AM - 10:00 **#LeadPositive: Education Leadership Vision**

AM

**Turned Into Positive Action**

A career in education is not easy but can be exhilarating and fulfilling when you find positivity. The goal of this session is to support others (beginning and experienced leaders alike) to lead positively through a series of 12 actions.

Shanna Spickard

8:30 AM - 10:00 AM

**Breathe For Change: Mindful Leadership to Embody Social Change for Equity**

In this experiential Breathe For Change workshop, educational leaders will learn to enhance individual and collective well-being at the school level through integrating wellness and social-emotional learning practices in a trauma-informed, inclusive and culturally relevant way.

Tui Roper,  
Ilana Nankin

8:30 AM - 10:00 AM

**Is My School A Better School BECAUSE I Lead It?**

Principals will be challenged to examine their own leadership identity, presence, impact, mission, purpose, vision and value as the leaders of their schools and whether their leadership practices enable learners to have optimal learning opportunities in equitable, culturally-responsive learning environments.

Baruti Kafele

8:30 AM - 10:00 AM

**It's Time For A Disrupt Admin Session!**

We are working to disrupt administration! A different type of session where ten different principals each share one of their favorite ways to think outside of the box. It's a fast paced presentation packed with lots of great ideas!

Matt Arend,  
Liz Garden,  
Andy Jacks,  
Kelley Begley-McCall,  
Jessica Gomez,  
Cathryn Jacobs,  
Todd Schmidt,  
Lindsay Stumpfenhorst,  
Julie Vincentsen,  
Claire Giardino

8:30 AM - 10:00 AM

**Leading The Whole Teacher**

When asked, teachers often identify that education is their profession AND their hobby. If not nurtured, this can lead to burnout. Leaders who support the

whole teacher help teachers perform their best and feel their best.

Allyson Apsey

8:30 AM - 10:00 **Leaping Over Poverty**

AM

Cognitive stressors and delays, emotional and social challenges, acute chronic stressors, as well as health and safety issues are the main risk factors associated with poverty. Targeting these factors assist students who live in poverty to engage in school productively.

Daniele Snider

8:30 AM - 10:00 **My 10 Favorite Gmail Tricks And Other Productivity Hacks**

AM

While Gmail is a popular tool for principals, most don't know about these 10 features that make a world of difference. Use one or all 10. Regardless, tomorrow, you will attack your email with a smile.

Frank Buck

8:30 AM - 10:00 **Principals: You Are The Leader Of Learning**

AM

School principals are "invaluable multipliers of teaching and learning in the nation's schools," according to this report by political scientist Paul Manna. As a school's "leader of learning" for both the students and adults, principals create the conditions that enable effective teaching and learning and happen at scale. This session will explore the specific behaviors principals can exhibit to strengthen educator practice and results for students through standards-based professional learning.

Frederick Brown

8:30 AM - 10:00 **Social And Emotional Learning: Not Just for Students**

AM

This workshop draws on the five Social/Emotional competencies as identified by CASEL, and focuses on inspiring educators to become practitioners of those competencies as a means to create trusting and nurturing environments where students thrive in school and life.

Greg Sommers

8:30 AM - 10:00 **Stop Suspending Students!**

AM

Suspensions and exclusionary practices cannot be part of our discipline strategy for students. Learn ways to be a zero suspension school while maintaining support to teachers and keeping your families highly satisfied.

Andy Jacks

8:30 AM - 10:00 AM **You Think You Have Tough Kids? Turn That Behavior Around**

Empower teachers with an effective school-wide plan that motivates defiant, non-compliant students, stops teacher/student negative confrontations, office referrals and suspensions. Become skilled at knowing what to do with a bully and how to use dispute resolution to minimize overt behavior.

Bert Simmons

9:30 AM - 10:00 AM **Exhibit Hall Break**

Vendor Learning Lab/Spotlight

9:30 AM - 10:00 AM **Snapshot Session/Reflections and Networking**

10:00 AM - 10:30 AM **Snapshot Session/Reflections and Networking**

10:30 AM - 11:30 AM **Building Capacity For Technology Integration & Innovation Through Professional Learning Cohorts**

In this session we'll share practices rooted in adult SEL, professional interests, and cohort models that have been leveraged to build teacher capacity in the areas of pedagogy, teacher leadership, and authentic, purposeful integration of technology and innovation.

Stephanie Sandifer,  
Amy Houser,  
Krystal Weiss

10:30 AM - 11:30 AM **Classroom Management That Works: The Missing Ingredient!**

The Classroom Management Plan described in this session provides a systematic framework for a student's day-to-day behavior, a hierarchy of discipline responsibilities/consequences, and proven and tested positive reinforcement resulting in greater academic success for all students.

Bert Simmons

10:30 AM - 11:30 AM **Creating Innovative Professional Learning To Empower Teachers In Their Own Growth**

Say goodbye to the traditional one size fits all, sit and get professional development! During this session we will share various ways we have structured innovative professional learning

opportunities for our staff focused on individual interest and professional strengths.

Matthew Johnson,  
Griffin Gervais,  
Kristin Rhodes

10:30 AM -  
11:30 AM

**Demystifying The 'How' Of Improving Student Behavior & School Safety Using SEB MTSS**

Participants will actively engage in exercises through a “how to” skills session to conceptualize how a social-emotional-behavioral (SEB) MTSS framework can work at their schools including the necessary components, processes, and professional roles of a tiered SEB MTSS.

Katherine Dockweiler,  
Alison Clark,  
Lindsay Diamond

10:30 AM -  
11:30 AM

**Developing A Culturally Inclusive Organization With Equity In Mind**

Public schools are becoming more diverse across the nation. In this ever-changing environment, our students must be prepared to interact with people who look, speak, and believe differently. It is the educators responsibility to embrace the diversity of the students.

Tia James,  
Latoya Jeems

10:30 AM -  
11:30 AM

**GENERATION EVERYONE! The Roles We Play In InterGenerational Family Engagement And Why It Matters**

A survey of 2000+ superintendents found only 6% feel they have a firm understanding on how to motivate their multigenerational staff, teachers, and parents. Learn how to increase teacher retention and family engagement by mastering Intergenerational Family Engagement.

Dillon Kalkhurst

10:30 AM -  
11:30 AM

**Leading With The Ethic Of Care**

Leading with the Ethic of Care session will focus on the dynamics of developing a school community that uses empathy and design thinking to forge a positive connection with the stakeholders at an elementary school.

Gerald Paterson

10:30 AM -  
11:30 AM

**Managing the Teacher Hiring Process: 10 Important Steps**

To hire effective teachers, an administrator needs a process that assures that candidates have the

experience and expertise to do the job. Using behavior-based interviewing, (BBI) and the steps taught in this session, teacher hiring will become highly successful.

Mary Clement

10:30 AM -  
11:30 AM

**Overcoming The Unspoken: Successful Leadership In A Culture Of Silence**

Participants will experience how the use of technology can improve climate and culture by making the invisible visible through on-going feedback relative to key levers of school improvement.

Philip Hammonds

10:30 AM -  
11:30 AM

**Pivotal Elementary School Principal's Role To Lead Transformational Change & Build School Culture**

Elementary principals serve a pivotal role in bringing about transformational change and building school culture. Five key themes provide insight into the role of elementary principals and the associated skills, knowledge, and behaviors that they must employ.

Tamera Jones

10:30 AM -  
11:30 AM

**Strategies, Practices, And Procedures That Reduce Inappropriate Office Referrals**

Frustrated with an office full of student behavioral referrals? This session will help you refocus on teaching adults your expectations and norms of behavior while supporting their management of students. With clear school structures, procedures, and practices, school culture improves.

Paul Young

10:30 AM -  
11:30 AM

**Student Achievement Starts With Teacher Empowerment: Is It Really That Simple?**

Join us as we share tools and creative innovations that empower teacher leaders to reflect on best practices and work as change-agents. Leave ready to lead your organization towards engaged students, higher levels of collaborative instruction and increased student achievement.

Sarah Von Esh,  
Tracey Smith

10:30 AM -  
11:30 AM

**The Hip-Hop Principalship: The Rhyme And Reason Of New School Leadership**

This session provides a guideline for connecting with a new school community with a five-pronged doctrine for shaping school culture and relating to

the school community in authentic ways.  
Leadership is presented as a force for social change and empowerment.

Andre Mountain

10:30 AM -  
11:30 AM

**Transforming School Culture: How To Overcome Staff Division**

Explore the root causes of staff resistance to change and leave with concrete strategies that will improve school culture, address staff cohesion, maximize human potential, and lay the foundation for a powerful learning environment.

Malik Muhammad

10:30 AM -  
11:30 AM

**You Are What You Read: Leading A Culture Of Literacy**

We all know that literacy is important - it's the cornerstone of society. Yet, how much instructional leadership capacity do we use to model, coach, and facilitate the idea of literacy for all students at all levels? Re-imagine your literacy leadership now!

Adam Drummond

11:30 AM - 1:00 PM **Lunch on Your Own**

11:45 AM - 12:45 PM **The Exchange Exhibit Hall**

1:00 PM - 2:30 PM **Keynote Session - Michael Fullan Hall B**

2:30 PM - 3:00 PM **Snapshot Session/Reflections and Networking**

3:00 PM - 4:00 PM **#PrincipalsInAction - Get Out Of Your Office And Connect With Others!**

Principals In Action are leaders who believe in getting out of their office and connecting with others. Through Twitter and Voxer, Principals In Action are connected to share ideas, challenge each other, offer support, and lean on during tough times.

Mark French,  
Jay Posick,  
Ryan Sheehy.

3:00 PM - 4:00 PM **90 90 90 - The Next Generation Of High Performing High Poverty Schools**

Dr. Douglas Reeves will share insights from the new research on 90 90 90 schools. Dr. Reeves will address the important new insights that address the challenges of leading schools serving students from low income families.

Douglas Reeves

3:00 PM - 4:00 PM **Academic And Behavior Systems Of Support**

This session will look at everything between assessments to implementation of effective behavioral and academic systems of support. Participants will walk away with hands-on resources for academic and behavior interventions, with a focus on meeting the most challenging students.

Micah Gearhart

3:00 PM - 4:00 PM **American Overseas Schools**

Learn more about the role of American Overseas Schools. Literature and materials, including fact sheets, school directories, and recruitment information will be distributed. Employment opportunities and school-to-school partnerships will be discussed. Gain an understanding of opportunities available to stateside principals.

Thomas Shearer,  
Brent Mutsch

3:00 PM - 4:00 PM **Get Dirty; Creating A Positive Culture Through Involvement**

Principals will gain new ideas and resources on continuing to build rapport with your students, staff, and families while still creating an environment accepting of change and growth.

Lindsay Stumpenhorst3:00 PM - 4:00  
PM**Hacking Social-Emotional Learning: One School's Journey To Make SEL A Year-Long Priority**

Creating a multifaceted social-emotional learning program that is both ongoing and engaging to students of all ages can be a daunting task for any school leader. Come discover the ideas/strategies one school site implemented to make SEL a priority.

Todd Schmidt3:00 PM - 4:00  
PM**Instructional Practices For Cultivating Multi-Dimensional Wellness & Mental Health In Our Classrooms**

Instructional practices for integrating researched-based strategies including mindfulness, movement, breath and social emotional learning into our classrooms, schools and communities. Our Professional Development and Instructional Practices were successfully piloted with the Port Jefferson Middle School in the Fall of 2017.

Diane MacDonald3:00 PM - 4:00  
PM**Leading The Charge For Cultural Competency In Schools**

This session will focus on the changing role of the principal from building manager to culturally competent leader.

Beverly Johnson-Green3:00 PM - 4:00  
PM**Moving From Data Rich To Information Rich: Leveraging Data To Make Meaningful Change**

If we believe all data is of equal importance, we cannot utilize any data to drive meaningful change. This session will help administrators to identify specific data points to develop more information rich data analysis and drive change.

Joe Mullikin3:00 PM - 4:00  
PM**Pathway To Community Engagement**

Effective community engagement is not a one-time program but rather a set of day-to-day practices and interactions that support learning. Schools and communities need to work together to promote engagement that is systemic, sustained and integrated into school improvement efforts.

Penelope Miller-Smith

3:00 PM - 4:00

**Poking The Bear: Creating Trauma Sensitive Environments**

PM	In this session, participants will gain an understanding of how trauma affects the brain, hinders learning, motivation, and success of impacted students in the classrooms.  <u>LaRon Martin</u>
3:00 PM - 4:00 PM	<b>Positive School Branding: How To Do It Effectively And Efficiently</b> Participants will learn about the power of positivity and leave with ideas to take back and implement to get all stakeholders on board. There is no better public relations campaign than one that promotes a positive learning environment for all.  <u>Shanna Spickard</u>
3:00 PM - 4:00 PM	<b>Promoting Self-Directed Learning During Intervention/Extension Blocks Through Electronic Portfolios</b> In this session you will learn how to use technology and online tools that are student-centered when considering implementing digital portfolios in your school to develop self-directed learning.  <u>Carrie Huber</u>
3:00 PM - 4:00 PM	<b>Uncommon Leadership: Live Well, Lead Strong</b> Our world needs Uncommon Leaders---those who live intentionally and demonstrate courage that shines in everything they do. We'll examine "living well": reflecting on our guiding principles, and "leading strong": acting with compassion and integrity that flows from our principled foundation.  <u>Debbie McFalone</u>
3:00 PM - 4:00 PM	<b>Wanted: The Instructional Change Agent</b> Now seeking: instructional leader. This role is often in conflict with other non-instructional duties. Imagine how your role could re-emerge as the instructional change agent to increase our leadership capacity through culture, instructional planning, learner engagement, and community advocacy.  <u>Adam Drummond</u>

Friday, July 12, 2019

7:00 AM - 12:30 **Exhibit Hall Open**

PM

7:00 AM - 11:00 **Registration**

AM

7:30 AM - 8:30 **Overseas School Breakfast (Invitation Only)**

AM

7:30 AM - 9:30 **State Representatives Membership Meeting**

AM

8:00 AM - 9:30 **Federal Relations Network Meeting**

AM

8:00 AM - 9:30 **State Editors Meeting**

AM

8:00 AM - 9:30 **4 Steps To Successful Time Management For Administrators**

AM

This session features a 4 step process to assist school leaders/administrators collect and analyze data to understand how they are prioritizing their professional time. A case study of districts that have utilized the research-based process and protocols will be shared.

Jobi Lawrence,

Gerald Hudson

8:00 AM - 9:30 **Addressing The Poverty Mindset**

AM

Schools that serve low-income communities face similar and pervasive issues that are actually a result of the Poverty Mindset. This workshop clarifies misconceptions about poverty, why it exists, how it secretly impacts our schools, and how to change it...permanently!

Hotep Na

8:00 AM - 9:30 **Administrative Strategies For Reducing Office Referrals And Suspensions While Engaging Students**

AM

This Administrative System addresses both mischievous and severe behavior. Learn to use the Discipline, Shelter, Tardy, Truancy and Academic Behavior Cards and Crisis Intervention Unit to successfully reduce office referrals, suspensions and expulsions keeping students in school with on-task learning.

Bert Simmons

8:00 AM - 9:30 **Finding Your Own Path To Serendipity**

AM

This presentation is about embracing all experiences and allowing them to make us better. It's about looking at every experience as treasures —moments that bring us more pain than we

thought possible, more joy than we deserve, and everything in between.

Allyson Apsey

8:00 AM - 9:30  
AM

**Fundamental 5: The Formula For Quality Instruction**

"Great teachers don't teach dramatically different than their peers, they teach slightly different. These slight changes in delivery dramatically improve student performance. Best-selling authors, Cain and Laird, share the secrets of great teachers and how to follow their example."

Sean Cain,  
Michael Laird

8:00 AM - 9:30  
AM

**Learn How To Be An NAESP National Principal Mentor**

The NAESP National Mentor Training and Certification Program™ exhibits a model in which principals can learn to become better leaders from qualified mentors. Join our session which will fully examine the significance of the National Mentor Training and Certification Program™. Our program offers a highly structured professional development program designed to create a cadre of mentors whose expertise is channeled to support school leaders. The training program integrates research-based best practices with participants' knowledge and experiences. The program can be customized according to a school district's specific needs.

Aaran Lurry

8:00 AM - 9:30  
AM

**Practical Strategies & Tools to Create An Active School Environment for Improved Student Outcomes**

Physical movement and learning are essential aspects of the total educational experience for all students. Physical education and physical activity are a component of the Whole School, Whole Community, Whole Child (WSCC) model and can be delivered through a comprehensive school physical activity program (CSPAP) that provides opportunities for students to be physically active before, during, and after school. Come learn about practical, evidence-based CSPAP resources developed by the Centers for Disease Control and Prevention (CDC), Active Schools, and other organizations to help schools implement strategies to increase students' physical activity and improve their academic achievement.

Charlene Burgeson

**Principals Leading Learning: Maximizing The**

8:00 AM - 9:30 AM **Impact Of Professional Development**  
 Leaders must invest in professional development that directly impacts instructional practices. Learn key components of effective PD and practical, research-based and job-embedded practices. Leaders will not only understand the research, but they can take back proven ways to support teachers.

Shanna Spickard

8:00 AM - 9:30 AM **RETHINKing Literacy LEADership: LEADing Systems To Increase Student LEARNING**  
 Meeting the literacy needs of all students is a critical responsibility of school leaders and requires effective systems that impact learning throughout schools. Participants' will deepen their understanding of research-based practices, analyze processes and apply tools to ensure consistent implementation.

Molly Funk,  
Melissa Usiak

8:00 AM - 9:30 AM **SEL In Your School Made Easy**  
 We know that social-emotional learning is important to our students' development, but how do we teach it effectively? This session will explain how to effectively infuse SEL into your classrooms and identify available resources.

Erin Capone

8:00 AM - 9:30 AM **The New Teacher Pipeline: What You Can Do To Keep Quality Applicants Coming Your Way**  
 Does your school have an adequate supply of new teachers and substitutes? Learn what principals can do to influence the recruitment, preparation, and the mindset of aspiring teachers and support your new hires to assure they survive and thrive.

Paul Young

8:30 AM - 9:30 AM **State Representatives Nominating Committee Meeting**

10:00 AM - 11:30 AM **Closing Keynote Session Kwame Alexander Hall B**  
**Be Constructive With Your Blues: Seven Life Lessons Learned From Inspiring Teachers and Principals** Along his thirty-year writerly journey, Kwame Alexander received hundreds of rejections. But, he never let other people's NOs define him. And, it paid off in 2015 when he won the coveted Newbery Medal. In this lively and engaging session, Kwame will share important life

lessons he learned from educators that have helped lead to his success, how saying yes transformed his career and life, and how it paved the way to getting people of all ages excited about literacy and language. Participants will leave this session energized to turn negatives into positives and powerfully impact the students and adults they serve.

1:00 PM - 2:00 PM **Webinar Wednesday Live**

**Out of State Travel Request**

---

*School employee requesting trip.*

*Full Name* Sheli McAdoo  
*Date of Request* 04/03/2019  
*Name of Organization, Grade* Administration  
*Departure Date of Trip* 07/09/2019  
*Return Date of Trip* 07/12/2019  
*Departure Time* 7:00 a.m.  
*Departure Location* Will Rogers Airport Oklahoma City  
*Number of Days* 4

*Means of Transportation*

- Airline
- School Vehicle
- Private Vehicle

*Number of Students Participating* 0  
*Number of Parents/Guardians Attending* 0  
*Age of Students* N/A

*Place, Purpose, and Nature of the Trip*  
National Association of Elementary Principals  
2019 Conference  
Spokane, WA

*If booster club is paying an amount is required. If activity fund is being used, a PO number and amount is required.*

---

**Cost Analysis**

*Registration Costs /PO Number:* 191347  
*Lodging Cost/PO Number:* 191415  
*Airfare or Personal or District Vehicle*  
*Transportation Costs/PO Number:* 191427  
*Per diem (meals, taxi/uber, parking):* \$50/Day Total =\$200  
*Cost of a Substitute:* 0

*Will Participation Lead to Further Competition?*

- Yes
- No

*If Yes, Explain*

*Educational Benefits*

Gain knowledge from training conducted by colleagues around the United States.

---

*Attachments:*

Upload Schedule of Events: 2019 NAESP Pre-K-8 Principals Conference - Agenda \_ Online Registration by Cvent.pdf

Upload Itinerary: 2019 NAESP Pre-K-8 Principals Conference - Agenda \_ Online Registration by Cvent.pdf

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*Attached Workflow*

Out of State Travel Request




*Current Status*

Submitted




*Workflow Steps*

- |   |  |                          |
|---|--|--------------------------|
| 1 | Signed by Sheli McAdoo on 04/04/2019 at 08:57 AM       | Assistant Superintendent |
|   | Signature: Sheli McAdoo                                |                          |
| 2 | Approved by William Simeroth on 04/04/2019 at 09:52 AM | Superintendent           |
| 3 | Review   | Group:                   |
| 4 | TBD  |                          |
| 5 | Approval   |                          |
| 6 | Review   | Group:                   |







Closed  Optional  Fee 

Tuesday, July 9, 2019

7:00 AM - 5:00 PM	<b>Registration</b>	
8:00 AM - 12:00 PM	<b>Community Service Day</b>	  
	Community Service Day offers NAESP conference attendees an opportunity to make a difference through service projects that improve local schools. The service day event is sponsored by Playground equipment manufacturer Landscape Structures.	

### Pre-Conference Session (additional fee required)

8:00 AM - 4:00 PM	<b>Navigating Social Emotional Learning (SEL): Science, Principal Practice, and Practical Application</b> <b>Spokane Convention Center</b>	 
	National principals understand the importance of SEL and its impact on schools, however often they struggle with taking theory to practice. This intensive training, led by an expert in the SEL field, Dr. Stephanie Jones, will provide a framework for understanding SEL and bring the conversation full circle to provide an in-depth guide to 25 evidence-based social emotional learning programs for elementary schools that profiles both lesson-based/curriculum and non-curricular approaches.  Speakers: <u><a href="#">Stephanie Jones</a></u>	
8:00 AM - 4:00 PM	<b>Swimming in the Deep End - What Does It Take?</b> <b>Spokane Convention Center</b>	 
	No matter where what role we play in a school or district, we all want to make a difference. However, things move fast in education these days, and often in our communications we are left confused, overwhelmed, and not as successful as we could be. We need to build up a skill set of effective decision-making capabilities, 'resistance	

management' communication strategies, and for the sake of our health, our 'stress tolerance.' This workshop will provide support, a laugh, and some cognitive, social and psychological resources to help you communicate more effectively, confidently, and collaboratively, no matter your role.

Speakers: [Jennifer Abrams](#)

Wednesday, July 10, 2019

7:00 AM - 8:30 AM **Continental Breakfast**  
**Exhibit Hall**

7:00 AM - 5:00 PM **Exhibit Hall Open**

7:00 AM - 5:00 PM **Registration**  
**Spokane Convention Center**

8:00 AM - 9:30 AM **6 Million US Children Missing From School!**  
**What Can We Do About It?**

There are nearly 6 million children who are not enrolled in any type of schooling in the US! Why is this and how do we, as a nation, reach out to them and their families? Learn how in this session.

[Darrell Rud](#),  
[Richard Barbacane](#),  
[Mary Kay Sommers](#)

8:00 AM - 9:30 AM **Cooperative Meetings: A Critical Tool for Faculty Development**

If you want strategies that create engaging dialogue among faculty and enhance the school culture, this session is for you! You will experience step-by-step structures to transform meetings, improve faculty relationships, enhance professional discourse, and involve stakeholders in decision making.

[Carol Lohkamp](#)

8:00 AM - 9:30 AM **Create A Campus-Wide Technology Growth Mindset Guaranteed To Increase Daily Student Engagement**

Participants will learn a variety of ways to encourage collaboration among teachers by increasing the use of technology daily which promotes high student engagement. Attendees will learn how to utilize a variety of technology applications essential for the 21st century.

Lorena Zertuche,

Ann Lalime

8:00 AM - 9:30  
AM

**Increase School Engagement Through  
Improved Communication**

There is a new opportunity for school leaders to engage their school community and improve their communication skills by maximizing the use of video. Learn free/inexpensive methods and practice your PR skills to show your school's personality and mission.

Andy Jacks

8:00 AM - 9:30  
AM

**Kernels Of Practice For Social Emotional  
Learning: Low-Cost, Low-Burden Strategies**

The field of social and emotional learning (SEL) is rapidly expanding as educators bring a sharper focus to helping children build skills beyond academic knowledge. This enlightening session with Harvard Graduate School of Education Professor Stephanie Jones will explore low-cost, targeted strategies that can be implemented quickly and have the potential to build students' SEL skills in a cohesive and complementary way across settings.

Stephanie Jones

8:00 AM - 9:30  
AM

**Managing Conflict With Clarity, Confidence,  
And Courage**

As administrators, coaches or colleagues, we often come up against situations where difficult topics must be addressed. What do we know about the best strategies for those moments? What questions should we be asking ourselves before we speak, and what environments are best for when we do speak? Based on Jennifer's book, *Having Hard Conversations*, and her work with conflict and interpersonal communication, this session will provide participants with action plans and scripting tools for having those necessary hard conversations.

Jennifer Abrams

8:00 AM - 9:30  
AM

**Resilience Can Be Taught: 4 Keys To  
Unleashing Resilience**

Learn about vital skills of resilience and 3 keys to creating a resilient climate. This engaging presentation will empower you to deliver these skills to students of any background and learning style, enabling them to thrive in school and life.

Christian Moore

8:00 AM - 9:30

**Restorative Practices--Learn from Principals**

AM

**Who Have Practiced RP Daily With Amazing Results!**

Participants will practice community building circles and observe a restorative conference. You will leave with the basic philosophy, tools and knowledge to use circles and conferences in your school. Restorative Practices are key to transforming school culture and climate.

Jennifer Kirksey

8:00 AM - 9:30 AM

**Slay Reading Logs, Champion Literacy, And Booktalk like a Wizard**

Step away from that reading log...and help staff step away too! Collect examples of innovative literacy practices and see strategies to champion a culture of literacy. Participants will walk away with a literacy toolkit too!

Brad Gustafson

8:00 AM - 9:30 AM

**STEAM Innovation Inspired By Biomimicry**

Nature's engineering feats and elegant designs provide cross-curricular, standards-based projects that engage learners in real-world challenges. Biomimicry, the field of science that imitates nature's time-tested solutions, helps students gather disparate concepts and translate them into actionable ideas.

Cheri Sterman,  
Nancy Horvat

8:00 AM - 9:30 AM

**The DCR Of Effective Leadership: Data, Curriculum, And Relationships**

Wondering how leaders become effective and achieve school-wide academic success? During this session, Principal Record from Pocomoke Middle will highlight the importance of making Data driven decisions, ensuring a rigorous Curriculum, and building Relationships. Three key components for effective leadership.

Matthew Record

8:00 AM - 9:30 AM

**Trauma Informed School Leadership**

The impact of trauma and chronic stress on students is at an all-time alarming rate. Participants will learn how to lead through a Trauma Informed Leadership model that equips, empowers, and inspires students to thrive in school.

Bill Ziegler

9:30 AM - 10:00 **Exhibit Hall Break (Vendor Learning Lab)**

AM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
9:30 AM - 10:00 AM	<b>Snapshot Session - Reflections and Networking</b>
10:00 AM - 11:30 AM	<b>Opening Keynote Session Razia Jan Hall B</b> <b>Global Education: Alike Yet Different</b> Razia's Ray of Hope Foundation is a nonprofit organization that empowers young women and girls in Afghanistan through community-based education in the district of Deh'Subz. Founded on the knowledge that education is key to positive, peaceful change for current and future generations, they provide young Afghans the opportunity to learn and grow in a safe, nurturing environment, so that they may work toward brighter futures — in their own villages and beyond. Razia's Ray of Hope Foundation would not exist without the spirit, vision, and tireless efforts of founder and president Razia Jan. Razia has worked for many years to forge connections between Afghans and Americans. Her humanitarian efforts are honored in First Lady Laura Bush's 2016 book We Are Afghan Women.
11:30 AM - 1:00 PM	<b>Lunch on Your Own</b>
11:45 AM - 12:45 PM	<b>The Exchange Exhibit Hall</b>

1:00 PM - 2:00 PM	<b>A Commitment To Excellence: Cultivating Engagement in Your School</b> Educators are under constant pressure to meet a variety of needs, engage families, and foster collaboration, while doing everything necessary to make a difference in the lives of students. If leaders aren't conscious, staff burnout is inevitable.  <u>Daniel Butler</u>
1:00 PM - 2:00 PM	<b>Are Your Students Emotionally Safe? - How to Eradicate Bullying At Its Root</b> Discover how to eradicate the root causes behind the toughest issues facing our students by transforming your school into an emotionally safe campus! Participants receive instant access to the ESE Grant training and resources for emotional safety education.  <u>Deanna Rhinehart</u>

1:00 PM - 2:00  
PM

### **Building A Future Ready School By Fostering Creativity And Critical Thinking**

Audience will embark on our school's inspiring journey of "Dream, Explore, Design, Create" to build a future ready school via exploration and innovation through shared vision, collective decision-making, and empowering teachers to create a student-centered learning aligned to academic standards.

Neera Kohli

1:00 PM - 2:00  
PM

### **Developing Campus Culture? Simple Ways To Build Positive Culture And Foster Parent Engagement**

Future and current administrators will gain insight into creating a genuinely positive school culture--a culture of kindness and care. Participants will leave the session with ideas and tools they can implement upon returning to their campus.

William Rhodes,  
Lindsay O'Leary.

1:00 PM - 2:00  
PM

### **Hiring For A High Achieving Climate And Culture**

The teachers you hire reflect on you, your students and your district. Noone wants to hire a mediocre teacher, how can you tell what you're getting through the interview process? How do you discern who will be good from great?

Mary Smith

1:00 PM - 2:00  
PM

### **Human Literacy: Navigating Social And Emotional Issues With A Coaching Mindset**

Navigating life's challenges and working with others are within the social and emotional domains. Building human literacy skills includes developing self-awareness and understanding others. Participants will receive unique coaching protocols that help students and faculty improve interactions with others.

Cheri Sterman,  
Nancy Horvat

1:00 PM - 2:00  
PM

### **It's Lonely At The Top...But It Doesn't Have To Be!**

The job of a Principal can be difficult and lonely. However, principals have the best resources for success within their school community. Utilizing teacher leaders through collaboration to assist in making crucial decisions can help in expanding your vision.

Maria Bridwell

1:00 PM - 2:00  
PM

### **Leading a School Into a Comprehensive, Integrated Three-Tiered Model of Prevention (Ci3T)**

Dr. Kiser and Mrs. Tate will share experiences in developing and implementing a positive behavior support model. A description of helping teachers, parents, students, and stakeholders buy-in to their motto "Be the Best Me I Can Be!" will be discussed.

[Matt Kiser,](#)  
[Laura Tate](#)

1:00 PM - 2:00  
PM

### **National Panel For Aspiring Authors**

Have you ever dreamed of writing a book? Are you interested in learning more about the publishing process? The National Panel for Aspiring Authors is your chance to ask questions of principals and school leaders who are also published authors.

[Brad Gustafson,](#)  
[Allyson Apsey,](#)  
[Derek McCoy,](#)  
[Bill Ziegler,](#)  
[Kaylen Tucker](#)

1:00 PM - 2:00  
PM

### **Say Goodbye To Tokens And Tickets And Hello To PBIS Rewards**

Tired of printing your campus currency? Confused by the tickets in one classroom and tokens in another? Frustrated by how hard it is to keep up with "all the PBIS things"? We were too, but not any more!

[Matt Arend,](#)  
[Carrie Tracy](#)

1:00 PM - 2:00  
PM

### **School Improvement & Deep Impact: Voices Amidst Changing Demographics**

To address demographically changing schools, researchers implemented preliminary support training and development targeting specific school indicators and identifying areas of growth for school stakeholders to become more inclusive leaders. Using an ESSA aligned approaches, stakeholders improve schools towards school inclusion.

[Jose Luevanos,](#)  
[Elisabeth Luevanos,](#)  
[Jean Madsen](#)

1:00 PM - 2:00  
PM

### **Secondary Victims Of Opioid Addiction: Schools Help Through Social-emotional Learning**

Opioid addictions don't care who or why. Many addicts have school-age children, so what's a school to do for students worrying constantly about their caregivers? Social-emotional learning gives students strategies to cope and techniques for getting ready to learn.

Carla Tantillo Philibert,  
Brian Hastings

1:00 PM - 2:00  
PM

### **STEM Play Experiences With Early Childhood Learners**

Learn about the process of integrating STEM Play time in Preschool. Using a basic engineering design model and design thinking structure, students develop skills while exploring real-world problems. Come experience STEM play yourself!

Joseph Stanzione,  
Veronica Morales

1:00 PM - 2:00  
PM

### **The Empowered Principal: The School Leader's Alternative To Career Burnout**

Feeling overwhelmed, exhausted, and intimidated in your new role? You aren't alone. School leaders have high demands placed on them daily. Join me in exploring how to take control and make decisions from a place of empowerment and clarity.

Angela Robeck

1:00 PM - 2:00  
PM

### **The Four Dimensions Of Principal Leadership**

This session will introduce participants to the Dr. Reginald Green's Four Dimensions of Principal Leadership. The four dimensions are a combination of leadership theory and research-based best practice. Together, the dimensions offer school leaders practical advice for leading their school.

Ethan Randall

1:00 PM - 2:00  
PM

### **The Principals Tool-Kit For Improving School And Classroom Discipline**

The purpose of this session is to give principals a tool-kit of strategies for classroom management and school-wide management including: practicing proactive strategies, teach tools, diffusers, classroom design, student-teacher relationships, start-up & shut-down requests, and how to refocus.

Bill Truesdale

2:00 PM - 2:30 **Exhibit Hall Break (Vendor Learning Lab)**

PM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
2:00 PM - 2:30 PM	<b>Snapshot Session/Reflections and Networking</b>
2:30 PM - 4:30 PM	<b>Innovation Rotation</b>

2:30 PM - 3:30 PM	<p><b>10 Successful Strategies For Newcomer Students</b></p> <p>"We will share ten successful strategies to support the successful transition for newcomer immigrant English Language Learners that impact their adjustment to a new country. A welcoming school provides stability that impacts the success for students, families, and communities overall."</p> <p style="text-align: center;"><u>Victor Tam,</u> <u>Carla Llewelyn-Vasquez</u></p>
2:30 PM - 3:30 PM	<p><b>10 Ways Every Educator Can Be The One For Kids</b></p> <p>"This keynote takes the audience on a journey through education, by hearing engaging stories about my journey, the impact we all have, and how we can all unleash our power to change the lives of our students. "</p> <p style="text-align: center;"><u>Ryan Sheehy</u></p>
2:30 PM - 3:30 PM	<p><b>Creating a School-wide Writing Program: Four Key Elements</b></p> <p>Most schools have a unified approach to reading, but writing is often a close-the-door-and-do-your-own-thing instructional model with many teachers assigning writing more often than teaching it. Learn four essential elements that must be part of any successful school-wide writing program.</p> <p style="text-align: center;"><u>Alice Greiner</u></p>
2:30 PM - 3:30 PM	<p><b>Developing Self-Regulation And Empathy As Crucial PK To Grade 3 Early Childhood Learning Outcomes</b></p> <p>The intense focus on academic testing outcomes has led many schools to give much less attention to the development of self-regulation, empathy, and social-emotional intelligence, even though these are high-value predictors of success in learning and in life.</p> <p style="text-align: center;"><u>Bob Sornson</u></p>
2:30 PM - 3:30 PM	<b>Even Broken Crayons Still Color - School-wide</b>

PM

### **SEL Strategies That Changed A Building's Culture.**

Participants will learn about trauma informed practices such as PBIS, Conscious Discipline, Yoga/Mindfulness, and celebrations. Participants will learn strategies to maximize student learning and belonging at school, and reduce disciplinary referrals, as well as strategies to increase student attendance rates.

Amy Mason

2:30 PM - 3:30

PM

### **From ACES Low To ACES High**

Students are coming to us with a greater number and intensity of at-risk challenges, including poverty and trauma's Adverse Childhood Experiences. Principals will learn how to harness relationships to overcome these challenges and better support student development and achievement.

Jason Anderson,

Crystal Magers

2:30 PM - 3:30

PM

### **Leading For Literacy: How Strong Principals Can Make A Difference**

This session will introduce the Center on Improving Literacy Through Supporting Elementary School Leaders, newly funded by the U.S. Office of Special Education Programs. The mission of this center is to improve student literacy through building capacity of instructional leaders.

Allison Gandhi,

Sarah Arden

2:30 PM - 3:30

PM

### **Manage To Your Advantage: Approaching School Management Through The Lens Of Threat Assessment**

Participants will focus on applying the process of effective threat and risk assessment to their everyday roles as school-based administrators, starting with the principle that no one person or place sufficiently answers all questions or solves all dilemmas.

Lori Brown

2:30 PM - 3:30

PM

### **Multi-Tiered Systems Of Support (MTSS) For Young Children: Driving Change In Early Education**

"Multi-Tiered Systems of Support (MTSS) for young children is a system-wide framework for delivering effective educational services, matched to learners' needs, resulting in achievement of essential outcomes. Learn how this framework can work in your Pre-K / ECE setting! "

Robin Miller Young2:30 PM - 3:30  
PM**Personalizing Professional Development**

This session shares personalized learning practices used when planning professional learning . We will share how our district provides voice, choice, and path for teachers to grow in meaningful ways that impact student learning and achievement, and teacher compensation.

Sue Sterner,Jeremy Monday,Christopher Otto2:30 PM - 3:30  
PM**STEM Identity And Technology Fluency - An Approach For Any Teacher And Every Student**

Educators will learn how to help students develop 'STEM Identity' and 'Technology Fluency,' while going hands-on with innovative learning media and lesson content. Participants will develop their own Technology Fluency, and practice computational-thinking in a robotic design challenge!

David Emery2:30 PM - 3:30  
PM**The One Thing**

In City Slickers, the wanna-be cowboy gets advice about success from the experienced old cowhand, "Find your one thing." The same is true with campus administrators: find the one thing that gets the most growth from the most students.

Vanessa Stuart2:30 PM - 3:30  
PM**Time Management For School Leaders: Total Control & Peace Of Mind**

This session provides a total system for organizing your surroundings and effectively managing your time. Time management is an essential, yet often missing, skill in the development of classroom teachers and school administrators.

Frank Buck3:45 PM - 4:45  
PM**Be A Champion For Equity- Build A Trauma Sensitive Environment For All Students!**

Imagine a school building where every child feels safe and an environment where all students can thrive. Students bring their trauma into school everyday. It is our job as educators to create an environment where all students can be successful!

Aaron Carmichael,Malinda Mikesell

3:45 PM - 4:45

**Building Quality Relationships With Students,**

PM

**Teachers, And Families**

Join Mathew Moyer as he reviews a variety of ways you can work to build quality relationships with your school community. We will look at the strategies you can implement that will build meaningful relationships that lead to improvements for your school.

Matthew Moyer

3:45 PM - 4:45 PM

**Coordinated Services: How One District Intentionally Plans For ESL, SPED, & RTI In One Day**

Have you ever heard the phrase, "SPED trumps ESL?" Coordination of ESL, RTI, & SPED services is essential when educating students who qualify for a variety of supports. Examples of collaboration & forms will be shared on how to ensure equity in services.

Debra Frantz,  
Joris Ray

3:45 PM - 4:45 PM

**Durable Student Outcomes: Do It By Keeping Things Local and Committing to Being Helpful**

Localism matters when it comes to lasting outcomes. This session changes the standard paradigm of reform by examining what it means to own results locally, leverage outside expertise sparingly, and shift from monitoring and accountability to being helpful.

Gillian Williams,  
Mildred Toliver

3:45 PM - 4:45 PM

**Effective Universal Instruction: Improving Your Results Now**

Strong, effective universal instruction is essential for high achievement. Schools cannot intervene their way to achievement for all students. This session will support schools to examine and improve universal instruction through collective educator collaboration.

Sarah Brown,  
Kimberly Gibbons

3:45 PM - 4:45 PM

**High-Leverage Leadership: 3 Strategies To Develop The Next Generation Of Leaders**

Human connection matters. Positive culture formed with school personnel lays the foundation for optimal performance. Participants will learn simple, high-leverage routines to grow leadership capacity, improve public relations, while fostering positive relationships within the school environment.

Daniel Butler,  
Benjamin Gilpin

3:45 PM - 4:45  
PM

**Let Go And Lead! Supporting Teachers And Students In The Role Of Instructional Leader.**

This session will focus on processes and strategies for building leadership skills in teachers and students. Session participants will engage in collaborative activities and discussions designed to help them leverage teacher and student leaders to affect change.

Fran Dundore,  
Margaret Bobbitt

3:45 PM - 4:45  
PM

**Literacy Zero To Literacy Hero**

One year ago these two literacy “zeroes” were faced with the daunting reality that literacy was missing from their leadership. Come discover the steps they took to harness their inner superhero moving from a Literacy Zero to Literacy Hero.

Matt Arend,  
Todd Schmidt

3:45 PM - 4:45  
PM

**Mastering Parental Involvement – Keeping Kids And Parents Involved In The School**

Strategies for communicating successfully with all parents including the unfocused, hostile, unresponsive, helicopter, and enabling kind. Help parents work with you, not against you through assertive communication and defined conferencing skills. The Home/School Plan results in more focused, successful students and parents.

Bert Simmons

3:45 PM - 4:45  
PM

**PSEL/NELP Standards**

TBD

Jacquelyn Wilson

3:45 PM - 4:45  
PM

**School Culture - A Guide to Thrive**

Thinking teachers lead to thinking students. The first step to developing agency and independence in students is to develop agency and independence in teachers. This session will help you simplify so you can focus on the essential ingredients for success.

Derek Thompson

3:45 PM - 4:45  
PM

**Supporting Our Transgender And Gender Non-Conforming Youth By Creating Inclusive Schools**

75% of Transgender and Gender Non-Conforming youth feel unsafe at school. School leaders have

the power to change this statistic. This session will provide training and tools for leaders committed to creating inclusive schools for all students.

Vanessa Ford

3:45 PM - 4:45  
PM

**The NAESP Pre-K-3 Leadership Academy™ -  
Creating More Effective Early Learning  
Leaders!**

Are you interested in becoming an effective Pre-K-3 Leader? Join this session to learn how the NAESP Pre-K-3 Leadership Academy™ has trained principals and directors in two states to become more effective in applying the six competencies outlined in NAESP's publication: "Leading Pre-K-3 Learning Communities: Competencies for Effective Principal Practice." This program provides a unique blended learning experience designed to enhance a principal's knowledge and skills for becoming an effective Pre-K-3 school leader.

Honor Fede

3:45 PM - 4:45  
PM

**Using Technology To Enhance Climate, Virtual  
Meetings, & Stay Connected With Students &  
Families**

This session will give a brief introduction on how to utilize technology that will allow administrators to improve school culture and climate, virtually meet with their faculty while delineating pertinent information, and keep connected with students and their families.

Martina Carroll

5:00 PM - 6:00  
PM

**Opening Reception**

Thursday, July 11, 2019

7:00 AM - 8:30  
AM

**Continental Breakfast  
Exhibit Hall**

Vendor Learning Lab/Spotlight

7:00 AM - 5:00  
PM

**Exhibit Hall Open**

7:00 AM - 5:00  
PM

**Registration**

8:30 AM - 10:00 **#LeadPositive: Education Leadership Vision**

AM

**Turned Into Positive Action**

A career in education is not easy but can be exhilarating and fulfilling when you find positivity. The goal of this session is to support others (beginning and experienced leaders alike) to lead positively through a series of 12 actions.

Shanna Spickard

8:30 AM - 10:00 AM

**Breathe For Change: Mindful Leadership to Embody Social Change for Equity**

In this experiential Breathe For Change workshop, educational leaders will learn to enhance individual and collective well-being at the school level through integrating wellness and social-emotional learning practices in a trauma-informed, inclusive and culturally relevant way.

Tui Roper,  
Ilana Nankin

8:30 AM - 10:00 AM

**Is My School A Better School BECAUSE I Lead It?**

Principals will be challenged to examine their own leadership identity, presence, impact, mission, purpose, vision and value as the leaders of their schools and whether their leadership practices enable learners to have optimal learning opportunities in equitable, culturally-responsive learning environments.

Baruti Kafele

8:30 AM - 10:00 AM

**It's Time For A Disrupt Admin Session!**

We are working to disrupt administration! A different type of session where ten different principals each share one of their favorite ways to think outside of the box. It's a fast paced presentation packed with lots of great ideas!

Matt Arend,  
Liz Garden,  
Andy Jacks,  
Kelley Begley-McCall,  
Jessica Gomez,  
Cathryn Jacobs,  
Todd Schmidt,  
Lindsay Stumpfenhorst,  
Julie Vincentsen,  
Claire Giardino

8:30 AM - 10:00 AM

**Leading The Whole Teacher**

When asked, teachers often identify that education is their profession AND their hobby. If not nurtured, this can lead to burnout. Leaders who support the

whole teacher help teachers perform their best and feel their best.

Allyson Apsey

8:30 AM - 10:00 **Leaping Over Poverty**

AM

Cognitive stressors and delays, emotional and social challenges, acute chronic stressors, as well as health and safety issues are the main risk factors associated with poverty. Targeting these factors assist students who live in poverty to engage in school productively.

Daniele Snider

8:30 AM - 10:00 **My 10 Favorite Gmail Tricks And Other Productivity Hacks**

AM

While Gmail is a popular tool for principals, most don't know about these 10 features that make a world of difference. Use one or all 10. Regardless, tomorrow, you will attack your email with a smile.

Frank Buck

8:30 AM - 10:00 **Principals: You Are The Leader Of Learning**

AM

School principals are "invaluable multipliers of teaching and learning in the nation's schools," according to this report by political scientist Paul Manna. As a school's "leader of learning" for both the students and adults, principals create the conditions that enable effective teaching and learning and happen at scale. This session will explore the specific behaviors principals can exhibit to strengthen educator practice and results for students through standards-based professional learning.

Frederick Brown

8:30 AM - 10:00 **Social And Emotional Learning: Not Just for Students**

AM

This workshop draws on the five Social/Emotional competencies as identified by CASEL, and focuses on inspiring educators to become practitioners of those competencies as a means to create trusting and nurturing environments where students thrive in school and life.

Greg Sommers

8:30 AM - 10:00 **Stop Suspending Students!**

AM

Suspensions and exclusionary practices cannot be part of our discipline strategy for students. Learn ways to be a zero suspension school while maintaining support to teachers and keeping your families highly satisfied.

Andy Jacks

8:30 AM - 10:00 AM **You Think You Have Tough Kids? Turn That Behavior Around**

Empower teachers with an effective school-wide plan that motivates defiant, non-compliant students, stops teacher/student negative confrontations, office referrals and suspensions. Become skilled at knowing what to do with a bully and how to use dispute resolution to minimize overt behavior.

Bert Simmons

9:30 AM - 10:00 AM **Exhibit Hall Break**

Vendor Learning Lab/Spotlight

9:30 AM - 10:00 AM **Snapshot Session/Reflections and Networking**

10:00 AM - 10:30 AM **Snapshot Session/Reflections and Networking**

10:30 AM - 11:30 AM **Building Capacity For Technology Integration & Innovation Through Professional Learning Cohorts**

In this session we'll share practices rooted in adult SEL, professional interests, and cohort models that have been leveraged to build teacher capacity in the areas of pedagogy, teacher leadership, and authentic, purposeful integration of technology and innovation.

Stephanie Sandifer,  
Amy Houser,  
Krystal Weiss

10:30 AM - 11:30 AM **Classroom Management That Works: The Missing Ingredient!**

The Classroom Management Plan described in this session provides a systematic framework for a student's day-to-day behavior, a hierarchy of discipline responsibilities/consequences, and proven and tested positive reinforcement resulting in greater academic success for all students.

Bert Simmons

10:30 AM - 11:30 AM **Creating Innovative Professional Learning To Empower Teachers In Their Own Growth**

Say goodbye to the traditional one size fits all, sit and get professional development! During this session we will share various ways we have structured innovative professional learning

opportunities for our staff focused on individual interest and professional strengths.

Matthew Johnson,  
Griffin Gervais,  
Kristin Rhodes

10:30 AM -  
11:30 AM

**Demystifying The 'How' Of Improving Student Behavior & School Safety Using SEB MTSS**

Participants will actively engage in exercises through a “how to” skills session to conceptualize how a social-emotional-behavioral (SEB) MTSS framework can work at their schools including the necessary components, processes, and professional roles of a tiered SEB MTSS.

Katherine Dockweiler,  
Alison Clark,  
Lindsay Diamond

10:30 AM -  
11:30 AM

**Developing A Culturally Inclusive Organization With Equity In Mind**

Public schools are becoming more diverse across the nation. In this ever-changing environment, our students must be prepared to interact with people who look, speak, and believe differently. It is the educators responsibility to embrace the diversity of the students.

Tia James,  
Latoya Jeems

10:30 AM -  
11:30 AM

**GENERATION EVERYONE! The Roles We Play In InterGenerational Family Engagement And Why It Matters**

A survey of 2000+ superintendents found only 6% feel they have a firm understanding on how to motivate their multigenerational staff, teachers, and parents. Learn how to increase teacher retention and family engagement by mastering Intergenerational Family Engagement.

Dillon Kalkhurst

10:30 AM -  
11:30 AM

**Leading With The Ethic Of Care**

Leading with the Ethic of Care session will focus on the dynamics of developing a school community that uses empathy and design thinking to forge a positive connection with the stakeholders at an elementary school.

Gerald Paterson

10:30 AM -  
11:30 AM

**Managing the Teacher Hiring Process: 10 Important Steps**

To hire effective teachers, an administrator needs a process that assures that candidates have the

experience and expertise to do the job. Using behavior-based interviewing, (BBI) and the steps taught in this session, teacher hiring will become highly successful.

Mary Clement

10:30 AM -  
11:30 AM

**Overcoming The Unspoken: Successful Leadership In A Culture Of Silence**

Participants will experience how the use of technology can improve climate and culture by making the invisible visible through on-going feedback relative to key levers of school improvement.

Philip Hammonds

10:30 AM -  
11:30 AM

**Pivotal Elementary School Principal's Role To Lead Transformational Change & Build School Culture**

Elementary principals serve a pivotal role in bringing about transformational change and building school culture. Five key themes provide insight into the role of elementary principals and the associated skills, knowledge, and behaviors that they must employ.

Tamera Jones

10:30 AM -  
11:30 AM

**Strategies, Practices, And Procedures That Reduce Inappropriate Office Referrals**

Frustrated with an office full of student behavioral referrals? This session will help you refocus on teaching adults your expectations and norms of behavior while supporting their management of students. With clear school structures, procedures, and practices, school culture improves.

Paul Young

10:30 AM -  
11:30 AM

**Student Achievement Starts With Teacher Empowerment: Is It Really That Simple?**

Join us as we share tools and creative innovations that empower teacher leaders to reflect on best practices and work as change-agents. Leave ready to lead your organization towards engaged students, higher levels of collaborative instruction and increased student achievement.

Sarah Von Esh,  
Tracey Smith

10:30 AM -  
11:30 AM

**The Hip-Hop Principalship: The Rhyme And Reason Of New School Leadership**

This session provides a guideline for connecting with a new school community with a five-pronged doctrine for shaping school culture and relating to

the school community in authentic ways.  
Leadership is presented as a force for social change and empowerment.

Andre Mountain

10:30 AM -  
11:30 AM

**Transforming School Culture: How To Overcome Staff Division**

Explore the root causes of staff resistance to change and leave with concrete strategies that will improve school culture, address staff cohesion, maximize human potential, and lay the foundation for a powerful learning environment.

Malik Muhammad

10:30 AM -  
11:30 AM

**You Are What You Read: Leading A Culture Of Literacy**

We all know that literacy is important - it's the cornerstone of society. Yet, how much instructional leadership capacity do we use to model, coach, and facilitate the idea of literacy for all students at all levels? Re-imagine your literacy leadership now!

Adam Drummond

11:30 AM - 1:00 PM **Lunch on Your Own**

11:45 AM - 12:45 PM **The Exchange Exhibit Hall**

1:00 PM - 2:30 PM **Keynote Session - Michael Fullan Hall B**

2:30 PM - 3:00 PM **Snapshot Session/Reflections and Networking**

3:00 PM - 4:00 PM **#PrincipalsInAction - Get Out Of Your Office And Connect With Others!**

Principals In Action are leaders who believe in getting out of their office and connecting with others. Through Twitter and Voxer, Principals In Action are connected to share ideas, challenge each other, offer support, and lean on during tough times.

Mark French,  
Jay Posick,  
Ryan Sheehy.

3:00 PM - 4:00 PM **90 90 90 - The Next Generation Of High Performing High Poverty Schools**

Dr. Douglas Reeves will share insights from the new research on 90 90 90 schools. Dr. Reeves will address the important new insights that address the challenges of leading schools serving students from low income families.

Douglas Reeves

3:00 PM - 4:00 PM **Academic And Behavior Systems Of Support**

This session will look at everything between assessments to implementation of effective behavioral and academic systems of support. Participants will walk away with hands-on resources for academic and behavior interventions, with a focus on meeting the most challenging students.

Micah Gearhart

3:00 PM - 4:00 PM **American Overseas Schools**

Learn more about the role of American Overseas Schools. Literature and materials, including fact sheets, school directories, and recruitment information will be distributed. Employment opportunities and school-to-school partnerships will be discussed. Gain an understanding of opportunities available to stateside principals.

Thomas Shearer,  
Brent Mutsch

3:00 PM - 4:00 PM **Get Dirty; Creating A Positive Culture Through Involvement**

Principals will gain new ideas and resources on continuing to build rapport with your students, staff, and families while still creating an environment accepting of change and growth.

Lindsay Stumpenhorst3:00 PM - 4:00  
PM**Hacking Social-Emotional Learning: One School's Journey To Make SEL A Year-Long Priority**

Creating a multifaceted social-emotional learning program that is both ongoing and engaging to students of all ages can be a daunting task for any school leader. Come discover the ideas/strategies one school site implemented to make SEL a priority.

Todd Schmidt3:00 PM - 4:00  
PM**Instructional Practices For Cultivating Multi-Dimensional Wellness & Mental Health In Our Classrooms**

Instructional practices for integrating researched-based strategies including mindfulness, movement, breath and social emotional learning into our classrooms, schools and communities. Our Professional Development and Instructional Practices were successfully piloted with the Port Jefferson Middle School in the Fall of 2017.

Diane MacDonald3:00 PM - 4:00  
PM**Leading The Charge For Cultural Competency In Schools**

This session will focus on the changing role of the principal from building manager to culturally competent leader.

Beverly Johnson-Green3:00 PM - 4:00  
PM**Moving From Data Rich To Information Rich: Leveraging Data To Make Meaningful Change**

If we believe all data is of equal importance, we cannot utilize any data to drive meaningful change. This session will help administrators to identify specific data points to develop more information rich data analysis and drive change.

Joe Mullikin3:00 PM - 4:00  
PM**Pathway To Community Engagement**

Effective community engagement is not a one-time program but rather a set of day-to-day practices and interactions that support learning. Schools and communities need to work together to promote engagement that is systemic, sustained and integrated into school improvement efforts.

Penelope Miller-Smith

3:00 PM - 4:00

**Poking The Bear: Creating Trauma Sensitive Environments**

PM	In this session, participants will gain an understanding of how trauma affects the brain, hinders learning, motivation, and success of impacted students in the classrooms.  <u>LaRon Martin</u>
3:00 PM - 4:00 PM	<b>Positive School Branding: How To Do It Effectively And Efficiently</b> Participants will learn about the power of positivity and leave with ideas to take back and implement to get all stakeholders on board. There is no better public relations campaign than one that promotes a positive learning environment for all.  <u>Shanna Spickard</u>
3:00 PM - 4:00 PM	<b>Promoting Self-Directed Learning During Intervention/Extension Blocks Through Electronic Portfolios</b> In this session you will learn how to use technology and online tools that are student-centered when considering implementing digital portfolios in your school to develop self-directed learning.  <u>Carrie Huber</u>
3:00 PM - 4:00 PM	<b>Uncommon Leadership: Live Well, Lead Strong</b> Our world needs Uncommon Leaders---those who live intentionally and demonstrate courage that shines in everything they do. We'll examine "living well": reflecting on our guiding principles, and "leading strong": acting with compassion and integrity that flows from our principled foundation.  <u>Debbie McFalone</u>
3:00 PM - 4:00 PM	<b>Wanted: The Instructional Change Agent</b> Now seeking: instructional leader. This role is often in conflict with other non-instructional duties. Imagine how your role could re-emerge as the instructional change agent to increase our leadership capacity through culture, instructional planning, learner engagement, and community advocacy.  <u>Adam Drummond</u>

Friday, July 12, 2019

7:00 AM - 12:30 PM	<b>Exhibit Hall Open</b>
7:00 AM - 11:00	<b>Registration</b>

AM

7:30 AM - 8:30 **Overseas School Breakfast (Invitation Only)**

AM

7:30 AM - 9:30 **State Representatives Membership Meeting**

AM

8:00 AM - 9:30 **Federal Relations Network Meeting**

AM

8:00 AM - 9:30 **State Editors Meeting**

AM

8:00 AM - 9:30 **4 Steps To Successful Time Management For Administrators**

AM

This session features a 4 step process to assist school leaders/administrators collect and analyze data to understand how they are prioritizing their professional time. A case study of districts that have utilized the research-based process and protocols will be shared.

Jobi Lawrence,

Gerald Hudson

8:00 AM - 9:30 **Addressing The Poverty Mindset**

AM

Schools that serve low-income communities face similar and pervasive issues that are actually a result of the Poverty Mindset. This workshop clarifies misconceptions about poverty, why it exists, how it secretly impacts our schools, and how to change it...permanently!

Hotep Na

8:00 AM - 9:30 **Administrative Strategies For Reducing Office Referrals And Suspensions While Engaging Students**

AM

This Administrative System addresses both mischievous and severe behavior. Learn to use the Discipline, Shelter, Tardy, Truancy and Academic Behavior Cards and Crisis Intervention Unit to successfully reduce office referrals, suspensions and expulsions keeping students in school with on-task learning.

Bert Simmons

8:00 AM - 9:30 **Finding Your Own Path To Serendipity**

AM

This presentation is about embracing all experiences and allowing them to make us better. It's about looking at every experience as treasures —moments that bring us more pain than we

thought possible, more joy than we deserve, and everything in between.

Allyson Apsey

8:00 AM - 9:30  
AM

**Fundamental 5: The Formula For Quality Instruction**

"Great teachers don't teach dramatically different than their peers, they teach slightly different. These slight changes in delivery dramatically improve student performance. Best-selling authors, Cain and Laird, share the secrets of great teachers and how to follow their example."

Sean Cain,  
Michael Laird

8:00 AM - 9:30  
AM

**Learn How To Be An NAESP National Principal Mentor**

The NAESP National Mentor Training and Certification Program™ exhibits a model in which principals can learn to become better leaders from qualified mentors. Join our session which will fully examine the significance of the National Mentor Training and Certification Program™. Our program offers a highly structured professional development program designed to create a cadre of mentors whose expertise is channeled to support school leaders. The training program integrates research-based best practices with participants' knowledge and experiences. The program can be customized according to a school district's specific needs.

Aaran Lurry

8:00 AM - 9:30  
AM

**Practical Strategies & Tools to Create An Active School Environment for Improved Student Outcomes**

Physical movement and learning are essential aspects of the total educational experience for all students. Physical education and physical activity are a component of the Whole School, Whole Community, Whole Child (WSCC) model and can be delivered through a comprehensive school physical activity program (CSPAP) that provides opportunities for students to be physically active before, during, and after school. Come learn about practical, evidence-based CSPAP resources developed by the Centers for Disease Control and Prevention (CDC), Active Schools, and other organizations to help schools implement strategies to increase students' physical activity and improve their academic achievement.

Charlene Burgeson

**Principals Leading Learning: Maximizing The**

8:00 AM - 9:30 AM	<p><b>Impact Of Professional Development</b></p> <p>Leaders must invest in professional development that directly impacts instructional practices. Learn key components of effective PD and practical, research-based and job-embedded practices. Leaders will not only understand the research, but they can take back proven ways to support teachers.</p> <p style="text-align: center;"><u>Shanna Spickard</u></p>
8:00 AM - 9:30 AM	<p><b>RETHINKing Literacy LEADership: LEADing Systems To Increase Student LEARNING</b></p> <p>Meeting the literacy needs of all students is a critical responsibility of school leaders and requires effective systems that impact learning throughout schools. Participants' will deepen their understanding of research-based practices, analyze processes and apply tools to ensure consistent implementation.</p> <p style="text-align: center;"><u>Molly Funk,</u> <u>Melissa Usiak</u></p>
8:00 AM - 9:30 AM	<p><b>SEL In Your School Made Easy</b></p> <p>We know that social-emotional learning is important to our students' development, but how do we teach it effectively? This session will explain how to effectively infuse SEL into your classrooms and identify available resources.</p> <p style="text-align: center;"><u>Erin Capone</u></p>
8:00 AM - 9:30 AM	<p><b>The New Teacher Pipeline: What You Can Do To Keep Quality Applicants Coming Your Way</b></p> <p>Does your school have an adequate supply of new teachers and substitutes? Learn what principals can do to influence the recruitment, preparation, and the mindset of aspiring teachers and support your new hires to assure they survive and thrive.</p> <p style="text-align: center;"><u>Paul Young</u></p>

8:30 AM - 9:30 AM	<p><b>State Representatives Nominating Committee Meeting</b></p>
10:00 AM - 11:30 AM	<p><b>Closing Keynote Session Kwame Alexander Hall B</b></p>
	<p><b>Be Constructive With Your Blues: Seven Life Lessons Learned From Inspiring Teachers and Principals</b> Along his thirty-year writerly journey, Kwame Alexander received hundreds of rejections. But, he never let other people's NOs define him. And, it paid off in 2015 when he won the coveted Newbery Medal. In this lively and engaging session, Kwame will share important life</p>

lessons he learned from educators that have helped lead to his success, how saying yes transformed his career and life, and how it paved the way to getting people of all ages excited about literacy and language. Participants will leave this session energized to turn negatives into positives and powerfully impact the students and adults they serve.

1:00 PM - 2:00 PM **Webinar Wednesday Live**



Closed | Optional | Fee

Tuesday, July 9, 2019

7:00 AM - 5:00 PM	<b>Registration</b>	
8:00 AM - 12:00 PM	<b>Community Service Day</b>	
	Community Service Day offers NAESP conference attendees an opportunity to make a difference through service projects that improve local schools. The service day event is sponsored by Playground equipment manufacturer Landscape Structures.	

### Pre-Conference Session (additional fee required)

8:00 AM - 4:00 PM	<b>Navigating Social Emotional Learning (SEL): Science, Principal Practice, and Practical Application</b> <b>Spokane Convention Center</b>	
	National principals understand the importance of SEL and its impact on schools, however often they struggle with taking theory to practice. This intensive training, led by an expert in the SEL field, Dr. Stephanie Jones, will provide a framework for understanding SEL and bring the conversation full circle to provide an in-depth guide to 25 evidence-based social emotional learning programs for elementary schools that profiles both lesson-based/curriculum and non-curricular approaches.  Speakers: <u><a href="#">Stephanie Jones</a></u>	
8:00 AM - 4:00 PM	<b>Swimming in the Deep End - What Does It Take?</b> <b>Spokane Convention Center</b>	
	No matter where what role we play in a school or district, we all want to make a difference. However, things move fast in education these days, and often in our communications we are left confused, overwhelmed, and not as successful as we could be. We need to build up a skill set of effective decision-making capabilities, 'resistance	

management' communication strategies, and for the sake of our health, our 'stress tolerance.' This workshop will provide support, a laugh, and some cognitive, social and psychological resources to help you communicate more effectively, confidently, and collaboratively, no matter your role.

Speakers: [Jennifer Abrams](#)

Wednesday, July 10, 2019

7:00 AM - 8:30 AM **Continental Breakfast**  
**Exhibit Hall**

7:00 AM - 5:00 PM **Exhibit Hall Open**

7:00 AM - 5:00 PM **Registration**  
**Spokane Convention Center**

8:00 AM - 9:30 AM **6 Million US Children Missing From School!**  
**What Can We Do About It?**

There are nearly 6 million children who are not enrolled in any type of schooling in the US! Why is this and how do we, as a nation, reach out to them and their families? Learn how in this session.

[Darrell Rud](#),  
[Richard Barbacane](#),  
[Mary Kay Sommers](#)

8:00 AM - 9:30 AM **Cooperative Meetings: A Critical Tool for Faculty Development**

If you want strategies that create engaging dialogue among faculty and enhance the school culture, this session is for you! You will experience step-by-step structures to transform meetings, improve faculty relationships, enhance professional discourse, and involve stakeholders in decision making.

[Carol Lohkamp](#)

8:00 AM - 9:30 AM **Create A Campus-Wide Technology Growth Mindset Guaranteed To Increase Daily Student Engagement**

Participants will learn a variety of ways to encourage collaboration among teachers by increasing the use of technology daily which promotes high student engagement. Attendees will learn how to utilize a variety of technology applications essential for the 21st century.

Lorena Zertuche,

Ann Lalime

8:00 AM - 9:30  
AM

**Increase School Engagement Through  
Improved Communication**

There is a new opportunity for school leaders to engage their school community and improve their communication skills by maximizing the use of video. Learn free/inexpensive methods and practice your PR skills to show your school's personality and mission.

Andy Jacks

8:00 AM - 9:30  
AM

**Kernels Of Practice For Social Emotional  
Learning: Low-Cost, Low-Burden Strategies**

The field of social and emotional learning (SEL) is rapidly expanding as educators bring a sharper focus to helping children build skills beyond academic knowledge. This enlightening session with Harvard Graduate School of Education Professor Stephanie Jones will explore low-cost, targeted strategies that can be implemented quickly and have the potential to build students' SEL skills in a cohesive and complementary way across settings.

Stephanie Jones

8:00 AM - 9:30  
AM

**Managing Conflict With Clarity, Confidence,  
And Courage**

As administrators, coaches or colleagues, we often come up against situations where difficult topics must be addressed. What do we know about the best strategies for those moments? What questions should we be asking ourselves before we speak, and what environments are best for when we do speak? Based on Jennifer's book, *Having Hard Conversations*, and her work with conflict and interpersonal communication, this session will provide participants with action plans and scripting tools for having those necessary hard conversations.

Jennifer Abrams

8:00 AM - 9:30  
AM

**Resilience Can Be Taught: 4 Keys To  
Unleashing Resilience**

Learn about vital skills of resilience and 3 keys to creating a resilient climate. This engaging presentation will empower you to deliver these skills to students of any background and learning style, enabling them to thrive in school and life.

Christian Moore

8:00 AM - 9:30

**Restorative Practices--Learn from Principals**

AM

**Who Have Practiced RP Daily With Amazing Results!**

Participants will practice community building circles and observe a restorative conference. You will leave with the basic philosophy, tools and knowledge to use circles and conferences in your school. Restorative Practices are key to transforming school culture and climate.

Jennifer Kirksey

8:00 AM - 9:30 AM

**Slay Reading Logs, Champion Literacy, And Booktalk like a Wizard**

Step away from that reading log...and help staff step away too! Collect examples of innovative literacy practices and see strategies to champion a culture of literacy. Participants will walk away with a literacy toolkit too!

Brad Gustafson

8:00 AM - 9:30 AM

**STEAM Innovation Inspired By Biomimicry**

Nature's engineering feats and elegant designs provide cross-curricular, standards-based projects that engage learners in real-world challenges. Biomimicry, the field of science that imitates nature's time-tested solutions, helps students gather disparate concepts and translate them into actionable ideas.

Cheri Sterman,  
Nancy Horvat

8:00 AM - 9:30 AM

**The DCR Of Effective Leadership: Data, Curriculum, And Relationships**

Wondering how leaders become effective and achieve school-wide academic success? During this session, Principal Record from Pocomoke Middle will highlight the importance of making Data driven decisions, ensuring a rigorous Curriculum, and building Relationships. Three key components for effective leadership.

Matthew Record

8:00 AM - 9:30 AM

**Trauma Informed School Leadership**

The impact of trauma and chronic stress on students is at an all-time alarming rate. Participants will learn how to lead through a Trauma Informed Leadership model that equips, empowers, and inspires students to thrive in school.

Bill Ziegler

9:30 AM - 10:00 **Exhibit Hall Break (Vendor Learning Lab)**

AM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
9:30 AM - 10:00 AM	<b>Snapshot Session - Reflections and Networking</b>
10:00 AM - 11:30 AM	<b>Opening Keynote Session Razia Jan Hall B</b> <b>Global Education: Alike Yet Different</b> Razia's Ray of Hope Foundation is a nonprofit organization that empowers young women and girls in Afghanistan through community-based education in the district of Deh'Subz. Founded on the knowledge that education is key to positive, peaceful change for current and future generations, they provide young Afghans the opportunity to learn and grow in a safe, nurturing environment, so that they may work toward brighter futures — in their own villages and beyond. Razia's Ray of Hope Foundation would not exist without the spirit, vision, and tireless efforts of founder and president Razia Jan. Razia has worked for many years to forge connections between Afghans and Americans. Her humanitarian efforts are honored in First Lady Laura Bush's 2016 book We Are Afghan Women.
11:30 AM - 1:00 PM	<b>Lunch on Your Own</b>
11:45 AM - 12:45 PM	<b>The Exchange Exhibit Hall</b>

1:00 PM - 2:00 PM	<b>A Commitment To Excellence: Cultivating Engagement in Your School</b> Educators are under constant pressure to meet a variety of needs, engage families, and foster collaboration, while doing everything necessary to make a difference in the lives of students. If leaders aren't conscious, staff burnout is inevitable.  <u>Daniel Butler</u>
1:00 PM - 2:00 PM	<b>Are Your Students Emotionally Safe? - How to Eradicate Bullying At Its Root</b> Discover how to eradicate the root causes behind the toughest issues facing our students by transforming your school into an emotionally safe campus! Participants receive instant access to the ESE Grant training and resources for emotional safety education.  <u>Deanna Rhinehart</u>

1:00 PM - 2:00  
PM

### **Building A Future Ready School By Fostering Creativity And Critical Thinking**

Audience will embark on our school's inspiring journey of "Dream, Explore, Design, Create" to build a future ready school via exploration and innovation through shared vision, collective decision-making, and empowering teachers to create a student-centered learning aligned to academic standards.

Neera Kohli

1:00 PM - 2:00  
PM

### **Developing Campus Culture? Simple Ways To Build Positive Culture And Foster Parent Engagement**

Future and current administrators will gain insight into creating a genuinely positive school culture--a culture of kindness and care. Participants will leave the session with ideas and tools they can implement upon returning to their campus.

William Rhodes,  
Lindsay O'Leary.

1:00 PM - 2:00  
PM

### **Hiring For A High Achieving Climate And Culture**

The teachers you hire reflect on you, your students and your district. No one wants to hire a mediocre teacher, how can you tell what you're getting through the interview process? How do you discern who will be good from great?

Mary Smith

1:00 PM - 2:00  
PM

### **Human Literacy: Navigating Social And Emotional Issues With A Coaching Mindset**

Navigating life's challenges and working with others are within the social and emotional domains. Building human literacy skills includes developing self-awareness and understanding others. Participants will receive unique coaching protocols that help students and faculty improve interactions with others.

Cheri Sterman,  
Nancy Horvat

1:00 PM - 2:00  
PM

### **It's Lonely At The Top...But It Doesn't Have To Be!**

The job of a Principal can be difficult and lonely. However, principals have the best resources for success within their school community. Utilizing teacher leaders through collaboration to assist in making crucial decisions can help in expanding your vision.

Maria Bridwell

1:00 PM - 2:00  
PM

### **Leading a School Into a Comprehensive, Integrated Three-Tiered Model of Prevention (Ci3T)**

Dr. Kiser and Mrs. Tate will share experiences in developing and implementing a positive behavior support model. A description of helping teachers, parents, students, and stakeholders buy-in to their motto "Be the Best Me I Can Be!" will be discussed.

Matt Kiser,  
Laura Tate

1:00 PM - 2:00  
PM

### **National Panel For Aspiring Authors**

Have you ever dreamed of writing a book? Are you interested in learning more about the publishing process? The National Panel for Aspiring Authors is your chance to ask questions of principals and school leaders who are also published authors.

Brad Gustafson,  
Allyson Apsey,  
Derek McCoy,  
Bill Ziegler,  
Kaylen Tucker

1:00 PM - 2:00  
PM

### **Say Goodbye To Tokens And Tickets And Hello To PBIS Rewards**

Tired of printing your campus currency? Confused by the tickets in one classroom and tokens in another? Frustrated by how hard it is to keep up with "all the PBIS things"? We were too, but not any more!

Matt Arend,  
Carrie Tracy

1:00 PM - 2:00  
PM

### **School Improvement & Deep Impact: Voices Amidst Changing Demographics**

To address demographically changing schools, researchers implemented preliminary support training and development targeting specific school indicators and identifying areas of growth for school stakeholders to become more inclusive leaders. Using an ESSA aligned approaches, stakeholders improve schools towards school inclusion.

Jose Luevanos,  
Elisabeth Luevanos,  
Jean Madsen

1:00 PM - 2:00  
PM

### **Secondary Victims Of Opioid Addiction: Schools Help Through Social-emotional Learning**

Opioid addictions don't care who or why. Many addicts have school-age children, so what's a school to do for students worrying constantly about their caregivers? Social-emotional learning gives students strategies to cope and techniques for getting ready to learn.

Carla Tantillo Philibert,  
Brian Hastings

1:00 PM - 2:00  
PM

### **STEM Play Experiences With Early Childhood Learners**

Learn about the process of integrating STEM Play time in Preschool. Using a basic engineering design model and design thinking structure, students develop skills while exploring real-world problems. Come experience STEM play yourself!

Joseph Stanzione,  
Veronica Morales

1:00 PM - 2:00  
PM

### **The Empowered Principal: The School Leader's Alternative To Career Burnout**

Feeling overwhelmed, exhausted, and intimidated in your new role? You aren't alone. School leaders have high demands placed on them daily. Join me in exploring how to take control and make decisions from a place of empowerment and clarity.

Angela Robeck

1:00 PM - 2:00  
PM

### **The Four Dimensions Of Principal Leadership**

This session will introduce participants to the Dr. Reginald Green's Four Dimensions of Principal Leadership. The four dimensions are a combination of leadership theory and research-based best practice. Together, the dimensions offer school leaders practical advice for leading their school.

Ethan Randall

1:00 PM - 2:00  
PM

### **The Principals Tool-Kit For Improving School And Classroom Discipline**

The purpose of this session is to give principals a tool-kit of strategies for classroom management and school-wide management including: practicing proactive strategies, teach tools, diffusers, classroom design, student-teacher relationships, start-up & shut-down requests, and how to refocus.

Bill Truesdale

2:00 PM - 2:30 **Exhibit Hall Break (Vendor Learning Lab)**

PM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
2:00 PM - 2:30 PM	<b>Snapshot Session/Reflections and Networking</b>
2:30 PM - 4:30 PM	<b>Innovation Rotation</b>

2:30 PM - 3:30 PM	<p><b>10 Successful Strategies For Newcomer Students</b></p> <p>"We will share ten successful strategies to support the successful transition for newcomer immigrant English Language Learners that impact their adjustment to a new country. A welcoming school provides stability that impacts the success for students, families, and communities overall."</p> <p style="text-align: center;"><u>Victor Tam,</u> <u>Carla Llewelyn-Vasquez</u></p>
2:30 PM - 3:30 PM	<p><b>10 Ways Every Educator Can Be The One For Kids</b></p> <p>"This keynote takes the audience on a journey through education, by hearing engaging stories about my journey, the impact we all have, and how we can all unleash our power to change the lives of our students. "</p> <p style="text-align: center;"><u>Ryan Sheehy</u></p>
2:30 PM - 3:30 PM	<p><b>Creating a School-wide Writing Program: Four Key Elements</b></p> <p>Most schools have a unified approach to reading, but writing is often a close-the-door-and-do-your-own-thing instructional model with many teachers assigning writing more often than teaching it. Learn four essential elements that must be part of any successful school-wide writing program.</p> <p style="text-align: center;"><u>Alice Greiner</u></p>
2:30 PM - 3:30 PM	<p><b>Developing Self-Regulation And Empathy As Crucial PK To Grade 3 Early Childhood Learning Outcomes</b></p> <p>The intense focus on academic testing outcomes has led many schools to give much less attention to the development of self-regulation, empathy, and social-emotional intelligence, even though these are high-value predictors of success in learning and in life.</p> <p style="text-align: center;"><u>Bob Sornson</u></p>
2:30 PM - 3:30 PM	<b>Even Broken Crayons Still Color - School-wide</b>

PM

### **SEL Strategies That Changed A Building's Culture.**

Participants will learn about trauma informed practices such as PBIS, Conscious Discipline, Yoga/Mindfulness, and celebrations. Participants will learn strategies to maximize student learning and belonging at school, and reduce disciplinary referrals, as well as strategies to increase student attendance rates.

Amy Mason

2:30 PM - 3:30

PM

### **From ACES Low To ACES High**

Students are coming to us with a greater number and intensity of at-risk challenges, including poverty and trauma's Adverse Childhood Experiences. Principals will learn how to harness relationships to overcome these challenges and better support student development and achievement.

Jason Anderson,

Crystal Magers

2:30 PM - 3:30

PM

### **Leading For Literacy: How Strong Principals Can Make A Difference**

This session will introduce the Center on Improving Literacy Through Supporting Elementary School Leaders, newly funded by the U.S. Office of Special Education Programs. The mission of this center is to improve student literacy through building capacity of instructional leaders.

Allison Gandhi,

Sarah Arden

2:30 PM - 3:30

PM

### **Manage To Your Advantage: Approaching School Management Through The Lens Of Threat Assessment**

Participants will focus on applying the process of effective threat and risk assessment to their everyday roles as school-based administrators, starting with the principle that no one person or place sufficiently answers all questions or solves all dilemmas.

Lori Brown

2:30 PM - 3:30

PM

### **Multi-Tiered Systems Of Support (MTSS) For Young Children: Driving Change In Early Education**

"Multi-Tiered Systems of Support (MTSS) for young children is a system-wide framework for delivering effective educational services, matched to learners' needs, resulting in achievement of essential outcomes. Learn how this framework can work in your Pre-K / ECE setting! "

Robin Miller Young2:30 PM - 3:30  
PM**Personalizing Professional Development**

This session shares personalized learning practices used when planning professional learning . We will share how our district provides voice, choice, and path for teachers to grow in meaningful ways that impact student learning and achievement, and teacher compensation.

Sue Sterner,Jeremy Monday,Christopher Otto2:30 PM - 3:30  
PM**STEM Identity And Technology Fluency - An Approach For Any Teacher And Every Student**

Educators will learn how to help students develop 'STEM Identity' and 'Technology Fluency,' while going hands-on with innovative learning media and lesson content. Participants will develop their own Technology Fluency, and practice computational-thinking in a robotic design challenge!

David Emery2:30 PM - 3:30  
PM**The One Thing**

In City Slickers, the wanna-be cowboy gets advice about success from the experienced old cowhand, "Find your one thing." The same is true with campus administrators: find the one thing that gets the most growth from the most students.

Vanessa Stuart2:30 PM - 3:30  
PM**Time Management For School Leaders: Total Control & Peace Of Mind**

This session provides a total system for organizing your surroundings and effectively managing your time. Time management is an essential, yet often missing, skill in the development of classroom teachers and school administrators.

Frank Buck3:45 PM - 4:45  
PM**Be A Champion For Equity- Build A Trauma Sensitive Environment For All Students!**

Imagine a school building where every child feels safe and an environment where all students can thrive. Students bring their trauma into school everyday. It is our job as educators to create an environment where all students can be successful!

Aaron Carmichael,Malinda Mikesell

3:45 PM - 4:45

**Building Quality Relationships With Students,**

PM

**Teachers, And Families**

Join Mathew Moyer as he reviews a variety of ways you can work to build quality relationships with your school community. We will look at the strategies you can implement that will build meaningful relationships that lead to improvements for your school.

Matthew Moyer

3:45 PM - 4:45 PM

**Coordinated Services: How One District Intentionally Plans For ESL, SPED, & RTI In One Day**

Have you ever heard the phrase, "SPED trumps ESL?" Coordination of ESL, RTI, & SPED services is essential when educating students who qualify for a variety of supports. Examples of collaboration & forms will be shared on how to ensure equity in services.

Debra Frantz,  
Joris Ray

3:45 PM - 4:45 PM

**Durable Student Outcomes: Do It By Keeping Things Local and Committing to Being Helpful**

Localism matters when it comes to lasting outcomes. This session changes the standard paradigm of reform by examining what it means to own results locally, leverage outside expertise sparingly, and shift from monitoring and accountability to being helpful.

Gillian Williams,  
Mildred Toliver

3:45 PM - 4:45 PM

**Effective Universal Instruction: Improving Your Results Now**

Strong, effective universal instruction is essential for high achievement. Schools cannot intervene their way to achievement for all students. This session will support schools to examine and improve universal instruction through collective educator collaboration.

Sarah Brown,  
Kimberly Gibbons

3:45 PM - 4:45 PM

**High-Leverage Leadership: 3 Strategies To Develop The Next Generation Of Leaders**

Human connection matters. Positive culture formed with school personnel lays the foundation for optimal performance. Participants will learn simple, high-leverage routines to grow leadership capacity, improve public relations, while fostering positive relationships within the school environment.

Daniel Butler,  
Benjamin Gilpin

3:45 PM - 4:45  
PM

**Let Go And Lead! Supporting Teachers And Students In The Role Of Instructional Leader.**

This session will focus on processes and strategies for building leadership skills in teachers and students. Session participants will engage in collaborative activities and discussions designed to help them leverage teacher and student leaders to affect change.

Fran Dundore,  
Margaret Bobbitt

3:45 PM - 4:45  
PM

**Literacy Zero To Literacy Hero**

One year ago these two literacy “zeroes” were faced with the daunting reality that literacy was missing from their leadership. Come discover the steps they took to harness their inner superhero moving from a Literacy Zero to Literacy Hero.

Matt Arend,  
Todd Schmidt

3:45 PM - 4:45  
PM

**Mastering Parental Involvement – Keeping Kids And Parents Involved In The School**

Strategies for communicating successfully with all parents including the unfocused, hostile, unresponsive, helicopter, and enabling kind. Help parents work with you, not against you through assertive communication and defined conferencing skills. The Home/School Plan results in more focused, successful students and parents.

Bert Simmons

3:45 PM - 4:45  
PM

**PSEL/NELP Standards**

TBD

Jacquelyn Wilson

3:45 PM - 4:45  
PM

**School Culture - A Guide to Thrive**

Thinking teachers lead to thinking students. The first step to developing agency and independence in students is to develop agency and independence in teachers. This session will help you simplify so you can focus on the essential ingredients for success.

Derek Thompson

3:45 PM - 4:45  
PM

**Supporting Our Transgender And Gender Non-Conforming Youth By Creating Inclusive Schools**

75% of Transgender and Gender Non-Conforming youth feel unsafe at school. School leaders have

the power to change this statistic. This session will provide training and tools for leaders committed to creating inclusive schools for all students.

Vanessa Ford

3:45 PM - 4:45  
PM

**The NAESP Pre-K-3 Leadership Academy™ -  
Creating More Effective Early Learning  
Leaders!**

Are you interested in becoming an effective Pre-K-3 Leader? Join this session to learn how the NAESP Pre-K-3 Leadership Academy™ has trained principals and directors in two states to become more effective in applying the six competencies outlined in NAESP's publication: "Leading Pre-K-3 Learning Communities: Competencies for Effective Principal Practice." This program provides a unique blended learning experience designed to enhance a principal's knowledge and skills for becoming an effective Pre-K-3 school leader.

Honor Fede

3:45 PM - 4:45  
PM

**Using Technology To Enhance Climate, Virtual  
Meetings, & Stay Connected With Students &  
Families**

This session will give a brief introduction on how to utilize technology that will allow administrators to improve school culture and climate, virtually meet with their faculty while delineating pertinent information, and keep connected with students and their families.

Martina Carroll

5:00 PM - 6:00  
PM

**Opening Reception**

Thursday, July 11, 2019

7:00 AM - 8:30  
AM

**Continental Breakfast  
Exhibit Hall**

Vendor Learning Lab/Spotlight

7:00 AM - 5:00  
PM

**Exhibit Hall Open**

7:00 AM - 5:00  
PM

**Registration**

8:30 AM - 10:00 **#LeadPositive: Education Leadership Vision**

AM

**Turned Into Positive Action**

A career in education is not easy but can be exhilarating and fulfilling when you find positivity. The goal of this session is to support others (beginning and experienced leaders alike) to lead positively through a series of 12 actions.

Shanna Spickard

8:30 AM - 10:00 AM

**Breathe For Change: Mindful Leadership to Embody Social Change for Equity**

In this experiential Breathe For Change workshop, educational leaders will learn to enhance individual and collective well-being at the school level through integrating wellness and social-emotional learning practices in a trauma-informed, inclusive and culturally relevant way.

Tui Roper,  
Ilana Nankin

8:30 AM - 10:00 AM

**Is My School A Better School BECAUSE I Lead It?**

Principals will be challenged to examine their own leadership identity, presence, impact, mission, purpose, vision and value as the leaders of their schools and whether their leadership practices enable learners to have optimal learning opportunities in equitable, culturally-responsive learning environments.

Baruti Kafele

8:30 AM - 10:00 AM

**It's Time For A Disrupt Admin Session!**

We are working to disrupt administration! A different type of session where ten different principals each share one of their favorite ways to think outside of the box. It's a fast paced presentation packed with lots of great ideas!

Matt Arend,  
Liz Garden,  
Andy Jacks,  
Kelley Begley-McCall,  
Jessica Gomez,  
Cathryn Jacobs,  
Todd Schmidt,  
Lindsay Stumpfenhorst,  
Julie Vincentsen,  
Claire Giardino

8:30 AM - 10:00 AM

**Leading The Whole Teacher**

When asked, teachers often identify that education is their profession AND their hobby. If not nurtured, this can lead to burnout. Leaders who support the

whole teacher help teachers perform their best and feel their best.

Allyson Apsey

8:30 AM - 10:00 **Leaping Over Poverty**

AM

Cognitive stressors and delays, emotional and social challenges, acute chronic stressors, as well as health and safety issues are the main risk factors associated with poverty. Targeting these factors assist students who live in poverty to engage in school productively.

Daniele Snider

8:30 AM - 10:00 **My 10 Favorite Gmail Tricks And Other Productivity Hacks**

AM

While Gmail is a popular tool for principals, most don't know about these 10 features that make a world of difference. Use one or all 10. Regardless, tomorrow, you will attack your email with a smile.

Frank Buck

8:30 AM - 10:00 **Principals: You Are The Leader Of Learning**

AM

School principals are "invaluable multipliers of teaching and learning in the nation's schools," according to this report by political scientist Paul Manna. As a school's "leader of learning" for both the students and adults, principals create the conditions that enable effective teaching and learning and happen at scale. This session will explore the specific behaviors principals can exhibit to strengthen educator practice and results for students through standards-based professional learning.

Frederick Brown

8:30 AM - 10:00 **Social And Emotional Learning: Not Just for Students**

AM

This workshop draws on the five Social/Emotional competencies as identified by CASEL, and focuses on inspiring educators to become practitioners of those competencies as a means to create trusting and nurturing environments where students thrive in school and life.

Greg Sommers

8:30 AM - 10:00 **Stop Suspending Students!**

AM

Suspensions and exclusionary practices cannot be part of our discipline strategy for students. Learn ways to be a zero suspension school while maintaining support to teachers and keeping your families highly satisfied.

Andy Jacks

8:30 AM - 10:00 AM **You Think You Have Tough Kids? Turn That Behavior Around**

Empower teachers with an effective school-wide plan that motivates defiant, non-compliant students, stops teacher/student negative confrontations, office referrals and suspensions. Become skilled at knowing what to do with a bully and how to use dispute resolution to minimize overt behavior.

Bert Simmons

9:30 AM - 10:00 AM **Exhibit Hall Break**

Vendor Learning Lab/Spotlight

9:30 AM - 10:00 AM **Snapshot Session/Reflections and Networking**

10:00 AM - 10:30 AM **Snapshot Session/Reflections and Networking**

10:30 AM - 11:30 AM **Building Capacity For Technology Integration & Innovation Through Professional Learning Cohorts**

In this session we'll share practices rooted in adult SEL, professional interests, and cohort models that have been leveraged to build teacher capacity in the areas of pedagogy, teacher leadership, and authentic, purposeful integration of technology and innovation.

Stephanie Sandifer,  
Amy Houser,  
Krystal Weiss

10:30 AM - 11:30 AM **Classroom Management That Works: The Missing Ingredient!**

The Classroom Management Plan described in this session provides a systematic framework for a student's day-to-day behavior, a hierarchy of discipline responsibilities/consequences, and proven and tested positive reinforcement resulting in greater academic success for all students.

Bert Simmons

10:30 AM - 11:30 AM **Creating Innovative Professional Learning To Empower Teachers In Their Own Growth**

Say goodbye to the traditional one size fits all, sit and get professional development! During this session we will share various ways we have structured innovative professional learning

opportunities for our staff focused on individual interest and professional strengths.

Matthew Johnson,  
Griffin Gervais,  
Kristin Rhodes

10:30 AM -  
11:30 AM

**Demystifying The 'How' Of Improving Student Behavior & School Safety Using SEB MTSS**

Participants will actively engage in exercises through a “how to” skills session to conceptualize how a social-emotional-behavioral (SEB) MTSS framework can work at their schools including the necessary components, processes, and professional roles of a tiered SEB MTSS.

Katherine Dockweiler,  
Alison Clark,  
Lindsay Diamond

10:30 AM -  
11:30 AM

**Developing A Culturally Inclusive Organization With Equity In Mind**

Public schools are becoming more diverse across the nation. In this ever-changing environment, our students must be prepared to interact with people who look, speak, and believe differently. It is the educators responsibility to embrace the diversity of the students.

Tia James,  
Latoya Jeems

10:30 AM -  
11:30 AM

**GENERATION EVERYONE! The Roles We Play In InterGenerational Family Engagement And Why It Matters**

A survey of 2000+ superintendents found only 6% feel they have a firm understanding on how to motivate their multigenerational staff, teachers, and parents. Learn how to increase teacher retention and family engagement by mastering Intergenerational Family Engagement.

Dillon Kalkhurst

10:30 AM -  
11:30 AM

**Leading With The Ethic Of Care**

Leading with the Ethic of Care session will focus on the dynamics of developing a school community that uses empathy and design thinking to forge a positive connection with the stakeholders at an elementary school.

Gerald Paterson

10:30 AM -  
11:30 AM

**Managing the Teacher Hiring Process: 10 Important Steps**

To hire effective teachers, an administrator needs a process that assures that candidates have the

experience and expertise to do the job. Using behavior-based interviewing, (BBI) and the steps taught in this session, teacher hiring will become highly successful.

Mary Clement

10:30 AM -  
11:30 AM

**Overcoming The Unspoken: Successful Leadership In A Culture Of Silence**

Participants will experience how the use of technology can improve climate and culture by making the invisible visible through on-going feedback relative to key levers of school improvement.

Philip Hammonds

10:30 AM -  
11:30 AM

**Pivotal Elementary School Principal's Role To Lead Transformational Change & Build School Culture**

Elementary principals serve a pivotal role in bringing about transformational change and building school culture. Five key themes provide insight into the role of elementary principals and the associated skills, knowledge, and behaviors that they must employ.

Tamera Jones

10:30 AM -  
11:30 AM

**Strategies, Practices, And Procedures That Reduce Inappropriate Office Referrals**

Frustrated with an office full of student behavioral referrals? This session will help you refocus on teaching adults your expectations and norms of behavior while supporting their management of students. With clear school structures, procedures, and practices, school culture improves.

Paul Young

10:30 AM -  
11:30 AM

**Student Achievement Starts With Teacher Empowerment: Is It Really That Simple?**

Join us as we share tools and creative innovations that empower teacher leaders to reflect on best practices and work as change-agents. Leave ready to lead your organization towards engaged students, higher levels of collaborative instruction and increased student achievement.

Sarah Von Esh,  
Tracey Smith

10:30 AM -  
11:30 AM

**The Hip-Hop Principalship: The Rhyme And Reason Of New School Leadership**

This session provides a guideline for connecting with a new school community with a five-pronged doctrine for shaping school culture and relating to

the school community in authentic ways.  
Leadership is presented as a force for social change and empowerment.

Andre Mountain

10:30 AM -  
11:30 AM

**Transforming School Culture: How To Overcome Staff Division**

Explore the root causes of staff resistance to change and leave with concrete strategies that will improve school culture, address staff cohesion, maximize human potential, and lay the foundation for a powerful learning environment.

Malik Muhammad

10:30 AM -  
11:30 AM

**You Are What You Read: Leading A Culture Of Literacy**

We all know that literacy is important - it's the cornerstone of society. Yet, how much instructional leadership capacity do we use to model, coach, and facilitate the idea of literacy for all students at all levels? Re-imagine your literacy leadership now!

Adam Drummond

11:30 AM - 1:00 PM **Lunch on Your Own**

11:45 AM - 12:45 PM **The Exchange Exhibit Hall**

1:00 PM - 2:30 PM **Keynote Session - Michael Fullan Hall B**

2:30 PM - 3:00 PM **Snapshot Session/Reflections and Networking**

3:00 PM - 4:00 PM **#PrincipalsInAction - Get Out Of Your Office And Connect With Others!**

Principals In Action are leaders who believe in getting out of their office and connecting with others. Through Twitter and Voxer, Principals In Action are connected to share ideas, challenge each other, offer support, and lean on during tough times.

Mark French,  
Jay Posick,  
Ryan Sheehy.

3:00 PM - 4:00 PM **90 90 90 - The Next Generation Of High Performing High Poverty Schools**

Dr. Douglas Reeves will share insights from the new research on 90 90 90 schools. Dr. Reeves will address the important new insights that address the challenges of leading schools serving students from low income families.

Douglas Reeves

3:00 PM - 4:00 PM **Academic And Behavior Systems Of Support**

This session will look at everything between assessments to implementation of effective behavioral and academic systems of support. Participants will walk away with hands-on resources for academic and behavior interventions, with a focus on meeting the most challenging students.

Micah Gearhart

3:00 PM - 4:00 PM **American Overseas Schools**

Learn more about the role of American Overseas Schools. Literature and materials, including fact sheets, school directories, and recruitment information will be distributed. Employment opportunities and school-to-school partnerships will be discussed. Gain an understanding of opportunities available to stateside principals.

Thomas Shearer,  
Brent Mutsch

3:00 PM - 4:00 PM **Get Dirty; Creating A Positive Culture Through Involvement**

Principals will gain new ideas and resources on continuing to build rapport with your students, staff, and families while still creating an environment accepting of change and growth.

Lindsay Stumpenhorst3:00 PM - 4:00  
PM**Hacking Social-Emotional Learning: One School's Journey To Make SEL A Year-Long Priority**

Creating a multifaceted social-emotional learning program that is both ongoing and engaging to students of all ages can be a daunting task for any school leader. Come discover the ideas/strategies one school site implemented to make SEL a priority.

Todd Schmidt3:00 PM - 4:00  
PM**Instructional Practices For Cultivating Multi-Dimensional Wellness & Mental Health In Our Classrooms**

Instructional practices for integrating researched-based strategies including mindfulness, movement, breath and social emotional learning into our classrooms, schools and communities. Our Professional Development and Instructional Practices were successfully piloted with the Port Jefferson Middle School in the Fall of 2017.

Diane MacDonald3:00 PM - 4:00  
PM**Leading The Charge For Cultural Competency In Schools**

This session will focus on the changing role of the principal from building manager to culturally competent leader.

Beverly Johnson-Green3:00 PM - 4:00  
PM**Moving From Data Rich To Information Rich: Leveraging Data To Make Meaningful Change**

If we believe all data is of equal importance, we cannot utilize any data to drive meaningful change. This session will help administrators to identify specific data points to develop more information rich data analysis and drive change.

Joe Mullikin3:00 PM - 4:00  
PM**Pathway To Community Engagement**

Effective community engagement is not a one-time program but rather a set of day-to-day practices and interactions that support learning. Schools and communities need to work together to promote engagement that is systemic, sustained and integrated into school improvement efforts.

Penelope Miller-Smith

3:00 PM - 4:00

**Poking The Bear: Creating Trauma Sensitive Environments**

PM	In this session, participants will gain an understanding of how trauma affects the brain, hinders learning, motivation, and success of impacted students in the classrooms.  <u>LaRon Martin</u>
3:00 PM - 4:00 PM	<b>Positive School Branding: How To Do It Effectively And Efficiently</b> Participants will learn about the power of positivity and leave with ideas to take back and implement to get all stakeholders on board. There is no better public relations campaign than one that promotes a positive learning environment for all.  <u>Shanna Spickard</u>
3:00 PM - 4:00 PM	<b>Promoting Self-Directed Learning During Intervention/Extension Blocks Through Electronic Portfolios</b> In this session you will learn how to use technology and online tools that are student-centered when considering implementing digital portfolios in your school to develop self-directed learning.  <u>Carrie Huber</u>
3:00 PM - 4:00 PM	<b>Uncommon Leadership: Live Well, Lead Strong</b> Our world needs Uncommon Leaders---those who live intentionally and demonstrate courage that shines in everything they do. We'll examine "living well": reflecting on our guiding principles, and "leading strong": acting with compassion and integrity that flows from our principled foundation.  <u>Debbie McFalone</u>
3:00 PM - 4:00 PM	<b>Wanted: The Instructional Change Agent</b> Now seeking: instructional leader. This role is often in conflict with other non-instructional duties. Imagine how your role could re-emerge as the instructional change agent to increase our leadership capacity through culture, instructional planning, learner engagement, and community advocacy.  <u>Adam Drummond</u>

Friday, July 12, 2019

7:00 AM - 12:30 PM	<b>Exhibit Hall Open</b>
7:00 AM - 11:00	<b>Registration</b>

AM

7:30 AM - 8:30 **Overseas School Breakfast (Invitation Only)**

AM

7:30 AM - 9:30 **State Representatives Membership Meeting**

AM

8:00 AM - 9:30 **Federal Relations Network Meeting**

AM

8:00 AM - 9:30 **State Editors Meeting**

AM

8:00 AM - 9:30 **4 Steps To Successful Time Management For Administrators**

AM

This session features a 4 step process to assist school leaders/administrators collect and analyze data to understand how they are prioritizing their professional time. A case study of districts that have utilized the research-based process and protocols will be shared.

Jobi Lawrence,

Gerald Hudson

8:00 AM - 9:30 **Addressing The Poverty Mindset**

AM

Schools that serve low-income communities face similar and pervasive issues that are actually a result of the Poverty Mindset. This workshop clarifies misconceptions about poverty, why it exists, how it secretly impacts our schools, and how to change it...permanently!

Hotep Na

8:00 AM - 9:30 **Administrative Strategies For Reducing Office Referrals And Suspensions While Engaging Students**

AM

This Administrative System addresses both mischievous and severe behavior. Learn to use the Discipline, Shelter, Tardy, Truancy and Academic Behavior Cards and Crisis Intervention Unit to successfully reduce office referrals, suspensions and expulsions keeping students in school with on-task learning.

Bert Simmons

8:00 AM - 9:30 **Finding Your Own Path To Serendipity**

AM

This presentation is about embracing all experiences and allowing them to make us better. It's about looking at every experience as treasures —moments that bring us more pain than we

thought possible, more joy than we deserve, and everything in between.

Allyson Apsey

8:00 AM - 9:30  
AM

**Fundamental 5: The Formula For Quality Instruction**

"Great teachers don't teach dramatically different than their peers, they teach slightly different. These slight changes in delivery dramatically improve student performance. Best-selling authors, Cain and Laird, share the secrets of great teachers and how to follow their example."

Sean Cain,  
Michael Laird

8:00 AM - 9:30  
AM

**Learn How To Be An NAESP National Principal Mentor**

The NAESP National Mentor Training and Certification Program™ exhibits a model in which principals can learn to become better leaders from qualified mentors. Join our session which will fully examine the significance of the National Mentor Training and Certification Program™. Our program offers a highly structured professional development program designed to create a cadre of mentors whose expertise is channeled to support school leaders. The training program integrates research-based best practices with participants' knowledge and experiences. The program can be customized according to a school district's specific needs.

Aaran Lurry

8:00 AM - 9:30  
AM

**Practical Strategies & Tools to Create An Active School Environment for Improved Student Outcomes**

Physical movement and learning are essential aspects of the total educational experience for all students. Physical education and physical activity are a component of the Whole School, Whole Community, Whole Child (WSCC) model and can be delivered through a comprehensive school physical activity program (CSPAP) that provides opportunities for students to be physically active before, during, and after school. Come learn about practical, evidence-based CSPAP resources developed by the Centers for Disease Control and Prevention (CDC), Active Schools, and other organizations to help schools implement strategies to increase students' physical activity and improve their academic achievement.

Charlene Burgeson

**Principals Leading Learning: Maximizing The**

8:00 AM - 9:30 AM	<p><b>Impact Of Professional Development</b></p> <p>Leaders must invest in professional development that directly impacts instructional practices. Learn key components of effective PD and practical, research-based and job-embedded practices. Leaders will not only understand the research, but they can take back proven ways to support teachers.</p> <p style="text-align: center;"><u>Shanna Spickard</u></p>
8:00 AM - 9:30 AM	<p><b>RETHINKing Literacy LEADership: LEADing Systems To Increase Student LEARNING</b></p> <p>Meeting the literacy needs of all students is a critical responsibility of school leaders and requires effective systems that impact learning throughout schools. Participants' will deepen their understanding of research-based practices, analyze processes and apply tools to ensure consistent implementation.</p> <p style="text-align: center;"><u>Molly Funk,</u> <u>Melissa Usiak</u></p>
8:00 AM - 9:30 AM	<p><b>SEL In Your School Made Easy</b></p> <p>We know that social-emotional learning is important to our students' development, but how do we teach it effectively? This session will explain how to effectively infuse SEL into your classrooms and identify available resources.</p> <p style="text-align: center;"><u>Erin Capone</u></p>
8:00 AM - 9:30 AM	<p><b>The New Teacher Pipeline: What You Can Do To Keep Quality Applicants Coming Your Way</b></p> <p>Does your school have an adequate supply of new teachers and substitutes? Learn what principals can do to influence the recruitment, preparation, and the mindset of aspiring teachers and support your new hires to assure they survive and thrive.</p> <p style="text-align: center;"><u>Paul Young</u></p>

8:30 AM - 9:30 AM	<p><b>State Representatives Nominating Committee Meeting</b></p>
10:00 AM - 11:30 AM	<p><b>Closing Keynote Session Kwame Alexander Hall B</b></p> <p><b>Be Constructive With Your Blues: Seven Life Lessons Learned From Inspiring Teachers and Principals</b> Along his thirty-year writerly journey, Kwame Alexander received hundreds of rejections. But, he never let other people's NOs define him. And, it paid off in 2015 when he won the coveted Newbery Medal. In this lively and engaging session, Kwame will share important life</p>

lessons he learned from educators that have helped lead to his success, how saying yes transformed his career and life, and how it paved the way to getting people of all ages excited about literacy and language. Participants will leave this session energized to turn negatives into positives and powerfully impact the students and adults they serve.

1:00 PM - 2:00 PM **Webinar Wednesday Live**

**Out of State Travel Request**

---

*School employee requesting trip.*

*Full Name* Scott Hein  
*Date of Request* 04/02/2019  
*Name of Organization, Grade* Yukon Public Schools, Lakeview Elementary, 4th/5th  
*Departure Date of Trip* 07/09/2019  
*Return Date of Trip* 07/12/2019  
*Departure Time* 7:00 AM  
*Departure Location* Will Rogers World Airport OKC  
*Number of Days* 4

*Means of Transportation*

- Airline
- School Vehicle
- Private Vehicle

*Number of Students Participating* 0  
*Number of Parents/Guardians Attending* 4052651342  
*Age of Students* N/A

*Place, Purpose, and Nature of the Trip*  
YPS Elementary Principals Trip to NAESP  
Spokane, WA

*If booster club is paying an amount is required. If activity fund is being used, a PO number and amount is required.*

---

**Cost Analysis**

*Registration Costs /PO Number:* 191347  
*Lodging Cost/PO Number:* 191415

*Airfare or Personal or District Vehicle*

*Transportation Costs/PO Number:* 191427  
*Per diem (meals, taxi/uber, parking):* \$50.00 per day, \$200 total  
*Cost of a Substitute:* N/A

*Will Participation Lead to Further Competition?*

- Yes
- No

*If Yes, Explain*

*Educational Benefits*

Attendance at national conference with colleagues to learn, network, and for overall professional growth.

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*Attachments:*

Upload Schedule of Events: 2019 NAESP Pre-K-8 Principals Conference - Agenda \_ Online Registration by Cvent.pdf

Upload Itinerary: IMG\_9449.JPG

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*Attached Workflow*

Out of State Travel Request

*Current Status*

Submitted

*Workflow Steps*

- |   |  |                          |
|---|--|--------------------------|
| 1 | Signed by Scott Hein on 04/02/2019 at 3:12 PM      | Principal                |
|   | <b>Signature:</b> Scott J. Hein                    |                          |
| 2 | Approved by Sheli McAdoo on 04/04/2019 at 09:07 AM | Assistant Superintendent |
| 3 | Review   | Group:                   |
| 4 | TBD  |                          |
| 5 | Approval   |                          |
| 6 | Review   | Group:                   |



Closed | Optional | Fee

Tuesday, July 9, 2019

7:00 AM - 5:00 PM	<b>Registration</b>	
8:00 AM - 12:00 PM	<b>Community Service Day</b>	
	Community Service Day offers NAESP conference attendees an opportunity to make a difference through service projects that improve local schools. The service day event is sponsored by Playground equipment manufacturer Landscape Structures.	

### Pre-Conference Session (additional fee required)

8:00 AM - 4:00 PM	<b>Navigating Social Emotional Learning (SEL): Science, Principal Practice, and Practical Application</b> <b>Spokane Convention Center</b>	
	National principals understand the importance of SEL and its impact on schools, however often they struggle with taking theory to practice. This intensive training, led by an expert in the SEL field, Dr. Stephanie Jones, will provide a framework for understanding SEL and bring the conversation full circle to provide an in-depth guide to 25 evidence-based social emotional learning programs for elementary schools that profiles both lesson-based/curriculum and non-curricular approaches.  Speakers: <u><a href="#">Stephanie Jones</a></u>	
8:00 AM - 4:00 PM	<b>Swimming in the Deep End - What Does It Take?</b> <b>Spokane Convention Center</b>	
	No matter where what role we play in a school or district, we all want to make a difference. However, things move fast in education these days, and often in our communications we are left confused, overwhelmed, and not as successful as we could be. We need to build up a skill set of effective decision-making capabilities, 'resistance	

management' communication strategies, and for the sake of our health, our 'stress tolerance.' This workshop will provide support, a laugh, and some cognitive, social and psychological resources to help you communicate more effectively, confidently, and collaboratively, no matter your role.

Speakers: [Jennifer Abrams](#)

Wednesday, July 10, 2019

7:00 AM - 8:30 AM **Continental Breakfast**  
**Exhibit Hall**

7:00 AM - 5:00 PM **Exhibit Hall Open**

7:00 AM - 5:00 PM **Registration**  
**Spokane Convention Center**

8:00 AM - 9:30 AM **6 Million US Children Missing From School!**  
**What Can We Do About It?**

There are nearly 6 million children who are not enrolled in any type of schooling in the US! Why is this and how do we, as a nation, reach out to them and their families? Learn how in this session.

[Darrell Rud](#),  
[Richard Barbacane](#),  
[Mary Kay Sommers](#)

8:00 AM - 9:30 AM **Cooperative Meetings: A Critical Tool for Faculty Development**

If you want strategies that create engaging dialogue among faculty and enhance the school culture, this session is for you! You will experience step-by-step structures to transform meetings, improve faculty relationships, enhance professional discourse, and involve stakeholders in decision making.

[Carol Lohkamp](#)

8:00 AM - 9:30 AM **Create A Campus-Wide Technology Growth Mindset Guaranteed To Increase Daily Student Engagement**

Participants will learn a variety of ways to encourage collaboration among teachers by increasing the use of technology daily which promotes high student engagement. Attendees will learn how to utilize a variety of technology applications essential for the 21st century.

Lorena Zertuche,

Ann Lalime

8:00 AM - 9:30  
AM

**Increase School Engagement Through  
Improved Communication**

There is a new opportunity for school leaders to engage their school community and improve their communication skills by maximizing the use of video. Learn free/inexpensive methods and practice your PR skills to show your school's personality and mission.

Andy Jacks

8:00 AM - 9:30  
AM

**Kernels Of Practice For Social Emotional  
Learning: Low-Cost, Low-Burden Strategies**

The field of social and emotional learning (SEL) is rapidly expanding as educators bring a sharper focus to helping children build skills beyond academic knowledge. This enlightening session with Harvard Graduate School of Education Professor Stephanie Jones will explore low-cost, targeted strategies that can be implemented quickly and have the potential to build students' SEL skills in a cohesive and complementary way across settings.

Stephanie Jones

8:00 AM - 9:30  
AM

**Managing Conflict With Clarity, Confidence,  
And Courage**

As administrators, coaches or colleagues, we often come up against situations where difficult topics must be addressed. What do we know about the best strategies for those moments? What questions should we be asking ourselves before we speak, and what environments are best for when we do speak? Based on Jennifer's book, *Having Hard Conversations*, and her work with conflict and interpersonal communication, this session will provide participants with action plans and scripting tools for having those necessary hard conversations.

Jennifer Abrams

8:00 AM - 9:30  
AM

**Resilience Can Be Taught: 4 Keys To  
Unleashing Resilience**

Learn about vital skills of resilience and 3 keys to creating a resilient climate. This engaging presentation will empower you to deliver these skills to students of any background and learning style, enabling them to thrive in school and life.

Christian Moore

8:00 AM - 9:30

**Restorative Practices--Learn from Principals**

AM

**Who Have Practiced RP Daily With Amazing Results!**

Participants will practice community building circles and observe a restorative conference. You will leave with the basic philosophy, tools and knowledge to use circles and conferences in your school. Restorative Practices are key to transforming school culture and climate.

Jennifer Kirksey

8:00 AM - 9:30 AM

**Slay Reading Logs, Champion Literacy, And Booktalk like a Wizard**

Step away from that reading log...and help staff step away too! Collect examples of innovative literacy practices and see strategies to champion a culture of literacy. Participants will walk away with a literacy toolkit too!

Brad Gustafson

8:00 AM - 9:30 AM

**STEAM Innovation Inspired By Biomimicry**

Nature's engineering feats and elegant designs provide cross-curricular, standards-based projects that engage learners in real-world challenges. Biomimicry, the field of science that imitates nature's time-tested solutions, helps students gather disparate concepts and translate them into actionable ideas.

Cheri Sterman,  
Nancy Horvat

8:00 AM - 9:30 AM

**The DCR Of Effective Leadership: Data, Curriculum, And Relationships**

Wondering how leaders become effective and achieve school-wide academic success? During this session, Principal Record from Pocomoke Middle will highlight the importance of making Data driven decisions, ensuring a rigorous Curriculum, and building Relationships. Three key components for effective leadership.

Matthew Record

8:00 AM - 9:30 AM

**Trauma Informed School Leadership**

The impact of trauma and chronic stress on students is at an all-time alarming rate. Participants will learn how to lead through a Trauma Informed Leadership model that equips, empowers, and inspires students to thrive in school.

Bill Ziegler

9:30 AM - 10:00 **Exhibit Hall Break (Vendor Learning Lab)**

AM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
9:30 AM - 10:00 AM	<b>Snapshot Session - Reflections and Networking</b>
10:00 AM - 11:30 AM	<b>Opening Keynote Session Razia Jan Hall B</b> <b>Global Education: Alike Yet Different</b> Razia's Ray of Hope Foundation is a nonprofit organization that empowers young women and girls in Afghanistan through community-based education in the district of Deh'Subz. Founded on the knowledge that education is key to positive, peaceful change for current and future generations, they provide young Afghans the opportunity to learn and grow in a safe, nurturing environment, so that they may work toward brighter futures — in their own villages and beyond. Razia's Ray of Hope Foundation would not exist without the spirit, vision, and tireless efforts of founder and president Razia Jan. Razia has worked for many years to forge connections between Afghans and Americans. Her humanitarian efforts are honored in First Lady Laura Bush's 2016 book We Are Afghan Women.
11:30 AM - 1:00 PM	<b>Lunch on Your Own</b>
11:45 AM - 12:45 PM	<b>The Exchange Exhibit Hall</b>

1:00 PM - 2:00 PM	<b>A Commitment To Excellence: Cultivating Engagement in Your School</b> Educators are under constant pressure to meet a variety of needs, engage families, and foster collaboration, while doing everything necessary to make a difference in the lives of students. If leaders aren't conscious, staff burnout is inevitable.  <u>Daniel Butler</u>
1:00 PM - 2:00 PM	<b>Are Your Students Emotionally Safe? - How to Eradicate Bullying At Its Root</b> Discover how to eradicate the root causes behind the toughest issues facing our students by transforming your school into an emotionally safe campus! Participants receive instant access to the ESE Grant training and resources for emotional safety education.  <u>Deanna Rhinehart</u>

- 1:00 PM - 2:00 PM  
**Building A Future Ready School By Fostering Creativity And Critical Thinking**  
Audience will embark on our school's inspiring journey of "Dream, Explore, Design, Create" to build a future ready school via exploration and innovation through shared vision, collective decision-making, and empowering teachers to create a student-centered learning aligned to academic standards.  
Neera Kohli
- 1:00 PM - 2:00 PM  
**Developing Campus Culture? Simple Ways To Build Positive Culture And Foster Parent Engagement**  
Future and current administrators will gain insight into creating a genuinely positive school culture--a culture of kindness and care. Participants will leave the session with ideas and tools they can implement upon returning to their campus.  
William Rhodes,  
Lindsay O'Leary.
- 1:00 PM - 2:00 PM  
**Hiring For A High Achieving Climate And Culture**  
The teachers you hire reflect on you, your students and your district. Noone wants to hire a mediocre teacher, how can you tell what you're getting through the interview process? How do you discern who will be good from great?  
Mary Smith
- 1:00 PM - 2:00 PM  
**Human Literacy: Navigating Social And Emotional Issues With A Coaching Mindset**  
Navigating life's challenges and working with others are within the social and emotional domains. Building human literacy skills includes developing self-awareness and understanding others. Participants will receive unique coaching protocols that help students and faculty improve interactions with others.  
Cheri Sterman,  
Nancy Horvat
- 1:00 PM - 2:00 PM  
**It's Lonely At The Top...But It Doesn't Have To Be!**  
The job of a Principal can be difficult and lonely. However, principals have the best resources for success within their school community. Utilizing teacher leaders through collaboration to assist in making crucial decisions can help in expanding your vision.  
Maria Bridwell

1:00 PM - 2:00  
PM

### **Leading a School Into a Comprehensive, Integrated Three-Tiered Model of Prevention (Ci3T)**

Dr. Kiser and Mrs. Tate will share experiences in developing and implementing a positive behavior support model. A description of helping teachers, parents, students, and stakeholders buy-in to their motto "Be the Best Me I Can Be!" will be discussed.

Matt Kiser,  
Laura Tate

1:00 PM - 2:00  
PM

### **National Panel For Aspiring Authors**

Have you ever dreamed of writing a book? Are you interested in learning more about the publishing process? The National Panel for Aspiring Authors is your chance to ask questions of principals and school leaders who are also published authors.

Brad Gustafson,  
Allyson Apsey,  
Derek McCoy,  
Bill Ziegler,  
Kaylen Tucker

1:00 PM - 2:00  
PM

### **Say Goodbye To Tokens And Tickets And Hello To PBIS Rewards**

Tired of printing your campus currency? Confused by the tickets in one classroom and tokens in another? Frustrated by how hard it is to keep up with "all the PBIS things"? We were too, but not any more!

Matt Arend,  
Carrie Tracy

1:00 PM - 2:00  
PM

### **School Improvement & Deep Impact: Voices Amidst Changing Demographics**

To address demographically changing schools, researchers implemented preliminary support training and development targeting specific school indicators and identifying areas of growth for school stakeholders to become more inclusive leaders. Using an ESSA aligned approaches, stakeholders improve schools towards school inclusion.

Jose Luevanos,  
Elisabeth Luevanos,  
Jean Madsen

1:00 PM - 2:00  
PM

### **Secondary Victims Of Opioid Addiction: Schools Help Through Social-emotional Learning**

Opioid addictions don't care who or why. Many addicts have school-age children, so what's a school to do for students worrying constantly about their caregivers? Social-emotional learning gives students strategies to cope and techniques for getting ready to learn.

Carla Tantillo Philibert,  
Brian Hastings

1:00 PM - 2:00  
PM

### **STEM Play Experiences With Early Childhood Learners**

Learn about the process of integrating STEM Play time in Preschool. Using a basic engineering design model and design thinking structure, students develop skills while exploring real-world problems. Come experience STEM play yourself!

Joseph Stanzione,  
Veronica Morales

1:00 PM - 2:00  
PM

### **The Empowered Principal: The School Leader's Alternative To Career Burnout**

Feeling overwhelmed, exhausted, and intimidated in your new role? You aren't alone. School leaders have high demands placed on them daily. Join me in exploring how to take control and make decisions from a place of empowerment and clarity.

Angela Robeck

1:00 PM - 2:00  
PM

### **The Four Dimensions Of Principal Leadership**

This session will introduce participants to the Dr. Reginald Green's Four Dimensions of Principal Leadership. The four dimensions are a combination of leadership theory and research-based best practice. Together, the dimensions offer school leaders practical advice for leading their school.

Ethan Randall

1:00 PM - 2:00  
PM

### **The Principals Tool-Kit For Improving School And Classroom Discipline**

The purpose of this session is to give principals a tool-kit of strategies for classroom management and school-wide management including: practicing proactive strategies, teach tools, diffusers, classroom design, student-teacher relationships, start-up & shut-down requests, and how to refocus.

Bill Truesdale

2:00 PM - 2:30 **Exhibit Hall Break (Vendor Learning Lab)**

PM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
2:00 PM - 2:30 PM	<b>Snapshot Session/Reflections and Networking</b>
2:30 PM - 4:30 PM	<b>Innovation Rotation</b>

2:30 PM - 3:30 PM	<p><b>10 Successful Strategies For Newcomer Students</b></p> <p>"We will share ten successful strategies to support the successful transition for newcomer immigrant English Language Learners that impact their adjustment to a new country. A welcoming school provides stability that impacts the success for students, families, and communities overall."</p> <p><u>Victor Tam,</u> <u>Carla Llewelyn-Vasquez</u></p>
2:30 PM - 3:30 PM	<p><b>10 Ways Every Educator Can Be The One For Kids</b></p> <p>"This keynote takes the audience on a journey through education, by hearing engaging stories about my journey, the impact we all have, and how we can all unleash our power to change the lives of our students. "</p> <p><u>Ryan Sheehy</u></p>
2:30 PM - 3:30 PM	<p><b>Creating a School-wide Writing Program: Four Key Elements</b></p> <p>Most schools have a unified approach to reading, but writing is often a close-the-door-and-do-your-own-thing instructional model with many teachers assigning writing more often than teaching it. Learn four essential elements that must be part of any successful school-wide writing program.</p> <p><u>Alice Greiner</u></p>
2:30 PM - 3:30 PM	<p><b>Developing Self-Regulation And Empathy As Crucial PK To Grade 3 Early Childhood Learning Outcomes</b></p> <p>The intense focus on academic testing outcomes has led many schools to give much less attention to the development of self-regulation, empathy, and social-emotional intelligence, even though these are high-value predictors of success in learning and in life.</p> <p><u>Bob Sornson</u></p>
2:30 PM - 3:30 PM	<b>Even Broken Crayons Still Color - School-wide</b>

PM

### **SEL Strategies That Changed A Building's Culture.**

Participants will learn about trauma informed practices such as PBIS, Conscious Discipline, Yoga/Mindfulness, and celebrations. Participants will learn strategies to maximize student learning and belonging at school, and reduce disciplinary referrals, as well as strategies to increase student attendance rates.

Amy Mason

2:30 PM - 3:30

PM

### **From ACES Low To ACES High**

Students are coming to us with a greater number and intensity of at-risk challenges, including poverty and trauma's Adverse Childhood Experiences. Principals will learn how to harness relationships to overcome these challenges and better support student development and achievement.

Jason Anderson,

Crystal Magers

2:30 PM - 3:30

PM

### **Leading For Literacy: How Strong Principals Can Make A Difference**

This session will introduce the Center on Improving Literacy Through Supporting Elementary School Leaders, newly funded by the U.S. Office of Special Education Programs. The mission of this center is to improve student literacy through building capacity of instructional leaders.

Allison Gandhi,

Sarah Arden

2:30 PM - 3:30

PM

### **Manage To Your Advantage: Approaching School Management Through The Lens Of Threat Assessment**

Participants will focus on applying the process of effective threat and risk assessment to their everyday roles as school-based administrators, starting with the principle that no one person or place sufficiently answers all questions or solves all dilemmas.

Lori Brown

2:30 PM - 3:30

PM

### **Multi-Tiered Systems Of Support (MTSS) For Young Children: Driving Change In Early Education**

"Multi-Tiered Systems of Support (MTSS) for young children is a system-wide framework for delivering effective educational services, matched to learners' needs, resulting in achievement of essential outcomes. Learn how this framework can work in your Pre-K / ECE setting! "

Robin Miller Young2:30 PM - 3:30  
PM**Personalizing Professional Development**

This session shares personalized learning practices used when planning professional learning . We will share how our district provides voice, choice, and path for teachers to grow in meaningful ways that impact student learning and achievement, and teacher compensation.

Sue Sterner,Jeremy Monday,Christopher Otto2:30 PM - 3:30  
PM**STEM Identity And Technology Fluency - An Approach For Any Teacher And Every Student**

Educators will learn how to help students develop 'STEM Identity' and 'Technology Fluency,' while going hands-on with innovative learning media and lesson content. Participants will develop their own Technology Fluency, and practice computational-thinking in a robotic design challenge!

David Emery2:30 PM - 3:30  
PM**The One Thing**

In City Slickers, the wanna-be cowboy gets advice about success from the experienced old cowhand, "Find your one thing." The same is true with campus administrators: find the one thing that gets the most growth from the most students.

Vanessa Stuart2:30 PM - 3:30  
PM**Time Management For School Leaders: Total Control & Peace Of Mind**

This session provides a total system for organizing your surroundings and effectively managing your time. Time management is an essential, yet often missing, skill in the development of classroom teachers and school administrators.

Frank Buck3:45 PM - 4:45  
PM**Be A Champion For Equity- Build A Trauma Sensitive Environment For All Students!**

Imagine a school building where every child feels safe and an environment where all students can thrive. Students bring their trauma into school everyday. It is our job as educators to create an environment where all students can be successful!

Aaron Carmichael,Malinda Mikesell

3:45 PM - 4:45

**Building Quality Relationships With Students,**

PM

**Teachers, And Families**

Join Mathew Moyer as he reviews a variety of ways you can work to build quality relationships with your school community. We will look at the strategies you can implement that will build meaningful relationships that lead to improvements for your school.

Matthew Moyer

3:45 PM - 4:45 PM

**Coordinated Services: How One District Intentionally Plans For ESL, SPED, & RTI In One Day**

Have you ever heard the phrase, "SPED trumps ESL?" Coordination of ESL, RTI, & SPED services is essential when educating students who qualify for a variety of supports. Examples of collaboration & forms will be shared on how to ensure equity in services.

Debra Frantz,  
Joris Ray

3:45 PM - 4:45 PM

**Durable Student Outcomes: Do It By Keeping Things Local and Committing to Being Helpful**

Localism matters when it comes to lasting outcomes. This session changes the standard paradigm of reform by examining what it means to own results locally, leverage outside expertise sparingly, and shift from monitoring and accountability to being helpful.

Gillian Williams,  
Mildred Toliver

3:45 PM - 4:45 PM

**Effective Universal Instruction: Improving Your Results Now**

Strong, effective universal instruction is essential for high achievement. Schools cannot intervene their way to achievement for all students. This session will support schools to examine and improve universal instruction through collective educator collaboration.

Sarah Brown,  
Kimberly Gibbons

3:45 PM - 4:45 PM

**High-Leverage Leadership: 3 Strategies To Develop The Next Generation Of Leaders**

Human connection matters. Positive culture formed with school personnel lays the foundation for optimal performance. Participants will learn simple, high-leverage routines to grow leadership capacity, improve public relations, while fostering positive relationships within the school environment.

Daniel Butler,  
Benjamin Gilpin

3:45 PM - 4:45  
PM

**Let Go And Lead! Supporting Teachers And Students In The Role Of Instructional Leader.**

This session will focus on processes and strategies for building leadership skills in teachers and students. Session participants will engage in collaborative activities and discussions designed to help them leverage teacher and student leaders to affect change.

Fran Dundore,  
Margaret Bobbitt

3:45 PM - 4:45  
PM

**Literacy Zero To Literacy Hero**

One year ago these two literacy “zeroes” were faced with the daunting reality that literacy was missing from their leadership. Come discover the steps they took to harness their inner superhero moving from a Literacy Zero to Literacy Hero.

Matt Arend,  
Todd Schmidt

3:45 PM - 4:45  
PM

**Mastering Parental Involvement – Keeping Kids And Parents Involved In The School**

Strategies for communicating successfully with all parents including the unfocused, hostile, unresponsive, helicopter, and enabling kind. Help parents work with you, not against you through assertive communication and defined conferencing skills. The Home/School Plan results in more focused, successful students and parents.

Bert Simmons

3:45 PM - 4:45  
PM

**PSEL/NELP Standards**

TBD

Jacquelyn Wilson

3:45 PM - 4:45  
PM

**School Culture - A Guide to Thrive**

Thinking teachers lead to thinking students. The first step to developing agency and independence in students is to develop agency and independence in teachers. This session will help you simplify so you can focus on the essential ingredients for success.

Derek Thompson

3:45 PM - 4:45  
PM

**Supporting Our Transgender And Gender Non-Conforming Youth By Creating Inclusive Schools**

75% of Transgender and Gender Non-Conforming youth feel unsafe at school. School leaders have

the power to change this statistic. This session will provide training and tools for leaders committed to creating inclusive schools for all students.

Vanessa Ford

3:45 PM - 4:45  
PM

**The NAESP Pre-K-3 Leadership Academy™ -  
Creating More Effective Early Learning  
Leaders!**

Are you interested in becoming an effective Pre-K-3 Leader? Join this session to learn how the NAESP Pre-K-3 Leadership Academy™ has trained principals and directors in two states to become more effective in applying the six competencies outlined in NAESP's publication: "Leading Pre-K-3 Learning Communities: Competencies for Effective Principal Practice." This program provides a unique blended learning experience designed to enhance a principal's knowledge and skills for becoming an effective Pre-K-3 school leader.

Honor Fede

3:45 PM - 4:45  
PM

**Using Technology To Enhance Climate, Virtual  
Meetings, & Stay Connected With Students &  
Families**

This session will give a brief introduction on how to utilize technology that will allow administrators to improve school culture and climate, virtually meet with their faculty while delineating pertinent information, and keep connected with students and their families.

Martina Carroll

5:00 PM - 6:00  
PM

**Opening Reception**

Thursday, July 11, 2019

7:00 AM - 8:30  
AM

**Continental Breakfast  
Exhibit Hall**

Vendor Learning Lab/Spotlight

7:00 AM - 5:00  
PM

**Exhibit Hall Open**

7:00 AM - 5:00  
PM

**Registration**

8:30 AM - 10:00 **#LeadPositive: Education Leadership Vision**

AM

**Turned Into Positive Action**

A career in education is not easy but can be exhilarating and fulfilling when you find positivity. The goal of this session is to support others (beginning and experienced leaders alike) to lead positively through a series of 12 actions.

Shanna Spickard

8:30 AM - 10:00 AM

**Breathe For Change: Mindful Leadership to Embody Social Change for Equity**

In this experiential Breathe For Change workshop, educational leaders will learn to enhance individual and collective well-being at the school level through integrating wellness and social-emotional learning practices in a trauma-informed, inclusive and culturally relevant way.

Tui Roper,  
Ilana Nankin

8:30 AM - 10:00 AM

**Is My School A Better School BECAUSE I Lead It?**

Principals will be challenged to examine their own leadership identity, presence, impact, mission, purpose, vision and value as the leaders of their schools and whether their leadership practices enable learners to have optimal learning opportunities in equitable, culturally-responsive learning environments.

Baruti Kafele

8:30 AM - 10:00 AM

**It's Time For A Disrupt Admin Session!**

We are working to disrupt administration! A different type of session where ten different principals each share one of their favorite ways to think outside of the box. It's a fast paced presentation packed with lots of great ideas!

Matt Arend,  
Liz Garden,  
Andy Jacks,  
Kelley Begley-McCall,  
Jessica Gomez,  
Cathryn Jacobs,  
Todd Schmidt,  
Lindsay Stumpfenhorst,  
Julie Vincentsen,  
Claire Giardino

8:30 AM - 10:00 AM

**Leading The Whole Teacher**

When asked, teachers often identify that education is their profession AND their hobby. If not nurtured, this can lead to burnout. Leaders who support the

whole teacher help teachers perform their best and feel their best.

Allyson Apsey

8:30 AM - 10:00 **Leaping Over Poverty**

AM

Cognitive stressors and delays, emotional and social challenges, acute chronic stressors, as well as health and safety issues are the main risk factors associated with poverty. Targeting these factors assist students who live in poverty to engage in school productively.

Daniele Snider

8:30 AM - 10:00 **My 10 Favorite Gmail Tricks And Other Productivity Hacks**

AM

While Gmail is a popular tool for principals, most don't know about these 10 features that make a world of difference. Use one or all 10. Regardless, tomorrow, you will attack your email with a smile.

Frank Buck

8:30 AM - 10:00 **Principals: You Are The Leader Of Learning**

AM

School principals are "invaluable multipliers of teaching and learning in the nation's schools," according to this report by political scientist Paul Manna. As a school's "leader of learning" for both the students and adults, principals create the conditions that enable effective teaching and learning and happen at scale. This session will explore the specific behaviors principals can exhibit to strengthen educator practice and results for students through standards-based professional learning.

Frederick Brown

8:30 AM - 10:00 **Social And Emotional Learning: Not Just for Students**

AM

This workshop draws on the five Social/Emotional competencies as identified by CASEL, and focuses on inspiring educators to become practitioners of those competencies as a means to create trusting and nurturing environments where students thrive in school and life.

Greg Sommers

8:30 AM - 10:00 **Stop Suspending Students!**

AM

Suspensions and exclusionary practices cannot be part of our discipline strategy for students. Learn ways to be a zero suspension school while maintaining support to teachers and keeping your families highly satisfied.

Andy Jacks

8:30 AM - 10:00 AM **You Think You Have Tough Kids? Turn That Behavior Around**

Empower teachers with an effective school-wide plan that motivates defiant, non-compliant students, stops teacher/student negative confrontations, office referrals and suspensions. Become skilled at knowing what to do with a bully and how to use dispute resolution to minimize overt behavior.

Bert Simmons

9:30 AM - 10:00 AM **Exhibit Hall Break**

Vendor Learning Lab/Spotlight

9:30 AM - 10:00 AM **Snapshot Session/Reflections and Networking**

10:00 AM - 10:30 AM **Snapshot Session/Reflections and Networking**

10:30 AM - 11:30 AM **Building Capacity For Technology Integration & Innovation Through Professional Learning Cohorts**

In this session we'll share practices rooted in adult SEL, professional interests, and cohort models that have been leveraged to build teacher capacity in the areas of pedagogy, teacher leadership, and authentic, purposeful integration of technology and innovation.

Stephanie Sandifer,  
Amy Houser,  
Krystal Weiss

10:30 AM - 11:30 AM **Classroom Management That Works: The Missing Ingredient!**

The Classroom Management Plan described in this session provides a systematic framework for a student's day-to-day behavior, a hierarchy of discipline responsibilities/consequences, and proven and tested positive reinforcement resulting in greater academic success for all students.

Bert Simmons

10:30 AM - 11:30 AM **Creating Innovative Professional Learning To Empower Teachers In Their Own Growth**

Say goodbye to the traditional one size fits all, sit and get professional development! During this session we will share various ways we have structured innovative professional learning

opportunities for our staff focused on individual interest and professional strengths.

Matthew Johnson,  
Griffin Gervais,  
Kristin Rhodes

10:30 AM -  
11:30 AM

**Demystifying The 'How' Of Improving Student Behavior & School Safety Using SEB MTSS**

Participants will actively engage in exercises through a “how to” skills session to conceptualize how a social-emotional-behavioral (SEB) MTSS framework can work at their schools including the necessary components, processes, and professional roles of a tiered SEB MTSS.

Katherine Dockweiler,  
Alison Clark,  
Lindsay Diamond

10:30 AM -  
11:30 AM

**Developing A Culturally Inclusive Organization With Equity In Mind**

Public schools are becoming more diverse across the nation. In this ever-changing environment, our students must be prepared to interact with people who look, speak, and believe differently. It is the educators responsibility to embrace the diversity of the students.

Tia James,  
Latoya Jeems

10:30 AM -  
11:30 AM

**GENERATION EVERYONE! The Roles We Play In InterGenerational Family Engagement And Why It Matters**

A survey of 2000+ superintendents found only 6% feel they have a firm understanding on how to motivate their multigenerational staff, teachers, and parents. Learn how to increase teacher retention and family engagement by mastering Intergenerational Family Engagement.

Dillon Kalkhurst

10:30 AM -  
11:30 AM

**Leading With The Ethic Of Care**

Leading with the Ethic of Care session will focus on the dynamics of developing a school community that uses empathy and design thinking to forge a positive connection with the stakeholders at an elementary school.

Gerald Paterson

10:30 AM -  
11:30 AM

**Managing the Teacher Hiring Process: 10 Important Steps**

To hire effective teachers, an administrator needs a process that assures that candidates have the

experience and expertise to do the job. Using behavior-based interviewing, (BBI) and the steps taught in this session, teacher hiring will become highly successful.

Mary Clement

10:30 AM -  
11:30 AM

**Overcoming The Unspoken: Successful Leadership In A Culture Of Silence**

Participants will experience how the use of technology can improve climate and culture by making the invisible visible through on-going feedback relative to key levers of school improvement.

Philip Hammonds

10:30 AM -  
11:30 AM

**Pivotal Elementary School Principal's Role To Lead Transformational Change & Build School Culture**

Elementary principals serve a pivotal role in bringing about transformational change and building school culture. Five key themes provide insight into the role of elementary principals and the associated skills, knowledge, and behaviors that they must employ.

Tamera Jones

10:30 AM -  
11:30 AM

**Strategies, Practices, And Procedures That Reduce Inappropriate Office Referrals**

Frustrated with an office full of student behavioral referrals? This session will help you refocus on teaching adults your expectations and norms of behavior while supporting their management of students. With clear school structures, procedures, and practices, school culture improves.

Paul Young

10:30 AM -  
11:30 AM

**Student Achievement Starts With Teacher Empowerment: Is It Really That Simple?**

Join us as we share tools and creative innovations that empower teacher leaders to reflect on best practices and work as change-agents. Leave ready to lead your organization towards engaged students, higher levels of collaborative instruction and increased student achievement.

Sarah Von Esh,  
Tracey Smith

10:30 AM -  
11:30 AM

**The Hip-Hop Principalship: The Rhyme And Reason Of New School Leadership**

This session provides a guideline for connecting with a new school community with a five-pronged doctrine for shaping school culture and relating to

the school community in authentic ways.  
Leadership is presented as a force for social change and empowerment.

Andre Mountain

10:30 AM -  
11:30 AM

**Transforming School Culture: How To Overcome Staff Division**

Explore the root causes of staff resistance to change and leave with concrete strategies that will improve school culture, address staff cohesion, maximize human potential, and lay the foundation for a powerful learning environment.

Malik Muhammad

10:30 AM -  
11:30 AM

**You Are What You Read: Leading A Culture Of Literacy**

We all know that literacy is important - it's the cornerstone of society. Yet, how much instructional leadership capacity do we use to model, coach, and facilitate the idea of literacy for all students at all levels? Re-imagine your literacy leadership now!

Adam Drummond

11:30 AM - 1:00 PM **Lunch on Your Own**

11:45 AM - 12:45 PM **The Exchange Exhibit Hall**

1:00 PM - 2:30 PM **Keynote Session - Michael Fullan Hall B**

2:30 PM - 3:00 PM **Snapshot Session/Reflections and Networking**

3:00 PM - 4:00 PM **#PrincipalsInAction - Get Out Of Your Office And Connect With Others!**

Principals In Action are leaders who believe in getting out of their office and connecting with others. Through Twitter and Voxer, Principals In Action are connected to share ideas, challenge each other, offer support, and lean on during tough times.

Mark French,  
Jay Posick,  
Ryan Sheehy.

3:00 PM - 4:00 PM **90 90 90 - The Next Generation Of High Performing High Poverty Schools**

Dr. Douglas Reeves will share insights from the new research on 90 90 90 schools. Dr. Reeves will address the important new insights that address the challenges of leading schools serving students from low income families.

Douglas Reeves

3:00 PM - 4:00 PM **Academic And Behavior Systems Of Support**

This session will look at everything between assessments to implementation of effective behavioral and academic systems of support. Participants will walk away with hands-on resources for academic and behavior interventions, with a focus on meeting the most challenging students.

Micah Gearhart

3:00 PM - 4:00 PM **American Overseas Schools**

Learn more about the role of American Overseas Schools. Literature and materials, including fact sheets, school directories, and recruitment information will be distributed. Employment opportunities and school-to-school partnerships will be discussed. Gain an understanding of opportunities available to stateside principals.

Thomas Shearer,  
Brent Mutsch

3:00 PM - 4:00 PM **Get Dirty; Creating A Positive Culture Through Involvement**

Principals will gain new ideas and resources on continuing to build rapport with your students, staff, and families while still creating an environment accepting of change and growth.

Lindsay Stumpenhorst3:00 PM - 4:00  
PM**Hacking Social-Emotional Learning: One School's Journey To Make SEL A Year-Long Priority**

Creating a multifaceted social-emotional learning program that is both ongoing and engaging to students of all ages can be a daunting task for any school leader. Come discover the ideas/strategies one school site implemented to make SEL a priority.

Todd Schmidt3:00 PM - 4:00  
PM**Instructional Practices For Cultivating Multi-Dimensional Wellness & Mental Health In Our Classrooms**

Instructional practices for integrating researched-based strategies including mindfulness, movement, breath and social emotional learning into our classrooms, schools and communities. Our Professional Development and Instructional Practices were successfully piloted with the Port Jefferson Middle School in the Fall of 2017.

Diane MacDonald3:00 PM - 4:00  
PM**Leading The Charge For Cultural Competency In Schools**

This session will focus on the changing role of the principal from building manager to culturally competent leader.

Beverly Johnson-Green3:00 PM - 4:00  
PM**Moving From Data Rich To Information Rich: Leveraging Data To Make Meaningful Change**

If we believe all data is of equal importance, we cannot utilize any data to drive meaningful change. This session will help administrators to identify specific data points to develop more information rich data analysis and drive change.

Joe Mullikin3:00 PM - 4:00  
PM**Pathway To Community Engagement**

Effective community engagement is not a one-time program but rather a set of day-to-day practices and interactions that support learning. Schools and communities need to work together to promote engagement that is systemic, sustained and integrated into school improvement efforts.

Penelope Miller-Smith

3:00 PM - 4:00

**Poking The Bear: Creating Trauma Sensitive Environments**

PM	In this session, participants will gain an understanding of how trauma affects the brain, hinders learning, motivation, and success of impacted students in the classrooms.  <u>LaRon Martin</u>
3:00 PM - 4:00 PM	<b>Positive School Branding: How To Do It Effectively And Efficiently</b> Participants will learn about the power of positivity and leave with ideas to take back and implement to get all stakeholders on board. There is no better public relations campaign than one that promotes a positive learning environment for all.  <u>Shanna Spickard</u>
3:00 PM - 4:00 PM	<b>Promoting Self-Directed Learning During Intervention/Extension Blocks Through Electronic Portfolios</b> In this session you will learn how to use technology and online tools that are student-centered when considering implementing digital portfolios in your school to develop self-directed learning.  <u>Carrie Huber</u>
3:00 PM - 4:00 PM	<b>Uncommon Leadership: Live Well, Lead Strong</b> Our world needs Uncommon Leaders---those who live intentionally and demonstrate courage that shines in everything they do. We'll examine "living well": reflecting on our guiding principles, and "leading strong": acting with compassion and integrity that flows from our principled foundation.  <u>Debbie McFalone</u>
3:00 PM - 4:00 PM	<b>Wanted: The Instructional Change Agent</b> Now seeking: instructional leader. This role is often in conflict with other non-instructional duties. Imagine how your role could re-emerge as the instructional change agent to increase our leadership capacity through culture, instructional planning, learner engagement, and community advocacy.  <u>Adam Drummond</u>

Friday, July 12, 2019

7:00 AM - 12:30 PM	<b>Exhibit Hall Open</b>
7:00 AM - 11:00	<b>Registration</b>

AM

7:30 AM - 8:30 **Overseas School Breakfast (Invitation Only)**

AM

7:30 AM - 9:30 **State Representatives Membership Meeting**

AM

8:00 AM - 9:30 **Federal Relations Network Meeting**

AM

8:00 AM - 9:30 **State Editors Meeting**

AM

8:00 AM - 9:30 **4 Steps To Successful Time Management For Administrators**

AM

This session features a 4 step process to assist school leaders/administrators collect and analyze data to understand how they are prioritizing their professional time. A case study of districts that have utilized the research-based process and protocols will be shared.

Jobi Lawrence,

Gerald Hudson

8:00 AM - 9:30 **Addressing The Poverty Mindset**

AM

Schools that serve low-income communities face similar and pervasive issues that are actually a result of the Poverty Mindset. This workshop clarifies misconceptions about poverty, why it exists, how it secretly impacts our schools, and how to change it...permanently!

Hotep Na

8:00 AM - 9:30 **Administrative Strategies For Reducing Office Referrals And Suspensions While Engaging Students**

AM

This Administrative System addresses both mischievous and severe behavior. Learn to use the Discipline, Shelter, Tardy, Truancy and Academic Behavior Cards and Crisis Intervention Unit to successfully reduce office referrals, suspensions and expulsions keeping students in school with on-task learning.

Bert Simmons

8:00 AM - 9:30 **Finding Your Own Path To Serendipity**

AM

This presentation is about embracing all experiences and allowing them to make us better. It's about looking at every experience as treasures —moments that bring us more pain than we

thought possible, more joy than we deserve, and everything in between.

Allyson Apsey

8:00 AM - 9:30  
AM

**Fundamental 5: The Formula For Quality Instruction**

"Great teachers don't teach dramatically different than their peers, they teach slightly different. These slight changes in delivery dramatically improve student performance. Best-selling authors, Cain and Laird, share the secrets of great teachers and how to follow their example."

Sean Cain,  
Michael Laird

8:00 AM - 9:30  
AM

**Learn How To Be An NAESP National Principal Mentor**

The NAESP National Mentor Training and Certification Program™ exhibits a model in which principals can learn to become better leaders from qualified mentors. Join our session which will fully examine the significance of the National Mentor Training and Certification Program™. Our program offers a highly structured professional development program designed to create a cadre of mentors whose expertise is channeled to support school leaders. The training program integrates research-based best practices with participants' knowledge and experiences. The program can be customized according to a school district's specific needs.

Aaran Lurry

8:00 AM - 9:30  
AM

**Practical Strategies & Tools to Create An Active School Environment for Improved Student Outcomes**

Physical movement and learning are essential aspects of the total educational experience for all students. Physical education and physical activity are a component of the Whole School, Whole Community, Whole Child (WSCC) model and can be delivered through a comprehensive school physical activity program (CSPAP) that provides opportunities for students to be physically active before, during, and after school. Come learn about practical, evidence-based CSPAP resources developed by the Centers for Disease Control and Prevention (CDC), Active Schools, and other organizations to help schools implement strategies to increase students' physical activity and improve their academic achievement.

Charlene Burgeson

**Principals Leading Learning: Maximizing The**

8:00 AM - 9:30 AM	<p><b>Impact Of Professional Development</b></p> <p>Leaders must invest in professional development that directly impacts instructional practices. Learn key components of effective PD and practical, research-based and job-embedded practices. Leaders will not only understand the research, but they can take back proven ways to support teachers.</p> <p style="text-align: center;"><u>Shanna Spickard</u></p>
8:00 AM - 9:30 AM	<p><b>RETHINKing Literacy LEADership: LEADing Systems To Increase Student LEARNING</b></p> <p>Meeting the literacy needs of all students is a critical responsibility of school leaders and requires effective systems that impact learning throughout schools. Participants' will deepen their understanding of research-based practices, analyze processes and apply tools to ensure consistent implementation.</p> <p style="text-align: center;"><u>Molly Funk,</u> <u>Melissa Usiak</u></p>
8:00 AM - 9:30 AM	<p><b>SEL In Your School Made Easy</b></p> <p>We know that social-emotional learning is important to our students' development, but how do we teach it effectively? This session will explain how to effectively infuse SEL into your classrooms and identify available resources.</p> <p style="text-align: center;"><u>Erin Capone</u></p>
8:00 AM - 9:30 AM	<p><b>The New Teacher Pipeline: What You Can Do To Keep Quality Applicants Coming Your Way</b></p> <p>Does your school have an adequate supply of new teachers and substitutes? Learn what principals can do to influence the recruitment, preparation, and the mindset of aspiring teachers and support your new hires to assure they survive and thrive.</p> <p style="text-align: center;"><u>Paul Young</u></p>

8:30 AM - 9:30 AM	<p><b>State Representatives Nominating Committee Meeting</b></p>
10:00 AM - 11:30 AM	<p><b>Closing Keynote Session Kwame Alexander Hall B</b></p> <p><b>Be Constructive With Your Blues: Seven Life Lessons Learned From Inspiring Teachers and Principals</b> Along his thirty-year writerly journey, Kwame Alexander received hundreds of rejections. But, he never let other people's NOs define him. And, it paid off in 2015 when he won the coveted Newbery Medal. In this lively and engaging session, Kwame will share important life</p>

lessons he learned from educators that have helped lead to his success, how saying yes transformed his career and life, and how it paved the way to getting people of all ages excited about literacy and language. Participants will leave this session energized to turn negatives into positives and powerfully impact the students and adults they serve.

1:00 PM - 2:00 PM **Webinar Wednesday Live**



# NAESP Conference

July 10-12, 2019  
Spokane, WA

## Airline Information

Date	Flight #1	Flight #2	Flight #3	Flight #4
7/7/19	Delta	7/7/19	7/12/19	7/12/19
Airline	Delta	Delta	Delta	Delta
Flight number	DL 3563	DL 1484	DL 1484	DL 4651
Departure city	OKC	MSP	GEG	MSP
		Minneapolis-St. Paul	Spokane	Minneapolis-St. Paul
Departure time	7:00 AM	11:50 AM	1:55 PM	5:55 PM
Destination city	MSP	GEG	MSP	OKC
	Minneapolis-St. Paul	Spokane	Minneapolis-St. Paul	
Arrival time	9:15 AM	12:56 PM	6:39 PM	8:09 PM

## Hotel Itinerary

Date	Hotel	City, Country	Reservation confirmation number	Phone number
7-7/12	DoubleTree	Spokane		509-455-9600
	322 N Spokane Falls Ct, Spokane, WA 99201			

**Out of State Travel Request**

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*School employee requesting trip.*

*Full Name* Lance Haggard  
*Date of Request* 04/02/2019  
*Name of Organization, Grade* Yukon Public Schools, Parkland Elementary  
*Departure Date of Trip* 07/09/2019  
*Return Date of Trip* 07/12/2019  
*Departure Time* 7:00am  
*Departure Location* Will Rogers Airport, OKC,OK  
*Number of Days* 4 days

*Means of Transportation*

- Airline
- School Vehicle
- Private Vehicle

*Number of Students Participating* 0

*Number of Parents/Guardians Attending* 0

*Age of Students* N/A

*Place, Purpose, and Nature of the Trip*  
NAESP Conference in Spokane, Washington

*If booster club is paying an amount is required. If activity fund is being used, a PO number and amount is required.*

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**Cost Analysis**

*Registration Costs /PO Number:* 191347

*Lodging Cost/PO Number:* 191415

*Airfare or Personal or District Vehicle*

*Transportation Costs/PO Number:* 191427

*Per diem (meals, taxi/uber, parking):* 50.00/200.00 for the week

*Cost of a Substitute:* \$0.00

*Will Participation Lead to Further Competition?*

- Yes
- No

*If Yes, Explain*

*Educational Benefits*

Professional Growth/ Educational Leadership Collaboration. YPS Strategic Plan # 18

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*Attachments:*

Upload Schedule of Events: 2019 NAESP Pre-K-8 Principals Conference - Agenda \_ Online Registration by Cvent.pdf

Upload Itinerary: 2019 NAESP Pre-K-8 Principals Conference - Agenda \_ Online Registration by Cvent.pdf

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*Attached Workflow*

Out of State Travel Request

*Current Status*

Submitted

*Workflow Steps*

- |   |  |                          |
|---|--|--------------------------|
| 1 | Signed by Lance Haggard on 04/02/2019 at 3:15 PM   | Principal                |
|   | Signature: Lance Haggard                           |                          |
| 2 | Approved by Sheli McAdoo on 04/04/2019 at 09:07 AM | Assistant Superintendent |
| 3 | Review   | Group:                   |
| 4 | TBD  |                          |
| 5 | Approval   |                          |
| 6 | Review   | Group:                   |



Closed | Optional | Fee

Tuesday, July 9, 2019

7:00 AM - 5:00 PM	<b>Registration</b>	
8:00 AM - 12:00 PM	<b>Community Service Day</b>	
	Community Service Day offers NAESP conference attendees an opportunity to make a difference through service projects that improve local schools. The service day event is sponsored by Playground equipment manufacturer Landscape Structures.	

**Pre-Conference Session (additional fee required)**

8:00 AM - 4:00 PM	<b>Navigating Social Emotional Learning (SEL): Science, Principal Practice, and Practical Application</b> <b>Spokane Convention Center</b>	
	National principals understand the importance of SEL and its impact on schools, however often they struggle with taking theory to practice. This intensive training, led by an expert in the SEL field, Dr. Stephanie Jones, will provide a framework for understanding SEL and bring the conversation full circle to provide an in-depth guide to 25 evidence-based social emotional learning programs for elementary schools that profiles both lesson-based/curriculum and non-curricular approaches.  Speakers: <u><a href="#">Stephanie Jones</a></u>	
8:00 AM - 4:00 PM	<b>Swimming in the Deep End - What Does It Take?</b> <b>Spokane Convention Center</b>	
	No matter where what role we play in a school or district, we all want to make a difference. However, things move fast in education these days, and often in our communications we are left confused, overwhelmed, and not as successful as we could be. We need to build up a skill set of effective decision-making capabilities, 'resistance	

management' communication strategies, and for the sake of our health, our 'stress tolerance.' This workshop will provide support, a laugh, and some cognitive, social and psychological resources to help you communicate more effectively, confidently, and collaboratively, no matter your role.

Speakers: [Jennifer Abrams](#)

Wednesday, July 10, 2019

7:00 AM - 8:30 AM **Continental Breakfast**  
**Exhibit Hall**

7:00 AM - 5:00 PM **Exhibit Hall Open**

7:00 AM - 5:00 PM **Registration**  
**Spokane Convention Center**

8:00 AM - 9:30 AM **6 Million US Children Missing From School!**  
**What Can We Do About It?**

There are nearly 6 million children who are not enrolled in any type of schooling in the US! Why is this and how do we, as a nation, reach out to them and their families? Learn how in this session.

[Darrell Rud](#),  
[Richard Barbacane](#),  
[Mary Kay Sommers](#)

8:00 AM - 9:30 AM **Cooperative Meetings: A Critical Tool for Faculty Development**

If you want strategies that create engaging dialogue among faculty and enhance the school culture, this session is for you! You will experience step-by-step structures to transform meetings, improve faculty relationships, enhance professional discourse, and involve stakeholders in decision making.

[Carol Lohkamp](#)

8:00 AM - 9:30 AM **Create A Campus-Wide Technology Growth Mindset Guaranteed To Increase Daily Student Engagement**

Participants will learn a variety of ways to encourage collaboration among teachers by increasing the use of technology daily which promotes high student engagement. Attendees will learn how to utilize a variety of technology applications essential for the 21st century.

[Lorena Zertuche,](#)

[Ann Lalime](#)

8:00 AM - 9:30  
AM

**Increase School Engagement Through Improved Communication**

There is a new opportunity for school leaders to engage their school community and improve their communication skills by maximizing the use of video. Learn free/inexpensive methods and practice your PR skills to show your school's personality and mission.

[Andy Jacks](#)

8:00 AM - 9:30  
AM

**Kernels Of Practice For Social Emotional Learning: Low-Cost, Low-Burden Strategies**

The field of social and emotional learning (SEL) is rapidly expanding as educators bring a sharper focus to helping children build skills beyond academic knowledge. This enlightening session with Harvard Graduate School of Education Professor Stephanie Jones will explore low-cost, targeted strategies that can be implemented quickly and have the potential to build students' SEL skills in a cohesive and complementary way across settings.

[Stephanie Jones](#)

8:00 AM - 9:30  
AM

**Managing Conflict With Clarity, Confidence, And Courage**

As administrators, coaches or colleagues, we often come up against situations where difficult topics must be addressed. What do we know about the best strategies for those moments? What questions should we be asking ourselves before we speak, and what environments are best for when we do speak? Based on Jennifer's book, *Having Hard Conversations*, and her work with conflict and interpersonal communication, this session will provide participants with action plans and scripting tools for having those necessary hard conversations.

[Jennifer Abrams](#)

8:00 AM - 9:30  
AM

**Resilience Can Be Taught: 4 Keys To Unleashing Resilience**

Learn about vital skills of resilience and 3 keys to creating a resilient climate. This engaging presentation will empower you to deliver these skills to students of any background and learning style, enabling them to thrive in school and life.

[Christian Moore](#)

8:00 AM - 9:30

**Restorative Practices--Learn from Principals**

AM

**Who Have Practiced RP Daily With Amazing Results!**

Participants will practice community building circles and observe a restorative conference. You will leave with the basic philosophy, tools and knowledge to use circles and conferences in your school. Restorative Practices are key to transforming school culture and climate.

Jennifer Kirksey

8:00 AM - 9:30 AM

**Slay Reading Logs, Champion Literacy, And Booktalk like a Wizard**

Step away from that reading log...and help staff step away too! Collect examples of innovative literacy practices and see strategies to champion a culture of literacy. Participants will walk away with a literacy toolkit too!

Brad Gustafson

8:00 AM - 9:30 AM

**STEAM Innovation Inspired By Biomimicry**

Nature's engineering feats and elegant designs provide cross-curricular, standards-based projects that engage learners in real-world challenges. Biomimicry, the field of science that imitates nature's time-tested solutions, helps students gather disparate concepts and translate them into actionable ideas.

Cheri Sterman,  
Nancy Horvat

8:00 AM - 9:30 AM

**The DCR Of Effective Leadership: Data, Curriculum, And Relationships**

Wondering how leaders become effective and achieve school-wide academic success? During this session, Principal Record from Pocomoke Middle will highlight the importance of making Data driven decisions, ensuring a rigorous Curriculum, and building Relationships. Three key components for effective leadership.

Matthew Record

8:00 AM - 9:30 AM

**Trauma Informed School Leadership**

The impact of trauma and chronic stress on students is at an all-time alarming rate. Participants will learn how to lead through a Trauma Informed Leadership model that equips, empowers, and inspires students to thrive in school.

Bill Ziegler

9:30 AM - 10:00 **Exhibit Hall Break (Vendor Learning Lab)**

AM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
9:30 AM - 10:00 AM	<b>Snapshot Session - Reflections and Networking</b>
10:00 AM - 11:30 AM	<b>Opening Keynote Session Razia Jan Hall B</b> <b>Global Education: Alike Yet Different</b> Razia's Ray of Hope Foundation is a nonprofit organization that empowers young women and girls in Afghanistan through community-based education in the district of Deh'Subz. Founded on the knowledge that education is key to positive, peaceful change for current and future generations, they provide young Afghans the opportunity to learn and grow in a safe, nurturing environment, so that they may work toward brighter futures — in their own villages and beyond. Razia's Ray of Hope Foundation would not exist without the spirit, vision, and tireless efforts of founder and president Razia Jan. Razia has worked for many years to forge connections between Afghans and Americans. Her humanitarian efforts are honored in First Lady Laura Bush's 2016 book We Are Afghan Women.
11:30 AM - 1:00 PM	<b>Lunch on Your Own</b>
11:45 AM - 12:45 PM	<b>The Exchange Exhibit Hall</b>

1:00 PM - 2:00 PM	<b>A Commitment To Excellence: Cultivating Engagement in Your School</b> Educators are under constant pressure to meet a variety of needs, engage families, and foster collaboration, while doing everything necessary to make a difference in the lives of students. If leaders aren't conscious, staff burnout is inevitable.  <u>Daniel Butler</u>
1:00 PM - 2:00 PM	<b>Are Your Students Emotionally Safe? - How to Eradicate Bullying At Its Root</b> Discover how to eradicate the root causes behind the toughest issues facing our students by transforming your school into an emotionally safe campus! Participants receive instant access to the ESE Grant training and resources for emotional safety education.  <u>Deanna Rhinehart</u>

1:00 PM - 2:00  
PM

### **Building A Future Ready School By Fostering Creativity And Critical Thinking**

Audience will embark on our school's inspiring journey of "Dream, Explore, Design, Create" to build a future ready school via exploration and innovation through shared vision, collective decision-making, and empowering teachers to create a student-centered learning aligned to academic standards.

Neera Kohli

1:00 PM - 2:00  
PM

### **Developing Campus Culture? Simple Ways To Build Positive Culture And Foster Parent Engagement**

Future and current administrators will gain insight into creating a genuinely positive school culture--a culture of kindness and care. Participants will leave the session with ideas and tools they can implement upon returning to their campus.

William Rhodes,  
Lindsay O'Leary.

1:00 PM - 2:00  
PM

### **Hiring For A High Achieving Climate And Culture**

The teachers you hire reflect on you, your students and your district. No one wants to hire a mediocre teacher, how can you tell what you're getting through the interview process? How do you discern who will be good from great?

Mary Smith

1:00 PM - 2:00  
PM

### **Human Literacy: Navigating Social And Emotional Issues With A Coaching Mindset**

Navigating life's challenges and working with others are within the social and emotional domains. Building human literacy skills includes developing self-awareness and understanding others. Participants will receive unique coaching protocols that help students and faculty improve interactions with others.

Cheri Sterman,  
Nancy Horvat

1:00 PM - 2:00  
PM

### **It's Lonely At The Top...But It Doesn't Have To Be!**

The job of a Principal can be difficult and lonely. However, principals have the best resources for success within their school community. Utilizing teacher leaders through collaboration to assist in making crucial decisions can help in expanding your vision.

Maria Bridwell

1:00 PM - 2:00  
PM

### **Leading a School Into a Comprehensive, Integrated Three-Tiered Model of Prevention (Ci3T)**

Dr. Kiser and Mrs. Tate will share experiences in developing and implementing a positive behavior support model. A description of helping teachers, parents, students, and stakeholders buy-in to their motto "Be the Best Me I Can Be!" will be discussed.

Matt Kiser,  
Laura Tate

1:00 PM - 2:00  
PM

### **National Panel For Aspiring Authors**

Have you ever dreamed of writing a book? Are you interested in learning more about the publishing process? The National Panel for Aspiring Authors is your chance to ask questions of principals and school leaders who are also published authors.

Brad Gustafson,  
Allyson Apsey,  
Derek McCoy,  
Bill Ziegler,  
Kaylen Tucker

1:00 PM - 2:00  
PM

### **Say Goodbye To Tokens And Tickets And Hello To PBIS Rewards**

Tired of printing your campus currency? Confused by the tickets in one classroom and tokens in another? Frustrated by how hard it is to keep up with "all the PBIS things"? We were too, but not any more!

Matt Arend,  
Carrie Tracy

1:00 PM - 2:00  
PM

### **School Improvement & Deep Impact: Voices Amidst Changing Demographics**

To address demographically changing schools, researchers implemented preliminary support training and development targeting specific school indicators and identifying areas of growth for school stakeholders to become more inclusive leaders. Using an ESSA aligned approaches, stakeholders improve schools towards school inclusion.

Jose Luevanos,  
Elisabeth Luevanos,  
Jean Madsen

1:00 PM - 2:00  
PM

### **Secondary Victims Of Opioid Addiction: Schools Help Through Social-emotional Learning**

Opioid addictions don't care who or why. Many addicts have school-age children, so what's a school to do for students worrying constantly about their caregivers? Social-emotional learning gives students strategies to cope and techniques for getting ready to learn.

Carla Tantillo Philibert,  
Brian Hastings

1:00 PM - 2:00  
PM

### **STEM Play Experiences With Early Childhood Learners**

Learn about the process of integrating STEM Play time in Preschool. Using a basic engineering design model and design thinking structure, students develop skills while exploring real-world problems. Come experience STEM play yourself!

Joseph Stanzione,  
Veronica Morales

1:00 PM - 2:00  
PM

### **The Empowered Principal: The School Leader's Alternative To Career Burnout**

Feeling overwhelmed, exhausted, and intimidated in your new role? You aren't alone. School leaders have high demands placed on them daily. Join me in exploring how to take control and make decisions from a place of empowerment and clarity.

Angela Robeck

1:00 PM - 2:00  
PM

### **The Four Dimensions Of Principal Leadership**

This session will introduce participants to the Dr. Reginald Green's Four Dimensions of Principal Leadership. The four dimensions are a combination of leadership theory and research-based best practice. Together, the dimensions offer school leaders practical advice for leading their school.

Ethan Randall

1:00 PM - 2:00  
PM

### **The Principals Tool-Kit For Improving School And Classroom Discipline**

The purpose of this session is to give principals a tool-kit of strategies for classroom management and school-wide management including: practicing proactive strategies, teach tools, diffusers, classroom design, student-teacher relationships, start-up & shut-down requests, and how to refocus.

Bill Truesdale

2:00 PM - 2:30 **Exhibit Hall Break (Vendor Learning Lab)**

PM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
2:00 PM - 2:30 PM	<b>Snapshot Session/Reflections and Networking</b>
2:30 PM - 4:30 PM	<b>Innovation Rotation</b>

2:30 PM - 3:30 PM	<p><b>10 Successful Strategies For Newcomer Students</b></p> <p>"We will share ten successful strategies to support the successful transition for newcomer immigrant English Language Learners that impact their adjustment to a new country. A welcoming school provides stability that impacts the success for students, families, and communities overall."</p> <p style="text-align: center;"><u>Victor Tam,</u> <u>Carla Llewelyn-Vasquez</u></p>
2:30 PM - 3:30 PM	<p><b>10 Ways Every Educator Can Be The One For Kids</b></p> <p>"This keynote takes the audience on a journey through education, by hearing engaging stories about my journey, the impact we all have, and how we can all unleash our power to change the lives of our students. "</p> <p style="text-align: center;"><u>Ryan Sheehy</u></p>
2:30 PM - 3:30 PM	<p><b>Creating a School-wide Writing Program: Four Key Elements</b></p> <p>Most schools have a unified approach to reading, but writing is often a close-the-door-and-do-your-own-thing instructional model with many teachers assigning writing more often than teaching it. Learn four essential elements that must be part of any successful school-wide writing program.</p> <p style="text-align: center;"><u>Alice Greiner</u></p>
2:30 PM - 3:30 PM	<p><b>Developing Self-Regulation And Empathy As Crucial PK To Grade 3 Early Childhood Learning Outcomes</b></p> <p>The intense focus on academic testing outcomes has led many schools to give much less attention to the development of self-regulation, empathy, and social-emotional intelligence, even though these are high-value predictors of success in learning and in life.</p> <p style="text-align: center;"><u>Bob Sornson</u></p>
2:30 PM - 3:30 PM	<b>Even Broken Crayons Still Color - School-wide</b>

PM

### **SEL Strategies That Changed A Building's Culture.**

Participants will learn about trauma informed practices such as PBIS, Conscious Discipline, Yoga/Mindfulness, and celebrations. Participants will learn strategies to maximize student learning and belonging at school, and reduce disciplinary referrals, as well as strategies to increase student attendance rates.

Amy Mason

2:30 PM - 3:30

PM

### **From ACES Low To ACES High**

Students are coming to us with a greater number and intensity of at-risk challenges, including poverty and trauma's Adverse Childhood Experiences. Principals will learn how to harness relationships to overcome these challenges and better support student development and achievement.

Jason Anderson,

Crystal Magers

2:30 PM - 3:30

PM

### **Leading For Literacy: How Strong Principals Can Make A Difference**

This session will introduce the Center on Improving Literacy Through Supporting Elementary School Leaders, newly funded by the U.S. Office of Special Education Programs. The mission of this center is to improve student literacy through building capacity of instructional leaders.

Allison Gandhi,

Sarah Arden

2:30 PM - 3:30

PM

### **Manage To Your Advantage: Approaching School Management Through The Lens Of Threat Assessment**

Participants will focus on applying the process of effective threat and risk assessment to their everyday roles as school-based administrators, starting with the principle that no one person or place sufficiently answers all questions or solves all dilemmas.

Lori Brown

2:30 PM - 3:30

PM

### **Multi-Tiered Systems Of Support (MTSS) For Young Children: Driving Change In Early Education**

"Multi-Tiered Systems of Support (MTSS) for young children is a system-wide framework for delivering effective educational services, matched to learners' needs, resulting in achievement of essential outcomes. Learn how this framework can work in your Pre-K / ECE setting! "

Robin Miller Young2:30 PM - 3:30  
PM**Personalizing Professional Development**

This session shares personalized learning practices used when planning professional learning . We will share how our district provides voice, choice, and path for teachers to grow in meaningful ways that impact student learning and achievement, and teacher compensation.

Sue Sterner,Jeremy Monday,Christopher Otto2:30 PM - 3:30  
PM**STEM Identity And Technology Fluency - An Approach For Any Teacher And Every Student**

Educators will learn how to help students develop 'STEM Identity' and 'Technology Fluency,' while going hands-on with innovative learning media and lesson content. Participants will develop their own Technology Fluency, and practice computational-thinking in a robotic design challenge!

David Emery2:30 PM - 3:30  
PM**The One Thing**

In City Slickers, the wanna-be cowboy gets advice about success from the experienced old cowhand, "Find your one thing." The same is true with campus administrators: find the one thing that gets the most growth from the most students.

Vanessa Stuart2:30 PM - 3:30  
PM**Time Management For School Leaders: Total Control & Peace Of Mind**

This session provides a total system for organizing your surroundings and effectively managing your time. Time management is an essential, yet often missing, skill in the development of classroom teachers and school administrators.

Frank Buck3:45 PM - 4:45  
PM**Be A Champion For Equity- Build A Trauma Sensitive Environment For All Students!**

Imagine a school building where every child feels safe and an environment where all students can thrive. Students bring their trauma into school everyday. It is our job as educators to create an environment where all students can be successful!

Aaron Carmichael,Malinda Mikesell

3:45 PM - 4:45

**Building Quality Relationships With Students,**

PM

**Teachers, And Families**

Join Mathew Moyer as he reviews a variety of ways you can work to build quality relationships with your school community. We will look at the strategies you can implement that will build meaningful relationships that lead to improvements for your school.

Matthew Moyer

3:45 PM - 4:45 PM

**Coordinated Services: How One District Intentionally Plans For ESL, SPED, & RTI In One Day**

Have you ever heard the phrase, "SPED trumps ESL?" Coordination of ESL, RTI, & SPED services is essential when educating students who qualify for a variety of supports. Examples of collaboration & forms will be shared on how to ensure equity in services.

Debra Frantz,  
Joris Ray

3:45 PM - 4:45 PM

**Durable Student Outcomes: Do It By Keeping Things Local and Committing to Being Helpful**

Localism matters when it comes to lasting outcomes. This session changes the standard paradigm of reform by examining what it means to own results locally, leverage outside expertise sparingly, and shift from monitoring and accountability to being helpful.

Gillian Williams,  
Mildred Toliver

3:45 PM - 4:45 PM

**Effective Universal Instruction: Improving Your Results Now**

Strong, effective universal instruction is essential for high achievement. Schools cannot intervene their way to achievement for all students. This session will support schools to examine and improve universal instruction through collective educator collaboration.

Sarah Brown,  
Kimberly Gibbons

3:45 PM - 4:45 PM

**High-Leverage Leadership: 3 Strategies To Develop The Next Generation Of Leaders**

Human connection matters. Positive culture formed with school personnel lays the foundation for optimal performance. Participants will learn simple, high-leverage routines to grow leadership capacity, improve public relations, while fostering positive relationships within the school environment.

Daniel Butler,  
Benjamin Gilpin

3:45 PM - 4:45  
PM

**Let Go And Lead! Supporting Teachers And Students In The Role Of Instructional Leader.**

This session will focus on processes and strategies for building leadership skills in teachers and students. Session participants will engage in collaborative activities and discussions designed to help them leverage teacher and student leaders to affect change.

Fran Dundore,  
Margaret Bobbitt

3:45 PM - 4:45  
PM

**Literacy Zero To Literacy Hero**

One year ago these two literacy “zeroes” were faced with the daunting reality that literacy was missing from their leadership. Come discover the steps they took to harness their inner superhero moving from a Literacy Zero to Literacy Hero.

Matt Arend,  
Todd Schmidt

3:45 PM - 4:45  
PM

**Mastering Parental Involvement – Keeping Kids And Parents Involved In The School**

Strategies for communicating successfully with all parents including the unfocused, hostile, unresponsive, helicopter, and enabling kind. Help parents work with you, not against you through assertive communication and defined conferencing skills. The Home/School Plan results in more focused, successful students and parents.

Bert Simmons

3:45 PM - 4:45  
PM

**PSEL/NELP Standards**

TBD

Jacquelyn Wilson

3:45 PM - 4:45  
PM

**School Culture - A Guide to Thrive**

Thinking teachers lead to thinking students. The first step to developing agency and independence in students is to develop agency and independence in teachers. This session will help you simplify so you can focus on the essential ingredients for success.

Derek Thompson

3:45 PM - 4:45  
PM

**Supporting Our Transgender And Gender Non-Conforming Youth By Creating Inclusive Schools**

75% of Transgender and Gender Non-Conforming youth feel unsafe at school. School leaders have

the power to change this statistic. This session will provide training and tools for leaders committed to creating inclusive schools for all students.

Vanessa Ford

3:45 PM - 4:45  
PM

**The NAESP Pre-K-3 Leadership Academy™ -  
Creating More Effective Early Learning  
Leaders!**

Are you interested in becoming an effective Pre-K-3 Leader? Join this session to learn how the NAESP Pre-K-3 Leadership Academy™ has trained principals and directors in two states to become more effective in applying the six competencies outlined in NAESP's publication: "Leading Pre-K-3 Learning Communities: Competencies for Effective Principal Practice." This program provides a unique blended learning experience designed to enhance a principal's knowledge and skills for becoming an effective Pre-K-3 school leader.

Honor Fede

3:45 PM - 4:45  
PM

**Using Technology To Enhance Climate, Virtual  
Meetings, & Stay Connected With Students &  
Families**

This session will give a brief introduction on how to utilize technology that will allow administrators to improve school culture and climate, virtually meet with their faculty while delineating pertinent information, and keep connected with students and their families.

Martina Carroll

5:00 PM - 6:00  
PM

**Opening Reception**

Thursday, July 11, 2019

7:00 AM - 8:30  
AM

**Continental Breakfast  
Exhibit Hall**

Vendor Learning Lab/Spotlight

7:00 AM - 5:00  
PM

**Exhibit Hall Open**

7:00 AM - 5:00  
PM

**Registration**

8:30 AM - 10:00 **#LeadPositive: Education Leadership Vision**

AM

**Turned Into Positive Action**

A career in education is not easy but can be exhilarating and fulfilling when you find positivity. The goal of this session is to support others (beginning and experienced leaders alike) to lead positively through a series of 12 actions.

Shanna Spickard

8:30 AM - 10:00 AM

**Breathe For Change: Mindful Leadership to Embody Social Change for Equity**

In this experiential Breathe For Change workshop, educational leaders will learn to enhance individual and collective well-being at the school level through integrating wellness and social-emotional learning practices in a trauma-informed, inclusive and culturally relevant way.

Tui Roper,  
Ilana Nankin

8:30 AM - 10:00 AM

**Is My School A Better School BECAUSE I Lead It?**

Principals will be challenged to examine their own leadership identity, presence, impact, mission, purpose, vision and value as the leaders of their schools and whether their leadership practices enable learners to have optimal learning opportunities in equitable, culturally-responsive learning environments.

Baruti Kafele

8:30 AM - 10:00 AM

**It's Time For A Disrupt Admin Session!**

We are working to disrupt administration! A different type of session where ten different principals each share one of their favorite ways to think outside of the box. It's a fast paced presentation packed with lots of great ideas!

Matt Arend,  
Liz Garden,  
Andy Jacks,  
Kelley Begley-McCall,  
Jessica Gomez,  
Cathryn Jacobs,  
Todd Schmidt,  
Lindsay Stumpfenhorst,  
Julie Vincentsen,  
Claire Giardino

8:30 AM - 10:00 AM

**Leading The Whole Teacher**

When asked, teachers often identify that education is their profession AND their hobby. If not nurtured, this can lead to burnout. Leaders who support the

whole teacher help teachers perform their best and feel their best.

Allyson Apsey

8:30 AM - 10:00 **Leaping Over Poverty**

AM

Cognitive stressors and delays, emotional and social challenges, acute chronic stressors, as well as health and safety issues are the main risk factors associated with poverty. Targeting these factors assist students who live in poverty to engage in school productively.

Daniele Snider

8:30 AM - 10:00 **My 10 Favorite Gmail Tricks And Other Productivity Hacks**

AM

While Gmail is a popular tool for principals, most don't know about these 10 features that make a world of difference. Use one or all 10. Regardless, tomorrow, you will attack your email with a smile.

Frank Buck

8:30 AM - 10:00 **Principals: You Are The Leader Of Learning**

AM

School principals are "invaluable multipliers of teaching and learning in the nation's schools," according to this report by political scientist Paul Manna. As a school's "leader of learning" for both the students and adults, principals create the conditions that enable effective teaching and learning and happen at scale. This session will explore the specific behaviors principals can exhibit to strengthen educator practice and results for students through standards-based professional learning.

Frederick Brown

8:30 AM - 10:00 **Social And Emotional Learning: Not Just for Students**

AM

This workshop draws on the five Social/Emotional competencies as identified by CASEL, and focuses on inspiring educators to become practitioners of those competencies as a means to create trusting and nurturing environments where students thrive in school and life.

Greg Sommers

8:30 AM - 10:00 **Stop Suspending Students!**

AM

Suspensions and exclusionary practices cannot be part of our discipline strategy for students. Learn ways to be a zero suspension school while maintaining support to teachers and keeping your families highly satisfied.

Andy Jacks

8:30 AM - 10:00 AM **You Think You Have Tough Kids? Turn That Behavior Around**

Empower teachers with an effective school-wide plan that motivates defiant, non-compliant students, stops teacher/student negative confrontations, office referrals and suspensions. Become skilled at knowing what to do with a bully and how to use dispute resolution to minimize overt behavior.

Bert Simmons

9:30 AM - 10:00 AM **Exhibit Hall Break**

Vendor Learning Lab/Spotlight

9:30 AM - 10:00 AM **Snapshot Session/Reflections and Networking**

10:00 AM - 10:30 AM **Snapshot Session/Reflections and Networking**

10:30 AM - 11:30 AM **Building Capacity For Technology Integration & Innovation Through Professional Learning Cohorts**

In this session we'll share practices rooted in adult SEL, professional interests, and cohort models that have been leveraged to build teacher capacity in the areas of pedagogy, teacher leadership, and authentic, purposeful integration of technology and innovation.

Stephanie Sandifer,  
Amy Houser,  
Krystal Weiss

10:30 AM - 11:30 AM **Classroom Management That Works: The Missing Ingredient!**

The Classroom Management Plan described in this session provides a systematic framework for a student's day-to-day behavior, a hierarchy of discipline responsibilities/consequences, and proven and tested positive reinforcement resulting in greater academic success for all students.

Bert Simmons

10:30 AM - 11:30 AM **Creating Innovative Professional Learning To Empower Teachers In Their Own Growth**

Say goodbye to the traditional one size fits all, sit and get professional development! During this session we will share various ways we have structured innovative professional learning

opportunities for our staff focused on individual interest and professional strengths.

Matthew Johnson,  
Griffin Gervais,  
Kristin Rhodes

10:30 AM -  
11:30 AM

**Demystifying The 'How' Of Improving Student Behavior & School Safety Using SEB MTSS**

Participants will actively engage in exercises through a “how to” skills session to conceptualize how a social-emotional-behavioral (SEB) MTSS framework can work at their schools including the necessary components, processes, and professional roles of a tiered SEB MTSS.

Katherine Dockweiler,  
Alison Clark,  
Lindsay Diamond

10:30 AM -  
11:30 AM

**Developing A Culturally Inclusive Organization With Equity In Mind**

Public schools are becoming more diverse across the nation. In this ever-changing environment, our students must be prepared to interact with people who look, speak, and believe differently. It is the educators responsibility to embrace the diversity of the students.

Tia James,  
Latoya Jeems

10:30 AM -  
11:30 AM

**GENERATION EVERYONE! The Roles We Play In InterGenerational Family Engagement And Why It Matters**

A survey of 2000+ superintendents found only 6% feel they have a firm understanding on how to motivate their multigenerational staff, teachers, and parents. Learn how to increase teacher retention and family engagement by mastering Intergenerational Family Engagement.

Dillon Kalkhurst

10:30 AM -  
11:30 AM

**Leading With The Ethic Of Care**

Leading with the Ethic of Care session will focus on the dynamics of developing a school community that uses empathy and design thinking to forge a positive connection with the stakeholders at an elementary school.

Gerald Paterson

10:30 AM -  
11:30 AM

**Managing the Teacher Hiring Process: 10 Important Steps**

To hire effective teachers, an administrator needs a process that assures that candidates have the

experience and expertise to do the job. Using behavior-based interviewing, (BBI) and the steps taught in this session, teacher hiring will become highly successful.

Mary Clement

10:30 AM -  
11:30 AM

**Overcoming The Unspoken: Successful Leadership In A Culture Of Silence**

Participants will experience how the use of technology can improve climate and culture by making the invisible visible through on-going feedback relative to key levers of school improvement.

Philip Hammonds

10:30 AM -  
11:30 AM

**Pivotal Elementary School Principal's Role To Lead Transformational Change & Build School Culture**

Elementary principals serve a pivotal role in bringing about transformational change and building school culture. Five key themes provide insight into the role of elementary principals and the associated skills, knowledge, and behaviors that they must employ.

Tamera Jones

10:30 AM -  
11:30 AM

**Strategies, Practices, And Procedures That Reduce Inappropriate Office Referrals**

Frustrated with an office full of student behavioral referrals? This session will help you refocus on teaching adults your expectations and norms of behavior while supporting their management of students. With clear school structures, procedures, and practices, school culture improves.

Paul Young

10:30 AM -  
11:30 AM

**Student Achievement Starts With Teacher Empowerment: Is It Really That Simple?**

Join us as we share tools and creative innovations that empower teacher leaders to reflect on best practices and work as change-agents. Leave ready to lead your organization towards engaged students, higher levels of collaborative instruction and increased student achievement.

Sarah Von Esh,  
Tracey Smith

10:30 AM -  
11:30 AM

**The Hip-Hop Principalship: The Rhyme And Reason Of New School Leadership**

This session provides a guideline for connecting with a new school community with a five-pronged doctrine for shaping school culture and relating to

the school community in authentic ways.  
Leadership is presented as a force for social change and empowerment.

Andre Mountain

10:30 AM -  
11:30 AM

**Transforming School Culture: How To Overcome Staff Division**

Explore the root causes of staff resistance to change and leave with concrete strategies that will improve school culture, address staff cohesion, maximize human potential, and lay the foundation for a powerful learning environment.

Malik Muhammad

10:30 AM -  
11:30 AM

**You Are What You Read: Leading A Culture Of Literacy**

We all know that literacy is important - it's the cornerstone of society. Yet, how much instructional leadership capacity do we use to model, coach, and facilitate the idea of literacy for all students at all levels? Re-imagine your literacy leadership now!

Adam Drummond

11:30 AM - 1:00 PM **Lunch on Your Own**

11:45 AM - 12:45 PM **The Exchange Exhibit Hall**

1:00 PM - 2:30 PM **Keynote Session - Michael Fullan Hall B**

2:30 PM - 3:00 PM **Snapshot Session/Reflections and Networking**  
PM

3:00 PM - 4:00 PM **#PrincipalsInAction - Get Out Of Your Office And Connect With Others!**  
Principals In Action are leaders who believe in getting out of their office and connecting with others. Through Twitter and Voxer, Principals In Action are connected to share ideas, challenge each other, offer support, and lean on during tough times.

Mark French,  
Jay Posick,  
Ryan Sheehy.

3:00 PM - 4:00 PM **90 90 90 - The Next Generation Of High Performing High Poverty Schools**  
Dr. Douglas Reeves will share insights from the new research on 90 90 90 schools. Dr. Reeves will address the important new insights that address the challenges of leading schools serving students from low income families.

Douglas Reeves

3:00 PM - 4:00 PM **Academic And Behavior Systems Of Support**  
This session will look at everything between assessments to implementation of effective behavioral and academic systems of support. Participants will walk away with hands-on resources for academic and behavior interventions, with a focus on meeting the most challenging students.

Micah Gearhart

3:00 PM - 4:00 PM **American Overseas Schools**  
Learn more about the role of American Overseas Schools. Literature and materials, including fact sheets, school directories, and recruitment information will be distributed. Employment opportunities and school-to-school partnerships will be discussed. Gain an understanding of opportunities available to stateside principals.

Thomas Shearer,  
Brent Mutsch

3:00 PM - 4:00 PM **Get Dirty; Creating A Positive Culture Through Involvement**  
Principals will gain new ideas and resources on continuing to build rapport with your students, staff, and families while still creating an environment accepting of change and growth.

Lindsay Stumpenhorst3:00 PM - 4:00  
PM**Hacking Social-Emotional Learning: One School's Journey To Make SEL A Year-Long Priority**

Creating a multifaceted social-emotional learning program that is both ongoing and engaging to students of all ages can be a daunting task for any school leader. Come discover the ideas/strategies one school site implemented to make SEL a priority.

Todd Schmidt3:00 PM - 4:00  
PM**Instructional Practices For Cultivating Multi-Dimensional Wellness & Mental Health In Our Classrooms**

Instructional practices for integrating researched-based strategies including mindfulness, movement, breath and social emotional learning into our classrooms, schools and communities. Our Professional Development and Instructional Practices were successfully piloted with the Port Jefferson Middle School in the Fall of 2017.

Diane MacDonald3:00 PM - 4:00  
PM**Leading The Charge For Cultural Competency In Schools**

This session will focus on the changing role of the principal from building manager to culturally competent leader.

Beverly Johnson-Green3:00 PM - 4:00  
PM**Moving From Data Rich To Information Rich: Leveraging Data To Make Meaningful Change**

If we believe all data is of equal importance, we cannot utilize any data to drive meaningful change. This session will help administrators to identify specific data points to develop more information rich data analysis and drive change.

Joe Mullikin3:00 PM - 4:00  
PM**Pathway To Community Engagement**

Effective community engagement is not a one-time program but rather a set of day-to-day practices and interactions that support learning. Schools and communities need to work together to promote engagement that is systemic, sustained and integrated into school improvement efforts.

Penelope Miller-Smith

3:00 PM - 4:00

**Poking The Bear: Creating Trauma Sensitive Environments**

PM	In this session, participants will gain an understanding of how trauma affects the brain, hinders learning, motivation, and success of impacted students in the classrooms.  <u>LaRon Martin</u>
3:00 PM - 4:00 PM	<b>Positive School Branding: How To Do It Effectively And Efficiently</b> Participants will learn about the power of positivity and leave with ideas to take back and implement to get all stakeholders on board. There is no better public relations campaign than one that promotes a positive learning environment for all.  <u>Shanna Spickard</u>
3:00 PM - 4:00 PM	<b>Promoting Self-Directed Learning During Intervention/Extension Blocks Through Electronic Portfolios</b> In this session you will learn how to use technology and online tools that are student-centered when considering implementing digital portfolios in your school to develop self-directed learning.  <u>Carrie Huber</u>
3:00 PM - 4:00 PM	<b>Uncommon Leadership: Live Well, Lead Strong</b> Our world needs Uncommon Leaders---those who live intentionally and demonstrate courage that shines in everything they do. We'll examine "living well": reflecting on our guiding principles, and "leading strong": acting with compassion and integrity that flows from our principled foundation.  <u>Debbie McFalone</u>
3:00 PM - 4:00 PM	<b>Wanted: The Instructional Change Agent</b> Now seeking: instructional leader. This role is often in conflict with other non-instructional duties. Imagine how your role could re-emerge as the instructional change agent to increase our leadership capacity through culture, instructional planning, learner engagement, and community advocacy.  <u>Adam Drummond</u>

Friday, July 12, 2019

7:00 AM - 12:30 PM	<b>Exhibit Hall Open</b>
7:00 AM - 11:00	<b>Registration</b>

AM

7:30 AM - 8:30 **Overseas School Breakfast (Invitation Only)**

AM

7:30 AM - 9:30 **State Representatives Membership Meeting**

AM

8:00 AM - 9:30 **Federal Relations Network Meeting**

AM

8:00 AM - 9:30 **State Editors Meeting**

AM

8:00 AM - 9:30 **4 Steps To Successful Time Management For Administrators**

AM

This session features a 4 step process to assist school leaders/administrators collect and analyze data to understand how they are prioritizing their professional time. A case study of districts that have utilized the research-based process and protocols will be shared.

Jobi Lawrence,

Gerald Hudson

8:00 AM - 9:30 **Addressing The Poverty Mindset**

AM

Schools that serve low-income communities face similar and pervasive issues that are actually a result of the Poverty Mindset. This workshop clarifies misconceptions about poverty, why it exists, how it secretly impacts our schools, and how to change it...permanently!

Hotep Na

8:00 AM - 9:30 **Administrative Strategies For Reducing Office Referrals And Suspensions While Engaging Students**

AM

This Administrative System addresses both mischievous and severe behavior. Learn to use the Discipline, Shelter, Tardy, Truancy and Academic Behavior Cards and Crisis Intervention Unit to successfully reduce office referrals, suspensions and expulsions keeping students in school with on-task learning.

Bert Simmons

8:00 AM - 9:30 **Finding Your Own Path To Serendipity**

AM

This presentation is about embracing all experiences and allowing them to make us better. It's about looking at every experience as treasures —moments that bring us more pain than we

thought possible, more joy than we deserve, and everything in between.

Allyson Apsey

8:00 AM - 9:30  
AM

**Fundamental 5: The Formula For Quality Instruction**

"Great teachers don't teach dramatically different than their peers, they teach slightly different. These slight changes in delivery dramatically improve student performance. Best-selling authors, Cain and Laird, share the secrets of great teachers and how to follow their example."

Sean Cain,  
Michael Laird

8:00 AM - 9:30  
AM

**Learn How To Be An NAESP National Principal Mentor**

The NAESP National Mentor Training and Certification Program™ exhibits a model in which principals can learn to become better leaders from qualified mentors. Join our session which will fully examine the significance of the National Mentor Training and Certification Program™. Our program offers a highly structured professional development program designed to create a cadre of mentors whose expertise is channeled to support school leaders. The training program integrates research-based best practices with participants' knowledge and experiences. The program can be customized according to a school district's specific needs.

Aaran Lurry

8:00 AM - 9:30  
AM

**Practical Strategies & Tools to Create An Active School Environment for Improved Student Outcomes**

Physical movement and learning are essential aspects of the total educational experience for all students. Physical education and physical activity are a component of the Whole School, Whole Community, Whole Child (WSCC) model and can be delivered through a comprehensive school physical activity program (CSPAP) that provides opportunities for students to be physically active before, during, and after school. Come learn about practical, evidence-based CSPAP resources developed by the Centers for Disease Control and Prevention (CDC), Active Schools, and other organizations to help schools implement strategies to increase students' physical activity and improve their academic achievement.

Charlene Burgeson

**Principals Leading Learning: Maximizing The**

8:00 AM - 9:30 AM	<p><b>Impact Of Professional Development</b></p> <p>Leaders must invest in professional development that directly impacts instructional practices. Learn key components of effective PD and practical, research-based and job-embedded practices. Leaders will not only understand the research, but they can take back proven ways to support teachers.</p> <p style="text-align: center;"><u>Shanna Spickard</u></p>
8:00 AM - 9:30 AM	<p><b>RETHINKing Literacy LEADership: LEADing Systems To Increase Student LEARNING</b></p> <p>Meeting the literacy needs of all students is a critical responsibility of school leaders and requires effective systems that impact learning throughout schools. Participants' will deepen their understanding of research-based practices, analyze processes and apply tools to ensure consistent implementation.</p> <p style="text-align: center;"><u>Molly Funk,</u> <u>Melissa Usiak</u></p>
8:00 AM - 9:30 AM	<p><b>SEL In Your School Made Easy</b></p> <p>We know that social-emotional learning is important to our students' development, but how do we teach it effectively? This session will explain how to effectively infuse SEL into your classrooms and identify available resources.</p> <p style="text-align: center;"><u>Erin Capone</u></p>
8:00 AM - 9:30 AM	<p><b>The New Teacher Pipeline: What You Can Do To Keep Quality Applicants Coming Your Way</b></p> <p>Does your school have an adequate supply of new teachers and substitutes? Learn what principals can do to influence the recruitment, preparation, and the mindset of aspiring teachers and support your new hires to assure they survive and thrive.</p> <p style="text-align: center;"><u>Paul Young</u></p>

8:30 AM - 9:30 AM	<p><b>State Representatives Nominating Committee Meeting</b></p>
10:00 AM - 11:30 AM	<p><b>Closing Keynote Session Kwame Alexander Hall B</b></p> <p><b>Be Constructive With Your Blues: Seven Life Lessons Learned From Inspiring Teachers and Principals</b> Along his thirty-year writerly journey, Kwame Alexander received hundreds of rejections. But, he never let other people's NOs define him. And, it paid off in 2015 when he won the coveted Newbery Medal. In this lively and engaging session, Kwame will share important life</p>

lessons he learned from educators that have helped lead to his success, how saying yes transformed his career and life, and how it paved the way to getting people of all ages excited about literacy and language. Participants will leave this session energized to turn negatives into positives and powerfully impact the students and adults they serve.

1:00 PM - 2:00 PM **Webinar Wednesday Live**



Closed | Optional | Fee

Tuesday, July 9, 2019

7:00 AM - 5:00 PM	<b>Registration</b>	
8:00 AM - 12:00 PM	<b>Community Service Day</b>	
	Community Service Day offers NAESP conference attendees an opportunity to make a difference through service projects that improve local schools. The service day event is sponsored by Playground equipment manufacturer Landscape Structures.	

### Pre-Conference Session (additional fee required)

8:00 AM - 4:00 PM	<b>Navigating Social Emotional Learning (SEL): Science, Principal Practice, and Practical Application</b> <b>Spokane Convention Center</b>	
	National principals understand the importance of SEL and its impact on schools, however often they struggle with taking theory to practice. This intensive training, led by an expert in the SEL field, Dr. Stephanie Jones, will provide a framework for understanding SEL and bring the conversation full circle to provide an in-depth guide to 25 evidence-based social emotional learning programs for elementary schools that profiles both lesson-based/curriculum and non-curricular approaches.  Speakers: <u><a href="#">Stephanie Jones</a></u>	
8:00 AM - 4:00 PM	<b>Swimming in the Deep End - What Does It Take?</b> <b>Spokane Convention Center</b>	
	No matter where what role we play in a school or district, we all want to make a difference. However, things move fast in education these days, and often in our communications we are left confused, overwhelmed, and not as successful as we could be. We need to build up a skill set of effective decision-making capabilities, 'resistance	

management' communication strategies, and for the sake of our health, our 'stress tolerance.' This workshop will provide support, a laugh, and some cognitive, social and psychological resources to help you communicate more effectively, confidently, and collaboratively, no matter your role.

Speakers: [Jennifer Abrams](#)

Wednesday, July 10, 2019

7:00 AM - 8:30 AM **Continental Breakfast**  
**Exhibit Hall**

7:00 AM - 5:00 PM **Exhibit Hall Open**

7:00 AM - 5:00 PM **Registration**  
**Spokane Convention Center**

8:00 AM - 9:30 AM **6 Million US Children Missing From School!**  
**What Can We Do About It?**

There are nearly 6 million children who are not enrolled in any type of schooling in the US! Why is this and how do we, as a nation, reach out to them and their families? Learn how in this session.

[Darrell Rud](#),  
[Richard Barbacane](#),  
[Mary Kay Sommers](#)

8:00 AM - 9:30 AM **Cooperative Meetings: A Critical Tool for Faculty Development**

If you want strategies that create engaging dialogue among faculty and enhance the school culture, this session is for you! You will experience step-by-step structures to transform meetings, improve faculty relationships, enhance professional discourse, and involve stakeholders in decision making.

[Carol Lohkamp](#)

8:00 AM - 9:30 AM **Create A Campus-Wide Technology Growth Mindset Guaranteed To Increase Daily Student Engagement**

Participants will learn a variety of ways to encourage collaboration among teachers by increasing the use of technology daily which promotes high student engagement. Attendees will learn how to utilize a variety of technology applications essential for the 21st century.

Lorena Zertuche,

Ann Lalime

8:00 AM - 9:30  
AM

**Increase School Engagement Through  
Improved Communication**

There is a new opportunity for school leaders to engage their school community and improve their communication skills by maximizing the use of video. Learn free/inexpensive methods and practice your PR skills to show your school's personality and mission.

Andy Jacks

8:00 AM - 9:30  
AM

**Kernels Of Practice For Social Emotional  
Learning: Low-Cost, Low-Burden Strategies**

The field of social and emotional learning (SEL) is rapidly expanding as educators bring a sharper focus to helping children build skills beyond academic knowledge. This enlightening session with Harvard Graduate School of Education Professor Stephanie Jones will explore low-cost, targeted strategies that can be implemented quickly and have the potential to build students' SEL skills in a cohesive and complementary way across settings.

Stephanie Jones

8:00 AM - 9:30  
AM

**Managing Conflict With Clarity, Confidence,  
And Courage**

As administrators, coaches or colleagues, we often come up against situations where difficult topics must be addressed. What do we know about the best strategies for those moments? What questions should we be asking ourselves before we speak, and what environments are best for when we do speak? Based on Jennifer's book, *Having Hard Conversations*, and her work with conflict and interpersonal communication, this session will provide participants with action plans and scripting tools for having those necessary hard conversations.

Jennifer Abrams

8:00 AM - 9:30  
AM

**Resilience Can Be Taught: 4 Keys To  
Unleashing Resilience**

Learn about vital skills of resilience and 3 keys to creating a resilient climate. This engaging presentation will empower you to deliver these skills to students of any background and learning style, enabling them to thrive in school and life.

Christian Moore

8:00 AM - 9:30

**Restorative Practices--Learn from Principals**

AM

**Who Have Practiced RP Daily With Amazing Results!**

Participants will practice community building circles and observe a restorative conference. You will leave with the basic philosophy, tools and knowledge to use circles and conferences in your school. Restorative Practices are key to transforming school culture and climate.

Jennifer Kirksey

8:00 AM - 9:30 AM

**Slay Reading Logs, Champion Literacy, And Booktalk like a Wizard**

Step away from that reading log...and help staff step away too! Collect examples of innovative literacy practices and see strategies to champion a culture of literacy. Participants will walk away with a literacy toolkit too!

Brad Gustafson

8:00 AM - 9:30 AM

**STEAM Innovation Inspired By Biomimicry**

Nature's engineering feats and elegant designs provide cross-curricular, standards-based projects that engage learners in real-world challenges. Biomimicry, the field of science that imitates nature's time-tested solutions, helps students gather disparate concepts and translate them into actionable ideas.

Cheri Sterman,  
Nancy Horvat

8:00 AM - 9:30 AM

**The DCR Of Effective Leadership: Data, Curriculum, And Relationships**

Wondering how leaders become effective and achieve school-wide academic success? During this session, Principal Record from Pocomoke Middle will highlight the importance of making Data driven decisions, ensuring a rigorous Curriculum, and building Relationships. Three key components for effective leadership.

Matthew Record

8:00 AM - 9:30 AM

**Trauma Informed School Leadership**

The impact of trauma and chronic stress on students is at an all-time alarming rate. Participants will learn how to lead through a Trauma Informed Leadership model that equips, empowers, and inspires students to thrive in school.

Bill Ziegler

9:30 AM - 10:00 **Exhibit Hall Break (Vendor Learning Lab)**

AM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
9:30 AM - 10:00 AM	<b>Snapshot Session - Reflections and Networking</b>
10:00 AM - 11:30 AM	<b>Opening Keynote Session Razia Jan Hall B</b> <b>Global Education: Alike Yet Different</b> Razia's Ray of Hope Foundation is a nonprofit organization that empowers young women and girls in Afghanistan through community-based education in the district of Deh'Subz. Founded on the knowledge that education is key to positive, peaceful change for current and future generations, they provide young Afghans the opportunity to learn and grow in a safe, nurturing environment, so that they may work toward brighter futures — in their own villages and beyond. Razia's Ray of Hope Foundation would not exist without the spirit, vision, and tireless efforts of founder and president Razia Jan. Razia has worked for many years to forge connections between Afghans and Americans. Her humanitarian efforts are honored in First Lady Laura Bush's 2016 book We Are Afghan Women.
11:30 AM - 1:00 PM	<b>Lunch on Your Own</b>
11:45 AM - 12:45 PM	<b>The Exchange Exhibit Hall</b>

1:00 PM - 2:00 PM	<b>A Commitment To Excellence: Cultivating Engagement in Your School</b> Educators are under constant pressure to meet a variety of needs, engage families, and foster collaboration, while doing everything necessary to make a difference in the lives of students. If leaders aren't conscious, staff burnout is inevitable.  <u>Daniel Butler</u>
1:00 PM - 2:00 PM	<b>Are Your Students Emotionally Safe? - How to Eradicate Bullying At Its Root</b> Discover how to eradicate the root causes behind the toughest issues facing our students by transforming your school into an emotionally safe campus! Participants receive instant access to the ESE Grant training and resources for emotional safety education.  <u>Deanna Rhinehart</u>

1:00 PM - 2:00  
PM

### **Building A Future Ready School By Fostering Creativity And Critical Thinking**

Audience will embark on our school's inspiring journey of "Dream, Explore, Design, Create" to build a future ready school via exploration and innovation through shared vision, collective decision-making, and empowering teachers to create a student-centered learning aligned to academic standards.

Neera Kohli

1:00 PM - 2:00  
PM

### **Developing Campus Culture? Simple Ways To Build Positive Culture And Foster Parent Engagement**

Future and current administrators will gain insight into creating a genuinely positive school culture--a culture of kindness and care. Participants will leave the session with ideas and tools they can implement upon returning to their campus.

William Rhodes,  
Lindsay O'Leary.

1:00 PM - 2:00  
PM

### **Hiring For A High Achieving Climate And Culture**

The teachers you hire reflect on you, your students and your district. No one wants to hire a mediocre teacher, how can you tell what you're getting through the interview process? How do you discern who will be good from great?

Mary Smith

1:00 PM - 2:00  
PM

### **Human Literacy: Navigating Social And Emotional Issues With A Coaching Mindset**

Navigating life's challenges and working with others are within the social and emotional domains. Building human literacy skills includes developing self-awareness and understanding others. Participants will receive unique coaching protocols that help students and faculty improve interactions with others.

Cheri Sterman,  
Nancy Horvat

1:00 PM - 2:00  
PM

### **It's Lonely At The Top...But It Doesn't Have To Be!**

The job of a Principal can be difficult and lonely. However, principals have the best resources for success within their school community. Utilizing teacher leaders through collaboration to assist in making crucial decisions can help in expanding your vision.

Maria Bridwell

1:00 PM - 2:00  
PM

### **Leading a School Into a Comprehensive, Integrated Three-Tiered Model of Prevention (Ci3T)**

Dr. Kiser and Mrs. Tate will share experiences in developing and implementing a positive behavior support model. A description of helping teachers, parents, students, and stakeholders buy-in to their motto "Be the Best Me I Can Be!" will be discussed.

Matt Kiser,  
Laura Tate

1:00 PM - 2:00  
PM

### **National Panel For Aspiring Authors**

Have you ever dreamed of writing a book? Are you interested in learning more about the publishing process? The National Panel for Aspiring Authors is your chance to ask questions of principals and school leaders who are also published authors.

Brad Gustafson,  
Allyson Apsey,  
Derek McCoy,  
Bill Ziegler,  
Kaylen Tucker

1:00 PM - 2:00  
PM

### **Say Goodbye To Tokens And Tickets And Hello To PBIS Rewards**

Tired of printing your campus currency? Confused by the tickets in one classroom and tokens in another? Frustrated by how hard it is to keep up with "all the PBIS things"? We were too, but not any more!

Matt Arend,  
Carrie Tracy

1:00 PM - 2:00  
PM

### **School Improvement & Deep Impact: Voices Amidst Changing Demographics**

To address demographically changing schools, researchers implemented preliminary support training and development targeting specific school indicators and identifying areas of growth for school stakeholders to become more inclusive leaders. Using an ESSA aligned approaches, stakeholders improve schools towards school inclusion.

Jose Luevanos,  
Elisabeth Luevanos,  
Jean Madsen

1:00 PM - 2:00  
PM

### **Secondary Victims Of Opioid Addiction: Schools Help Through Social-emotional Learning**

Opioid addictions don't care who or why. Many addicts have school-age children, so what's a school to do for students worrying constantly about their caregivers? Social-emotional learning gives students strategies to cope and techniques for getting ready to learn.

Carla Tantillo Philibert,  
Brian Hastings

1:00 PM - 2:00  
PM

### **STEM Play Experiences With Early Childhood Learners**

Learn about the process of integrating STEM Play time in Preschool. Using a basic engineering design model and design thinking structure, students develop skills while exploring real-world problems. Come experience STEM play yourself!

Joseph Stanzione,  
Veronica Morales

1:00 PM - 2:00  
PM

### **The Empowered Principal: The School Leader's Alternative To Career Burnout**

Feeling overwhelmed, exhausted, and intimidated in your new role? You aren't alone. School leaders have high demands placed on them daily. Join me in exploring how to take control and make decisions from a place of empowerment and clarity.

Angela Robeck

1:00 PM - 2:00  
PM

### **The Four Dimensions Of Principal Leadership**

This session will introduce participants to the Dr. Reginald Green's Four Dimensions of Principal Leadership. The four dimensions are a combination of leadership theory and research-based best practice. Together, the dimensions offer school leaders practical advice for leading their school.

Ethan Randall

1:00 PM - 2:00  
PM

### **The Principals Tool-Kit For Improving School And Classroom Discipline**

The purpose of this session is to give principals a tool-kit of strategies for classroom management and school-wide management including: practicing proactive strategies, teach tools, diffusers, classroom design, student-teacher relationships, start-up & shut-down requests, and how to refocus.

Bill Truesdale

2:00 PM - 2:30 **Exhibit Hall Break (Vendor Learning Lab)**

PM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
2:00 PM - 2:30 PM	<b>Snapshot Session/Reflections and Networking</b>
2:30 PM - 4:30 PM	<b>Innovation Rotation</b>

2:30 PM - 3:30 PM	<p><b>10 Successful Strategies For Newcomer Students</b></p> <p>"We will share ten successful strategies to support the successful transition for newcomer immigrant English Language Learners that impact their adjustment to a new country. A welcoming school provides stability that impacts the success for students, families, and communities overall."</p> <p style="text-align: center;"><u>Victor Tam,</u> <u>Carla Llewelyn-Vasquez</u></p>
2:30 PM - 3:30 PM	<p><b>10 Ways Every Educator Can Be The One For Kids</b></p> <p>"This keynote takes the audience on a journey through education, by hearing engaging stories about my journey, the impact we all have, and how we can all unleash our power to change the lives of our students. "</p> <p style="text-align: center;"><u>Ryan Sheehy</u></p>
2:30 PM - 3:30 PM	<p><b>Creating a School-wide Writing Program: Four Key Elements</b></p> <p>Most schools have a unified approach to reading, but writing is often a close-the-door-and-do-your-own-thing instructional model with many teachers assigning writing more often than teaching it. Learn four essential elements that must be part of any successful school-wide writing program.</p> <p style="text-align: center;"><u>Alice Greiner</u></p>
2:30 PM - 3:30 PM	<p><b>Developing Self-Regulation And Empathy As Crucial PK To Grade 3 Early Childhood Learning Outcomes</b></p> <p>The intense focus on academic testing outcomes has led many schools to give much less attention to the development of self-regulation, empathy, and social-emotional intelligence, even though these are high-value predictors of success in learning and in life.</p> <p style="text-align: center;"><u>Bob Sornson</u></p>
2:30 PM - 3:30 PM	<b>Even Broken Crayons Still Color - School-wide</b>

PM

### **SEL Strategies That Changed A Building's Culture.**

Participants will learn about trauma informed practices such as PBIS, Conscious Discipline, Yoga/Mindfulness, and celebrations. Participants will learn strategies to maximize student learning and belonging at school, and reduce disciplinary referrals, as well as strategies to increase student attendance rates.

Amy Mason

2:30 PM - 3:30

PM

### **From ACES Low To ACES High**

Students are coming to us with a greater number and intensity of at-risk challenges, including poverty and trauma's Adverse Childhood Experiences. Principals will learn how to harness relationships to overcome these challenges and better support student development and achievement.

Jason Anderson,

Crystal Magers

2:30 PM - 3:30

PM

### **Leading For Literacy: How Strong Principals Can Make A Difference**

This session will introduce the Center on Improving Literacy Through Supporting Elementary School Leaders, newly funded by the U.S. Office of Special Education Programs. The mission of this center is to improve student literacy through building capacity of instructional leaders.

Allison Gandhi,

Sarah Arden

2:30 PM - 3:30

PM

### **Manage To Your Advantage: Approaching School Management Through The Lens Of Threat Assessment**

Participants will focus on applying the process of effective threat and risk assessment to their everyday roles as school-based administrators, starting with the principle that no one person or place sufficiently answers all questions or solves all dilemmas.

Lori Brown

2:30 PM - 3:30

PM

### **Multi-Tiered Systems Of Support (MTSS) For Young Children: Driving Change In Early Education**

"Multi-Tiered Systems of Support (MTSS) for young children is a system-wide framework for delivering effective educational services, matched to learners' needs, resulting in achievement of essential outcomes. Learn how this framework can work in your Pre-K / ECE setting! "

Robin Miller Young2:30 PM - 3:30  
PM**Personalizing Professional Development**

This session shares personalized learning practices used when planning professional learning . We will share how our district provides voice, choice, and path for teachers to grow in meaningful ways that impact student learning and achievement, and teacher compensation.

Sue Sterner,Jeremy Monday,Christopher Otto2:30 PM - 3:30  
PM**STEM Identity And Technology Fluency - An Approach For Any Teacher And Every Student**

Educators will learn how to help students develop 'STEM Identity' and 'Technology Fluency,' while going hands-on with innovative learning media and lesson content. Participants will develop their own Technology Fluency, and practice computational-thinking in a robotic design challenge!

David Emery2:30 PM - 3:30  
PM**The One Thing**

In City Slickers, the wanna-be cowboy gets advice about success from the experienced old cowhand, "Find your one thing." The same is true with campus administrators: find the one thing that gets the most growth from the most students.

Vanessa Stuart2:30 PM - 3:30  
PM**Time Management For School Leaders: Total Control & Peace Of Mind**

This session provides a total system for organizing your surroundings and effectively managing your time. Time management is an essential, yet often missing, skill in the development of classroom teachers and school administrators.

Frank Buck3:45 PM - 4:45  
PM**Be A Champion For Equity- Build A Trauma Sensitive Environment For All Students!**

Imagine a school building where every child feels safe and an environment where all students can thrive. Students bring their trauma into school everyday. It is our job as educators to create an environment where all students can be successful!

Aaron Carmichael,Malinda Mikesell

3:45 PM - 4:45

**Building Quality Relationships With Students,**

PM

**Teachers, And Families**

Join Mathew Moyer as he reviews a variety of ways you can work to build quality relationships with your school community. We will look at the strategies you can implement that will build meaningful relationships that lead to improvements for your school.

Matthew Moyer

3:45 PM - 4:45 PM

**Coordinated Services: How One District Intentionally Plans For ESL, SPED, & RTI In One Day**

Have you ever heard the phrase, "SPED trumps ESL?" Coordination of ESL, RTI, & SPED services is essential when educating students who qualify for a variety of supports. Examples of collaboration & forms will be shared on how to ensure equity in services.

Debra Frantz,  
Joris Ray

3:45 PM - 4:45 PM

**Durable Student Outcomes: Do It By Keeping Things Local and Committing to Being Helpful**

Localism matters when it comes to lasting outcomes. This session changes the standard paradigm of reform by examining what it means to own results locally, leverage outside expertise sparingly, and shift from monitoring and accountability to being helpful.

Gillian Williams,  
Mildred Toliver

3:45 PM - 4:45 PM

**Effective Universal Instruction: Improving Your Results Now**

Strong, effective universal instruction is essential for high achievement. Schools cannot intervene their way to achievement for all students. This session will support schools to examine and improve universal instruction through collective educator collaboration.

Sarah Brown,  
Kimberly Gibbons

3:45 PM - 4:45 PM

**High-Leverage Leadership: 3 Strategies To Develop The Next Generation Of Leaders**

Human connection matters. Positive culture formed with school personnel lays the foundation for optimal performance. Participants will learn simple, high-leverage routines to grow leadership capacity, improve public relations, while fostering positive relationships within the school environment.

Daniel Butler,  
Benjamin Gilpin

3:45 PM - 4:45  
PM

**Let Go And Lead! Supporting Teachers And Students In The Role Of Instructional Leader.**

This session will focus on processes and strategies for building leadership skills in teachers and students. Session participants will engage in collaborative activities and discussions designed to help them leverage teacher and student leaders to affect change.

Fran Dundore,  
Margaret Bobbitt

3:45 PM - 4:45  
PM

**Literacy Zero To Literacy Hero**

One year ago these two literacy “zeroes” were faced with the daunting reality that literacy was missing from their leadership. Come discover the steps they took to harness their inner superhero moving from a Literacy Zero to Literacy Hero.

Matt Arend,  
Todd Schmidt

3:45 PM - 4:45  
PM

**Mastering Parental Involvement – Keeping Kids And Parents Involved In The School**

Strategies for communicating successfully with all parents including the unfocused, hostile, unresponsive, helicopter, and enabling kind. Help parents work with you, not against you through assertive communication and defined conferencing skills. The Home/School Plan results in more focused, successful students and parents.

Bert Simmons

3:45 PM - 4:45  
PM

**PSEL/NELP Standards**

TBD

Jacquelyn Wilson

3:45 PM - 4:45  
PM

**School Culture - A Guide to Thrive**

Thinking teachers lead to thinking students. The first step to developing agency and independence in students is to develop agency and independence in teachers. This session will help you simplify so you can focus on the essential ingredients for success.

Derek Thompson

3:45 PM - 4:45  
PM

**Supporting Our Transgender And Gender Non-Conforming Youth By Creating Inclusive Schools**

75% of Transgender and Gender Non-Conforming youth feel unsafe at school. School leaders have

the power to change this statistic. This session will provide training and tools for leaders committed to creating inclusive schools for all students.

Vanessa Ford

3:45 PM - 4:45  
PM

**The NAESP Pre-K-3 Leadership Academy™ -  
Creating More Effective Early Learning  
Leaders!**

Are you interested in becoming an effective Pre-K-3 Leader? Join this session to learn how the NAESP Pre-K-3 Leadership Academy™ has trained principals and directors in two states to become more effective in applying the six competencies outlined in NAESP's publication: "Leading Pre-K-3 Learning Communities: Competencies for Effective Principal Practice." This program provides a unique blended learning experience designed to enhance a principal's knowledge and skills for becoming an effective Pre-K-3 school leader.

Honor Fede

3:45 PM - 4:45  
PM

**Using Technology To Enhance Climate, Virtual  
Meetings, & Stay Connected With Students &  
Families**

This session will give a brief introduction on how to utilize technology that will allow administrators to improve school culture and climate, virtually meet with their faculty while delineating pertinent information, and keep connected with students and their families.

Martina Carroll

5:00 PM - 6:00  
PM

**Opening Reception**

Thursday, July 11, 2019

7:00 AM - 8:30  
AM

**Continental Breakfast  
Exhibit Hall**

Vendor Learning Lab/Spotlight

7:00 AM - 5:00  
PM

**Exhibit Hall Open**

7:00 AM - 5:00  
PM

**Registration**

8:30 AM - 10:00 **#LeadPositive: Education Leadership Vision**

AM

**Turned Into Positive Action**

A career in education is not easy but can be exhilarating and fulfilling when you find positivity. The goal of this session is to support others (beginning and experienced leaders alike) to lead positively through a series of 12 actions.

Shanna Spickard

8:30 AM - 10:00 AM

**Breathe For Change: Mindful Leadership to Embody Social Change for Equity**

In this experiential Breathe For Change workshop, educational leaders will learn to enhance individual and collective well-being at the school level through integrating wellness and social-emotional learning practices in a trauma-informed, inclusive and culturally relevant way.

Tui Roper,  
Ilana Nankin

8:30 AM - 10:00 AM

**Is My School A Better School BECAUSE I Lead It?**

Principals will be challenged to examine their own leadership identity, presence, impact, mission, purpose, vision and value as the leaders of their schools and whether their leadership practices enable learners to have optimal learning opportunities in equitable, culturally-responsive learning environments.

Baruti Kafele

8:30 AM - 10:00 AM

**It's Time For A Disrupt Admin Session!**

We are working to disrupt administration! A different type of session where ten different principals each share one of their favorite ways to think outside of the box. It's a fast paced presentation packed with lots of great ideas!

Matt Arend,  
Liz Garden,  
Andy Jacks,  
Kelley Begley-McCall,  
Jessica Gomez,  
Cathryn Jacobs,  
Todd Schmidt,  
Lindsay Stumpfenhorst,  
Julie Vincentsen,  
Claire Giardino

8:30 AM - 10:00 AM

**Leading The Whole Teacher**

When asked, teachers often identify that education is their profession AND their hobby. If not nurtured, this can lead to burnout. Leaders who support the

whole teacher help teachers perform their best and feel their best.

Allyson Apsey

8:30 AM - 10:00 **Leaping Over Poverty**

AM

Cognitive stressors and delays, emotional and social challenges, acute chronic stressors, as well as health and safety issues are the main risk factors associated with poverty. Targeting these factors assist students who live in poverty to engage in school productively.

Daniele Snider

8:30 AM - 10:00 **My 10 Favorite Gmail Tricks And Other Productivity Hacks**

AM

While Gmail is a popular tool for principals, most don't know about these 10 features that make a world of difference. Use one or all 10. Regardless, tomorrow, you will attack your email with a smile.

Frank Buck

8:30 AM - 10:00 **Principals: You Are The Leader Of Learning**

AM

School principals are "invaluable multipliers of teaching and learning in the nation's schools," according to this report by political scientist Paul Manna. As a school's "leader of learning" for both the students and adults, principals create the conditions that enable effective teaching and learning and happen at scale. This session will explore the specific behaviors principals can exhibit to strengthen educator practice and results for students through standards-based professional learning.

Frederick Brown

8:30 AM - 10:00 **Social And Emotional Learning: Not Just for Students**

AM

This workshop draws on the five Social/Emotional competencies as identified by CASEL, and focuses on inspiring educators to become practitioners of those competencies as a means to create trusting and nurturing environments where students thrive in school and life.

Greg Sommers

8:30 AM - 10:00 **Stop Suspending Students!**

AM

Suspensions and exclusionary practices cannot be part of our discipline strategy for students. Learn ways to be a zero suspension school while maintaining support to teachers and keeping your families highly satisfied.

Andy Jacks

8:30 AM - 10:00 AM **You Think You Have Tough Kids? Turn That Behavior Around**

Empower teachers with an effective school-wide plan that motivates defiant, non-compliant students, stops teacher/student negative confrontations, office referrals and suspensions. Become skilled at knowing what to do with a bully and how to use dispute resolution to minimize overt behavior.

Bert Simmons

9:30 AM - 10:00 AM **Exhibit Hall Break**

Vendor Learning Lab/Spotlight

9:30 AM - 10:00 AM **Snapshot Session/Reflections and Networking**

10:00 AM - 10:30 AM **Snapshot Session/Reflections and Networking**

10:30 AM - 11:30 AM **Building Capacity For Technology Integration & Innovation Through Professional Learning Cohorts**

In this session we'll share practices rooted in adult SEL, professional interests, and cohort models that have been leveraged to build teacher capacity in the areas of pedagogy, teacher leadership, and authentic, purposeful integration of technology and innovation.

Stephanie Sandifer,  
Amy Houser,  
Krystal Weiss

10:30 AM - 11:30 AM **Classroom Management That Works: The Missing Ingredient!**

The Classroom Management Plan described in this session provides a systematic framework for a student's day-to-day behavior, a hierarchy of discipline responsibilities/consequences, and proven and tested positive reinforcement resulting in greater academic success for all students.

Bert Simmons

10:30 AM - 11:30 AM **Creating Innovative Professional Learning To Empower Teachers In Their Own Growth**

Say goodbye to the traditional one size fits all, sit and get professional development! During this session we will share various ways we have structured innovative professional learning

opportunities for our staff focused on individual interest and professional strengths.

Matthew Johnson,  
Griffin Gervais,  
Kristin Rhodes

10:30 AM -  
11:30 AM

**Demystifying The 'How' Of Improving Student Behavior & School Safety Using SEB MTSS**

Participants will actively engage in exercises through a “how to” skills session to conceptualize how a social-emotional-behavioral (SEB) MTSS framework can work at their schools including the necessary components, processes, and professional roles of a tiered SEB MTSS.

Katherine Dockweiler,  
Alison Clark,  
Lindsay Diamond

10:30 AM -  
11:30 AM

**Developing A Culturally Inclusive Organization With Equity In Mind**

Public schools are becoming more diverse across the nation. In this ever-changing environment, our students must be prepared to interact with people who look, speak, and believe differently. It is the educators responsibility to embrace the diversity of the students.

Tia James,  
Latoya Jeems

10:30 AM -  
11:30 AM

**GENERATION EVERYONE! The Roles We Play In InterGenerational Family Engagement And Why It Matters**

A survey of 2000+ superintendents found only 6% feel they have a firm understanding on how to motivate their multigenerational staff, teachers, and parents. Learn how to increase teacher retention and family engagement by mastering Intergenerational Family Engagement.

Dillon Kalkhurst

10:30 AM -  
11:30 AM

**Leading With The Ethic Of Care**

Leading with the Ethic of Care session will focus on the dynamics of developing a school community that uses empathy and design thinking to forge a positive connection with the stakeholders at an elementary school.

Gerald Paterson

10:30 AM -  
11:30 AM

**Managing the Teacher Hiring Process: 10 Important Steps**

To hire effective teachers, an administrator needs a process that assures that candidates have the

experience and expertise to do the job. Using behavior-based interviewing, (BBI) and the steps taught in this session, teacher hiring will become highly successful.

Mary Clement

10:30 AM -  
11:30 AM

**Overcoming The Unspoken: Successful Leadership In A Culture Of Silence**

Participants will experience how the use of technology can improve climate and culture by making the invisible visible through on-going feedback relative to key levers of school improvement.

Philip Hammonds

10:30 AM -  
11:30 AM

**Pivotal Elementary School Principal's Role To Lead Transformational Change & Build School Culture**

Elementary principals serve a pivotal role in bringing about transformational change and building school culture. Five key themes provide insight into the role of elementary principals and the associated skills, knowledge, and behaviors that they must employ.

Tamera Jones

10:30 AM -  
11:30 AM

**Strategies, Practices, And Procedures That Reduce Inappropriate Office Referrals**

Frustrated with an office full of student behavioral referrals? This session will help you refocus on teaching adults your expectations and norms of behavior while supporting their management of students. With clear school structures, procedures, and practices, school culture improves.

Paul Young

10:30 AM -  
11:30 AM

**Student Achievement Starts With Teacher Empowerment: Is It Really That Simple?**

Join us as we share tools and creative innovations that empower teacher leaders to reflect on best practices and work as change-agents. Leave ready to lead your organization towards engaged students, higher levels of collaborative instruction and increased student achievement.

Sarah Von Esh,  
Tracey Smith

10:30 AM -  
11:30 AM

**The Hip-Hop Principalship: The Rhyme And Reason Of New School Leadership**

This session provides a guideline for connecting with a new school community with a five-pronged doctrine for shaping school culture and relating to

the school community in authentic ways.  
Leadership is presented as a force for social  
change and empowerment.

Andre Mountain

10:30 AM -  
11:30 AM

**Transforming School Culture: How To  
Overcome Staff Division**

Explore the root causes of staff resistance to  
change and leave with concrete strategies that will  
improve school culture, address staff cohesion,  
maximize human potential, and lay the foundation  
for a powerful learning environment.

Malik Muhammad

10:30 AM -  
11:30 AM

**You Are What You Read: Leading A Culture Of  
Literacy**

We all know that literacy is important - it's the  
cornerstone of society. Yet, how much instructional  
leadership capacity do we use to model, coach,  
and facilitate the idea of literacy for all students at  
all levels? Re-imagine your literacy leadership  
now!

Adam Drummond

11:30 AM - 1:00 PM **Lunch on Your Own**

11:45 AM - 12:45 PM **The Exchange  
Exhibit Hall**

1:00 PM - 2:30 PM **Keynote Session - Michael Fullan  
Hall B**

2:30 PM - 3:00 PM **Snapshot Session/Reflections and Networking**

3:00 PM - 4:00 PM **#PrincipalsInAction - Get Out Of Your Office And Connect With Others!**

Principals In Action are leaders who believe in getting out of their office and connecting with others. Through Twitter and Voxer, Principals In Action are connected to share ideas, challenge each other, offer support, and lean on during tough times.

Mark French,  
Jay Posick,  
Ryan Sheehy.

3:00 PM - 4:00 PM **90 90 90 - The Next Generation Of High Performing High Poverty Schools**

Dr. Douglas Reeves will share insights from the new research on 90 90 90 schools. Dr. Reeves will address the important new insights that address the challenges of leading schools serving students from low income families.

Douglas Reeves

3:00 PM - 4:00 PM **Academic And Behavior Systems Of Support**

This session will look at everything between assessments to implementation of effective behavioral and academic systems of support. Participants will walk away with hands-on resources for academic and behavior interventions, with a focus on meeting the most challenging students.

Micah Gearhart

3:00 PM - 4:00 PM **American Overseas Schools**

Learn more about the role of American Overseas Schools. Literature and materials, including fact sheets, school directories, and recruitment information will be distributed. Employment opportunities and school-to-school partnerships will be discussed. Gain an understanding of opportunities available to stateside principals.

Thomas Shearer,  
Brent Mutsch

3:00 PM - 4:00 PM **Get Dirty; Creating A Positive Culture Through Involvement**

Principals will gain new ideas and resources on continuing to build rapport with your students, staff, and families while still creating an environment accepting of change and growth.

Lindsay Stumpenhorst3:00 PM - 4:00  
PM**Hacking Social-Emotional Learning: One School's Journey To Make SEL A Year-Long Priority**

Creating a multifaceted social-emotional learning program that is both ongoing and engaging to students of all ages can be a daunting task for any school leader. Come discover the ideas/strategies one school site implemented to make SEL a priority.

Todd Schmidt3:00 PM - 4:00  
PM**Instructional Practices For Cultivating Multi-Dimensional Wellness & Mental Health In Our Classrooms**

Instructional practices for integrating researched-based strategies including mindfulness, movement, breath and social emotional learning into our classrooms, schools and communities. Our Professional Development and Instructional Practices were successfully piloted with the Port Jefferson Middle School in the Fall of 2017.

Diane MacDonald3:00 PM - 4:00  
PM**Leading The Charge For Cultural Competency In Schools**

This session will focus on the changing role of the principal from building manager to culturally competent leader.

Beverly Johnson-Green3:00 PM - 4:00  
PM**Moving From Data Rich To Information Rich: Leveraging Data To Make Meaningful Change**

If we believe all data is of equal importance, we cannot utilize any data to drive meaningful change. This session will help administrators to identify specific data points to develop more information rich data analysis and drive change.

Joe Mullikin3:00 PM - 4:00  
PM**Pathway To Community Engagement**

Effective community engagement is not a one-time program but rather a set of day-to-day practices and interactions that support learning. Schools and communities need to work together to promote engagement that is systemic, sustained and integrated into school improvement efforts.

Penelope Miller-Smith

3:00 PM - 4:00

**Poking The Bear: Creating Trauma Sensitive Environments**

PM	In this session, participants will gain an understanding of how trauma affects the brain, hinders learning, motivation, and success of impacted students in the classrooms.  <u>LaRon Martin</u>
3:00 PM - 4:00 PM	<b>Positive School Branding: How To Do It Effectively And Efficiently</b> Participants will learn about the power of positivity and leave with ideas to take back and implement to get all stakeholders on board. There is no better public relations campaign than one that promotes a positive learning environment for all.  <u>Shanna Spickard</u>
3:00 PM - 4:00 PM	<b>Promoting Self-Directed Learning During Intervention/Extension Blocks Through Electronic Portfolios</b> In this session you will learn how to use technology and online tools that are student-centered when considering implementing digital portfolios in your school to develop self-directed learning.  <u>Carrie Huber</u>
3:00 PM - 4:00 PM	<b>Uncommon Leadership: Live Well, Lead Strong</b> Our world needs Uncommon Leaders---those who live intentionally and demonstrate courage that shines in everything they do. We'll examine "living well": reflecting on our guiding principles, and "leading strong": acting with compassion and integrity that flows from our principled foundation.  <u>Debbie McFalone</u>
3:00 PM - 4:00 PM	<b>Wanted: The Instructional Change Agent</b> Now seeking: instructional leader. This role is often in conflict with other non-instructional duties. Imagine how your role could re-emerge as the instructional change agent to increase our leadership capacity through culture, instructional planning, learner engagement, and community advocacy.  <u>Adam Drummond</u>

Friday, July 12, 2019

7:00 AM - 12:30 PM	<b>Exhibit Hall Open</b>
7:00 AM - 11:00	<b>Registration</b>

AM

7:30 AM - 8:30 **Overseas School Breakfast (Invitation Only)**

AM

7:30 AM - 9:30 **State Representatives Membership Meeting**

AM

8:00 AM - 9:30 **Federal Relations Network Meeting**

AM

8:00 AM - 9:30 **State Editors Meeting**

AM

8:00 AM - 9:30 **4 Steps To Successful Time Management For Administrators**

AM

This session features a 4 step process to assist school leaders/administrators collect and analyze data to understand how they are prioritizing their professional time. A case study of districts that have utilized the research-based process and protocols will be shared.

Jobi Lawrence,

Gerald Hudson

8:00 AM - 9:30 **Addressing The Poverty Mindset**

AM

Schools that serve low-income communities face similar and pervasive issues that are actually a result of the Poverty Mindset. This workshop clarifies misconceptions about poverty, why it exists, how it secretly impacts our schools, and how to change it...permanently!

Hotep Na

8:00 AM - 9:30 **Administrative Strategies For Reducing Office Referrals And Suspensions While Engaging Students**

AM

This Administrative System addresses both mischievous and severe behavior. Learn to use the Discipline, Shelter, Tardy, Truancy and Academic Behavior Cards and Crisis Intervention Unit to successfully reduce office referrals, suspensions and expulsions keeping students in school with on-task learning.

Bert Simmons

8:00 AM - 9:30 **Finding Your Own Path To Serendipity**

AM

This presentation is about embracing all experiences and allowing them to make us better. It's about looking at every experience as treasures —moments that bring us more pain than we

thought possible, more joy than we deserve, and everything in between.

Allyson Apsey

8:00 AM - 9:30  
AM

**Fundamental 5: The Formula For Quality Instruction**

"Great teachers don't teach dramatically different than their peers, they teach slightly different. These slight changes in delivery dramatically improve student performance. Best-selling authors, Cain and Laird, share the secrets of great teachers and how to follow their example."

Sean Cain,  
Michael Laird

8:00 AM - 9:30  
AM

**Learn How To Be An NAESP National Principal Mentor**

The NAESP National Mentor Training and Certification Program™ exhibits a model in which principals can learn to become better leaders from qualified mentors. Join our session which will fully examine the significance of the National Mentor Training and Certification Program™. Our program offers a highly structured professional development program designed to create a cadre of mentors whose expertise is channeled to support school leaders. The training program integrates research-based best practices with participants' knowledge and experiences. The program can be customized according to a school district's specific needs.

Aaran Lurry

8:00 AM - 9:30  
AM

**Practical Strategies & Tools to Create An Active School Environment for Improved Student Outcomes**

Physical movement and learning are essential aspects of the total educational experience for all students. Physical education and physical activity are a component of the Whole School, Whole Community, Whole Child (WSCC) model and can be delivered through a comprehensive school physical activity program (CSPAP) that provides opportunities for students to be physically active before, during, and after school. Come learn about practical, evidence-based CSPAP resources developed by the Centers for Disease Control and Prevention (CDC), Active Schools, and other organizations to help schools implement strategies to increase students' physical activity and improve their academic achievement.

Charlene Burgeson

**Principals Leading Learning: Maximizing The**

8:00 AM - 9:30 AM	<p><b>Impact Of Professional Development</b></p> <p>Leaders must invest in professional development that directly impacts instructional practices. Learn key components of effective PD and practical, research-based and job-embedded practices. Leaders will not only understand the research, but they can take back proven ways to support teachers.</p> <p style="text-align: center;"><u>Shanna Spickard</u></p>
8:00 AM - 9:30 AM	<p><b>RETHINKing Literacy LEADership: LEADing Systems To Increase Student LEARNING</b></p> <p>Meeting the literacy needs of all students is a critical responsibility of school leaders and requires effective systems that impact learning throughout schools. Participants' will deepen their understanding of research-based practices, analyze processes and apply tools to ensure consistent implementation.</p> <p style="text-align: center;"><u>Molly Funk,</u> <u>Melissa Usiak</u></p>
8:00 AM - 9:30 AM	<p><b>SEL In Your School Made Easy</b></p> <p>We know that social-emotional learning is important to our students' development, but how do we teach it effectively? This session will explain how to effectively infuse SEL into your classrooms and identify available resources.</p> <p style="text-align: center;"><u>Erin Capone</u></p>
8:00 AM - 9:30 AM	<p><b>The New Teacher Pipeline: What You Can Do To Keep Quality Applicants Coming Your Way</b></p> <p>Does your school have an adequate supply of new teachers and substitutes? Learn what principals can do to influence the recruitment, preparation, and the mindset of aspiring teachers and support your new hires to assure they survive and thrive.</p> <p style="text-align: center;"><u>Paul Young</u></p>

8:30 AM - 9:30 AM	<p><b>State Representatives Nominating Committee Meeting</b></p>
10:00 AM - 11:30 AM	<p><b>Closing Keynote Session Kwame Alexander Hall B</b></p> <p><b>Be Constructive With Your Blues: Seven Life Lessons Learned From Inspiring Teachers and Principals</b> Along his thirty-year writerly journey, Kwame Alexander received hundreds of rejections. But, he never let other people's NOs define him. And, it paid off in 2015 when he won the coveted Newbery Medal. In this lively and engaging session, Kwame will share important life</p>

lessons he learned from educators that have helped lead to his success, how saying yes transformed his career and life, and how it paved the way to getting people of all ages excited about literacy and language. Participants will leave this session energized to turn negatives into positives and powerfully impact the students and adults they serve.

1:00 PM - 2:00 PM **Webinar Wednesday Live**

**Out of State Travel Request**

---

*School employee requesting trip.*

*Full Name* Diedre Bradley  
*Date of Request* 04/02/2019  
*Name of Organization, Grade* NAESP  
*Departure Date of Trip* 07/09/2019  
*Return Date of Trip* 07/12/2019  
*Departure Time* 7:00AM  
*Departure Location* OKC  
*Number of Days* 4

*Means of Transportation*

- Airline
- School Vehicle
- Private Vehicle

*Number of Students Participating* 0

*Number of Parents/Guardians Attending* 0

*Age of Students* NA

*Place, Purpose, and Nature of the Trip*  
Spokane, Washington

*If booster club is paying an amount is required. If activity fund is being used, a PO number and amount is required.*

---

**Cost Analysis**

*Registration Costs /PO Number:* 191347

*Lodging Cost/PO Number:* 191415

*Airfare or Personal or District Vehicle*

*Transportation Costs/PO Number:* 191427

*Per diem (meals, taxi/uber, parking):* \$50 per day Total \$200

*Cost of a Substitute:* 0

*Will Participation Lead to Further Competition?*

- Yes
- No

*If Yes, Explain*

*Educational Benefits*

Learning how to overcome challenges and better support student development and achievement.

---

*Attachments:*

Upload Schedule of Events: 2019 NAESP Pre-K-8 Principals Conference - Agenda \_ Online Registration by Cvent.pdf

Upload Itinerary: 2019 NAESP Pre-K-8 Principals Conference - Agenda \_ Online Registration by Cvent.pdf

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*Attached Workflow*

*Current Status*

*Workflow Steps*

Out of State Travel Request

Submitted

- 1 Signed by Diedre Bradley on 04/02/2019 at 10:22 PM      Principal  
Signature: Diedre Bradley
- 2 Approved by Sheli McAdoo on 04/04/2019 at 09:15 AM      Assistant Superintendent
- 3 Review      Group:
- 4 TBD
- 5 Approval
- 6 Review      Group:



Closed | Optional | Fee

Tuesday, July 9, 2019

7:00 AM - 5:00 PM	<b>Registration</b>	
8:00 AM - 12:00 PM	<b>Community Service Day</b>	
	Community Service Day offers NAESP conference attendees an opportunity to make a difference through service projects that improve local schools. The service day event is sponsored by Playground equipment manufacturer Landscape Structures.	

### Pre-Conference Session (additional fee required)

8:00 AM - 4:00 PM	<b>Navigating Social Emotional Learning (SEL): Science, Principal Practice, and Practical Application</b> <b>Spokane Convention Center</b>	
	National principals understand the importance of SEL and its impact on schools, however often they struggle with taking theory to practice. This intensive training, led by an expert in the SEL field, Dr. Stephanie Jones, will provide a framework for understanding SEL and bring the conversation full circle to provide an in-depth guide to 25 evidence-based social emotional learning programs for elementary schools that profiles both lesson-based/curriculum and non-curricular approaches.  Speakers: <u><a href="#">Stephanie Jones</a></u>	
8:00 AM - 4:00 PM	<b>Swimming in the Deep End - What Does It Take?</b> <b>Spokane Convention Center</b>	
	No matter where what role we play in a school or district, we all want to make a difference. However, things move fast in education these days, and often in our communications we are left confused, overwhelmed, and not as successful as we could be. We need to build up a skill set of effective decision-making capabilities, 'resistance	

management' communication strategies, and for the sake of our health, our 'stress tolerance.' This workshop will provide support, a laugh, and some cognitive, social and psychological resources to help you communicate more effectively, confidently, and collaboratively, no matter your role.

Speakers: [Jennifer Abrams](#)

Wednesday, July 10, 2019

7:00 AM - 8:30 AM **Continental Breakfast**  
**Exhibit Hall**

7:00 AM - 5:00 PM **Exhibit Hall Open**

7:00 AM - 5:00 PM **Registration**  
**Spokane Convention Center**

8:00 AM - 9:30 AM **6 Million US Children Missing From School!**  
**What Can We Do About It?**

There are nearly 6 million children who are not enrolled in any type of schooling in the US! Why is this and how do we, as a nation, reach out to them and their families? Learn how in this session.

[Darrell Rud](#),  
[Richard Barbacane](#),  
[Mary Kay Sommers](#)

8:00 AM - 9:30 AM **Cooperative Meetings: A Critical Tool for Faculty Development**

If you want strategies that create engaging dialogue among faculty and enhance the school culture, this session is for you! You will experience step-by-step structures to transform meetings, improve faculty relationships, enhance professional discourse, and involve stakeholders in decision making.

[Carol Lohkamp](#)

8:00 AM - 9:30 AM **Create A Campus-Wide Technology Growth Mindset Guaranteed To Increase Daily Student Engagement**

Participants will learn a variety of ways to encourage collaboration among teachers by increasing the use of technology daily which promotes high student engagement. Attendees will learn how to utilize a variety of technology applications essential for the 21st century.

Lorena Zertuche,

Ann Lalime

8:00 AM - 9:30  
AM

**Increase School Engagement Through Improved Communication**

There is a new opportunity for school leaders to engage their school community and improve their communication skills by maximizing the use of video. Learn free/inexpensive methods and practice your PR skills to show your school's personality and mission.

Andy Jacks

8:00 AM - 9:30  
AM

**Kernels Of Practice For Social Emotional Learning: Low-Cost, Low-Burden Strategies**

The field of social and emotional learning (SEL) is rapidly expanding as educators bring a sharper focus to helping children build skills beyond academic knowledge. This enlightening session with Harvard Graduate School of Education Professor Stephanie Jones will explore low-cost, targeted strategies that can be implemented quickly and have the potential to build students' SEL skills in a cohesive and complementary way across settings.

Stephanie Jones

8:00 AM - 9:30  
AM

**Managing Conflict With Clarity, Confidence, And Courage**

As administrators, coaches or colleagues, we often come up against situations where difficult topics must be addressed. What do we know about the best strategies for those moments? What questions should we be asking ourselves before we speak, and what environments are best for when we do speak? Based on Jennifer's book, *Having Hard Conversations*, and her work with conflict and interpersonal communication, this session will provide participants with action plans and scripting tools for having those necessary hard conversations.

Jennifer Abrams

8:00 AM - 9:30  
AM

**Resilience Can Be Taught: 4 Keys To Unleashing Resilience**

Learn about vital skills of resilience and 3 keys to creating a resilient climate. This engaging presentation will empower you to deliver these skills to students of any background and learning style, enabling them to thrive in school and life.

Christian Moore

8:00 AM - 9:30

**Restorative Practices--Learn from Principals**

AM

**Who Have Practiced RP Daily With Amazing Results!**

Participants will practice community building circles and observe a restorative conference. You will leave with the basic philosophy, tools and knowledge to use circles and conferences in your school. Restorative Practices are key to transforming school culture and climate.

Jennifer Kirksey

8:00 AM - 9:30 AM

**Slay Reading Logs, Champion Literacy, And Booktalk like a Wizard**

Step away from that reading log...and help staff step away too! Collect examples of innovative literacy practices and see strategies to champion a culture of literacy. Participants will walk away with a literacy toolkit too!

Brad Gustafson

8:00 AM - 9:30 AM

**STEAM Innovation Inspired By Biomimicry**

Nature's engineering feats and elegant designs provide cross-curricular, standards-based projects that engage learners in real-world challenges. Biomimicry, the field of science that imitates nature's time-tested solutions, helps students gather disparate concepts and translate them into actionable ideas.

Cheri Sterman,  
Nancy Horvat

8:00 AM - 9:30 AM

**The DCR Of Effective Leadership: Data, Curriculum, And Relationships**

Wondering how leaders become effective and achieve school-wide academic success? During this session, Principal Record from Pocomoke Middle will highlight the importance of making Data driven decisions, ensuring a rigorous Curriculum, and building Relationships. Three key components for effective leadership.

Matthew Record

8:00 AM - 9:30 AM

**Trauma Informed School Leadership**

The impact of trauma and chronic stress on students is at an all-time alarming rate. Participants will learn how to lead through a Trauma Informed Leadership model that equips, empowers, and inspires students to thrive in school.

Bill Ziegler

9:30 AM - 10:00 **Exhibit Hall Break (Vendor Learning Lab)**

AM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
9:30 AM - 10:00 AM	<b>Snapshot Session - Reflections and Networking</b>
10:00 AM - 11:30 AM	<b>Opening Keynote Session Razia Jan Hall B</b> <b>Global Education: Alike Yet Different</b> Razia's Ray of Hope Foundation is a nonprofit organization that empowers young women and girls in Afghanistan through community-based education in the district of Deh'Subz. Founded on the knowledge that education is key to positive, peaceful change for current and future generations, they provide young Afghans the opportunity to learn and grow in a safe, nurturing environment, so that they may work toward brighter futures — in their own villages and beyond. Razia's Ray of Hope Foundation would not exist without the spirit, vision, and tireless efforts of founder and president Razia Jan. Razia has worked for many years to forge connections between Afghans and Americans. Her humanitarian efforts are honored in First Lady Laura Bush's 2016 book We Are Afghan Women.
11:30 AM - 1:00 PM	<b>Lunch on Your Own</b>
11:45 AM - 12:45 PM	<b>The Exchange Exhibit Hall</b>

1:00 PM - 2:00 PM	<b>A Commitment To Excellence: Cultivating Engagement in Your School</b> Educators are under constant pressure to meet a variety of needs, engage families, and foster collaboration, while doing everything necessary to make a difference in the lives of students. If leaders aren't conscious, staff burnout is inevitable.  <u>Daniel Butler</u>
1:00 PM - 2:00 PM	<b>Are Your Students Emotionally Safe? - How to Eradicate Bullying At Its Root</b> Discover how to eradicate the root causes behind the toughest issues facing our students by transforming your school into an emotionally safe campus! Participants receive instant access to the ESE Grant training and resources for emotional safety education.  <u>Deanna Rhinehart</u>

1:00 PM - 2:00  
PM

### **Building A Future Ready School By Fostering Creativity And Critical Thinking**

Audience will embark on our school's inspiring journey of "Dream, Explore, Design, Create" to build a future ready school via exploration and innovation through shared vision, collective decision-making, and empowering teachers to create a student-centered learning aligned to academic standards.

Neera Kohli

1:00 PM - 2:00  
PM

### **Developing Campus Culture? Simple Ways To Build Positive Culture And Foster Parent Engagement**

Future and current administrators will gain insight into creating a genuinely positive school culture--a culture of kindness and care. Participants will leave the session with ideas and tools they can implement upon returning to their campus.

William Rhodes,  
Lindsay O'Leary.

1:00 PM - 2:00  
PM

### **Hiring For A High Achieving Climate And Culture**

The teachers you hire reflect on you, your students and your district. No one wants to hire a mediocre teacher, how can you tell what you're getting through the interview process? How do you discern who will be good from great?

Mary Smith

1:00 PM - 2:00  
PM

### **Human Literacy: Navigating Social And Emotional Issues With A Coaching Mindset**

Navigating life's challenges and working with others are within the social and emotional domains. Building human literacy skills includes developing self-awareness and understanding others. Participants will receive unique coaching protocols that help students and faculty improve interactions with others.

Cheri Sterman,  
Nancy Horvat

1:00 PM - 2:00  
PM

### **It's Lonely At The Top...But It Doesn't Have To Be!**

The job of a Principal can be difficult and lonely. However, principals have the best resources for success within their school community. Utilizing teacher leaders through collaboration to assist in making crucial decisions can help in expanding your vision.

Maria Bridwell

1:00 PM - 2:00  
PM

### **Leading a School Into a Comprehensive, Integrated Three-Tiered Model of Prevention (Ci3T)**

Dr. Kiser and Mrs. Tate will share experiences in developing and implementing a positive behavior support model. A description of helping teachers, parents, students, and stakeholders buy-in to their motto "Be the Best Me I Can Be!" will be discussed.

Matt Kiser,  
Laura Tate

1:00 PM - 2:00  
PM

### **National Panel For Aspiring Authors**

Have you ever dreamed of writing a book? Are you interested in learning more about the publishing process? The National Panel for Aspiring Authors is your chance to ask questions of principals and school leaders who are also published authors.

Brad Gustafson,  
Allyson Apsey,  
Derek McCoy,  
Bill Ziegler,  
Kaylen Tucker

1:00 PM - 2:00  
PM

### **Say Goodbye To Tokens And Tickets And Hello To PBIS Rewards**

Tired of printing your campus currency? Confused by the tickets in one classroom and tokens in another? Frustrated by how hard it is to keep up with "all the PBIS things"? We were too, but not any more!

Matt Arend,  
Carrie Tracy

1:00 PM - 2:00  
PM

### **School Improvement & Deep Impact: Voices Amidst Changing Demographics**

To address demographically changing schools, researchers implemented preliminary support training and development targeting specific school indicators and identifying areas of growth for school stakeholders to become more inclusive leaders. Using an ESSA aligned approaches, stakeholders improve schools towards school inclusion.

Jose Luevanos,  
Elisabeth Luevanos,  
Jean Madsen

1:00 PM - 2:00  
PM

### **Secondary Victims Of Opioid Addiction: Schools Help Through Social-emotional Learning**

Opioid addictions don't care who or why. Many addicts have school-age children, so what's a school to do for students worrying constantly about their caregivers? Social-emotional learning gives students strategies to cope and techniques for getting ready to learn.

Carla Tantillo Philibert,  
Brian Hastings

1:00 PM - 2:00  
PM

### **STEM Play Experiences With Early Childhood Learners**

Learn about the process of integrating STEM Play time in Preschool. Using a basic engineering design model and design thinking structure, students develop skills while exploring real-world problems. Come experience STEM play yourself!

Joseph Stanzione,  
Veronica Morales

1:00 PM - 2:00  
PM

### **The Empowered Principal: The School Leader's Alternative To Career Burnout**

Feeling overwhelmed, exhausted, and intimidated in your new role? You aren't alone. School leaders have high demands placed on them daily. Join me in exploring how to take control and make decisions from a place of empowerment and clarity.

Angela Robeck

1:00 PM - 2:00  
PM

### **The Four Dimensions Of Principal Leadership**

This session will introduce participants to the Dr. Reginald Green's Four Dimensions of Principal Leadership. The four dimensions are a combination of leadership theory and research-based best practice. Together, the dimensions offer school leaders practical advice for leading their school.

Ethan Randall

1:00 PM - 2:00  
PM

### **The Principals Tool-Kit For Improving School And Classroom Discipline**

The purpose of this session is to give principals a tool-kit of strategies for classroom management and school-wide management including: practicing proactive strategies, teach tools, diffusers, classroom design, student-teacher relationships, start-up & shut-down requests, and how to refocus.

Bill Truesdale

2:00 PM - 2:30 **Exhibit Hall Break (Vendor Learning Lab)**

PM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
2:00 PM - 2:30 PM	<b>Snapshot Session/Reflections and Networking</b>
2:30 PM - 4:30 PM	<b>Innovation Rotation</b>

2:30 PM - 3:30 PM	<p><b>10 Successful Strategies For Newcomer Students</b></p> <p>"We will share ten successful strategies to support the successful transition for newcomer immigrant English Language Learners that impact their adjustment to a new country. A welcoming school provides stability that impacts the success for students, families, and communities overall."</p> <p style="text-align: center;"><u>Victor Tam,</u> <u>Carla Llewelyn-Vasquez</u></p>
2:30 PM - 3:30 PM	<p><b>10 Ways Every Educator Can Be The One For Kids</b></p> <p>"This keynote takes the audience on a journey through education, by hearing engaging stories about my journey, the impact we all have, and how we can all unleash our power to change the lives of our students. "</p> <p style="text-align: center;"><u>Ryan Sheehy</u></p>
2:30 PM - 3:30 PM	<p><b>Creating a School-wide Writing Program: Four Key Elements</b></p> <p>Most schools have a unified approach to reading, but writing is often a close-the-door-and-do-your-own-thing instructional model with many teachers assigning writing more often than teaching it. Learn four essential elements that must be part of any successful school-wide writing program.</p> <p style="text-align: center;"><u>Alice Greiner</u></p>
2:30 PM - 3:30 PM	<p><b>Developing Self-Regulation And Empathy As Crucial PK To Grade 3 Early Childhood Learning Outcomes</b></p> <p>The intense focus on academic testing outcomes has led many schools to give much less attention to the development of self-regulation, empathy, and social-emotional intelligence, even though these are high-value predictors of success in learning and in life.</p> <p style="text-align: center;"><u>Bob Sornson</u></p>
2:30 PM - 3:30 PM	<b>Even Broken Crayons Still Color - School-wide</b>

PM

### **SEL Strategies That Changed A Building's Culture.**

Participants will learn about trauma informed practices such as PBIS, Conscious Discipline, Yoga/Mindfulness, and celebrations. Participants will learn strategies to maximize student learning and belonging at school, and reduce disciplinary referrals, as well as strategies to increase student attendance rates.

Amy Mason

2:30 PM - 3:30

PM

### **From ACES Low To ACES High**

Students are coming to us with a greater number and intensity of at-risk challenges, including poverty and trauma's Adverse Childhood Experiences. Principals will learn how to harness relationships to overcome these challenges and better support student development and achievement.

Jason Anderson,

Crystal Magers

2:30 PM - 3:30

PM

### **Leading For Literacy: How Strong Principals Can Make A Difference**

This session will introduce the Center on Improving Literacy Through Supporting Elementary School Leaders, newly funded by the U.S. Office of Special Education Programs. The mission of this center is to improve student literacy through building capacity of instructional leaders.

Allison Gandhi,

Sarah Arden

2:30 PM - 3:30

PM

### **Manage To Your Advantage: Approaching School Management Through The Lens Of Threat Assessment**

Participants will focus on applying the process of effective threat and risk assessment to their everyday roles as school-based administrators, starting with the principle that no one person or place sufficiently answers all questions or solves all dilemmas.

Lori Brown

2:30 PM - 3:30

PM

### **Multi-Tiered Systems Of Support (MTSS) For Young Children: Driving Change In Early Education**

"Multi-Tiered Systems of Support (MTSS) for young children is a system-wide framework for delivering effective educational services, matched to learners' needs, resulting in achievement of essential outcomes. Learn how this framework can work in your Pre-K / ECE setting! "

Robin Miller Young2:30 PM - 3:30  
PM**Personalizing Professional Development**

This session shares personalized learning practices used when planning professional learning . We will share how our district provides voice, choice, and path for teachers to grow in meaningful ways that impact student learning and achievement, and teacher compensation.

Sue Sterner,Jeremy Monday,Christopher Otto2:30 PM - 3:30  
PM**STEM Identity And Technology Fluency - An Approach For Any Teacher And Every Student**

Educators will learn how to help students develop 'STEM Identity' and 'Technology Fluency,' while going hands-on with innovative learning media and lesson content. Participants will develop their own Technology Fluency, and practice computational-thinking in a robotic design challenge!

David Emery2:30 PM - 3:30  
PM**The One Thing**

In City Slickers, the wanna-be cowboy gets advice about success from the experienced old cowhand, "Find your one thing." The same is true with campus administrators: find the one thing that gets the most growth from the most students.

Vanessa Stuart2:30 PM - 3:30  
PM**Time Management For School Leaders: Total Control & Peace Of Mind**

This session provides a total system for organizing your surroundings and effectively managing your time. Time management is an essential, yet often missing, skill in the development of classroom teachers and school administrators.

Frank Buck3:45 PM - 4:45  
PM**Be A Champion For Equity- Build A Trauma Sensitive Environment For All Students!**

Imagine a school building where every child feels safe and an environment where all students can thrive. Students bring their trauma into school everyday. It is our job as educators to create an environment where all students can be successful!

Aaron Carmichael,Malinda Mikesell

3:45 PM - 4:45

**Building Quality Relationships With Students,**

PM

**Teachers, And Families**

Join Mathew Moyer as he reviews a variety of ways you can work to build quality relationships with your school community. We will look at the strategies you can implement that will build meaningful relationships that lead to improvements for your school.

Matthew Moyer

3:45 PM - 4:45 PM

**Coordinated Services: How One District Intentionally Plans For ESL, SPED, & RTI In One Day**

Have you ever heard the phrase, "SPED trumps ESL?" Coordination of ESL, RTI, & SPED services is essential when educating students who qualify for a variety of supports. Examples of collaboration & forms will be shared on how to ensure equity in services.

Debra Frantz,  
Joris Ray

3:45 PM - 4:45 PM

**Durable Student Outcomes: Do It By Keeping Things Local and Committing to Being Helpful**

Localism matters when it comes to lasting outcomes. This session changes the standard paradigm of reform by examining what it means to own results locally, leverage outside expertise sparingly, and shift from monitoring and accountability to being helpful.

Gillian Williams,  
Mildred Toliver

3:45 PM - 4:45 PM

**Effective Universal Instruction: Improving Your Results Now**

Strong, effective universal instruction is essential for high achievement. Schools cannot intervene their way to achievement for all students. This session will support schools to examine and improve universal instruction through collective educator collaboration.

Sarah Brown,  
Kimberly Gibbons

3:45 PM - 4:45 PM

**High-Leverage Leadership: 3 Strategies To Develop The Next Generation Of Leaders**

Human connection matters. Positive culture formed with school personnel lays the foundation for optimal performance. Participants will learn simple, high-leverage routines to grow leadership capacity, improve public relations, while fostering positive relationships within the school environment.

Daniel Butler,  
Benjamin Gilpin

3:45 PM - 4:45  
PM

**Let Go And Lead! Supporting Teachers And Students In The Role Of Instructional Leader.**

This session will focus on processes and strategies for building leadership skills in teachers and students. Session participants will engage in collaborative activities and discussions designed to help them leverage teacher and student leaders to affect change.

Fran Dundore,  
Margaret Bobbitt

3:45 PM - 4:45  
PM

**Literacy Zero To Literacy Hero**

One year ago these two literacy “zeroes” were faced with the daunting reality that literacy was missing from their leadership. Come discover the steps they took to harness their inner superhero moving from a Literacy Zero to Literacy Hero.

Matt Arend,  
Todd Schmidt

3:45 PM - 4:45  
PM

**Mastering Parental Involvement – Keeping Kids And Parents Involved In The School**

Strategies for communicating successfully with all parents including the unfocused, hostile, unresponsive, helicopter, and enabling kind. Help parents work with you, not against you through assertive communication and defined conferencing skills. The Home/School Plan results in more focused, successful students and parents.

Bert Simmons

3:45 PM - 4:45  
PM

**PSEL/NELP Standards**

TBD

Jacquelyn Wilson

3:45 PM - 4:45  
PM

**School Culture - A Guide to Thrive**

Thinking teachers lead to thinking students. The first step to developing agency and independence in students is to develop agency and independence in teachers. This session will help you simplify so you can focus on the essential ingredients for success.

Derek Thompson

3:45 PM - 4:45  
PM

**Supporting Our Transgender And Gender Non-Conforming Youth By Creating Inclusive Schools**

75% of Transgender and Gender Non-Conforming youth feel unsafe at school. School leaders have

the power to change this statistic. This session will provide training and tools for leaders committed to creating inclusive schools for all students.

Vanessa Ford

3:45 PM - 4:45 PM **The NAESP Pre-K-3 Leadership Academy™ - Creating More Effective Early Learning Leaders!**

Are you interested in becoming an effective Pre-K-3 Leader? Join this session to learn how the NAESP Pre-K-3 Leadership Academy™ has trained principals and directors in two states to become more effective in applying the six competencies outlined in NAESP's publication: "Leading Pre-K-3 Learning Communities: Competencies for Effective Principal Practice." This program provides a unique blended learning experience designed to enhance a principal's knowledge and skills for becoming an effective Pre-K-3 school leader.

Honor Fede

3:45 PM - 4:45 PM **Using Technology To Enhance Climate, Virtual Meetings, & Stay Connected With Students & Families**

This session will give a brief introduction on how to utilize technology that will allow administrators to improve school culture and climate, virtually meet with their faculty while delineating pertinent information, and keep connected with students and their families.

Martina Carroll

5:00 PM - 6:00 PM **Opening Reception**

Thursday, July 11, 2019

7:00 AM - 8:30 AM **Continental Breakfast Exhibit Hall**  
Vendor Learning Lab/Spotlight

7:00 AM - 5:00 PM **Exhibit Hall Open**

7:00 AM - 5:00 PM **Registration**

8:30 AM - 10:00 **#LeadPositive: Education Leadership Vision**

AM

**Turned Into Positive Action**

A career in education is not easy but can be exhilarating and fulfilling when you find positivity. The goal of this session is to support others (beginning and experienced leaders alike) to lead positively through a series of 12 actions.

Shanna Spickard

8:30 AM - 10:00 AM

**Breathe For Change: Mindful Leadership to Embody Social Change for Equity**

In this experiential Breathe For Change workshop, educational leaders will learn to enhance individual and collective well-being at the school level through integrating wellness and social-emotional learning practices in a trauma-informed, inclusive and culturally relevant way.

Tui Roper,  
Ilana Nankin

8:30 AM - 10:00 AM

**Is My School A Better School BECAUSE I Lead It?**

Principals will be challenged to examine their own leadership identity, presence, impact, mission, purpose, vision and value as the leaders of their schools and whether their leadership practices enable learners to have optimal learning opportunities in equitable, culturally-responsive learning environments.

Baruti Kafele

8:30 AM - 10:00 AM

**It's Time For A Disrupt Admin Session!**

We are working to disrupt administration! A different type of session where ten different principals each share one of their favorite ways to think outside of the box. It's a fast paced presentation packed with lots of great ideas!

Matt Arend,  
Liz Garden,  
Andy Jacks,  
Kelley Begley-McCall,  
Jessica Gomez,  
Cathryn Jacobs,  
Todd Schmidt,  
Lindsay Stumpfenhorst,  
Julie Vincentsen,  
Claire Giardino

8:30 AM - 10:00 AM

**Leading The Whole Teacher**

When asked, teachers often identify that education is their profession AND their hobby. If not nurtured, this can lead to burnout. Leaders who support the

whole teacher help teachers perform their best and feel their best.

Allyson Apsey

8:30 AM - 10:00 **Leaping Over Poverty**

AM

Cognitive stressors and delays, emotional and social challenges, acute chronic stressors, as well as health and safety issues are the main risk factors associated with poverty. Targeting these factors assist students who live in poverty to engage in school productively.

Daniele Snider

8:30 AM - 10:00 **My 10 Favorite Gmail Tricks And Other Productivity Hacks**

AM

While Gmail is a popular tool for principals, most don't know about these 10 features that make a world of difference. Use one or all 10. Regardless, tomorrow, you will attack your email with a smile.

Frank Buck

8:30 AM - 10:00 **Principals: You Are The Leader Of Learning**

AM

School principals are "invaluable multipliers of teaching and learning in the nation's schools," according to this report by political scientist Paul Manna. As a school's "leader of learning" for both the students and adults, principals create the conditions that enable effective teaching and learning and happen at scale. This session will explore the specific behaviors principals can exhibit to strengthen educator practice and results for students through standards-based professional learning.

Frederick Brown

8:30 AM - 10:00 **Social And Emotional Learning: Not Just for Students**

AM

This workshop draws on the five Social/Emotional competencies as identified by CASEL, and focuses on inspiring educators to become practitioners of those competencies as a means to create trusting and nurturing environments where students thrive in school and life.

Greg Sommers

8:30 AM - 10:00 **Stop Suspending Students!**

AM

Suspensions and exclusionary practices cannot be part of our discipline strategy for students. Learn ways to be a zero suspension school while maintaining support to teachers and keeping your families highly satisfied.

Andy Jacks

8:30 AM - 10:00 AM **You Think You Have Tough Kids? Turn That Behavior Around**

Empower teachers with an effective school-wide plan that motivates defiant, non-compliant students, stops teacher/student negative confrontations, office referrals and suspensions. Become skilled at knowing what to do with a bully and how to use dispute resolution to minimize overt behavior.

Bert Simmons

9:30 AM - 10:00 AM **Exhibit Hall Break**

Vendor Learning Lab/Spotlight

9:30 AM - 10:00 AM **Snapshot Session/Reflections and Networking**

10:00 AM - 10:30 AM **Snapshot Session/Reflections and Networking**

10:30 AM - 11:30 AM **Building Capacity For Technology Integration & Innovation Through Professional Learning Cohorts**

In this session we'll share practices rooted in adult SEL, professional interests, and cohort models that have been leveraged to build teacher capacity in the areas of pedagogy, teacher leadership, and authentic, purposeful integration of technology and innovation.

Stephanie Sandifer,  
Amy Houser,  
Krystal Weiss

10:30 AM - 11:30 AM **Classroom Management That Works: The Missing Ingredient!**

The Classroom Management Plan described in this session provides a systematic framework for a student's day-to-day behavior, a hierarchy of discipline responsibilities/consequences, and proven and tested positive reinforcement resulting in greater academic success for all students.

Bert Simmons

10:30 AM - 11:30 AM **Creating Innovative Professional Learning To Empower Teachers In Their Own Growth**

Say goodbye to the traditional one size fits all, sit and get professional development! During this session we will share various ways we have structured innovative professional learning

opportunities for our staff focused on individual interest and professional strengths.

Matthew Johnson,  
Griffin Gervais,  
Kristin Rhodes

10:30 AM -  
11:30 AM

**Demystifying The 'How' Of Improving Student Behavior & School Safety Using SEB MTSS**

Participants will actively engage in exercises through a “how to” skills session to conceptualize how a social-emotional-behavioral (SEB) MTSS framework can work at their schools including the necessary components, processes, and professional roles of a tiered SEB MTSS.

Katherine Dockweiler,  
Alison Clark,  
Lindsay Diamond

10:30 AM -  
11:30 AM

**Developing A Culturally Inclusive Organization With Equity In Mind**

Public schools are becoming more diverse across the nation. In this ever-changing environment, our students must be prepared to interact with people who look, speak, and believe differently. It is the educators responsibility to embrace the diversity of the students.

Tia James,  
Latoya Jeems

10:30 AM -  
11:30 AM

**GENERATION EVERYONE! The Roles We Play In InterGenerational Family Engagement And Why It Matters**

A survey of 2000+ superintendents found only 6% feel they have a firm understanding on how to motivate their multigenerational staff, teachers, and parents. Learn how to increase teacher retention and family engagement by mastering Intergenerational Family Engagement.

Dillon Kalkhurst

10:30 AM -  
11:30 AM

**Leading With The Ethic Of Care**

Leading with the Ethic of Care session will focus on the dynamics of developing a school community that uses empathy and design thinking to forge a positive connection with the stakeholders at an elementary school.

Gerald Paterson

10:30 AM -  
11:30 AM

**Managing the Teacher Hiring Process: 10 Important Steps**

To hire effective teachers, an administrator needs a process that assures that candidates have the

experience and expertise to do the job. Using behavior-based interviewing, (BBI) and the steps taught in this session, teacher hiring will become highly successful.

Mary Clement

10:30 AM -  
11:30 AM

**Overcoming The Unspoken: Successful Leadership In A Culture Of Silence**

Participants will experience how the use of technology can improve climate and culture by making the invisible visible through on-going feedback relative to key levers of school improvement.

Philip Hammonds

10:30 AM -  
11:30 AM

**Pivotal Elementary School Principal's Role To Lead Transformational Change & Build School Culture**

Elementary principals serve a pivotal role in bringing about transformational change and building school culture. Five key themes provide insight into the role of elementary principals and the associated skills, knowledge, and behaviors that they must employ.

Tamera Jones

10:30 AM -  
11:30 AM

**Strategies, Practices, And Procedures That Reduce Inappropriate Office Referrals**

Frustrated with an office full of student behavioral referrals? This session will help you refocus on teaching adults your expectations and norms of behavior while supporting their management of students. With clear school structures, procedures, and practices, school culture improves.

Paul Young

10:30 AM -  
11:30 AM

**Student Achievement Starts With Teacher Empowerment: Is It Really That Simple?**

Join us as we share tools and creative innovations that empower teacher leaders to reflect on best practices and work as change-agents. Leave ready to lead your organization towards engaged students, higher levels of collaborative instruction and increased student achievement.

Sarah Von Esh,  
Tracey Smith

10:30 AM -  
11:30 AM

**The Hip-Hop Principalship: The Rhyme And Reason Of New School Leadership**

This session provides a guideline for connecting with a new school community with a five-pronged doctrine for shaping school culture and relating to

the school community in authentic ways.  
Leadership is presented as a force for social change and empowerment.

Andre Mountain

10:30 AM -  
11:30 AM

**Transforming School Culture: How To Overcome Staff Division**

Explore the root causes of staff resistance to change and leave with concrete strategies that will improve school culture, address staff cohesion, maximize human potential, and lay the foundation for a powerful learning environment.

Malik Muhammad

10:30 AM -  
11:30 AM

**You Are What You Read: Leading A Culture Of Literacy**

We all know that literacy is important - it's the cornerstone of society. Yet, how much instructional leadership capacity do we use to model, coach, and facilitate the idea of literacy for all students at all levels? Re-imagine your literacy leadership now!

Adam Drummond

11:30 AM - 1:00 PM **Lunch on Your Own**

11:45 AM - 12:45 PM **The Exchange Exhibit Hall**

1:00 PM - 2:30 PM **Keynote Session - Michael Fullan Hall B**

2:30 PM - 3:00 PM **Snapshot Session/Reflections and Networking**

3:00 PM - 4:00 PM **#PrincipalsInAction - Get Out Of Your Office And Connect With Others!**

Principals In Action are leaders who believe in getting out of their office and connecting with others. Through Twitter and Voxer, Principals In Action are connected to share ideas, challenge each other, offer support, and lean on during tough times.

Mark French,  
Jay Posick,  
Ryan Sheehy.

3:00 PM - 4:00 PM **90 90 90 - The Next Generation Of High Performing High Poverty Schools**

Dr. Douglas Reeves will share insights from the new research on 90 90 90 schools. Dr. Reeves will address the important new insights that address the challenges of leading schools serving students from low income families.

Douglas Reeves

3:00 PM - 4:00 PM **Academic And Behavior Systems Of Support**

This session will look at everything between assessments to implementation of effective behavioral and academic systems of support. Participants will walk away with hands-on resources for academic and behavior interventions, with a focus on meeting the most challenging students.

Micah Gearhart

3:00 PM - 4:00 PM **American Overseas Schools**

Learn more about the role of American Overseas Schools. Literature and materials, including fact sheets, school directories, and recruitment information will be distributed. Employment opportunities and school-to-school partnerships will be discussed. Gain an understanding of opportunities available to stateside principals.

Thomas Shearer,  
Brent Mutsch

3:00 PM - 4:00 PM **Get Dirty; Creating A Positive Culture Through Involvement**

Principals will gain new ideas and resources on continuing to build rapport with your students, staff, and families while still creating an environment accepting of change and growth.

Lindsay Stumpenhorst3:00 PM - 4:00  
PM**Hacking Social-Emotional Learning: One School's Journey To Make SEL A Year-Long Priority**

Creating a multifaceted social-emotional learning program that is both ongoing and engaging to students of all ages can be a daunting task for any school leader. Come discover the ideas/strategies one school site implemented to make SEL a priority.

Todd Schmidt3:00 PM - 4:00  
PM**Instructional Practices For Cultivating Multi-Dimensional Wellness & Mental Health In Our Classrooms**

Instructional practices for integrating researched-based strategies including mindfulness, movement, breath and social emotional learning into our classrooms, schools and communities. Our Professional Development and Instructional Practices were successfully piloted with the Port Jefferson Middle School in the Fall of 2017.

Diane MacDonald3:00 PM - 4:00  
PM**Leading The Charge For Cultural Competency In Schools**

This session will focus on the changing role of the principal from building manager to culturally competent leader.

Beverly Johnson-Green3:00 PM - 4:00  
PM**Moving From Data Rich To Information Rich: Leveraging Data To Make Meaningful Change**

If we believe all data is of equal importance, we cannot utilize any data to drive meaningful change. This session will help administrators to identify specific data points to develop more information rich data analysis and drive change.

Joe Mullikin3:00 PM - 4:00  
PM**Pathway To Community Engagement**

Effective community engagement is not a one-time program but rather a set of day-to-day practices and interactions that support learning. Schools and communities need to work together to promote engagement that is systemic, sustained and integrated into school improvement efforts.

Penelope Miller-Smith

3:00 PM - 4:00

**Poking The Bear: Creating Trauma Sensitive Environments**

PM	In this session, participants will gain an understanding of how trauma affects the brain, hinders learning, motivation, and success of impacted students in the classrooms.  <u>LaRon Martin</u>
3:00 PM - 4:00 PM	<b>Positive School Branding: How To Do It Effectively And Efficiently</b> Participants will learn about the power of positivity and leave with ideas to take back and implement to get all stakeholders on board. There is no better public relations campaign than one that promotes a positive learning environment for all.  <u>Shanna Spickard</u>
3:00 PM - 4:00 PM	<b>Promoting Self-Directed Learning During Intervention/Extension Blocks Through Electronic Portfolios</b> In this session you will learn how to use technology and online tools that are student-centered when considering implementing digital portfolios in your school to develop self-directed learning.  <u>Carrie Huber</u>
3:00 PM - 4:00 PM	<b>Uncommon Leadership: Live Well, Lead Strong</b> Our world needs Uncommon Leaders---those who live intentionally and demonstrate courage that shines in everything they do. We'll examine "living well": reflecting on our guiding principles, and "leading strong": acting with compassion and integrity that flows from our principled foundation.  <u>Debbie McFalone</u>
3:00 PM - 4:00 PM	<b>Wanted: The Instructional Change Agent</b> Now seeking: instructional leader. This role is often in conflict with other non-instructional duties. Imagine how your role could re-emerge as the instructional change agent to increase our leadership capacity through culture, instructional planning, learner engagement, and community advocacy.  <u>Adam Drummond</u>

Friday, July 12, 2019

7:00 AM - 12:30 PM	<b>Exhibit Hall Open</b>
7:00 AM - 11:00	<b>Registration</b>

AM

7:30 AM - 8:30 **Overseas School Breakfast (Invitation Only)**

AM

7:30 AM - 9:30 **State Representatives Membership Meeting**

AM

8:00 AM - 9:30 **Federal Relations Network Meeting**

AM

8:00 AM - 9:30 **State Editors Meeting**

AM

8:00 AM - 9:30 **4 Steps To Successful Time Management For Administrators**

AM

This session features a 4 step process to assist school leaders/administrators collect and analyze data to understand how they are prioritizing their professional time. A case study of districts that have utilized the research-based process and protocols will be shared.

Jobi Lawrence,  
Gerald Hudson

8:00 AM - 9:30 **Addressing The Poverty Mindset**

AM

Schools that serve low-income communities face similar and pervasive issues that are actually a result of the Poverty Mindset. This workshop clarifies misconceptions about poverty, why it exists, how it secretly impacts our schools, and how to change it...permanently!

Hotep Na

8:00 AM - 9:30 **Administrative Strategies For Reducing Office Referrals And Suspensions While Engaging Students**

AM

This Administrative System addresses both mischievous and severe behavior. Learn to use the Discipline, Shelter, Tardy, Truancy and Academic Behavior Cards and Crisis Intervention Unit to successfully reduce office referrals, suspensions and expulsions keeping students in school with on-task learning.

Bert Simmons

8:00 AM - 9:30 **Finding Your Own Path To Serendipity**

AM

This presentation is about embracing all experiences and allowing them to make us better. It's about looking at every experience as treasures —moments that bring us more pain than we

thought possible, more joy than we deserve, and everything in between.

Allyson Apsey

8:00 AM - 9:30  
AM

**Fundamental 5: The Formula For Quality Instruction**

"Great teachers don't teach dramatically different than their peers, they teach slightly different. These slight changes in delivery dramatically improve student performance. Best-selling authors, Cain and Laird, share the secrets of great teachers and how to follow their example."

Sean Cain,  
Michael Laird

8:00 AM - 9:30  
AM

**Learn How To Be An NAESP National Principal Mentor**

The NAESP National Mentor Training and Certification Program™ exhibits a model in which principals can learn to become better leaders from qualified mentors. Join our session which will fully examine the significance of the National Mentor Training and Certification Program™. Our program offers a highly structured professional development program designed to create a cadre of mentors whose expertise is channeled to support school leaders. The training program integrates research-based best practices with participants' knowledge and experiences. The program can be customized according to a school district's specific needs.

Aaran Lurry

8:00 AM - 9:30  
AM

**Practical Strategies & Tools to Create An Active School Environment for Improved Student Outcomes**

Physical movement and learning are essential aspects of the total educational experience for all students. Physical education and physical activity are a component of the Whole School, Whole Community, Whole Child (WSCC) model and can be delivered through a comprehensive school physical activity program (CSPAP) that provides opportunities for students to be physically active before, during, and after school. Come learn about practical, evidence-based CSPAP resources developed by the Centers for Disease Control and Prevention (CDC), Active Schools, and other organizations to help schools implement strategies to increase students' physical activity and improve their academic achievement.

Charlene Burgeson

**Principals Leading Learning: Maximizing The**

8:00 AM - 9:30 AM	<p><b>Impact Of Professional Development</b></p> <p>Leaders must invest in professional development that directly impacts instructional practices. Learn key components of effective PD and practical, research-based and job-embedded practices. Leaders will not only understand the research, but they can take back proven ways to support teachers.</p> <p style="text-align: center;"><u>Shanna Spickard</u></p>
8:00 AM - 9:30 AM	<p><b>RETHINKing Literacy LEADership: LEADing Systems To Increase Student LEARNING</b></p> <p>Meeting the literacy needs of all students is a critical responsibility of school leaders and requires effective systems that impact learning throughout schools. Participants' will deepen their understanding of research-based practices, analyze processes and apply tools to ensure consistent implementation.</p> <p style="text-align: center;"><u>Molly Funk,</u> <u>Melissa Usiak</u></p>
8:00 AM - 9:30 AM	<p><b>SEL In Your School Made Easy</b></p> <p>We know that social-emotional learning is important to our students' development, but how do we teach it effectively? This session will explain how to effectively infuse SEL into your classrooms and identify available resources.</p> <p style="text-align: center;"><u>Erin Capone</u></p>
8:00 AM - 9:30 AM	<p><b>The New Teacher Pipeline: What You Can Do To Keep Quality Applicants Coming Your Way</b></p> <p>Does your school have an adequate supply of new teachers and substitutes? Learn what principals can do to influence the recruitment, preparation, and the mindset of aspiring teachers and support your new hires to assure they survive and thrive.</p> <p style="text-align: center;"><u>Paul Young</u></p>

8:30 AM - 9:30 AM	<p><b>State Representatives Nominating Committee Meeting</b></p>
10:00 AM - 11:30 AM	<p><b>Closing Keynote Session Kwame Alexander Hall B</b></p> <p><b>Be Constructive With Your Blues: Seven Life Lessons Learned From Inspiring Teachers and Principals</b> Along his thirty-year writerly journey, Kwame Alexander received hundreds of rejections. But, he never let other people's NOs define him. And, it paid off in 2015 when he won the coveted Newbery Medal. In this lively and engaging session, Kwame will share important life</p>

lessons he learned from educators that have helped lead to his success, how saying yes transformed his career and life, and how it paved the way to getting people of all ages excited about literacy and language. Participants will leave this session energized to turn negatives into positives and powerfully impact the students and adults they serve.

1:00 PM - 2:00 PM **Webinar Wednesday Live**



Closed | Optional | Fee

Tuesday, July 9, 2019

7:00 AM - 5:00 PM	<b>Registration</b>	
8:00 AM - 12:00 PM	<b>Community Service Day</b>	
	Community Service Day offers NAESP conference attendees an opportunity to make a difference through service projects that improve local schools. The service day event is sponsored by Playground equipment manufacturer Landscape Structures.	

**Pre-Conference Session (additional fee required)**

8:00 AM - 4:00 PM	<b>Navigating Social Emotional Learning (SEL): Science, Principal Practice, and Practical Application</b> <b>Spokane Convention Center</b>	
	National principals understand the importance of SEL and its impact on schools, however often they struggle with taking theory to practice. This intensive training, led by an expert in the SEL field, Dr. Stephanie Jones, will provide a framework for understanding SEL and bring the conversation full circle to provide an in-depth guide to 25 evidence-based social emotional learning programs for elementary schools that profiles both lesson-based/curriculum and non-curricular approaches.  Speakers: <u><a href="#">Stephanie Jones</a></u>	
8:00 AM - 4:00 PM	<b>Swimming in the Deep End - What Does It Take?</b> <b>Spokane Convention Center</b>	
	No matter where what role we play in a school or district, we all want to make a difference. However, things move fast in education these days, and often in our communications we are left confused, overwhelmed, and not as successful as we could be. We need to build up a skill set of effective decision-making capabilities, 'resistance	

management' communication strategies, and for the sake of our health, our 'stress tolerance.' This workshop will provide support, a laugh, and some cognitive, social and psychological resources to help you communicate more effectively, confidently, and collaboratively, no matter your role.

Speakers: [Jennifer Abrams](#)

Wednesday, July 10, 2019

7:00 AM - 8:30 AM **Continental Breakfast**  
**Exhibit Hall**

7:00 AM - 5:00 PM **Exhibit Hall Open**

7:00 AM - 5:00 PM **Registration**  
**Spokane Convention Center**

8:00 AM - 9:30 AM **6 Million US Children Missing From School!**  
**What Can We Do About It?**

There are nearly 6 million children who are not enrolled in any type of schooling in the US! Why is this and how do we, as a nation, reach out to them and their families? Learn how in this session.

[Darrell Rud](#),  
[Richard Barbacane](#),  
[Mary Kay Sommers](#)

8:00 AM - 9:30 AM **Cooperative Meetings: A Critical Tool for Faculty Development**

If you want strategies that create engaging dialogue among faculty and enhance the school culture, this session is for you! You will experience step-by-step structures to transform meetings, improve faculty relationships, enhance professional discourse, and involve stakeholders in decision making.

[Carol Lohkamp](#)

8:00 AM - 9:30 AM **Create A Campus-Wide Technology Growth Mindset Guaranteed To Increase Daily Student Engagement**

Participants will learn a variety of ways to encourage collaboration among teachers by increasing the use of technology daily which promotes high student engagement. Attendees will learn how to utilize a variety of technology applications essential for the 21st century.

Lorena Zertuche,

Ann Lalime

8:00 AM - 9:30  
AM

**Increase School Engagement Through  
Improved Communication**

There is a new opportunity for school leaders to engage their school community and improve their communication skills by maximizing the use of video. Learn free/inexpensive methods and practice your PR skills to show your school's personality and mission.

Andy Jacks

8:00 AM - 9:30  
AM

**Kernels Of Practice For Social Emotional  
Learning: Low-Cost, Low-Burden Strategies**

The field of social and emotional learning (SEL) is rapidly expanding as educators bring a sharper focus to helping children build skills beyond academic knowledge. This enlightening session with Harvard Graduate School of Education Professor Stephanie Jones will explore low-cost, targeted strategies that can be implemented quickly and have the potential to build students' SEL skills in a cohesive and complementary way across settings.

Stephanie Jones

8:00 AM - 9:30  
AM

**Managing Conflict With Clarity, Confidence,  
And Courage**

As administrators, coaches or colleagues, we often come up against situations where difficult topics must be addressed. What do we know about the best strategies for those moments? What questions should we be asking ourselves before we speak, and what environments are best for when we do speak? Based on Jennifer's book, *Having Hard Conversations*, and her work with conflict and interpersonal communication, this session will provide participants with action plans and scripting tools for having those necessary hard conversations.

Jennifer Abrams

8:00 AM - 9:30  
AM

**Resilience Can Be Taught: 4 Keys To  
Unleashing Resilience**

Learn about vital skills of resilience and 3 keys to creating a resilient climate. This engaging presentation will empower you to deliver these skills to students of any background and learning style, enabling them to thrive in school and life.

Christian Moore

8:00 AM - 9:30

**Restorative Practices--Learn from Principals**

AM

**Who Have Practiced RP Daily With Amazing Results!**

Participants will practice community building circles and observe a restorative conference. You will leave with the basic philosophy, tools and knowledge to use circles and conferences in your school. Restorative Practices are key to transforming school culture and climate.

Jennifer Kirksey

8:00 AM - 9:30 AM

**Slay Reading Logs, Champion Literacy, And Booktalk like a Wizard**

Step away from that reading log...and help staff step away too! Collect examples of innovative literacy practices and see strategies to champion a culture of literacy. Participants will walk away with a literacy toolkit too!

Brad Gustafson

8:00 AM - 9:30 AM

**STEAM Innovation Inspired By Biomimicry**

Nature's engineering feats and elegant designs provide cross-curricular, standards-based projects that engage learners in real-world challenges. Biomimicry, the field of science that imitates nature's time-tested solutions, helps students gather disparate concepts and translate them into actionable ideas.

Cheri Sterman,  
Nancy Horvat

8:00 AM - 9:30 AM

**The DCR Of Effective Leadership: Data, Curriculum, And Relationships**

Wondering how leaders become effective and achieve school-wide academic success? During this session, Principal Record from Pocomoke Middle will highlight the importance of making Data driven decisions, ensuring a rigorous Curriculum, and building Relationships. Three key components for effective leadership.

Matthew Record

8:00 AM - 9:30 AM

**Trauma Informed School Leadership**

The impact of trauma and chronic stress on students is at an all-time alarming rate. Participants will learn how to lead through a Trauma Informed Leadership model that equips, empowers, and inspires students to thrive in school.

Bill Ziegler

9:30 AM - 10:00 **Exhibit Hall Break (Vendor Learning Lab)**

AM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
9:30 AM - 10:00 AM	<b>Snapshot Session - Reflections and Networking</b>
10:00 AM - 11:30 AM	<b>Opening Keynote Session Razia Jan Hall B</b> <b>Global Education: Alike Yet Different</b> Razia's Ray of Hope Foundation is a nonprofit organization that empowers young women and girls in Afghanistan through community-based education in the district of Deh'Subz. Founded on the knowledge that education is key to positive, peaceful change for current and future generations, they provide young Afghans the opportunity to learn and grow in a safe, nurturing environment, so that they may work toward brighter futures — in their own villages and beyond. Razia's Ray of Hope Foundation would not exist without the spirit, vision, and tireless efforts of founder and president Razia Jan. Razia has worked for many years to forge connections between Afghans and Americans. Her humanitarian efforts are honored in First Lady Laura Bush's 2016 book We Are Afghan Women.
11:30 AM - 1:00 PM	<b>Lunch on Your Own</b>
11:45 AM - 12:45 PM	<b>The Exchange Exhibit Hall</b>

1:00 PM - 2:00 PM	<b>A Commitment To Excellence: Cultivating Engagement in Your School</b> Educators are under constant pressure to meet a variety of needs, engage families, and foster collaboration, while doing everything necessary to make a difference in the lives of students. If leaders aren't conscious, staff burnout is inevitable.  <u>Daniel Butler</u>
1:00 PM - 2:00 PM	<b>Are Your Students Emotionally Safe? - How to Eradicate Bullying At Its Root</b> Discover how to eradicate the root causes behind the toughest issues facing our students by transforming your school into an emotionally safe campus! Participants receive instant access to the ESE Grant training and resources for emotional safety education.  <u>Deanna Rhinehart</u>

1:00 PM - 2:00  
PM

### **Building A Future Ready School By Fostering Creativity And Critical Thinking**

Audience will embark on our school's inspiring journey of "Dream, Explore, Design, Create" to build a future ready school via exploration and innovation through shared vision, collective decision-making, and empowering teachers to create a student-centered learning aligned to academic standards.

Neera Kohli

1:00 PM - 2:00  
PM

### **Developing Campus Culture? Simple Ways To Build Positive Culture And Foster Parent Engagement**

Future and current administrators will gain insight into creating a genuinely positive school culture--a culture of kindness and care. Participants will leave the session with ideas and tools they can implement upon returning to their campus.

William Rhodes,  
Lindsay O'Leary.

1:00 PM - 2:00  
PM

### **Hiring For A High Achieving Climate And Culture**

The teachers you hire reflect on you, your students and your district. No one wants to hire a mediocre teacher, how can you tell what you're getting through the interview process? How do you discern who will be good from great?

Mary Smith

1:00 PM - 2:00  
PM

### **Human Literacy: Navigating Social And Emotional Issues With A Coaching Mindset**

Navigating life's challenges and working with others are within the social and emotional domains. Building human literacy skills includes developing self-awareness and understanding others. Participants will receive unique coaching protocols that help students and faculty improve interactions with others.

Cheri Sterman,  
Nancy Horvat

1:00 PM - 2:00  
PM

### **It's Lonely At The Top...But It Doesn't Have To Be!**

The job of a Principal can be difficult and lonely. However, principals have the best resources for success within their school community. Utilizing teacher leaders through collaboration to assist in making crucial decisions can help in expanding your vision.

Maria Bridwell

1:00 PM - 2:00  
PM

### **Leading a School Into a Comprehensive, Integrated Three-Tiered Model of Prevention (Ci3T)**

Dr. Kiser and Mrs. Tate will share experiences in developing and implementing a positive behavior support model. A description of helping teachers, parents, students, and stakeholders buy-in to their motto "Be the Best Me I Can Be!" will be discussed.

[Matt Kiser,](#)  
[Laura Tate](#)

1:00 PM - 2:00  
PM

### **National Panel For Aspiring Authors**

Have you ever dreamed of writing a book? Are you interested in learning more about the publishing process? The National Panel for Aspiring Authors is your chance to ask questions of principals and school leaders who are also published authors.

[Brad Gustafson,](#)  
[Allyson Apsey,](#)  
[Derek McCoy,](#)  
[Bill Ziegler,](#)  
[Kaylen Tucker](#)

1:00 PM - 2:00  
PM

### **Say Goodbye To Tokens And Tickets And Hello To PBIS Rewards**

Tired of printing your campus currency? Confused by the tickets in one classroom and tokens in another? Frustrated by how hard it is to keep up with "all the PBIS things"? We were too, but not any more!

[Matt Arend,](#)  
[Carrie Tracy](#)

1:00 PM - 2:00  
PM

### **School Improvement & Deep Impact: Voices Amidst Changing Demographics**

To address demographically changing schools, researchers implemented preliminary support training and development targeting specific school indicators and identifying areas of growth for school stakeholders to become more inclusive leaders. Using an ESSA aligned approaches, stakeholders improve schools towards school inclusion.

[Jose Luevanos,](#)  
[Elisabeth Luevanos,](#)  
[Jean Madsen](#)

1:00 PM - 2:00  
PM

### **Secondary Victims Of Opioid Addiction: Schools Help Through Social-emotional Learning**

Opioid addictions don't care who or why. Many addicts have school-age children, so what's a school to do for students worrying constantly about their caregivers? Social-emotional learning gives students strategies to cope and techniques for getting ready to learn.

Carla Tantillo Philibert,  
Brian Hastings

1:00 PM - 2:00  
PM

### **STEM Play Experiences With Early Childhood Learners**

Learn about the process of integrating STEM Play time in Preschool. Using a basic engineering design model and design thinking structure, students develop skills while exploring real-world problems. Come experience STEM play yourself!

Joseph Stanzione,  
Veronica Morales

1:00 PM - 2:00  
PM

### **The Empowered Principal: The School Leader's Alternative To Career Burnout**

Feeling overwhelmed, exhausted, and intimidated in your new role? You aren't alone. School leaders have high demands placed on them daily. Join me in exploring how to take control and make decisions from a place of empowerment and clarity.

Angela Robeck

1:00 PM - 2:00  
PM

### **The Four Dimensions Of Principal Leadership**

This session will introduce participants to the Dr. Reginald Green's Four Dimensions of Principal Leadership. The four dimensions are a combination of leadership theory and research-based best practice. Together, the dimensions offer school leaders practical advice for leading their school.

Ethan Randall

1:00 PM - 2:00  
PM

### **The Principals Tool-Kit For Improving School And Classroom Discipline**

The purpose of this session is to give principals a tool-kit of strategies for classroom management and school-wide management including: practicing proactive strategies, teach tools, diffusers, classroom design, student-teacher relationships, start-up & shut-down requests, and how to refocus.

Bill Truesdale

2:00 PM - 2:30 **Exhibit Hall Break (Vendor Learning Lab)**

PM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
2:00 PM - 2:30 PM	<b>Snapshot Session/Reflections and Networking</b>
2:30 PM - 4:30 PM	<b>Innovation Rotation</b>

2:30 PM - 3:30 PM	<p><b>10 Successful Strategies For Newcomer Students</b></p> <p>"We will share ten successful strategies to support the successful transition for newcomer immigrant English Language Learners that impact their adjustment to a new country. A welcoming school provides stability that impacts the success for students, families, and communities overall."</p> <p style="text-align: center;"><u>Victor Tam,</u> <u>Carla Llewelyn-Vasquez</u></p>
2:30 PM - 3:30 PM	<p><b>10 Ways Every Educator Can Be The One For Kids</b></p> <p>"This keynote takes the audience on a journey through education, by hearing engaging stories about my journey, the impact we all have, and how we can all unleash our power to change the lives of our students. "</p> <p style="text-align: center;"><u>Ryan Sheehy</u></p>
2:30 PM - 3:30 PM	<p><b>Creating a School-wide Writing Program: Four Key Elements</b></p> <p>Most schools have a unified approach to reading, but writing is often a close-the-door-and-do-your-own-thing instructional model with many teachers assigning writing more often than teaching it. Learn four essential elements that must be part of any successful school-wide writing program.</p> <p style="text-align: center;"><u>Alice Greiner</u></p>
2:30 PM - 3:30 PM	<p><b>Developing Self-Regulation And Empathy As Crucial PK To Grade 3 Early Childhood Learning Outcomes</b></p> <p>The intense focus on academic testing outcomes has led many schools to give much less attention to the development of self-regulation, empathy, and social-emotional intelligence, even though these are high-value predictors of success in learning and in life.</p> <p style="text-align: center;"><u>Bob Sornson</u></p>
2:30 PM - 3:30 PM	<b>Even Broken Crayons Still Color - School-wide</b>

PM

### **SEL Strategies That Changed A Building's Culture.**

Participants will learn about trauma informed practices such as PBIS, Conscious Discipline, Yoga/Mindfulness, and celebrations. Participants will learn strategies to maximize student learning and belonging at school, and reduce disciplinary referrals, as well as strategies to increase student attendance rates.

Amy Mason

2:30 PM - 3:30

PM

### **From ACES Low To ACES High**

Students are coming to us with a greater number and intensity of at-risk challenges, including poverty and trauma's Adverse Childhood Experiences. Principals will learn how to harness relationships to overcome these challenges and better support student development and achievement.

Jason Anderson,

Crystal Magers

2:30 PM - 3:30

PM

### **Leading For Literacy: How Strong Principals Can Make A Difference**

This session will introduce the Center on Improving Literacy Through Supporting Elementary School Leaders, newly funded by the U.S. Office of Special Education Programs. The mission of this center is to improve student literacy through building capacity of instructional leaders.

Allison Gandhi,

Sarah Arden

2:30 PM - 3:30

PM

### **Manage To Your Advantage: Approaching School Management Through The Lens Of Threat Assessment**

Participants will focus on applying the process of effective threat and risk assessment to their everyday roles as school-based administrators, starting with the principle that no one person or place sufficiently answers all questions or solves all dilemmas.

Lori Brown

2:30 PM - 3:30

PM

### **Multi-Tiered Systems Of Support (MTSS) For Young Children: Driving Change In Early Education**

"Multi-Tiered Systems of Support (MTSS) for young children is a system-wide framework for delivering effective educational services, matched to learners' needs, resulting in achievement of essential outcomes. Learn how this framework can work in your Pre-K / ECE setting! "

Robin Miller Young2:30 PM - 3:30  
PM**Personalizing Professional Development**

This session shares personalized learning practices used when planning professional learning . We will share how our district provides voice, choice, and path for teachers to grow in meaningful ways that impact student learning and achievement, and teacher compensation.

Sue Sterner,Jeremy Monday,Christopher Otto2:30 PM - 3:30  
PM**STEM Identity And Technology Fluency - An Approach For Any Teacher And Every Student**

Educators will learn how to help students develop 'STEM Identity' and 'Technology Fluency,' while going hands-on with innovative learning media and lesson content. Participants will develop their own Technology Fluency, and practice computational-thinking in a robotic design challenge!

David Emery2:30 PM - 3:30  
PM**The One Thing**

In City Slickers, the wanna-be cowboy gets advice about success from the experienced old cowhand, "Find your one thing." The same is true with campus administrators: find the one thing that gets the most growth from the most students.

Vanessa Stuart2:30 PM - 3:30  
PM**Time Management For School Leaders: Total Control & Peace Of Mind**

This session provides a total system for organizing your surroundings and effectively managing your time. Time management is an essential, yet often missing, skill in the development of classroom teachers and school administrators.

Frank Buck3:45 PM - 4:45  
PM**Be A Champion For Equity- Build A Trauma Sensitive Environment For All Students!**

Imagine a school building where every child feels safe and an environment where all students can thrive. Students bring their trauma into school everyday. It is our job as educators to create an environment where all students can be successful!

Aaron Carmichael,Malinda Mikesell

3:45 PM - 4:45

**Building Quality Relationships With Students,**

PM

**Teachers, And Families**

Join Mathew Moyer as he reviews a variety of ways you can work to build quality relationships with your school community. We will look at the strategies you can implement that will build meaningful relationships that lead to improvements for your school.

Matthew Moyer

3:45 PM - 4:45 PM

**Coordinated Services: How One District Intentionally Plans For ESL, SPED, & RTI In One Day**

Have you ever heard the phrase, "SPED trumps ESL?" Coordination of ESL, RTI, & SPED services is essential when educating students who qualify for a variety of supports. Examples of collaboration & forms will be shared on how to ensure equity in services.

Debra Frantz,  
Joris Ray

3:45 PM - 4:45 PM

**Durable Student Outcomes: Do It By Keeping Things Local and Committing to Being Helpful**

Localism matters when it comes to lasting outcomes. This session changes the standard paradigm of reform by examining what it means to own results locally, leverage outside expertise sparingly, and shift from monitoring and accountability to being helpful.

Gillian Williams,  
Mildred Toliver

3:45 PM - 4:45 PM

**Effective Universal Instruction: Improving Your Results Now**

Strong, effective universal instruction is essential for high achievement. Schools cannot intervene their way to achievement for all students. This session will support schools to examine and improve universal instruction through collective educator collaboration.

Sarah Brown,  
Kimberly Gibbons

3:45 PM - 4:45 PM

**High-Leverage Leadership: 3 Strategies To Develop The Next Generation Of Leaders**

Human connection matters. Positive culture formed with school personnel lays the foundation for optimal performance. Participants will learn simple, high-leverage routines to grow leadership capacity, improve public relations, while fostering positive relationships within the school environment.

Daniel Butler,  
Benjamin Gilpin

3:45 PM - 4:45  
PM

**Let Go And Lead! Supporting Teachers And Students In The Role Of Instructional Leader.**

This session will focus on processes and strategies for building leadership skills in teachers and students. Session participants will engage in collaborative activities and discussions designed to help them leverage teacher and student leaders to affect change.

Fran Dundore,  
Margaret Bobbitt

3:45 PM - 4:45  
PM

**Literacy Zero To Literacy Hero**

One year ago these two literacy “zeroes” were faced with the daunting reality that literacy was missing from their leadership. Come discover the steps they took to harness their inner superhero moving from a Literacy Zero to Literacy Hero.

Matt Arend,  
Todd Schmidt

3:45 PM - 4:45  
PM

**Mastering Parental Involvement – Keeping Kids And Parents Involved In The School**

Strategies for communicating successfully with all parents including the unfocused, hostile, unresponsive, helicopter, and enabling kind. Help parents work with you, not against you through assertive communication and defined conferencing skills. The Home/School Plan results in more focused, successful students and parents.

Bert Simmons

3:45 PM - 4:45  
PM

**PSEL/NELP Standards**

TBD

Jacquelyn Wilson

3:45 PM - 4:45  
PM

**School Culture - A Guide to Thrive**

Thinking teachers lead to thinking students. The first step to developing agency and independence in students is to develop agency and independence in teachers. This session will help you simplify so you can focus on the essential ingredients for success.

Derek Thompson

3:45 PM - 4:45  
PM

**Supporting Our Transgender And Gender Non-Conforming Youth By Creating Inclusive Schools**

75% of Transgender and Gender Non-Conforming youth feel unsafe at school. School leaders have

the power to change this statistic. This session will provide training and tools for leaders committed to creating inclusive schools for all students.

Vanessa Ford

3:45 PM - 4:45  
PM

**The NAESP Pre-K-3 Leadership Academy™ -  
Creating More Effective Early Learning  
Leaders!**

Are you interested in becoming an effective Pre-K-3 Leader? Join this session to learn how the NAESP Pre-K-3 Leadership Academy™ has trained principals and directors in two states to become more effective in applying the six competencies outlined in NAESP's publication: "Leading Pre-K-3 Learning Communities: Competencies for Effective Principal Practice." This program provides a unique blended learning experience designed to enhance a principal's knowledge and skills for becoming an effective Pre-K-3 school leader.

Honor Fede

3:45 PM - 4:45  
PM

**Using Technology To Enhance Climate, Virtual  
Meetings, & Stay Connected With Students &  
Families**

This session will give a brief introduction on how to utilize technology that will allow administrators to improve school culture and climate, virtually meet with their faculty while delineating pertinent information, and keep connected with students and their families.

Martina Carroll

5:00 PM - 6:00  
PM

**Opening Reception**

Thursday, July 11, 2019

7:00 AM - 8:30  
AM

**Continental Breakfast  
Exhibit Hall**

Vendor Learning Lab/Spotlight

7:00 AM - 5:00  
PM

**Exhibit Hall Open**

7:00 AM - 5:00  
PM

**Registration**

8:30 AM - 10:00 **#LeadPositive: Education Leadership Vision**

AM

**Turned Into Positive Action**

A career in education is not easy but can be exhilarating and fulfilling when you find positivity. The goal of this session is to support others (beginning and experienced leaders alike) to lead positively through a series of 12 actions.

Shanna Spickard

8:30 AM - 10:00 AM

**Breathe For Change: Mindful Leadership to Embody Social Change for Equity**

In this experiential Breathe For Change workshop, educational leaders will learn to enhance individual and collective well-being at the school level through integrating wellness and social-emotional learning practices in a trauma-informed, inclusive and culturally relevant way.

Tui Roper,  
Ilana Nankin

8:30 AM - 10:00 AM

**Is My School A Better School BECAUSE I Lead It?**

Principals will be challenged to examine their own leadership identity, presence, impact, mission, purpose, vision and value as the leaders of their schools and whether their leadership practices enable learners to have optimal learning opportunities in equitable, culturally-responsive learning environments.

Baruti Kafele

8:30 AM - 10:00 AM

**It's Time For A Disrupt Admin Session!**

We are working to disrupt administration! A different type of session where ten different principals each share one of their favorite ways to think outside of the box. It's a fast paced presentation packed with lots of great ideas!

Matt Arend,  
Liz Garden,  
Andy Jacks,  
Kelley Begley-McCall,  
Jessica Gomez,  
Cathryn Jacobs,  
Todd Schmidt,  
Lindsay Stumpfenhorst,  
Julie Vincentsen,  
Claire Giardino

8:30 AM - 10:00 AM

**Leading The Whole Teacher**

When asked, teachers often identify that education is their profession AND their hobby. If not nurtured, this can lead to burnout. Leaders who support the

whole teacher help teachers perform their best and feel their best.

Allyson Apsey

8:30 AM - 10:00 **Leaping Over Poverty**

AM

Cognitive stressors and delays, emotional and social challenges, acute chronic stressors, as well as health and safety issues are the main risk factors associated with poverty. Targeting these factors assist students who live in poverty to engage in school productively.

Daniele Snider

8:30 AM - 10:00 **My 10 Favorite Gmail Tricks And Other Productivity Hacks**

AM

While Gmail is a popular tool for principals, most don't know about these 10 features that make a world of difference. Use one or all 10. Regardless, tomorrow, you will attack your email with a smile.

Frank Buck

8:30 AM - 10:00 **Principals: You Are The Leader Of Learning**

AM

School principals are "invaluable multipliers of teaching and learning in the nation's schools," according to this report by political scientist Paul Manna. As a school's "leader of learning" for both the students and adults, principals create the conditions that enable effective teaching and learning and happen at scale. This session will explore the specific behaviors principals can exhibit to strengthen educator practice and results for students through standards-based professional learning.

Frederick Brown

8:30 AM - 10:00 **Social And Emotional Learning: Not Just for Students**

AM

This workshop draws on the five Social/Emotional competencies as identified by CASEL, and focuses on inspiring educators to become practitioners of those competencies as a means to create trusting and nurturing environments where students thrive in school and life.

Greg Sommers

8:30 AM - 10:00 **Stop Suspending Students!**

AM

Suspensions and exclusionary practices cannot be part of our discipline strategy for students. Learn ways to be a zero suspension school while maintaining support to teachers and keeping your families highly satisfied.

Andy Jacks

8:30 AM - 10:00 AM **You Think You Have Tough Kids? Turn That Behavior Around**

Empower teachers with an effective school-wide plan that motivates defiant, non-compliant students, stops teacher/student negative confrontations, office referrals and suspensions. Become skilled at knowing what to do with a bully and how to use dispute resolution to minimize overt behavior.

Bert Simmons

9:30 AM - 10:00 AM **Exhibit Hall Break**

Vendor Learning Lab/Spotlight

9:30 AM - 10:00 AM **Snapshot Session/Reflections and Networking**

10:00 AM - 10:30 AM **Snapshot Session/Reflections and Networking**

10:30 AM - 11:30 AM **Building Capacity For Technology Integration & Innovation Through Professional Learning Cohorts**

In this session we'll share practices rooted in adult SEL, professional interests, and cohort models that have been leveraged to build teacher capacity in the areas of pedagogy, teacher leadership, and authentic, purposeful integration of technology and innovation.

Stephanie Sandifer,  
Amy Houser,  
Krystal Weiss

10:30 AM - 11:30 AM **Classroom Management That Works: The Missing Ingredient!**

The Classroom Management Plan described in this session provides a systematic framework for a student's day-to-day behavior, a hierarchy of discipline responsibilities/consequences, and proven and tested positive reinforcement resulting in greater academic success for all students.

Bert Simmons

10:30 AM - 11:30 AM **Creating Innovative Professional Learning To Empower Teachers In Their Own Growth**

Say goodbye to the traditional one size fits all, sit and get professional development! During this session we will share various ways we have structured innovative professional learning

opportunities for our staff focused on individual interest and professional strengths.

Matthew Johnson,  
Griffin Gervais,  
Kristin Rhodes

10:30 AM -  
11:30 AM

**Demystifying The 'How' Of Improving Student Behavior & School Safety Using SEB MTSS**

Participants will actively engage in exercises through a “how to” skills session to conceptualize how a social-emotional-behavioral (SEB) MTSS framework can work at their schools including the necessary components, processes, and professional roles of a tiered SEB MTSS.

Katherine Dockweiler,  
Alison Clark,  
Lindsay Diamond

10:30 AM -  
11:30 AM

**Developing A Culturally Inclusive Organization With Equity In Mind**

Public schools are becoming more diverse across the nation. In this ever-changing environment, our students must be prepared to interact with people who look, speak, and believe differently. It is the educators responsibility to embrace the diversity of the students.

Tia James,  
Latoya Jeems

10:30 AM -  
11:30 AM

**GENERATION EVERYONE! The Roles We Play In InterGenerational Family Engagement And Why It Matters**

A survey of 2000+ superintendents found only 6% feel they have a firm understanding on how to motivate their multigenerational staff, teachers, and parents. Learn how to increase teacher retention and family engagement by mastering Intergenerational Family Engagement.

Dillon Kalkhurst

10:30 AM -  
11:30 AM

**Leading With The Ethic Of Care**

Leading with the Ethic of Care session will focus on the dynamics of developing a school community that uses empathy and design thinking to forge a positive connection with the stakeholders at an elementary school.

Gerald Paterson

10:30 AM -  
11:30 AM

**Managing the Teacher Hiring Process: 10 Important Steps**

To hire effective teachers, an administrator needs a process that assures that candidates have the

experience and expertise to do the job. Using behavior-based interviewing, (BBI) and the steps taught in this session, teacher hiring will become highly successful.

Mary Clement

10:30 AM -  
11:30 AM

**Overcoming The Unspoken: Successful Leadership In A Culture Of Silence**

Participants will experience how the use of technology can improve climate and culture by making the invisible visible through on-going feedback relative to key levers of school improvement.

Philip Hammonds

10:30 AM -  
11:30 AM

**Pivotal Elementary School Principal's Role To Lead Transformational Change & Build School Culture**

Elementary principals serve a pivotal role in bringing about transformational change and building school culture. Five key themes provide insight into the role of elementary principals and the associated skills, knowledge, and behaviors that they must employ.

Tamera Jones

10:30 AM -  
11:30 AM

**Strategies, Practices, And Procedures That Reduce Inappropriate Office Referrals**

Frustrated with an office full of student behavioral referrals? This session will help you refocus on teaching adults your expectations and norms of behavior while supporting their management of students. With clear school structures, procedures, and practices, school culture improves.

Paul Young

10:30 AM -  
11:30 AM

**Student Achievement Starts With Teacher Empowerment: Is It Really That Simple?**

Join us as we share tools and creative innovations that empower teacher leaders to reflect on best practices and work as change-agents. Leave ready to lead your organization towards engaged students, higher levels of collaborative instruction and increased student achievement.

Sarah Von Esh,  
Tracey Smith

10:30 AM -  
11:30 AM

**The Hip-Hop Principalship: The Rhyme And Reason Of New School Leadership**

This session provides a guideline for connecting with a new school community with a five-pronged doctrine for shaping school culture and relating to

the school community in authentic ways.  
Leadership is presented as a force for social change and empowerment.

Andre Mountain

10:30 AM -  
11:30 AM

**Transforming School Culture: How To Overcome Staff Division**

Explore the root causes of staff resistance to change and leave with concrete strategies that will improve school culture, address staff cohesion, maximize human potential, and lay the foundation for a powerful learning environment.

Malik Muhammad

10:30 AM -  
11:30 AM

**You Are What You Read: Leading A Culture Of Literacy**

We all know that literacy is important - it's the cornerstone of society. Yet, how much instructional leadership capacity do we use to model, coach, and facilitate the idea of literacy for all students at all levels? Re-imagine your literacy leadership now!

Adam Drummond

11:30 AM - 1:00 PM **Lunch on Your Own**

11:45 AM - 12:45 PM **The Exchange Exhibit Hall**

1:00 PM - 2:30 PM **Keynote Session - Michael Fullan Hall B**

2:30 PM - 3:00 PM **Snapshot Session/Reflections and Networking**

3:00 PM - 4:00 PM **#PrincipalsInAction - Get Out Of Your Office And Connect With Others!**

Principals In Action are leaders who believe in getting out of their office and connecting with others. Through Twitter and Voxer, Principals In Action are connected to share ideas, challenge each other, offer support, and lean on during tough times.

Mark French,  
Jay Posick,  
Ryan Sheehy.

3:00 PM - 4:00 PM **90 90 90 - The Next Generation Of High Performing High Poverty Schools**

Dr. Douglas Reeves will share insights from the new research on 90 90 90 schools. Dr. Reeves will address the important new insights that address the challenges of leading schools serving students from low income families.

Douglas Reeves

3:00 PM - 4:00 PM **Academic And Behavior Systems Of Support**

This session will look at everything between assessments to implementation of effective behavioral and academic systems of support. Participants will walk away with hands-on resources for academic and behavior interventions, with a focus on meeting the most challenging students.

Micah Gearhart

3:00 PM - 4:00 PM **American Overseas Schools**

Learn more about the role of American Overseas Schools. Literature and materials, including fact sheets, school directories, and recruitment information will be distributed. Employment opportunities and school-to-school partnerships will be discussed. Gain an understanding of opportunities available to stateside principals.

Thomas Shearer,  
Brent Mutsch

3:00 PM - 4:00 PM **Get Dirty; Creating A Positive Culture Through Involvement**

Principals will gain new ideas and resources on continuing to build rapport with your students, staff, and families while still creating an environment accepting of change and growth.

Lindsay Stumpenhorst3:00 PM - 4:00  
PM**Hacking Social-Emotional Learning: One School's Journey To Make SEL A Year-Long Priority**

Creating a multifaceted social-emotional learning program that is both ongoing and engaging to students of all ages can be a daunting task for any school leader. Come discover the ideas/strategies one school site implemented to make SEL a priority.

Todd Schmidt3:00 PM - 4:00  
PM**Instructional Practices For Cultivating Multi-Dimensional Wellness & Mental Health In Our Classrooms**

Instructional practices for integrating researched-based strategies including mindfulness, movement, breath and social emotional learning into our classrooms, schools and communities. Our Professional Development and Instructional Practices were successfully piloted with the Port Jefferson Middle School in the Fall of 2017.

Diane MacDonald3:00 PM - 4:00  
PM**Leading The Charge For Cultural Competency In Schools**

This session will focus on the changing role of the principal from building manager to culturally competent leader.

Beverly Johnson-Green3:00 PM - 4:00  
PM**Moving From Data Rich To Information Rich: Leveraging Data To Make Meaningful Change**

If we believe all data is of equal importance, we cannot utilize any data to drive meaningful change. This session will help administrators to identify specific data points to develop more information rich data analysis and drive change.

Joe Mullikin3:00 PM - 4:00  
PM**Pathway To Community Engagement**

Effective community engagement is not a one-time program but rather a set of day-to-day practices and interactions that support learning. Schools and communities need to work together to promote engagement that is systemic, sustained and integrated into school improvement efforts.

Penelope Miller-Smith

3:00 PM - 4:00

**Poking The Bear: Creating Trauma Sensitive Environments**

PM	In this session, participants will gain an understanding of how trauma affects the brain, hinders learning, motivation, and success of impacted students in the classrooms.  <u>LaRon Martin</u>
3:00 PM - 4:00 PM	<b>Positive School Branding: How To Do It Effectively And Efficiently</b> Participants will learn about the power of positivity and leave with ideas to take back and implement to get all stakeholders on board. There is no better public relations campaign than one that promotes a positive learning environment for all.  <u>Shanna Spickard</u>
3:00 PM - 4:00 PM	<b>Promoting Self-Directed Learning During Intervention/Extension Blocks Through Electronic Portfolios</b> In this session you will learn how to use technology and online tools that are student-centered when considering implementing digital portfolios in your school to develop self-directed learning.  <u>Carrie Huber</u>
3:00 PM - 4:00 PM	<b>Uncommon Leadership: Live Well, Lead Strong</b> Our world needs Uncommon Leaders---those who live intentionally and demonstrate courage that shines in everything they do. We'll examine "living well": reflecting on our guiding principles, and "leading strong": acting with compassion and integrity that flows from our principled foundation.  <u>Debbie McFalone</u>
3:00 PM - 4:00 PM	<b>Wanted: The Instructional Change Agent</b> Now seeking: instructional leader. This role is often in conflict with other non-instructional duties. Imagine how your role could re-emerge as the instructional change agent to increase our leadership capacity through culture, instructional planning, learner engagement, and community advocacy.  <u>Adam Drummond</u>

Friday, July 12, 2019

7:00 AM - 12:30 PM	<b>Exhibit Hall Open</b>
7:00 AM - 11:00	<b>Registration</b>

AM

7:30 AM - 8:30 **Overseas School Breakfast (Invitation Only)**

AM

7:30 AM - 9:30 **State Representatives Membership Meeting**

AM

8:00 AM - 9:30 **Federal Relations Network Meeting**

AM

8:00 AM - 9:30 **State Editors Meeting**

AM

8:00 AM - 9:30 **4 Steps To Successful Time Management For Administrators**

AM

This session features a 4 step process to assist school leaders/administrators collect and analyze data to understand how they are prioritizing their professional time. A case study of districts that have utilized the research-based process and protocols will be shared.

Jobi Lawrence,  
Gerald Hudson

8:00 AM - 9:30 **Addressing The Poverty Mindset**

AM

Schools that serve low-income communities face similar and pervasive issues that are actually a result of the Poverty Mindset. This workshop clarifies misconceptions about poverty, why it exists, how it secretly impacts our schools, and how to change it...permanently!

Hotep Na

8:00 AM - 9:30 **Administrative Strategies For Reducing Office Referrals And Suspensions While Engaging Students**

AM

This Administrative System addresses both mischievous and severe behavior. Learn to use the Discipline, Shelter, Tardy, Truancy and Academic Behavior Cards and Crisis Intervention Unit to successfully reduce office referrals, suspensions and expulsions keeping students in school with on-task learning.

Bert Simmons

8:00 AM - 9:30 **Finding Your Own Path To Serendipity**

AM

This presentation is about embracing all experiences and allowing them to make us better. It's about looking at every experience as treasures —moments that bring us more pain than we

thought possible, more joy than we deserve, and everything in between.

Allyson Apsey

8:00 AM - 9:30  
AM

**Fundamental 5: The Formula For Quality Instruction**

"Great teachers don't teach dramatically different than their peers, they teach slightly different. These slight changes in delivery dramatically improve student performance. Best-selling authors, Cain and Laird, share the secrets of great teachers and how to follow their example."

Sean Cain,  
Michael Laird

8:00 AM - 9:30  
AM

**Learn How To Be An NAESP National Principal Mentor**

The NAESP National Mentor Training and Certification Program™ exhibits a model in which principals can learn to become better leaders from qualified mentors. Join our session which will fully examine the significance of the National Mentor Training and Certification Program™. Our program offers a highly structured professional development program designed to create a cadre of mentors whose expertise is channeled to support school leaders. The training program integrates research-based best practices with participants' knowledge and experiences. The program can be customized according to a school district's specific needs.

Aaran Lurry

8:00 AM - 9:30  
AM

**Practical Strategies & Tools to Create An Active School Environment for Improved Student Outcomes**

Physical movement and learning are essential aspects of the total educational experience for all students. Physical education and physical activity are a component of the Whole School, Whole Community, Whole Child (WSCC) model and can be delivered through a comprehensive school physical activity program (CSPAP) that provides opportunities for students to be physically active before, during, and after school. Come learn about practical, evidence-based CSPAP resources developed by the Centers for Disease Control and Prevention (CDC), Active Schools, and other organizations to help schools implement strategies to increase students' physical activity and improve their academic achievement.

Charlene Burgeson

**Principals Leading Learning: Maximizing The**

8:00 AM - 9:30 AM	<p><b>Impact Of Professional Development</b></p> <p>Leaders must invest in professional development that directly impacts instructional practices. Learn key components of effective PD and practical, research-based and job-embedded practices. Leaders will not only understand the research, but they can take back proven ways to support teachers.</p> <p style="text-align: center;"><u>Shanna Spickard</u></p>
8:00 AM - 9:30 AM	<p><b>RETHINKing Literacy LEADership: LEADing Systems To Increase Student LEARNING</b></p> <p>Meeting the literacy needs of all students is a critical responsibility of school leaders and requires effective systems that impact learning throughout schools. Participants' will deepen their understanding of research-based practices, analyze processes and apply tools to ensure consistent implementation.</p> <p style="text-align: center;"><u>Molly Funk,</u> <u>Melissa Usiak</u></p>
8:00 AM - 9:30 AM	<p><b>SEL In Your School Made Easy</b></p> <p>We know that social-emotional learning is important to our students' development, but how do we teach it effectively? This session will explain how to effectively infuse SEL into your classrooms and identify available resources.</p> <p style="text-align: center;"><u>Erin Capone</u></p>
8:00 AM - 9:30 AM	<p><b>The New Teacher Pipeline: What You Can Do To Keep Quality Applicants Coming Your Way</b></p> <p>Does your school have an adequate supply of new teachers and substitutes? Learn what principals can do to influence the recruitment, preparation, and the mindset of aspiring teachers and support your new hires to assure they survive and thrive.</p> <p style="text-align: center;"><u>Paul Young</u></p>

8:30 AM - 9:30 AM	<p><b>State Representatives Nominating Committee Meeting</b></p>
10:00 AM - 11:30 AM	<p><b>Closing Keynote Session Kwame Alexander Hall B</b></p> <p><b>Be Constructive With Your Blues: Seven Life Lessons Learned From Inspiring Teachers and Principals</b> Along his thirty-year writerly journey, Kwame Alexander received hundreds of rejections. But, he never let other people's NOs define him. And, it paid off in 2015 when he won the coveted Newbery Medal. In this lively and engaging session, Kwame will share important life</p>

lessons he learned from educators that have helped lead to his success, how saying yes transformed his career and life, and how it paved the way to getting people of all ages excited about literacy and language. Participants will leave this session energized to turn negatives into positives and powerfully impact the students and adults they serve.

1:00 PM - 2:00 PM **Webinar Wednesday Live**

**Out of State Travel Request**

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*School employee requesting trip.*

*Full Name* Ron Brummett  
*Date of Request* 04/02/2019  
*Name of Organization, Grade* Yukon Public School  
*Departure Date of Trip* 07/09/2019  
*Return Date of Trip* 07/12/2019  
*Departure Time* 9:15am  
*Departure Location* OKC  
*Number of Days* 4

*Means of Transportation*

- Airline
- School Vehicle
- Private Vehicle

*Number of Students Participating* 0

*Number of Parents/Guardians Attending* 0

*Age of Students* 0

*Place, Purpose, and Nature of the Trip*  
NAESP Conference

*If booster club is paying an amount is required. If activity fund is being used, a PO number and amount is required.*

---

**Cost Analysis**

*Registration Costs /PO Number:* 191347

*Lodging Cost/PO Number:* 191415

*Airfare or Personal or District Vehicle*

*Transportation Costs/PO Number:* 191427

*Per diem (meals, taxi/uber, parking):* \$50/Day Total \$200

*Cost of a Substitute:* 0

*Will Participation Lead to Further Competition?*

- Yes
- No

*If Yes, Explain*

*Educational Benefits*

Strategic goal #18

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*Attachments:*

Upload Schedule of Events: 2019 NAESP Pre-K-8 Principals Conference - Agenda \_ Online Registration by Cvent.pdf

Upload Itinerary: 2019 NAESP Pre-K-8 Principals Conference - Agenda \_ Online Registration by Cvent.pdf

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*Attached Workflow*

Out of State Travel Request

*Current Status*

Submitted

*Workflow Steps*

- |   |  |                          |
|---|--|--------------------------|
| 1 | Signed by Ron Brummett on 04/02/2019 at 3:17 PM    | Principal                |
|   | Signature: Ron Brummett                            |                          |
| 2 | Approved by Sheli McAdoo on 04/04/2019 at 09:16 AM | Assistant Superintendent |
| 3 | Review   | Group:                   |
| 4 | TBD  |                          |
| 5 | Approval   |                          |
| 6 | Review   | Group:                   |



Closed Optional Fee

Tuesday, July 9, 2019

7:00 AM - 5:00 PM	<b>Registration</b>	
8:00 AM - 12:00 PM	<b>Community Service Day</b>	
	Community Service Day offers NAESP conference attendees an opportunity to make a difference through service projects that improve local schools. The service day event is sponsored by Playground equipment manufacturer Landscape Structures.	

### Pre-Conference Session (additional fee required)

8:00 AM - 4:00 PM	<b>Navigating Social Emotional Learning (SEL): Science, Principal Practice, and Practical Application</b> <b>Spokane Convention Center</b>	
	National principals understand the importance of SEL and its impact on schools, however often they struggle with taking theory to practice. This intensive training, led by an expert in the SEL field, Dr. Stephanie Jones, will provide a framework for understanding SEL and bring the conversation full circle to provide an in-depth guide to 25 evidence-based social emotional learning programs for elementary schools that profiles both lesson-based/curriculum and non-curricular approaches.  Speakers: <u><a href="#">Stephanie Jones</a></u>	
8:00 AM - 4:00 PM	<b>Swimming in the Deep End - What Does It Take?</b> <b>Spokane Convention Center</b>	
	No matter where what role we play in a school or district, we all want to make a difference. However, things move fast in education these days, and often in our communications we are left confused, overwhelmed, and not as successful as we could be. We need to build up a skill set of effective decision-making capabilities, 'resistance	

management' communication strategies, and for the sake of our health, our 'stress tolerance.' This workshop will provide support, a laugh, and some cognitive, social and psychological resources to help you communicate more effectively, confidently, and collaboratively, no matter your role.

Speakers: [Jennifer Abrams](#)

Wednesday, July 10, 2019

7:00 AM - 8:30 AM **Continental Breakfast**  
**Exhibit Hall**

7:00 AM - 5:00 PM **Exhibit Hall Open**

7:00 AM - 5:00 PM **Registration**  
**Spokane Convention Center**

8:00 AM - 9:30 AM **6 Million US Children Missing From School!**  
**What Can We Do About It?**

There are nearly 6 million children who are not enrolled in any type of schooling in the US! Why is this and how do we, as a nation, reach out to them and their families? Learn how in this session.

[Darrell Rud](#),  
[Richard Barbacane](#),  
[Mary Kay Sommers](#)

8:00 AM - 9:30 AM **Cooperative Meetings: A Critical Tool for Faculty Development**

If you want strategies that create engaging dialogue among faculty and enhance the school culture, this session is for you! You will experience step-by-step structures to transform meetings, improve faculty relationships, enhance professional discourse, and involve stakeholders in decision making.

[Carol Lohkamp](#)

8:00 AM - 9:30 AM **Create A Campus-Wide Technology Growth Mindset Guaranteed To Increase Daily Student Engagement**

Participants will learn a variety of ways to encourage collaboration among teachers by increasing the use of technology daily which promotes high student engagement. Attendees will learn how to utilize a variety of technology applications essential for the 21st century.

Lorena Zertuche,

Ann Lalime

8:00 AM - 9:30  
AM

**Increase School Engagement Through Improved Communication**

There is a new opportunity for school leaders to engage their school community and improve their communication skills by maximizing the use of video. Learn free/inexpensive methods and practice your PR skills to show your school's personality and mission.

Andy Jacks

8:00 AM - 9:30  
AM

**Kernels Of Practice For Social Emotional Learning: Low-Cost, Low-Burden Strategies**

The field of social and emotional learning (SEL) is rapidly expanding as educators bring a sharper focus to helping children build skills beyond academic knowledge. This enlightening session with Harvard Graduate School of Education Professor Stephanie Jones will explore low-cost, targeted strategies that can be implemented quickly and have the potential to build students' SEL skills in a cohesive and complementary way across settings.

Stephanie Jones

8:00 AM - 9:30  
AM

**Managing Conflict With Clarity, Confidence, And Courage**

As administrators, coaches or colleagues, we often come up against situations where difficult topics must be addressed. What do we know about the best strategies for those moments? What questions should we be asking ourselves before we speak, and what environments are best for when we do speak? Based on Jennifer's book, *Having Hard Conversations*, and her work with conflict and interpersonal communication, this session will provide participants with action plans and scripting tools for having those necessary hard conversations.

Jennifer Abrams

8:00 AM - 9:30  
AM

**Resilience Can Be Taught: 4 Keys To Unleashing Resilience**

Learn about vital skills of resilience and 3 keys to creating a resilient climate. This engaging presentation will empower you to deliver these skills to students of any background and learning style, enabling them to thrive in school and life.

Christian Moore

8:00 AM - 9:30

**Restorative Practices--Learn from Principals**

AM

**Who Have Practiced RP Daily With Amazing Results!**

Participants will practice community building circles and observe a restorative conference. You will leave with the basic philosophy, tools and knowledge to use circles and conferences in your school. Restorative Practices are key to transforming school culture and climate.

Jennifer Kirksey

8:00 AM - 9:30 AM

**Slay Reading Logs, Champion Literacy, And Booktalk like a Wizard**

Step away from that reading log...and help staff step away too! Collect examples of innovative literacy practices and see strategies to champion a culture of literacy. Participants will walk away with a literacy toolkit too!

Brad Gustafson

8:00 AM - 9:30 AM

**STEAM Innovation Inspired By Biomimicry**

Nature's engineering feats and elegant designs provide cross-curricular, standards-based projects that engage learners in real-world challenges. Biomimicry, the field of science that imitates nature's time-tested solutions, helps students gather disparate concepts and translate them into actionable ideas.

Cheri Sterman,  
Nancy Horvat

8:00 AM - 9:30 AM

**The DCR Of Effective Leadership: Data, Curriculum, And Relationships**

Wondering how leaders become effective and achieve school-wide academic success? During this session, Principal Record from Pocomoke Middle will highlight the importance of making Data driven decisions, ensuring a rigorous Curriculum, and building Relationships. Three key components for effective leadership.

Matthew Record

8:00 AM - 9:30 AM

**Trauma Informed School Leadership**

The impact of trauma and chronic stress on students is at an all-time alarming rate. Participants will learn how to lead through a Trauma Informed Leadership model that equips, empowers, and inspires students to thrive in school.

Bill Ziegler

9:30 AM - 10:00 **Exhibit Hall Break (Vendor Learning Lab)**

AM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
9:30 AM - 10:00 AM	<b>Snapshot Session - Reflections and Networking</b>
10:00 AM - 11:30 AM	<b>Opening Keynote Session Razia Jan Hall B</b> <b>Global Education: Alike Yet Different</b> Razia's Ray of Hope Foundation is a nonprofit organization that empowers young women and girls in Afghanistan through community-based education in the district of Deh'Subz. Founded on the knowledge that education is key to positive, peaceful change for current and future generations, they provide young Afghans the opportunity to learn and grow in a safe, nurturing environment, so that they may work toward brighter futures — in their own villages and beyond. Razia's Ray of Hope Foundation would not exist without the spirit, vision, and tireless efforts of founder and president Razia Jan. Razia has worked for many years to forge connections between Afghans and Americans. Her humanitarian efforts are honored in First Lady Laura Bush's 2016 book We Are Afghan Women.
11:30 AM - 1:00 PM	<b>Lunch on Your Own</b>
11:45 AM - 12:45 PM	<b>The Exchange Exhibit Hall</b>

1:00 PM - 2:00 PM	<b>A Commitment To Excellence: Cultivating Engagement in Your School</b> Educators are under constant pressure to meet a variety of needs, engage families, and foster collaboration, while doing everything necessary to make a difference in the lives of students. If leaders aren't conscious, staff burnout is inevitable.  <u>Daniel Butler</u>
1:00 PM - 2:00 PM	<b>Are Your Students Emotionally Safe? - How to Eradicate Bullying At Its Root</b> Discover how to eradicate the root causes behind the toughest issues facing our students by transforming your school into an emotionally safe campus! Participants receive instant access to the ESE Grant training and resources for emotional safety education.  <u>Deanna Rhinehart</u>

1:00 PM - 2:00  
PM

### **Building A Future Ready School By Fostering Creativity And Critical Thinking**

Audience will embark on our school's inspiring journey of "Dream, Explore, Design, Create" to build a future ready school via exploration and innovation through shared vision, collective decision-making, and empowering teachers to create a student-centered learning aligned to academic standards.

Neera Kohli

1:00 PM - 2:00  
PM

### **Developing Campus Culture? Simple Ways To Build Positive Culture And Foster Parent Engagement**

Future and current administrators will gain insight into creating a genuinely positive school culture--a culture of kindness and care. Participants will leave the session with ideas and tools they can implement upon returning to their campus.

William Rhodes,  
Lindsay O'Leary.

1:00 PM - 2:00  
PM

### **Hiring For A High Achieving Climate And Culture**

The teachers you hire reflect on you, your students and your district. No one wants to hire a mediocre teacher, how can you tell what you're getting through the interview process? How do you discern who will be good from great?

Mary Smith

1:00 PM - 2:00  
PM

### **Human Literacy: Navigating Social And Emotional Issues With A Coaching Mindset**

Navigating life's challenges and working with others are within the social and emotional domains. Building human literacy skills includes developing self-awareness and understanding others. Participants will receive unique coaching protocols that help students and faculty improve interactions with others.

Cheri Sterman,  
Nancy Horvat

1:00 PM - 2:00  
PM

### **It's Lonely At The Top...But It Doesn't Have To Be!**

The job of a Principal can be difficult and lonely. However, principals have the best resources for success within their school community. Utilizing teacher leaders through collaboration to assist in making crucial decisions can help in expanding your vision.

Maria Bridwell

1:00 PM - 2:00  
PM

### **Leading a School Into a Comprehensive, Integrated Three-Tiered Model of Prevention (Ci3T)**

Dr. Kiser and Mrs. Tate will share experiences in developing and implementing a positive behavior support model. A description of helping teachers, parents, students, and stakeholders buy-in to their motto "Be the Best Me I Can Be!" will be discussed.

Matt Kiser,  
Laura Tate

1:00 PM - 2:00  
PM

### **National Panel For Aspiring Authors**

Have you ever dreamed of writing a book? Are you interested in learning more about the publishing process? The National Panel for Aspiring Authors is your chance to ask questions of principals and school leaders who are also published authors.

Brad Gustafson,  
Allyson Apsey,  
Derek McCoy,  
Bill Ziegler,  
Kaylen Tucker

1:00 PM - 2:00  
PM

### **Say Goodbye To Tokens And Tickets And Hello To PBIS Rewards**

Tired of printing your campus currency? Confused by the tickets in one classroom and tokens in another? Frustrated by how hard it is to keep up with "all the PBIS things"? We were too, but not any more!

Matt Arend,  
Carrie Tracy

1:00 PM - 2:00  
PM

### **School Improvement & Deep Impact: Voices Amidst Changing Demographics**

To address demographically changing schools, researchers implemented preliminary support training and development targeting specific school indicators and identifying areas of growth for school stakeholders to become more inclusive leaders. Using an ESSA aligned approaches, stakeholders improve schools towards school inclusion.

Jose Luevanos,  
Elisabeth Luevanos,  
Jean Madsen

1:00 PM - 2:00  
PM

### **Secondary Victims Of Opioid Addiction: Schools Help Through Social-emotional Learning**

Opioid addictions don't care who or why. Many addicts have school-age children, so what's a school to do for students worrying constantly about their caregivers? Social-emotional learning gives students strategies to cope and techniques for getting ready to learn.

Carla Tantillo Philibert,  
Brian Hastings

1:00 PM - 2:00  
PM

**STEM Play Experiences With Early Childhood Learners**

Learn about the process of integrating STEM Play time in Preschool. Using a basic engineering design model and design thinking structure, students develop skills while exploring real-world problems. Come experience STEM play yourself!

Joseph Stanzione,  
Veronica Morales

1:00 PM - 2:00  
PM

**The Empowered Principal: The School Leader's Alternative To Career Burnout**

Feeling overwhelmed, exhausted, and intimidated in your new role? You aren't alone. School leaders have high demands placed on them daily. Join me in exploring how to take control and make decisions from a place of empowerment and clarity.

Angela Robeck

1:00 PM - 2:00  
PM

**The Four Dimensions Of Principal Leadership**

This session will introduce participants to the Dr. Reginald Green's Four Dimensions of Principal Leadership. The four dimensions are a combination of leadership theory and research-based best practice. Together, the dimensions offer school leaders practical advice for leading their school.

Ethan Randall

1:00 PM - 2:00  
PM

**The Principals Tool-Kit For Improving School And Classroom Discipline**

The purpose of this session is to give principals a tool-kit of strategies for classroom management and school-wide management including: practicing proactive strategies, teach tools, diffusers, classroom design, student-teacher relationships, start-up & shut-down requests, and how to refocus.

Bill Truesdale

2:00 PM - 2:30 **Exhibit Hall Break (Vendor Learning Lab)**

PM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
2:00 PM - 2:30 PM	<b>Snapshot Session/Reflections and Networking</b>
2:30 PM - 4:30 PM	<b>Innovation Rotation</b>

2:30 PM - 3:30 PM	<p><b>10 Successful Strategies For Newcomer Students</b></p> <p>"We will share ten successful strategies to support the successful transition for newcomer immigrant English Language Learners that impact their adjustment to a new country. A welcoming school provides stability that impacts the success for students, families, and communities overall."</p> <p style="text-align: center;"><u>Victor Tam,</u> <u>Carla Llewelyn-Vasquez</u></p>
2:30 PM - 3:30 PM	<p><b>10 Ways Every Educator Can Be The One For Kids</b></p> <p>"This keynote takes the audience on a journey through education, by hearing engaging stories about my journey, the impact we all have, and how we can all unleash our power to change the lives of our students. "</p> <p style="text-align: center;"><u>Ryan Sheehy</u></p>
2:30 PM - 3:30 PM	<p><b>Creating a School-wide Writing Program: Four Key Elements</b></p> <p>Most schools have a unified approach to reading, but writing is often a close-the-door-and-do-your-own-thing instructional model with many teachers assigning writing more often than teaching it. Learn four essential elements that must be part of any successful school-wide writing program.</p> <p style="text-align: center;"><u>Alice Greiner</u></p>
2:30 PM - 3:30 PM	<p><b>Developing Self-Regulation And Empathy As Crucial PK To Grade 3 Early Childhood Learning Outcomes</b></p> <p>The intense focus on academic testing outcomes has led many schools to give much less attention to the development of self-regulation, empathy, and social-emotional intelligence, even though these are high-value predictors of success in learning and in life.</p> <p style="text-align: center;"><u>Bob Sornson</u></p>
2:30 PM - 3:30 PM	<b>Even Broken Crayons Still Color - School-wide</b>

PM

### **SEL Strategies That Changed A Building's Culture.**

Participants will learn about trauma informed practices such as PBIS, Conscious Discipline, Yoga/Mindfulness, and celebrations. Participants will learn strategies to maximize student learning and belonging at school, and reduce disciplinary referrals, as well as strategies to increase student attendance rates.

Amy Mason

2:30 PM - 3:30

PM

### **From ACES Low To ACES High**

Students are coming to us with a greater number and intensity of at-risk challenges, including poverty and trauma's Adverse Childhood Experiences. Principals will learn how to harness relationships to overcome these challenges and better support student development and achievement.

Jason Anderson,

Crystal Magers

2:30 PM - 3:30

PM

### **Leading For Literacy: How Strong Principals Can Make A Difference**

This session will introduce the Center on Improving Literacy Through Supporting Elementary School Leaders, newly funded by the U.S. Office of Special Education Programs. The mission of this center is to improve student literacy through building capacity of instructional leaders.

Allison Gandhi,

Sarah Arden

2:30 PM - 3:30

PM

### **Manage To Your Advantage: Approaching School Management Through The Lens Of Threat Assessment**

Participants will focus on applying the process of effective threat and risk assessment to their everyday roles as school-based administrators, starting with the principle that no one person or place sufficiently answers all questions or solves all dilemmas.

Lori Brown

2:30 PM - 3:30

PM

### **Multi-Tiered Systems Of Support (MTSS) For Young Children: Driving Change In Early Education**

"Multi-Tiered Systems of Support (MTSS) for young children is a system-wide framework for delivering effective educational services, matched to learners' needs, resulting in achievement of essential outcomes. Learn how this framework can work in your Pre-K / ECE setting! "

Robin Miller Young2:30 PM - 3:30  
PM**Personalizing Professional Development**

This session shares personalized learning practices used when planning professional learning . We will share how our district provides voice, choice, and path for teachers to grow in meaningful ways that impact student learning and achievement, and teacher compensation.

Sue Sterner,Jeremy Monday,Christopher Otto2:30 PM - 3:30  
PM**STEM Identity And Technology Fluency - An Approach For Any Teacher And Every Student**

Educators will learn how to help students develop 'STEM Identity' and 'Technology Fluency,' while going hands-on with innovative learning media and lesson content. Participants will develop their own Technology Fluency, and practice computational-thinking in a robotic design challenge!

David Emery2:30 PM - 3:30  
PM**The One Thing**

In City Slickers, the wanna-be cowboy gets advice about success from the experienced old cowhand, "Find your one thing." The same is true with campus administrators: find the one thing that gets the most growth from the most students.

Vanessa Stuart2:30 PM - 3:30  
PM**Time Management For School Leaders: Total Control & Peace Of Mind**

This session provides a total system for organizing your surroundings and effectively managing your time. Time management is an essential, yet often missing, skill in the development of classroom teachers and school administrators.

Frank Buck3:45 PM - 4:45  
PM**Be A Champion For Equity- Build A Trauma Sensitive Environment For All Students!**

Imagine a school building where every child feels safe and an environment where all students can thrive. Students bring their trauma into school everyday. It is our job as educators to create an environment where all students can be successful!

Aaron Carmichael,Malinda Mikesell

3:45 PM - 4:45

**Building Quality Relationships With Students,**

PM

**Teachers, And Families**

Join Mathew Moyer as he reviews a variety of ways you can work to build quality relationships with your school community. We will look at the strategies you can implement that will build meaningful relationships that lead to improvements for your school.

Matthew Moyer

3:45 PM - 4:45 PM

**Coordinated Services: How One District Intentionally Plans For ESL, SPED, & RTI In One Day**

Have you ever heard the phrase, "SPED trumps ESL?" Coordination of ESL, RTI, & SPED services is essential when educating students who qualify for a variety of supports. Examples of collaboration & forms will be shared on how to ensure equity in services.

Debra Frantz,  
Joris Ray

3:45 PM - 4:45 PM

**Durable Student Outcomes: Do It By Keeping Things Local and Committing to Being Helpful**

Localism matters when it comes to lasting outcomes. This session changes the standard paradigm of reform by examining what it means to own results locally, leverage outside expertise sparingly, and shift from monitoring and accountability to being helpful.

Gillian Williams,  
Mildred Toliver

3:45 PM - 4:45 PM

**Effective Universal Instruction: Improving Your Results Now**

Strong, effective universal instruction is essential for high achievement. Schools cannot intervene their way to achievement for all students. This session will support schools to examine and improve universal instruction through collective educator collaboration.

Sarah Brown,  
Kimberly Gibbons

3:45 PM - 4:45 PM

**High-Leverage Leadership: 3 Strategies To Develop The Next Generation Of Leaders**

Human connection matters. Positive culture formed with school personnel lays the foundation for optimal performance. Participants will learn simple, high-leverage routines to grow leadership capacity, improve public relations, while fostering positive relationships within the school environment.

Daniel Butler,  
Benjamin Gilpin

3:45 PM - 4:45  
PM

**Let Go And Lead! Supporting Teachers And Students In The Role Of Instructional Leader.**

This session will focus on processes and strategies for building leadership skills in teachers and students. Session participants will engage in collaborative activities and discussions designed to help them leverage teacher and student leaders to affect change.

Fran Dundore,  
Margaret Bobbitt

3:45 PM - 4:45  
PM

**Literacy Zero To Literacy Hero**

One year ago these two literacy “zeroes” were faced with the daunting reality that literacy was missing from their leadership. Come discover the steps they took to harness their inner superhero moving from a Literacy Zero to Literacy Hero.

Matt Arend,  
Todd Schmidt

3:45 PM - 4:45  
PM

**Mastering Parental Involvement – Keeping Kids And Parents Involved In The School**

Strategies for communicating successfully with all parents including the unfocused, hostile, unresponsive, helicopter, and enabling kind. Help parents work with you, not against you through assertive communication and defined conferencing skills. The Home/School Plan results in more focused, successful students and parents.

Bert Simmons

3:45 PM - 4:45  
PM

**PSEL/NELP Standards**

TBD

Jacquelyn Wilson

3:45 PM - 4:45  
PM

**School Culture - A Guide to Thrive**

Thinking teachers lead to thinking students. The first step to developing agency and independence in students is to develop agency and independence in teachers. This session will help you simplify so you can focus on the essential ingredients for success.

Derek Thompson

3:45 PM - 4:45  
PM

**Supporting Our Transgender And Gender Non-Conforming Youth By Creating Inclusive Schools**

75% of Transgender and Gender Non-Conforming youth feel unsafe at school. School leaders have

the power to change this statistic. This session will provide training and tools for leaders committed to creating inclusive schools for all students.

Vanessa Ford

3:45 PM - 4:45 PM **The NAESP Pre-K-3 Leadership Academy™ - Creating More Effective Early Learning Leaders!**

Are you interested in becoming an effective Pre-K-3 Leader? Join this session to learn how the NAESP Pre-K-3 Leadership Academy™ has trained principals and directors in two states to become more effective in applying the six competencies outlined in NAESP's publication: "Leading Pre-K-3 Learning Communities: Competencies for Effective Principal Practice." This program provides a unique blended learning experience designed to enhance a principal's knowledge and skills for becoming an effective Pre-K-3 school leader.

Honor Fede

3:45 PM - 4:45 PM **Using Technology To Enhance Climate, Virtual Meetings, & Stay Connected With Students & Families**

This session will give a brief introduction on how to utilize technology that will allow administrators to improve school culture and climate, virtually meet with their faculty while delineating pertinent information, and keep connected with students and their families.

Martina Carroll

5:00 PM - 6:00 PM **Opening Reception**

Thursday, July 11, 2019

7:00 AM - 8:30 AM **Continental Breakfast Exhibit Hall**  
Vendor Learning Lab/Spotlight

7:00 AM - 5:00 PM **Exhibit Hall Open**

7:00 AM - 5:00 PM **Registration**

8:30 AM - 10:00 **#LeadPositive: Education Leadership Vision**

AM

**Turned Into Positive Action**

A career in education is not easy but can be exhilarating and fulfilling when you find positivity. The goal of this session is to support others (beginning and experienced leaders alike) to lead positively through a series of 12 actions.

Shanna Spickard

8:30 AM - 10:00 AM

**Breathe For Change: Mindful Leadership to Embody Social Change for Equity**

In this experiential Breathe For Change workshop, educational leaders will learn to enhance individual and collective well-being at the school level through integrating wellness and social-emotional learning practices in a trauma-informed, inclusive and culturally relevant way.

Tui Roper,  
Ilana Nankin

8:30 AM - 10:00 AM

**Is My School A Better School BECAUSE I Lead It?**

Principals will be challenged to examine their own leadership identity, presence, impact, mission, purpose, vision and value as the leaders of their schools and whether their leadership practices enable learners to have optimal learning opportunities in equitable, culturally-responsive learning environments.

Baruti Kafele

8:30 AM - 10:00 AM

**It's Time For A Disrupt Admin Session!**

We are working to disrupt administration! A different type of session where ten different principals each share one of their favorite ways to think outside of the box. It's a fast paced presentation packed with lots of great ideas!

Matt Arend,  
Liz Garden,  
Andy Jacks,  
Kelley Begley-McCall,  
Jessica Gomez,  
Cathryn Jacobs,  
Todd Schmidt,  
Lindsay Stumpfenhorst,  
Julie Vincentsen,  
Claire Giardino

8:30 AM - 10:00 AM

**Leading The Whole Teacher**

When asked, teachers often identify that education is their profession AND their hobby. If not nurtured, this can lead to burnout. Leaders who support the

whole teacher help teachers perform their best and feel their best.

Allyson Apsey

8:30 AM - 10:00 **Leaping Over Poverty**

AM

Cognitive stressors and delays, emotional and social challenges, acute chronic stressors, as well as health and safety issues are the main risk factors associated with poverty. Targeting these factors assist students who live in poverty to engage in school productively.

Daniele Snider

8:30 AM - 10:00 **My 10 Favorite Gmail Tricks And Other Productivity Hacks**

AM

While Gmail is a popular tool for principals, most don't know about these 10 features that make a world of difference. Use one or all 10. Regardless, tomorrow, you will attack your email with a smile.

Frank Buck

8:30 AM - 10:00 **Principals: You Are The Leader Of Learning**

AM

School principals are "invaluable multipliers of teaching and learning in the nation's schools," according to this report by political scientist Paul Manna. As a school's "leader of learning" for both the students and adults, principals create the conditions that enable effective teaching and learning and happen at scale. This session will explore the specific behaviors principals can exhibit to strengthen educator practice and results for students through standards-based professional learning.

Frederick Brown

8:30 AM - 10:00 **Social And Emotional Learning: Not Just for Students**

AM

This workshop draws on the five Social/Emotional competencies as identified by CASEL, and focuses on inspiring educators to become practitioners of those competencies as a means to create trusting and nurturing environments where students thrive in school and life.

Greg Sommers

8:30 AM - 10:00 **Stop Suspending Students!**

AM

Suspensions and exclusionary practices cannot be part of our discipline strategy for students. Learn ways to be a zero suspension school while maintaining support to teachers and keeping your families highly satisfied.

Andy Jacks

8:30 AM - 10:00 AM **You Think You Have Tough Kids? Turn That Behavior Around**

Empower teachers with an effective school-wide plan that motivates defiant, non-compliant students, stops teacher/student negative confrontations, office referrals and suspensions. Become skilled at knowing what to do with a bully and how to use dispute resolution to minimize overt behavior.

Bert Simmons

9:30 AM - 10:00 AM **Exhibit Hall Break**

Vendor Learning Lab/Spotlight

9:30 AM - 10:00 AM **Snapshot Session/Reflections and Networking**

10:00 AM - 10:30 AM **Snapshot Session/Reflections and Networking**

10:30 AM - 11:30 AM **Building Capacity For Technology Integration & Innovation Through Professional Learning Cohorts**

In this session we'll share practices rooted in adult SEL, professional interests, and cohort models that have been leveraged to build teacher capacity in the areas of pedagogy, teacher leadership, and authentic, purposeful integration of technology and innovation.

Stephanie Sandifer,  
Amy Houser,  
Krystal Weiss

10:30 AM - 11:30 AM **Classroom Management That Works: The Missing Ingredient!**

The Classroom Management Plan described in this session provides a systematic framework for a student's day-to-day behavior, a hierarchy of discipline responsibilities/consequences, and proven and tested positive reinforcement resulting in greater academic success for all students.

Bert Simmons

10:30 AM - 11:30 AM **Creating Innovative Professional Learning To Empower Teachers In Their Own Growth**

Say goodbye to the traditional one size fits all, sit and get professional development! During this session we will share various ways we have structured innovative professional learning

opportunities for our staff focused on individual interest and professional strengths.

Matthew Johnson,  
Griffin Gervais,  
Kristin Rhodes

10:30 AM -  
11:30 AM

**Demystifying The 'How' Of Improving Student Behavior & School Safety Using SEB MTSS**

Participants will actively engage in exercises through a “how to” skills session to conceptualize how a social-emotional-behavioral (SEB) MTSS framework can work at their schools including the necessary components, processes, and professional roles of a tiered SEB MTSS.

Katherine Dockweiler,  
Alison Clark,  
Lindsay Diamond

10:30 AM -  
11:30 AM

**Developing A Culturally Inclusive Organization With Equity In Mind**

Public schools are becoming more diverse across the nation. In this ever-changing environment, our students must be prepared to interact with people who look, speak, and believe differently. It is the educators responsibility to embrace the diversity of the students.

Tia James,  
Latoya Jeems

10:30 AM -  
11:30 AM

**GENERATION EVERYONE! The Roles We Play In InterGenerational Family Engagement And Why It Matters**

A survey of 2000+ superintendents found only 6% feel they have a firm understanding on how to motivate their multigenerational staff, teachers, and parents. Learn how to increase teacher retention and family engagement by mastering Intergenerational Family Engagement.

Dillon Kalkhurst

10:30 AM -  
11:30 AM

**Leading With The Ethic Of Care**

Leading with the Ethic of Care session will focus on the dynamics of developing a school community that uses empathy and design thinking to forge a positive connection with the stakeholders at an elementary school.

Gerald Paterson

10:30 AM -  
11:30 AM

**Managing the Teacher Hiring Process: 10 Important Steps**

To hire effective teachers, an administrator needs a process that assures that candidates have the

experience and expertise to do the job. Using behavior-based interviewing, (BBI) and the steps taught in this session, teacher hiring will become highly successful.

Mary Clement

10:30 AM -  
11:30 AM

**Overcoming The Unspoken: Successful Leadership In A Culture Of Silence**

Participants will experience how the use of technology can improve climate and culture by making the invisible visible through on-going feedback relative to key levers of school improvement.

Philip Hammonds

10:30 AM -  
11:30 AM

**Pivotal Elementary School Principal's Role To Lead Transformational Change & Build School Culture**

Elementary principals serve a pivotal role in bringing about transformational change and building school culture. Five key themes provide insight into the role of elementary principals and the associated skills, knowledge, and behaviors that they must employ.

Tamera Jones

10:30 AM -  
11:30 AM

**Strategies, Practices, And Procedures That Reduce Inappropriate Office Referrals**

Frustrated with an office full of student behavioral referrals? This session will help you refocus on teaching adults your expectations and norms of behavior while supporting their management of students. With clear school structures, procedures, and practices, school culture improves.

Paul Young

10:30 AM -  
11:30 AM

**Student Achievement Starts With Teacher Empowerment: Is It Really That Simple?**

Join us as we share tools and creative innovations that empower teacher leaders to reflect on best practices and work as change-agents. Leave ready to lead your organization towards engaged students, higher levels of collaborative instruction and increased student achievement.

Sarah Von Esh,  
Tracey Smith

10:30 AM -  
11:30 AM

**The Hip-Hop Principalship: The Rhyme And Reason Of New School Leadership**

This session provides a guideline for connecting with a new school community with a five-pronged doctrine for shaping school culture and relating to

the school community in authentic ways.  
Leadership is presented as a force for social change and empowerment.

Andre Mountain

10:30 AM -  
11:30 AM

**Transforming School Culture: How To Overcome Staff Division**

Explore the root causes of staff resistance to change and leave with concrete strategies that will improve school culture, address staff cohesion, maximize human potential, and lay the foundation for a powerful learning environment.

Malik Muhammad

10:30 AM -  
11:30 AM

**You Are What You Read: Leading A Culture Of Literacy**

We all know that literacy is important - it's the cornerstone of society. Yet, how much instructional leadership capacity do we use to model, coach, and facilitate the idea of literacy for all students at all levels? Re-imagine your literacy leadership now!

Adam Drummond

11:30 AM - 1:00 PM **Lunch on Your Own**

11:45 AM - 12:45 PM **The Exchange Exhibit Hall**

1:00 PM - 2:30 PM **Keynote Session - Michael Fullan Hall B**

2:30 PM - 3:00 PM **Snapshot Session/Reflections and Networking**

3:00 PM - 4:00 PM **#PrincipalsInAction - Get Out Of Your Office And Connect With Others!**

Principals In Action are leaders who believe in getting out of their office and connecting with others. Through Twitter and Voxer, Principals In Action are connected to share ideas, challenge each other, offer support, and lean on during tough times.

Mark French,  
Jay Posick,  
Ryan Sheehy.

3:00 PM - 4:00 PM **90 90 90 - The Next Generation Of High Performing High Poverty Schools**

Dr. Douglas Reeves will share insights from the new research on 90 90 90 schools. Dr. Reeves will address the important new insights that address the challenges of leading schools serving students from low income families.

Douglas Reeves

3:00 PM - 4:00 PM **Academic And Behavior Systems Of Support**

This session will look at everything between assessments to implementation of effective behavioral and academic systems of support. Participants will walk away with hands-on resources for academic and behavior interventions, with a focus on meeting the most challenging students.

Micah Gearhart

3:00 PM - 4:00 PM **American Overseas Schools**

Learn more about the role of American Overseas Schools. Literature and materials, including fact sheets, school directories, and recruitment information will be distributed. Employment opportunities and school-to-school partnerships will be discussed. Gain an understanding of opportunities available to stateside principals.

Thomas Shearer,  
Brent Mutsch

3:00 PM - 4:00 PM **Get Dirty; Creating A Positive Culture Through Involvement**

Principals will gain new ideas and resources on continuing to build rapport with your students, staff, and families while still creating an environment accepting of change and growth.

Lindsay Stumpenhorst3:00 PM - 4:00  
PM**Hacking Social-Emotional Learning: One School's Journey To Make SEL A Year-Long Priority**

Creating a multifaceted social-emotional learning program that is both ongoing and engaging to students of all ages can be a daunting task for any school leader. Come discover the ideas/strategies one school site implemented to make SEL a priority.

Todd Schmidt3:00 PM - 4:00  
PM**Instructional Practices For Cultivating Multi-Dimensional Wellness & Mental Health In Our Classrooms**

Instructional practices for integrating researched-based strategies including mindfulness, movement, breath and social emotional learning into our classrooms, schools and communities. Our Professional Development and Instructional Practices were successfully piloted with the Port Jefferson Middle School in the Fall of 2017.

Diane MacDonald3:00 PM - 4:00  
PM**Leading The Charge For Cultural Competency In Schools**

This session will focus on the changing role of the principal from building manager to culturally competent leader.

Beverly Johnson-Green3:00 PM - 4:00  
PM**Moving From Data Rich To Information Rich: Leveraging Data To Make Meaningful Change**

If we believe all data is of equal importance, we cannot utilize any data to drive meaningful change. This session will help administrators to identify specific data points to develop more information rich data analysis and drive change.

Joe Mullikin3:00 PM - 4:00  
PM**Pathway To Community Engagement**

Effective community engagement is not a one-time program but rather a set of day-to-day practices and interactions that support learning. Schools and communities need to work together to promote engagement that is systemic, sustained and integrated into school improvement efforts.

Penelope Miller-Smith

3:00 PM - 4:00

**Poking The Bear: Creating Trauma Sensitive Environments**

PM	In this session, participants will gain an understanding of how trauma affects the brain, hinders learning, motivation, and success of impacted students in the classrooms.  <u>LaRon Martin</u>
3:00 PM - 4:00 PM	<b>Positive School Branding: How To Do It Effectively And Efficiently</b> Participants will learn about the power of positivity and leave with ideas to take back and implement to get all stakeholders on board. There is no better public relations campaign than one that promotes a positive learning environment for all.  <u>Shanna Spickard</u>
3:00 PM - 4:00 PM	<b>Promoting Self-Directed Learning During Intervention/Extension Blocks Through Electronic Portfolios</b> In this session you will learn how to use technology and online tools that are student-centered when considering implementing digital portfolios in your school to develop self-directed learning.  <u>Carrie Huber</u>
3:00 PM - 4:00 PM	<b>Uncommon Leadership: Live Well, Lead Strong</b> Our world needs Uncommon Leaders---those who live intentionally and demonstrate courage that shines in everything they do. We'll examine "living well": reflecting on our guiding principles, and "leading strong": acting with compassion and integrity that flows from our principled foundation.  <u>Debbie McFalone</u>
3:00 PM - 4:00 PM	<b>Wanted: The Instructional Change Agent</b> Now seeking: instructional leader. This role is often in conflict with other non-instructional duties. Imagine how your role could re-emerge as the instructional change agent to increase our leadership capacity through culture, instructional planning, learner engagement, and community advocacy.  <u>Adam Drummond</u>

Friday, July 12, 2019

7:00 AM - 12:30 PM	<b>Exhibit Hall Open</b>
7:00 AM - 11:00	<b>Registration</b>

AM

7:30 AM - 8:30 **Overseas School Breakfast (Invitation Only)**

AM

7:30 AM - 9:30 **State Representatives Membership Meeting**

AM

8:00 AM - 9:30 **Federal Relations Network Meeting**

AM

8:00 AM - 9:30 **State Editors Meeting**

AM

8:00 AM - 9:30 **4 Steps To Successful Time Management For Administrators**

AM

This session features a 4 step process to assist school leaders/administrators collect and analyze data to understand how they are prioritizing their professional time. A case study of districts that have utilized the research-based process and protocols will be shared.

Jobi Lawrence,

Gerald Hudson

8:00 AM - 9:30 **Addressing The Poverty Mindset**

AM

Schools that serve low-income communities face similar and pervasive issues that are actually a result of the Poverty Mindset. This workshop clarifies misconceptions about poverty, why it exists, how it secretly impacts our schools, and how to change it...permanently!

Hotep Na

8:00 AM - 9:30 **Administrative Strategies For Reducing Office Referrals And Suspensions While Engaging Students**

AM

This Administrative System addresses both mischievous and severe behavior. Learn to use the Discipline, Shelter, Tardy, Truancy and Academic Behavior Cards and Crisis Intervention Unit to successfully reduce office referrals, suspensions and expulsions keeping students in school with on-task learning.

Bert Simmons

8:00 AM - 9:30 **Finding Your Own Path To Serendipity**

AM

This presentation is about embracing all experiences and allowing them to make us better. It's about looking at every experience as treasures —moments that bring us more pain than we

thought possible, more joy than we deserve, and everything in between.

Allyson Apsey

8:00 AM - 9:30  
AM

**Fundamental 5: The Formula For Quality Instruction**

"Great teachers don't teach dramatically different than their peers, they teach slightly different. These slight changes in delivery dramatically improve student performance. Best-selling authors, Cain and Laird, share the secrets of great teachers and how to follow their example."

Sean Cain,  
Michael Laird

8:00 AM - 9:30  
AM

**Learn How To Be An NAESP National Principal Mentor**

The NAESP National Mentor Training and Certification Program™ exhibits a model in which principals can learn to become better leaders from qualified mentors. Join our session which will fully examine the significance of the National Mentor Training and Certification Program™. Our program offers a highly structured professional development program designed to create a cadre of mentors whose expertise is channeled to support school leaders. The training program integrates research-based best practices with participants' knowledge and experiences. The program can be customized according to a school district's specific needs.

Aaran Lurry

8:00 AM - 9:30  
AM

**Practical Strategies & Tools to Create An Active School Environment for Improved Student Outcomes**

Physical movement and learning are essential aspects of the total educational experience for all students. Physical education and physical activity are a component of the Whole School, Whole Community, Whole Child (WSCC) model and can be delivered through a comprehensive school physical activity program (CSPAP) that provides opportunities for students to be physically active before, during, and after school. Come learn about practical, evidence-based CSPAP resources developed by the Centers for Disease Control and Prevention (CDC), Active Schools, and other organizations to help schools implement strategies to increase students' physical activity and improve their academic achievement.

Charlene Burgeson

**Principals Leading Learning: Maximizing The**

8:00 AM - 9:30 AM	<p><b>Impact Of Professional Development</b></p> <p>Leaders must invest in professional development that directly impacts instructional practices. Learn key components of effective PD and practical, research-based and job-embedded practices. Leaders will not only understand the research, but they can take back proven ways to support teachers.</p> <p style="text-align: center;"><u>Shanna Spickard</u></p>
8:00 AM - 9:30 AM	<p><b>RETHINKing Literacy LEADership: LEADing Systems To Increase Student LEARNING</b></p> <p>Meeting the literacy needs of all students is a critical responsibility of school leaders and requires effective systems that impact learning throughout schools. Participants' will deepen their understanding of research-based practices, analyze processes and apply tools to ensure consistent implementation.</p> <p style="text-align: center;"><u>Molly Funk,</u> <u>Melissa Usiak</u></p>
8:00 AM - 9:30 AM	<p><b>SEL In Your School Made Easy</b></p> <p>We know that social-emotional learning is important to our students' development, but how do we teach it effectively? This session will explain how to effectively infuse SEL into your classrooms and identify available resources.</p> <p style="text-align: center;"><u>Erin Capone</u></p>
8:00 AM - 9:30 AM	<p><b>The New Teacher Pipeline: What You Can Do To Keep Quality Applicants Coming Your Way</b></p> <p>Does your school have an adequate supply of new teachers and substitutes? Learn what principals can do to influence the recruitment, preparation, and the mindset of aspiring teachers and support your new hires to assure they survive and thrive.</p> <p style="text-align: center;"><u>Paul Young</u></p>

8:30 AM - 9:30 AM	<p><b>State Representatives Nominating Committee Meeting</b></p>
10:00 AM - 11:30 AM	<p><b>Closing Keynote Session Kwame Alexander Hall B</b></p> <p><b>Be Constructive With Your Blues: Seven Life Lessons Learned From Inspiring Teachers and Principals</b> Along his thirty-year writerly journey, Kwame Alexander received hundreds of rejections. But, he never let other people's NOs define him. And, it paid off in 2015 when he won the coveted Newbery Medal. In this lively and engaging session, Kwame will share important life</p>

lessons he learned from educators that have helped lead to his success, how saying yes transformed his career and life, and how it paved the way to getting people of all ages excited about literacy and language. Participants will leave this session energized to turn negatives into positives and powerfully impact the students and adults they serve.

1:00 PM - 2:00 PM **Webinar Wednesday Live**



Closed | Optional | Fee

Tuesday, July 9, 2019

7:00 AM - 5:00 PM	<b>Registration</b>	
8:00 AM - 12:00 PM	<b>Community Service Day</b>	
	Community Service Day offers NAESP conference attendees an opportunity to make a difference through service projects that improve local schools. The service day event is sponsored by Playground equipment manufacturer Landscape Structures.	

**Pre-Conference Session (additional fee required)**

8:00 AM - 4:00 PM	<b>Navigating Social Emotional Learning (SEL): Science, Principal Practice, and Practical Application</b> <b>Spokane Convention Center</b>	
	National principals understand the importance of SEL and its impact on schools, however often they struggle with taking theory to practice. This intensive training, led by an expert in the SEL field, Dr. Stephanie Jones, will provide a framework for understanding SEL and bring the conversation full circle to provide an in-depth guide to 25 evidence-based social emotional learning programs for elementary schools that profiles both lesson-based/curriculum and non-curricular approaches.  Speakers: <u><a href="#">Stephanie Jones</a></u>	
8:00 AM - 4:00 PM	<b>Swimming in the Deep End - What Does It Take?</b> <b>Spokane Convention Center</b>	
	No matter where what role we play in a school or district, we all want to make a difference. However, things move fast in education these days, and often in our communications we are left confused, overwhelmed, and not as successful as we could be. We need to build up a skill set of effective decision-making capabilities, 'resistance	

management' communication strategies, and for the sake of our health, our 'stress tolerance.' This workshop will provide support, a laugh, and some cognitive, social and psychological resources to help you communicate more effectively, confidently, and collaboratively, no matter your role.

Speakers: [Jennifer Abrams](#)

Wednesday, July 10, 2019

7:00 AM - 8:30 AM **Continental Breakfast**  
**Exhibit Hall**

7:00 AM - 5:00 PM **Exhibit Hall Open**

7:00 AM - 5:00 PM **Registration**  
**Spokane Convention Center**

8:00 AM - 9:30 AM **6 Million US Children Missing From School!**  
**What Can We Do About It?**

There are nearly 6 million children who are not enrolled in any type of schooling in the US! Why is this and how do we, as a nation, reach out to them and their families? Learn how in this session.

[Darrell Rud](#),  
[Richard Barbacane](#),  
[Mary Kay Sommers](#)

8:00 AM - 9:30 AM **Cooperative Meetings: A Critical Tool for Faculty Development**

If you want strategies that create engaging dialogue among faculty and enhance the school culture, this session is for you! You will experience step-by-step structures to transform meetings, improve faculty relationships, enhance professional discourse, and involve stakeholders in decision making.

[Carol Lohkamp](#)

8:00 AM - 9:30 AM **Create A Campus-Wide Technology Growth Mindset Guaranteed To Increase Daily Student Engagement**

Participants will learn a variety of ways to encourage collaboration among teachers by increasing the use of technology daily which promotes high student engagement. Attendees will learn how to utilize a variety of technology applications essential for the 21st century.

Lorena Zertuche,

Ann Lalime

8:00 AM - 9:30  
AM

**Increase School Engagement Through  
Improved Communication**

There is a new opportunity for school leaders to engage their school community and improve their communication skills by maximizing the use of video. Learn free/inexpensive methods and practice your PR skills to show your school's personality and mission.

Andy Jacks

8:00 AM - 9:30  
AM

**Kernels Of Practice For Social Emotional  
Learning: Low-Cost, Low-Burden Strategies**

The field of social and emotional learning (SEL) is rapidly expanding as educators bring a sharper focus to helping children build skills beyond academic knowledge. This enlightening session with Harvard Graduate School of Education Professor Stephanie Jones will explore low-cost, targeted strategies that can be implemented quickly and have the potential to build students' SEL skills in a cohesive and complementary way across settings.

Stephanie Jones

8:00 AM - 9:30  
AM

**Managing Conflict With Clarity, Confidence,  
And Courage**

As administrators, coaches or colleagues, we often come up against situations where difficult topics must be addressed. What do we know about the best strategies for those moments? What questions should we be asking ourselves before we speak, and what environments are best for when we do speak? Based on Jennifer's book, *Having Hard Conversations*, and her work with conflict and interpersonal communication, this session will provide participants with action plans and scripting tools for having those necessary hard conversations.

Jennifer Abrams

8:00 AM - 9:30  
AM

**Resilience Can Be Taught: 4 Keys To  
Unleashing Resilience**

Learn about vital skills of resilience and 3 keys to creating a resilient climate. This engaging presentation will empower you to deliver these skills to students of any background and learning style, enabling them to thrive in school and life.

Christian Moore

8:00 AM - 9:30

**Restorative Practices--Learn from Principals**

AM

**Who Have Practiced RP Daily With Amazing Results!**

Participants will practice community building circles and observe a restorative conference. You will leave with the basic philosophy, tools and knowledge to use circles and conferences in your school. Restorative Practices are key to transforming school culture and climate.

Jennifer Kirksey

8:00 AM - 9:30 AM

**Slay Reading Logs, Champion Literacy, And Booktalk like a Wizard**

Step away from that reading log...and help staff step away too! Collect examples of innovative literacy practices and see strategies to champion a culture of literacy. Participants will walk away with a literacy toolkit too!

Brad Gustafson

8:00 AM - 9:30 AM

**STEAM Innovation Inspired By Biomimicry**

Nature's engineering feats and elegant designs provide cross-curricular, standards-based projects that engage learners in real-world challenges. Biomimicry, the field of science that imitates nature's time-tested solutions, helps students gather disparate concepts and translate them into actionable ideas.

Cheri Sterman,  
Nancy Horvat

8:00 AM - 9:30 AM

**The DCR Of Effective Leadership: Data, Curriculum, And Relationships**

Wondering how leaders become effective and achieve school-wide academic success? During this session, Principal Record from Pocomoke Middle will highlight the importance of making Data driven decisions, ensuring a rigorous Curriculum, and building Relationships. Three key components for effective leadership.

Matthew Record

8:00 AM - 9:30 AM

**Trauma Informed School Leadership**

The impact of trauma and chronic stress on students is at an all-time alarming rate. Participants will learn how to lead through a Trauma Informed Leadership model that equips, empowers, and inspires students to thrive in school.

Bill Ziegler

9:30 AM - 10:00 **Exhibit Hall Break (Vendor Learning Lab)**

AM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
9:30 AM - 10:00 AM	<b>Snapshot Session - Reflections and Networking</b>
10:00 AM - 11:30 AM	<b>Opening Keynote Session Razia Jan Hall B</b> <b>Global Education: Alike Yet Different</b> Razia's Ray of Hope Foundation is a nonprofit organization that empowers young women and girls in Afghanistan through community-based education in the district of Deh'Subz. Founded on the knowledge that education is key to positive, peaceful change for current and future generations, they provide young Afghans the opportunity to learn and grow in a safe, nurturing environment, so that they may work toward brighter futures — in their own villages and beyond. Razia's Ray of Hope Foundation would not exist without the spirit, vision, and tireless efforts of founder and president Razia Jan. Razia has worked for many years to forge connections between Afghans and Americans. Her humanitarian efforts are honored in First Lady Laura Bush's 2016 book We Are Afghan Women.
11:30 AM - 1:00 PM	<b>Lunch on Your Own</b>
11:45 AM - 12:45 PM	<b>The Exchange Exhibit Hall</b>

1:00 PM - 2:00 PM	<b>A Commitment To Excellence: Cultivating Engagement in Your School</b> Educators are under constant pressure to meet a variety of needs, engage families, and foster collaboration, while doing everything necessary to make a difference in the lives of students. If leaders aren't conscious, staff burnout is inevitable.  <u>Daniel Butler</u>
1:00 PM - 2:00 PM	<b>Are Your Students Emotionally Safe? - How to Eradicate Bullying At Its Root</b> Discover how to eradicate the root causes behind the toughest issues facing our students by transforming your school into an emotionally safe campus! Participants receive instant access to the ESE Grant training and resources for emotional safety education.  <u>Deanna Rhinehart</u>

1:00 PM - 2:00  
PM

### **Building A Future Ready School By Fostering Creativity And Critical Thinking**

Audience will embark on our school's inspiring journey of "Dream, Explore, Design, Create" to build a future ready school via exploration and innovation through shared vision, collective decision-making, and empowering teachers to create a student-centered learning aligned to academic standards.

Neera Kohli

1:00 PM - 2:00  
PM

### **Developing Campus Culture? Simple Ways To Build Positive Culture And Foster Parent Engagement**

Future and current administrators will gain insight into creating a genuinely positive school culture--a culture of kindness and care. Participants will leave the session with ideas and tools they can implement upon returning to their campus.

William Rhodes,  
Lindsay O'Leary.

1:00 PM - 2:00  
PM

### **Hiring For A High Achieving Climate And Culture**

The teachers you hire reflect on you, your students and your district. No one wants to hire a mediocre teacher, how can you tell what you're getting through the interview process? How do you discern who will be good from great?

Mary Smith

1:00 PM - 2:00  
PM

### **Human Literacy: Navigating Social And Emotional Issues With A Coaching Mindset**

Navigating life's challenges and working with others are within the social and emotional domains. Building human literacy skills includes developing self-awareness and understanding others. Participants will receive unique coaching protocols that help students and faculty improve interactions with others.

Cheri Sterman,  
Nancy Horvat

1:00 PM - 2:00  
PM

### **It's Lonely At The Top...But It Doesn't Have To Be!**

The job of a Principal can be difficult and lonely. However, principals have the best resources for success within their school community. Utilizing teacher leaders through collaboration to assist in making crucial decisions can help in expanding your vision.

Maria Bridwell

1:00 PM - 2:00  
PM

### **Leading a School Into a Comprehensive, Integrated Three-Tiered Model of Prevention (Ci3T)**

Dr. Kiser and Mrs. Tate will share experiences in developing and implementing a positive behavior support model. A description of helping teachers, parents, students, and stakeholders buy-in to their motto "Be the Best Me I Can Be!" will be discussed.

Matt Kiser,  
Laura Tate

1:00 PM - 2:00  
PM

### **National Panel For Aspiring Authors**

Have you ever dreamed of writing a book? Are you interested in learning more about the publishing process? The National Panel for Aspiring Authors is your chance to ask questions of principals and school leaders who are also published authors.

Brad Gustafson,  
Allyson Apsey,  
Derek McCoy,  
Bill Ziegler,  
Kaylen Tucker

1:00 PM - 2:00  
PM

### **Say Goodbye To Tokens And Tickets And Hello To PBIS Rewards**

Tired of printing your campus currency? Confused by the tickets in one classroom and tokens in another? Frustrated by how hard it is to keep up with "all the PBIS things"? We were too, but not any more!

Matt Arend,  
Carrie Tracy

1:00 PM - 2:00  
PM

### **School Improvement & Deep Impact: Voices Amidst Changing Demographics**

To address demographically changing schools, researchers implemented preliminary support training and development targeting specific school indicators and identifying areas of growth for school stakeholders to become more inclusive leaders. Using an ESSA aligned approaches, stakeholders improve schools towards school inclusion.

Jose Luevanos,  
Elisabeth Luevanos,  
Jean Madsen

1:00 PM - 2:00  
PM

### **Secondary Victims Of Opioid Addiction: Schools Help Through Social-emotional Learning**

Opioid addictions don't care who or why. Many addicts have school-age children, so what's a school to do for students worrying constantly about their caregivers? Social-emotional learning gives students strategies to cope and techniques for getting ready to learn.

Carla Tantillo Philibert,  
Brian Hastings

1:00 PM - 2:00  
PM

### **STEM Play Experiences With Early Childhood Learners**

Learn about the process of integrating STEM Play time in Preschool. Using a basic engineering design model and design thinking structure, students develop skills while exploring real-world problems. Come experience STEM play yourself!

Joseph Stanzione,  
Veronica Morales

1:00 PM - 2:00  
PM

### **The Empowered Principal: The School Leader's Alternative To Career Burnout**

Feeling overwhelmed, exhausted, and intimidated in your new role? You aren't alone. School leaders have high demands placed on them daily. Join me in exploring how to take control and make decisions from a place of empowerment and clarity.

Angela Robeck

1:00 PM - 2:00  
PM

### **The Four Dimensions Of Principal Leadership**

This session will introduce participants to the Dr. Reginald Green's Four Dimensions of Principal Leadership. The four dimensions are a combination of leadership theory and research-based best practice. Together, the dimensions offer school leaders practical advice for leading their school.

Ethan Randall

1:00 PM - 2:00  
PM

### **The Principals Tool-Kit For Improving School And Classroom Discipline**

The purpose of this session is to give principals a tool-kit of strategies for classroom management and school-wide management including: practicing proactive strategies, teach tools, diffusers, classroom design, student-teacher relationships, start-up & shut-down requests, and how to refocus.

Bill Truesdale

2:00 PM - 2:30 **Exhibit Hall Break (Vendor Learning Lab)**

PM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
2:00 PM - 2:30 PM	<b>Snapshot Session/Reflections and Networking</b>
2:30 PM - 4:30 PM	<b>Innovation Rotation</b>

2:30 PM - 3:30 PM	<p><b>10 Successful Strategies For Newcomer Students</b></p> <p>"We will share ten successful strategies to support the successful transition for newcomer immigrant English Language Learners that impact their adjustment to a new country. A welcoming school provides stability that impacts the success for students, families, and communities overall."</p> <p style="text-align: center;"><u>Victor Tam,</u> <u>Carla Llewelyn-Vasquez</u></p>
2:30 PM - 3:30 PM	<p><b>10 Ways Every Educator Can Be The One For Kids</b></p> <p>"This keynote takes the audience on a journey through education, by hearing engaging stories about my journey, the impact we all have, and how we can all unleash our power to change the lives of our students. "</p> <p style="text-align: center;"><u>Ryan Sheehy</u></p>
2:30 PM - 3:30 PM	<p><b>Creating a School-wide Writing Program: Four Key Elements</b></p> <p>Most schools have a unified approach to reading, but writing is often a close-the-door-and-do-your-own-thing instructional model with many teachers assigning writing more often than teaching it. Learn four essential elements that must be part of any successful school-wide writing program.</p> <p style="text-align: center;"><u>Alice Greiner</u></p>
2:30 PM - 3:30 PM	<p><b>Developing Self-Regulation And Empathy As Crucial PK To Grade 3 Early Childhood Learning Outcomes</b></p> <p>The intense focus on academic testing outcomes has led many schools to give much less attention to the development of self-regulation, empathy, and social-emotional intelligence, even though these are high-value predictors of success in learning and in life.</p> <p style="text-align: center;"><u>Bob Sornson</u></p>
2:30 PM - 3:30 PM	<b>Even Broken Crayons Still Color - School-wide</b>

PM

### **SEL Strategies That Changed A Building's Culture.**

Participants will learn about trauma informed practices such as PBIS, Conscious Discipline, Yoga/Mindfulness, and celebrations. Participants will learn strategies to maximize student learning and belonging at school, and reduce disciplinary referrals, as well as strategies to increase student attendance rates.

Amy Mason

2:30 PM - 3:30

PM

### **From ACES Low To ACES High**

Students are coming to us with a greater number and intensity of at-risk challenges, including poverty and trauma's Adverse Childhood Experiences. Principals will learn how to harness relationships to overcome these challenges and better support student development and achievement.

Jason Anderson,

Crystal Magers

2:30 PM - 3:30

PM

### **Leading For Literacy: How Strong Principals Can Make A Difference**

This session will introduce the Center on Improving Literacy Through Supporting Elementary School Leaders, newly funded by the U.S. Office of Special Education Programs. The mission of this center is to improve student literacy through building capacity of instructional leaders.

Allison Gandhi,

Sarah Arden

2:30 PM - 3:30

PM

### **Manage To Your Advantage: Approaching School Management Through The Lens Of Threat Assessment**

Participants will focus on applying the process of effective threat and risk assessment to their everyday roles as school-based administrators, starting with the principle that no one person or place sufficiently answers all questions or solves all dilemmas.

Lori Brown

2:30 PM - 3:30

PM

### **Multi-Tiered Systems Of Support (MTSS) For Young Children: Driving Change In Early Education**

"Multi-Tiered Systems of Support (MTSS) for young children is a system-wide framework for delivering effective educational services, matched to learners' needs, resulting in achievement of essential outcomes. Learn how this framework can work in your Pre-K / ECE setting! "

Robin Miller Young2:30 PM - 3:30  
PM**Personalizing Professional Development**

This session shares personalized learning practices used when planning professional learning . We will share how our district provides voice, choice, and path for teachers to grow in meaningful ways that impact student learning and achievement, and teacher compensation.

Sue Sterner,Jeremy Monday,Christopher Otto2:30 PM - 3:30  
PM**STEM Identity And Technology Fluency - An Approach For Any Teacher And Every Student**

Educators will learn how to help students develop 'STEM Identity' and 'Technology Fluency,' while going hands-on with innovative learning media and lesson content. Participants will develop their own Technology Fluency, and practice computational-thinking in a robotic design challenge!

David Emery2:30 PM - 3:30  
PM**The One Thing**

In City Slickers, the wanna-be cowboy gets advice about success from the experienced old cowhand, "Find your one thing." The same is true with campus administrators: find the one thing that gets the most growth from the most students.

Vanessa Stuart2:30 PM - 3:30  
PM**Time Management For School Leaders: Total Control & Peace Of Mind**

This session provides a total system for organizing your surroundings and effectively managing your time. Time management is an essential, yet often missing, skill in the development of classroom teachers and school administrators.

Frank Buck3:45 PM - 4:45  
PM**Be A Champion For Equity- Build A Trauma Sensitive Environment For All Students!**

Imagine a school building where every child feels safe and an environment where all students can thrive. Students bring their trauma into school everyday. It is our job as educators to create an environment where all students can be successful!

Aaron Carmichael,Malinda Mikesell

3:45 PM - 4:45

**Building Quality Relationships With Students,**

PM

**Teachers, And Families**

Join Mathew Moyer as he reviews a variety of ways you can work to build quality relationships with your school community. We will look at the strategies you can implement that will build meaningful relationships that lead to improvements for your school.

Matthew Moyer

3:45 PM - 4:45 PM

**Coordinated Services: How One District Intentionally Plans For ESL, SPED, & RTI In One Day**

Have you ever heard the phrase, "SPED trumps ESL?" Coordination of ESL, RTI, & SPED services is essential when educating students who qualify for a variety of supports. Examples of collaboration & forms will be shared on how to ensure equity in services.

Debra Frantz,  
Joris Ray

3:45 PM - 4:45 PM

**Durable Student Outcomes: Do It By Keeping Things Local and Committing to Being Helpful**

Localism matters when it comes to lasting outcomes. This session changes the standard paradigm of reform by examining what it means to own results locally, leverage outside expertise sparingly, and shift from monitoring and accountability to being helpful.

Gillian Williams,  
Mildred Toliver

3:45 PM - 4:45 PM

**Effective Universal Instruction: Improving Your Results Now**

Strong, effective universal instruction is essential for high achievement. Schools cannot intervene their way to achievement for all students. This session will support schools to examine and improve universal instruction through collective educator collaboration.

Sarah Brown,  
Kimberly Gibbons

3:45 PM - 4:45 PM

**High-Leverage Leadership: 3 Strategies To Develop The Next Generation Of Leaders**

Human connection matters. Positive culture formed with school personnel lays the foundation for optimal performance. Participants will learn simple, high-leverage routines to grow leadership capacity, improve public relations, while fostering positive relationships within the school environment.

Daniel Butler,  
Benjamin Gilpin

3:45 PM - 4:45  
PM

**Let Go And Lead! Supporting Teachers And Students In The Role Of Instructional Leader.**

This session will focus on processes and strategies for building leadership skills in teachers and students. Session participants will engage in collaborative activities and discussions designed to help them leverage teacher and student leaders to affect change.

Fran Dundore,  
Margaret Bobbitt

3:45 PM - 4:45  
PM

**Literacy Zero To Literacy Hero**

One year ago these two literacy “zeroes” were faced with the daunting reality that literacy was missing from their leadership. Come discover the steps they took to harness their inner superhero moving from a Literacy Zero to Literacy Hero.

Matt Arend,  
Todd Schmidt

3:45 PM - 4:45  
PM

**Mastering Parental Involvement – Keeping Kids And Parents Involved In The School**

Strategies for communicating successfully with all parents including the unfocused, hostile, unresponsive, helicopter, and enabling kind. Help parents work with you, not against you through assertive communication and defined conferencing skills. The Home/School Plan results in more focused, successful students and parents.

Bert Simmons

3:45 PM - 4:45  
PM

**PSEL/NELP Standards**

TBD

Jacquelyn Wilson

3:45 PM - 4:45  
PM

**School Culture - A Guide to Thrive**

Thinking teachers lead to thinking students. The first step to developing agency and independence in students is to develop agency and independence in teachers. This session will help you simplify so you can focus on the essential ingredients for success.

Derek Thompson

3:45 PM - 4:45  
PM

**Supporting Our Transgender And Gender Non-Conforming Youth By Creating Inclusive Schools**

75% of Transgender and Gender Non-Conforming youth feel unsafe at school. School leaders have

the power to change this statistic. This session will provide training and tools for leaders committed to creating inclusive schools for all students.

Vanessa Ford

3:45 PM - 4:45 PM **The NAESP Pre-K-3 Leadership Academy™ - Creating More Effective Early Learning Leaders!**

Are you interested in becoming an effective Pre-K-3 Leader? Join this session to learn how the NAESP Pre-K-3 Leadership Academy™ has trained principals and directors in two states to become more effective in applying the six competencies outlined in NAESP's publication: "Leading Pre-K-3 Learning Communities: Competencies for Effective Principal Practice." This program provides a unique blended learning experience designed to enhance a principal's knowledge and skills for becoming an effective Pre-K-3 school leader.

Honor Fede

3:45 PM - 4:45 PM **Using Technology To Enhance Climate, Virtual Meetings, & Stay Connected With Students & Families**

This session will give a brief introduction on how to utilize technology that will allow administrators to improve school culture and climate, virtually meet with their faculty while delineating pertinent information, and keep connected with students and their families.

Martina Carroll

5:00 PM - 6:00 PM **Opening Reception**

Thursday, July 11, 2019

7:00 AM - 8:30 AM **Continental Breakfast Exhibit Hall**  
Vendor Learning Lab/Spotlight

7:00 AM - 5:00 PM **Exhibit Hall Open**

7:00 AM - 5:00 PM **Registration**

8:30 AM - 10:00 **#LeadPositive: Education Leadership Vision**

AM

**Turned Into Positive Action**

A career in education is not easy but can be exhilarating and fulfilling when you find positivity. The goal of this session is to support others (beginning and experienced leaders alike) to lead positively through a series of 12 actions.

Shanna Spickard

8:30 AM - 10:00 AM

**Breathe For Change: Mindful Leadership to Embody Social Change for Equity**

In this experiential Breathe For Change workshop, educational leaders will learn to enhance individual and collective well-being at the school level through integrating wellness and social-emotional learning practices in a trauma-informed, inclusive and culturally relevant way.

Tui Roper,  
Ilana Nankin

8:30 AM - 10:00 AM

**Is My School A Better School BECAUSE I Lead It?**

Principals will be challenged to examine their own leadership identity, presence, impact, mission, purpose, vision and value as the leaders of their schools and whether their leadership practices enable learners to have optimal learning opportunities in equitable, culturally-responsive learning environments.

Baruti Kafele

8:30 AM - 10:00 AM

**It's Time For A Disrupt Admin Session!**

We are working to disrupt administration! A different type of session where ten different principals each share one of their favorite ways to think outside of the box. It's a fast paced presentation packed with lots of great ideas!

Matt Arend,  
Liz Garden,  
Andy Jacks,  
Kelley Begley-McCall,  
Jessica Gomez,  
Cathryn Jacobs,  
Todd Schmidt,  
Lindsay Stumpfenhorst,  
Julie Vincentsen,  
Claire Giardino

8:30 AM - 10:00 AM

**Leading The Whole Teacher**

When asked, teachers often identify that education is their profession AND their hobby. If not nurtured, this can lead to burnout. Leaders who support the

whole teacher help teachers perform their best and feel their best.

Allyson Apsey

8:30 AM - 10:00 **Leaping Over Poverty**

AM

Cognitive stressors and delays, emotional and social challenges, acute chronic stressors, as well as health and safety issues are the main risk factors associated with poverty. Targeting these factors assist students who live in poverty to engage in school productively.

Daniele Snider

8:30 AM - 10:00 **My 10 Favorite Gmail Tricks And Other Productivity Hacks**

AM

While Gmail is a popular tool for principals, most don't know about these 10 features that make a world of difference. Use one or all 10. Regardless, tomorrow, you will attack your email with a smile.

Frank Buck

8:30 AM - 10:00 **Principals: You Are The Leader Of Learning**

AM

School principals are "invaluable multipliers of teaching and learning in the nation's schools," according to this report by political scientist Paul Manna. As a school's "leader of learning" for both the students and adults, principals create the conditions that enable effective teaching and learning and happen at scale. This session will explore the specific behaviors principals can exhibit to strengthen educator practice and results for students through standards-based professional learning.

Frederick Brown

8:30 AM - 10:00 **Social And Emotional Learning: Not Just for Students**

AM

This workshop draws on the five Social/Emotional competencies as identified by CASEL, and focuses on inspiring educators to become practitioners of those competencies as a means to create trusting and nurturing environments where students thrive in school and life.

Greg Sommers

8:30 AM - 10:00 **Stop Suspending Students!**

AM

Suspensions and exclusionary practices cannot be part of our discipline strategy for students. Learn ways to be a zero suspension school while maintaining support to teachers and keeping your families highly satisfied.

Andy Jacks

8:30 AM - 10:00 AM **You Think You Have Tough Kids? Turn That Behavior Around**

Empower teachers with an effective school-wide plan that motivates defiant, non-compliant students, stops teacher/student negative confrontations, office referrals and suspensions. Become skilled at knowing what to do with a bully and how to use dispute resolution to minimize overt behavior.

Bert Simmons

9:30 AM - 10:00 AM **Exhibit Hall Break**

Vendor Learning Lab/Spotlight

9:30 AM - 10:00 AM **Snapshot Session/Reflections and Networking**

10:00 AM - 10:30 AM **Snapshot Session/Reflections and Networking**

10:30 AM - 11:30 AM **Building Capacity For Technology Integration & Innovation Through Professional Learning Cohorts**

In this session we'll share practices rooted in adult SEL, professional interests, and cohort models that have been leveraged to build teacher capacity in the areas of pedagogy, teacher leadership, and authentic, purposeful integration of technology and innovation.

Stephanie Sandifer,  
Amy Houser,  
Krystal Weiss

10:30 AM - 11:30 AM **Classroom Management That Works: The Missing Ingredient!**

The Classroom Management Plan described in this session provides a systematic framework for a student's day-to-day behavior, a hierarchy of discipline responsibilities/consequences, and proven and tested positive reinforcement resulting in greater academic success for all students.

Bert Simmons

10:30 AM - 11:30 AM **Creating Innovative Professional Learning To Empower Teachers In Their Own Growth**

Say goodbye to the traditional one size fits all, sit and get professional development! During this session we will share various ways we have structured innovative professional learning

opportunities for our staff focused on individual interest and professional strengths.

Matthew Johnson,  
Griffin Gervais,  
Kristin Rhodes

10:30 AM -  
11:30 AM

**Demystifying The 'How' Of Improving Student Behavior & School Safety Using SEB MTSS**

Participants will actively engage in exercises through a “how to” skills session to conceptualize how a social-emotional-behavioral (SEB) MTSS framework can work at their schools including the necessary components, processes, and professional roles of a tiered SEB MTSS.

Katherine Dockweiler,  
Alison Clark,  
Lindsay Diamond

10:30 AM -  
11:30 AM

**Developing A Culturally Inclusive Organization With Equity In Mind**

Public schools are becoming more diverse across the nation. In this ever-changing environment, our students must be prepared to interact with people who look, speak, and believe differently. It is the educators responsibility to embrace the diversity of the students.

Tia James,  
Latoya Jeems

10:30 AM -  
11:30 AM

**GENERATION EVERYONE! The Roles We Play In InterGenerational Family Engagement And Why It Matters**

A survey of 2000+ superintendents found only 6% feel they have a firm understanding on how to motivate their multigenerational staff, teachers, and parents. Learn how to increase teacher retention and family engagement by mastering Intergenerational Family Engagement.

Dillon Kalkhurst

10:30 AM -  
11:30 AM

**Leading With The Ethic Of Care**

Leading with the Ethic of Care session will focus on the dynamics of developing a school community that uses empathy and design thinking to forge a positive connection with the stakeholders at an elementary school.

Gerald Paterson

10:30 AM -  
11:30 AM

**Managing the Teacher Hiring Process: 10 Important Steps**

To hire effective teachers, an administrator needs a process that assures that candidates have the

experience and expertise to do the job. Using behavior-based interviewing, (BBI) and the steps taught in this session, teacher hiring will become highly successful.

Mary Clement

10:30 AM -  
11:30 AM

**Overcoming The Unspoken: Successful Leadership In A Culture Of Silence**

Participants will experience how the use of technology can improve climate and culture by making the invisible visible through on-going feedback relative to key levers of school improvement.

Philip Hammonds

10:30 AM -  
11:30 AM

**Pivotal Elementary School Principal's Role To Lead Transformational Change & Build School Culture**

Elementary principals serve a pivotal role in bringing about transformational change and building school culture. Five key themes provide insight into the role of elementary principals and the associated skills, knowledge, and behaviors that they must employ.

Tamera Jones

10:30 AM -  
11:30 AM

**Strategies, Practices, And Procedures That Reduce Inappropriate Office Referrals**

Frustrated with an office full of student behavioral referrals? This session will help you refocus on teaching adults your expectations and norms of behavior while supporting their management of students. With clear school structures, procedures, and practices, school culture improves.

Paul Young

10:30 AM -  
11:30 AM

**Student Achievement Starts With Teacher Empowerment: Is It Really That Simple?**

Join us as we share tools and creative innovations that empower teacher leaders to reflect on best practices and work as change-agents. Leave ready to lead your organization towards engaged students, higher levels of collaborative instruction and increased student achievement.

Sarah Von Esh,  
Tracey Smith

10:30 AM -  
11:30 AM

**The Hip-Hop Principalship: The Rhyme And Reason Of New School Leadership**

This session provides a guideline for connecting with a new school community with a five-pronged doctrine for shaping school culture and relating to

the school community in authentic ways.  
Leadership is presented as a force for social  
change and empowerment.

Andre Mountain

10:30 AM -  
11:30 AM

**Transforming School Culture: How To  
Overcome Staff Division**

Explore the root causes of staff resistance to  
change and leave with concrete strategies that will  
improve school culture, address staff cohesion,  
maximize human potential, and lay the foundation  
for a powerful learning environment.

Malik Muhammad

10:30 AM -  
11:30 AM

**You Are What You Read: Leading A Culture Of  
Literacy**

We all know that literacy is important - it's the  
cornerstone of society. Yet, how much instructional  
leadership capacity do we use to model, coach,  
and facilitate the idea of literacy for all students at  
all levels? Re-imagine your literacy leadership  
now!

Adam Drummond

11:30 AM - 1:00 PM **Lunch on Your Own**

11:45 AM - 12:45 PM **The Exchange  
Exhibit Hall**

1:00 PM - 2:30 PM **Keynote Session - Michael Fullan  
Hall B**

2:30 PM - 3:00 PM **Snapshot Session/Reflections and Networking**

3:00 PM - 4:00 PM **#PrincipalsInAction - Get Out Of Your Office And Connect With Others!**

Principals In Action are leaders who believe in getting out of their office and connecting with others. Through Twitter and Voxer, Principals In Action are connected to share ideas, challenge each other, offer support, and lean on during tough times.

Mark French,  
Jay Posick,  
Ryan Sheehy.

3:00 PM - 4:00 PM **90 90 90 - The Next Generation Of High Performing High Poverty Schools**

Dr. Douglas Reeves will share insights from the new research on 90 90 90 schools. Dr. Reeves will address the important new insights that address the challenges of leading schools serving students from low income families.

Douglas Reeves

3:00 PM - 4:00 PM **Academic And Behavior Systems Of Support**

This session will look at everything between assessments to implementation of effective behavioral and academic systems of support. Participants will walk away with hands-on resources for academic and behavior interventions, with a focus on meeting the most challenging students.

Micah Gearhart

3:00 PM - 4:00 PM **American Overseas Schools**

Learn more about the role of American Overseas Schools. Literature and materials, including fact sheets, school directories, and recruitment information will be distributed. Employment opportunities and school-to-school partnerships will be discussed. Gain an understanding of opportunities available to stateside principals.

Thomas Shearer,  
Brent Mutsch

3:00 PM - 4:00 PM **Get Dirty; Creating A Positive Culture Through Involvement**

Principals will gain new ideas and resources on continuing to build rapport with your students, staff, and families while still creating an environment accepting of change and growth.

Lindsay Stumpenhorst3:00 PM - 4:00  
PM**Hacking Social-Emotional Learning: One School's Journey To Make SEL A Year-Long Priority**

Creating a multifaceted social-emotional learning program that is both ongoing and engaging to students of all ages can be a daunting task for any school leader. Come discover the ideas/strategies one school site implemented to make SEL a priority.

Todd Schmidt3:00 PM - 4:00  
PM**Instructional Practices For Cultivating Multi-Dimensional Wellness & Mental Health In Our Classrooms**

Instructional practices for integrating researched-based strategies including mindfulness, movement, breath and social emotional learning into our classrooms, schools and communities. Our Professional Development and Instructional Practices were successfully piloted with the Port Jefferson Middle School in the Fall of 2017.

Diane MacDonald3:00 PM - 4:00  
PM**Leading The Charge For Cultural Competency In Schools**

This session will focus on the changing role of the principal from building manager to culturally competent leader.

Beverly Johnson-Green3:00 PM - 4:00  
PM**Moving From Data Rich To Information Rich: Leveraging Data To Make Meaningful Change**

If we believe all data is of equal importance, we cannot utilize any data to drive meaningful change. This session will help administrators to identify specific data points to develop more information rich data analysis and drive change.

Joe Mullikin3:00 PM - 4:00  
PM**Pathway To Community Engagement**

Effective community engagement is not a one-time program but rather a set of day-to-day practices and interactions that support learning. Schools and communities need to work together to promote engagement that is systemic, sustained and integrated into school improvement efforts.

Penelope Miller-Smith

3:00 PM - 4:00

**Poking The Bear: Creating Trauma Sensitive Environments**

PM	In this session, participants will gain an understanding of how trauma affects the brain, hinders learning, motivation, and success of impacted students in the classrooms.  <u>LaRon Martin</u>
3:00 PM - 4:00 PM	<b>Positive School Branding: How To Do It Effectively And Efficiently</b> Participants will learn about the power of positivity and leave with ideas to take back and implement to get all stakeholders on board. There is no better public relations campaign than one that promotes a positive learning environment for all.  <u>Shanna Spickard</u>
3:00 PM - 4:00 PM	<b>Promoting Self-Directed Learning During Intervention/Extension Blocks Through Electronic Portfolios</b> In this session you will learn how to use technology and online tools that are student-centered when considering implementing digital portfolios in your school to develop self-directed learning.  <u>Carrie Huber</u>
3:00 PM - 4:00 PM	<b>Uncommon Leadership: Live Well, Lead Strong</b> Our world needs Uncommon Leaders---those who live intentionally and demonstrate courage that shines in everything they do. We'll examine "living well": reflecting on our guiding principles, and "leading strong": acting with compassion and integrity that flows from our principled foundation.  <u>Debbie McFalone</u>
3:00 PM - 4:00 PM	<b>Wanted: The Instructional Change Agent</b> Now seeking: instructional leader. This role is often in conflict with other non-instructional duties. Imagine how your role could re-emerge as the instructional change agent to increase our leadership capacity through culture, instructional planning, learner engagement, and community advocacy.  <u>Adam Drummond</u>

Friday, July 12, 2019

7:00 AM - 12:30 PM	<b>Exhibit Hall Open</b>
7:00 AM - 11:00	<b>Registration</b>

AM

7:30 AM - 8:30 **Overseas School Breakfast (Invitation Only)**

AM

7:30 AM - 9:30 **State Representatives Membership Meeting**

AM

8:00 AM - 9:30 **Federal Relations Network Meeting**

AM

8:00 AM - 9:30 **State Editors Meeting**

AM

8:00 AM - 9:30 **4 Steps To Successful Time Management For Administrators**

AM

This session features a 4 step process to assist school leaders/administrators collect and analyze data to understand how they are prioritizing their professional time. A case study of districts that have utilized the research-based process and protocols will be shared.

Jobi Lawrence,  
Gerald Hudson

8:00 AM - 9:30 **Addressing The Poverty Mindset**

AM

Schools that serve low-income communities face similar and pervasive issues that are actually a result of the Poverty Mindset. This workshop clarifies misconceptions about poverty, why it exists, how it secretly impacts our schools, and how to change it...permanently!

Hotep Na

8:00 AM - 9:30 **Administrative Strategies For Reducing Office Referrals And Suspensions While Engaging Students**

AM

This Administrative System addresses both mischievous and severe behavior. Learn to use the Discipline, Shelter, Tardy, Truancy and Academic Behavior Cards and Crisis Intervention Unit to successfully reduce office referrals, suspensions and expulsions keeping students in school with on-task learning.

Bert Simmons

8:00 AM - 9:30 **Finding Your Own Path To Serendipity**

AM

This presentation is about embracing all experiences and allowing them to make us better. It's about looking at every experience as treasures —moments that bring us more pain than we

thought possible, more joy than we deserve, and everything in between.

Allyson Apsey

8:00 AM - 9:30  
AM

**Fundamental 5: The Formula For Quality Instruction**

"Great teachers don't teach dramatically different than their peers, they teach slightly different. These slight changes in delivery dramatically improve student performance. Best-selling authors, Cain and Laird, share the secrets of great teachers and how to follow their example."

Sean Cain,  
Michael Laird

8:00 AM - 9:30  
AM

**Learn How To Be An NAESP National Principal Mentor**

The NAESP National Mentor Training and Certification Program™ exhibits a model in which principals can learn to become better leaders from qualified mentors. Join our session which will fully examine the significance of the National Mentor Training and Certification Program™. Our program offers a highly structured professional development program designed to create a cadre of mentors whose expertise is channeled to support school leaders. The training program integrates research-based best practices with participants' knowledge and experiences. The program can be customized according to a school district's specific needs.

Aaran Lurry

8:00 AM - 9:30  
AM

**Practical Strategies & Tools to Create An Active School Environment for Improved Student Outcomes**

Physical movement and learning are essential aspects of the total educational experience for all students. Physical education and physical activity are a component of the Whole School, Whole Community, Whole Child (WSCC) model and can be delivered through a comprehensive school physical activity program (CSPAP) that provides opportunities for students to be physically active before, during, and after school. Come learn about practical, evidence-based CSPAP resources developed by the Centers for Disease Control and Prevention (CDC), Active Schools, and other organizations to help schools implement strategies to increase students' physical activity and improve their academic achievement.

Charlene Burgeson

**Principals Leading Learning: Maximizing The**

8:00 AM - 9:30 AM	<p><b>Impact Of Professional Development</b></p> <p>Leaders must invest in professional development that directly impacts instructional practices. Learn key components of effective PD and practical, research-based and job-embedded practices. Leaders will not only understand the research, but they can take back proven ways to support teachers.</p> <p style="text-align: center;"><u>Shanna Spickard</u></p>
8:00 AM - 9:30 AM	<p><b>RETHINKing Literacy LEADership: LEADing Systems To Increase Student LEARNING</b></p> <p>Meeting the literacy needs of all students is a critical responsibility of school leaders and requires effective systems that impact learning throughout schools. Participants' will deepen their understanding of research-based practices, analyze processes and apply tools to ensure consistent implementation.</p> <p style="text-align: center;"><u>Molly Funk,</u> <u>Melissa Usiak</u></p>
8:00 AM - 9:30 AM	<p><b>SEL In Your School Made Easy</b></p> <p>We know that social-emotional learning is important to our students' development, but how do we teach it effectively? This session will explain how to effectively infuse SEL into your classrooms and identify available resources.</p> <p style="text-align: center;"><u>Erin Capone</u></p>
8:00 AM - 9:30 AM	<p><b>The New Teacher Pipeline: What You Can Do To Keep Quality Applicants Coming Your Way</b></p> <p>Does your school have an adequate supply of new teachers and substitutes? Learn what principals can do to influence the recruitment, preparation, and the mindset of aspiring teachers and support your new hires to assure they survive and thrive.</p> <p style="text-align: center;"><u>Paul Young</u></p>

8:30 AM - 9:30 AM	<p><b>State Representatives Nominating Committee Meeting</b></p>
10:00 AM - 11:30 AM	<p><b>Closing Keynote Session Kwame Alexander Hall B</b></p> <p><b>Be Constructive With Your Blues: Seven Life Lessons Learned From Inspiring Teachers and Principals</b> Along his thirty-year writerly journey, Kwame Alexander received hundreds of rejections. But, he never let other people's NOs define him. And, it paid off in 2015 when he won the coveted Newbery Medal. In this lively and engaging session, Kwame will share important life</p>

lessons he learned from educators that have helped lead to his success, how saying yes transformed his career and life, and how it paved the way to getting people of all ages excited about literacy and language. Participants will leave this session energized to turn negatives into positives and powerfully impact the students and adults they serve.

1:00 PM - 2:00 PM **Webinar Wednesday Live**

**Out of State Travel Request**

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*School employee requesting trip.*

*Full Name* Kristin Lipe  
*Date of Request* 04/02/2019  
*Name of Organization, Grade* Ranchwood Elementary  
*Departure Date of Trip* 07/09/2019  
*Return Date of Trip* 07/12/2019  
*Departure Time* 7:00AM  
*Departure Location* Will Rogers Airport  
*Number of Days* 4

*Means of Transportation*

- Airline
- School Vehicle
- Private Vehicle

*Number of Students Participating* 0  
*Number of Parents/Guardians Attending* 0  
*Age of Students* 0

*Place, Purpose, and Nature of the Trip*  
NAESP Conference

*If booster club is paying an amount is required. If activity fund is being used, a PO number and amount is required.*

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**Cost Analysis**

*Registration Costs /PO Number:* 191347  
*Lodging Cost/PO Number:* 191415

*Airfare or Personal or District Vehicle*

*Transportation Costs/PO Number:* 191427  
*Per diem (meals, taxi/uber, parking):* \$50.00 a day . Total \$200  
*Cost of a Substitute:* 0

*Will Participation Lead to Further Competition?*

- Yes
- No

*If Yes, Explain*

*Educational Benefits*  
#18 Strategic Plan

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*Attachments:*

Upload Schedule of Events: 2019 NAESP Pre-K-8 Principals Conference - Agenda \_ Online Registration by Cvent.pdf

Upload Itinerary: 2019 NAESP Pre-K-8 Principals Conference - Agenda \_ Online Registration by Cvent.pdf

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*Attached Workflow*

Out of State Travel Request

*Current Status*

Submitted

*Workflow Steps*

- |   |  |                          |
|---|--|--------------------------|
| 1 | Signed by Kristin Lipe on 04/02/2019 at 3:17 PM    | Principal                |
|   | <b>Signature:</b> Kristin Kilpatrick-Lipe          |                          |
| 2 | Approved by Sheli McAdoo on 04/04/2019 at 09:17 AM | Assistant Superintendent |
| 3 | Review   | Group:                   |
| 4 | TBD  |                          |
| 5 | Approval   |                          |
| 6 | Review   | Group:                   |



Closed | Optional | Fee

Tuesday, July 9, 2019

7:00 AM - 5:00 PM	<b>Registration</b>	
8:00 AM - 12:00 PM	<b>Community Service Day</b>	
	Community Service Day offers NAESP conference attendees an opportunity to make a difference through service projects that improve local schools. The service day event is sponsored by Playground equipment manufacturer Landscape Structures.	

**Pre-Conference Session (additional fee required)**

8:00 AM - 4:00 PM	<b>Navigating Social Emotional Learning (SEL): Science, Principal Practice, and Practical Application</b> <b>Spokane Convention Center</b>	
	National principals understand the importance of SEL and its impact on schools, however often they struggle with taking theory to practice. This intensive training, led by an expert in the SEL field, Dr. Stephanie Jones, will provide a framework for understanding SEL and bring the conversation full circle to provide an in-depth guide to 25 evidence-based social emotional learning programs for elementary schools that profiles both lesson-based/curriculum and non-curricular approaches.  Speakers: <u><a href="#">Stephanie Jones</a></u>	
8:00 AM - 4:00 PM	<b>Swimming in the Deep End - What Does It Take?</b> <b>Spokane Convention Center</b>	
	No matter where what role we play in a school or district, we all want to make a difference. However, things move fast in education these days, and often in our communications we are left confused, overwhelmed, and not as successful as we could be. We need to build up a skill set of effective decision-making capabilities, 'resistance	

management' communication strategies, and for the sake of our health, our 'stress tolerance.' This workshop will provide support, a laugh, and some cognitive, social and psychological resources to help you communicate more effectively, confidently, and collaboratively, no matter your role.

Speakers: [Jennifer Abrams](#)

Wednesday, July 10, 2019

7:00 AM - 8:30 AM **Continental Breakfast**  
**Exhibit Hall**

7:00 AM - 5:00 PM **Exhibit Hall Open**

7:00 AM - 5:00 PM **Registration**  
**Spokane Convention Center**

8:00 AM - 9:30 AM **6 Million US Children Missing From School!**  
**What Can We Do About It?**

There are nearly 6 million children who are not enrolled in any type of schooling in the US! Why is this and how do we, as a nation, reach out to them and their families? Learn how in this session.

[Darrell Rud](#),  
[Richard Barbacane](#),  
[Mary Kay Sommers](#)

8:00 AM - 9:30 AM **Cooperative Meetings: A Critical Tool for Faculty Development**

If you want strategies that create engaging dialogue among faculty and enhance the school culture, this session is for you! You will experience step-by-step structures to transform meetings, improve faculty relationships, enhance professional discourse, and involve stakeholders in decision making.

[Carol Lohkamp](#)

8:00 AM - 9:30 AM **Create A Campus-Wide Technology Growth Mindset Guaranteed To Increase Daily Student Engagement**

Participants will learn a variety of ways to encourage collaboration among teachers by increasing the use of technology daily which promotes high student engagement. Attendees will learn how to utilize a variety of technology applications essential for the 21st century.

Lorena Zertuche,

Ann Lalime

8:00 AM - 9:30  
AM

**Increase School Engagement Through  
Improved Communication**

There is a new opportunity for school leaders to engage their school community and improve their communication skills by maximizing the use of video. Learn free/inexpensive methods and practice your PR skills to show your school's personality and mission.

Andy Jacks

8:00 AM - 9:30  
AM

**Kernels Of Practice For Social Emotional  
Learning: Low-Cost, Low-Burden Strategies**

The field of social and emotional learning (SEL) is rapidly expanding as educators bring a sharper focus to helping children build skills beyond academic knowledge. This enlightening session with Harvard Graduate School of Education Professor Stephanie Jones will explore low-cost, targeted strategies that can be implemented quickly and have the potential to build students' SEL skills in a cohesive and complementary way across settings.

Stephanie Jones

8:00 AM - 9:30  
AM

**Managing Conflict With Clarity, Confidence,  
And Courage**

As administrators, coaches or colleagues, we often come up against situations where difficult topics must be addressed. What do we know about the best strategies for those moments? What questions should we be asking ourselves before we speak, and what environments are best for when we do speak? Based on Jennifer's book, *Having Hard Conversations*, and her work with conflict and interpersonal communication, this session will provide participants with action plans and scripting tools for having those necessary hard conversations.

Jennifer Abrams

8:00 AM - 9:30  
AM

**Resilience Can Be Taught: 4 Keys To  
Unleashing Resilience**

Learn about vital skills of resilience and 3 keys to creating a resilient climate. This engaging presentation will empower you to deliver these skills to students of any background and learning style, enabling them to thrive in school and life.

Christian Moore

8:00 AM - 9:30

**Restorative Practices--Learn from Principals**

AM

**Who Have Practiced RP Daily With Amazing Results!**

Participants will practice community building circles and observe a restorative conference. You will leave with the basic philosophy, tools and knowledge to use circles and conferences in your school. Restorative Practices are key to transforming school culture and climate.

Jennifer Kirksey

8:00 AM - 9:30 AM

**Slay Reading Logs, Champion Literacy, And Booktalk like a Wizard**

Step away from that reading log...and help staff step away too! Collect examples of innovative literacy practices and see strategies to champion a culture of literacy. Participants will walk away with a literacy toolkit too!

Brad Gustafson

8:00 AM - 9:30 AM

**STEAM Innovation Inspired By Biomimicry**

Nature's engineering feats and elegant designs provide cross-curricular, standards-based projects that engage learners in real-world challenges. Biomimicry, the field of science that imitates nature's time-tested solutions, helps students gather disparate concepts and translate them into actionable ideas.

Cheri Sterman,  
Nancy Horvat

8:00 AM - 9:30 AM

**The DCR Of Effective Leadership: Data, Curriculum, And Relationships**

Wondering how leaders become effective and achieve school-wide academic success? During this session, Principal Record from Pocomoke Middle will highlight the importance of making Data driven decisions, ensuring a rigorous Curriculum, and building Relationships. Three key components for effective leadership.

Matthew Record

8:00 AM - 9:30 AM

**Trauma Informed School Leadership**

The impact of trauma and chronic stress on students is at an all-time alarming rate. Participants will learn how to lead through a Trauma Informed Leadership model that equips, empowers, and inspires students to thrive in school.

Bill Ziegler

9:30 AM - 10:00 **Exhibit Hall Break (Vendor Learning Lab)**

AM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
9:30 AM - 10:00 AM	<b>Snapshot Session - Reflections and Networking</b>
10:00 AM - 11:30 AM	<b>Opening Keynote Session Razia Jan Hall B</b> <b>Global Education: Alike Yet Different</b> Razia's Ray of Hope Foundation is a nonprofit organization that empowers young women and girls in Afghanistan through community-based education in the district of Deh'Subz. Founded on the knowledge that education is key to positive, peaceful change for current and future generations, they provide young Afghans the opportunity to learn and grow in a safe, nurturing environment, so that they may work toward brighter futures — in their own villages and beyond. Razia's Ray of Hope Foundation would not exist without the spirit, vision, and tireless efforts of founder and president Razia Jan. Razia has worked for many years to forge connections between Afghans and Americans. Her humanitarian efforts are honored in First Lady Laura Bush's 2016 book We Are Afghan Women.
11:30 AM - 1:00 PM	<b>Lunch on Your Own</b>
11:45 AM - 12:45 PM	<b>The Exchange Exhibit Hall</b>

1:00 PM - 2:00 PM	<b>A Commitment To Excellence: Cultivating Engagement in Your School</b> Educators are under constant pressure to meet a variety of needs, engage families, and foster collaboration, while doing everything necessary to make a difference in the lives of students. If leaders aren't conscious, staff burnout is inevitable.  <u>Daniel Butler</u>
1:00 PM - 2:00 PM	<b>Are Your Students Emotionally Safe? - How to Eradicate Bullying At Its Root</b> Discover how to eradicate the root causes behind the toughest issues facing our students by transforming your school into an emotionally safe campus! Participants receive instant access to the ESE Grant training and resources for emotional safety education.  <u>Deanna Rhinehart</u>

1:00 PM - 2:00  
PM

### **Building A Future Ready School By Fostering Creativity And Critical Thinking**

Audience will embark on our school's inspiring journey of "Dream, Explore, Design, Create" to build a future ready school via exploration and innovation through shared vision, collective decision-making, and empowering teachers to create a student-centered learning aligned to academic standards.

Neera Kohli

1:00 PM - 2:00  
PM

### **Developing Campus Culture? Simple Ways To Build Positive Culture And Foster Parent Engagement**

Future and current administrators will gain insight into creating a genuinely positive school culture--a culture of kindness and care. Participants will leave the session with ideas and tools they can implement upon returning to their campus.

William Rhodes,  
Lindsay O'Leary.

1:00 PM - 2:00  
PM

### **Hiring For A High Achieving Climate And Culture**

The teachers you hire reflect on you, your students and your district. No one wants to hire a mediocre teacher, how can you tell what you're getting through the interview process? How do you discern who will be good from great?

Mary Smith

1:00 PM - 2:00  
PM

### **Human Literacy: Navigating Social And Emotional Issues With A Coaching Mindset**

Navigating life's challenges and working with others are within the social and emotional domains. Building human literacy skills includes developing self-awareness and understanding others. Participants will receive unique coaching protocols that help students and faculty improve interactions with others.

Cheri Sterman,  
Nancy Horvat

1:00 PM - 2:00  
PM

### **It's Lonely At The Top...But It Doesn't Have To Be!**

The job of a Principal can be difficult and lonely. However, principals have the best resources for success within their school community. Utilizing teacher leaders through collaboration to assist in making crucial decisions can help in expanding your vision.

Maria Bridwell

1:00 PM - 2:00  
PM

### **Leading a School Into a Comprehensive, Integrated Three-Tiered Model of Prevention (Ci3T)**

Dr. Kiser and Mrs. Tate will share experiences in developing and implementing a positive behavior support model. A description of helping teachers, parents, students, and stakeholders buy-in to their motto "Be the Best Me I Can Be!" will be discussed.

Matt Kiser,  
Laura Tate

1:00 PM - 2:00  
PM

### **National Panel For Aspiring Authors**

Have you ever dreamed of writing a book? Are you interested in learning more about the publishing process? The National Panel for Aspiring Authors is your chance to ask questions of principals and school leaders who are also published authors.

Brad Gustafson,  
Allyson Apsey,  
Derek McCoy,  
Bill Ziegler,  
Kaylen Tucker

1:00 PM - 2:00  
PM

### **Say Goodbye To Tokens And Tickets And Hello To PBIS Rewards**

Tired of printing your campus currency? Confused by the tickets in one classroom and tokens in another? Frustrated by how hard it is to keep up with "all the PBIS things"? We were too, but not any more!

Matt Arend,  
Carrie Tracy

1:00 PM - 2:00  
PM

### **School Improvement & Deep Impact: Voices Amidst Changing Demographics**

To address demographically changing schools, researchers implemented preliminary support training and development targeting specific school indicators and identifying areas of growth for school stakeholders to become more inclusive leaders. Using an ESSA aligned approaches, stakeholders improve schools towards school inclusion.

Jose Luevanos,  
Elisabeth Luevanos,  
Jean Madsen

1:00 PM - 2:00  
PM

### **Secondary Victims Of Opioid Addiction: Schools Help Through Social-emotional Learning**

Opioid addictions don't care who or why. Many addicts have school-age children, so what's a school to do for students worrying constantly about their caregivers? Social-emotional learning gives students strategies to cope and techniques for getting ready to learn.

Carla Tantillo Philibert,  
Brian Hastings

1:00 PM - 2:00  
PM

### **STEM Play Experiences With Early Childhood Learners**

Learn about the process of integrating STEM Play time in Preschool. Using a basic engineering design model and design thinking structure, students develop skills while exploring real-world problems. Come experience STEM play yourself!

Joseph Stanzione,  
Veronica Morales

1:00 PM - 2:00  
PM

### **The Empowered Principal: The School Leader's Alternative To Career Burnout**

Feeling overwhelmed, exhausted, and intimidated in your new role? You aren't alone. School leaders have high demands placed on them daily. Join me in exploring how to take control and make decisions from a place of empowerment and clarity.

Angela Robeck

1:00 PM - 2:00  
PM

### **The Four Dimensions Of Principal Leadership**

This session will introduce participants to the Dr. Reginald Green's Four Dimensions of Principal Leadership. The four dimensions are a combination of leadership theory and research-based best practice. Together, the dimensions offer school leaders practical advice for leading their school.

Ethan Randall

1:00 PM - 2:00  
PM

### **The Principals Tool-Kit For Improving School And Classroom Discipline**

The purpose of this session is to give principals a tool-kit of strategies for classroom management and school-wide management including: practicing proactive strategies, teach tools, diffusers, classroom design, student-teacher relationships, start-up & shut-down requests, and how to refocus.

Bill Truesdale

2:00 PM - 2:30 **Exhibit Hall Break (Vendor Learning Lab)**

PM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
2:00 PM - 2:30 PM	<b>Snapshot Session/Reflections and Networking</b>
2:30 PM - 4:30 PM	<b>Innovation Rotation</b>

2:30 PM - 3:30 PM	<p><b>10 Successful Strategies For Newcomer Students</b></p> <p>"We will share ten successful strategies to support the successful transition for newcomer immigrant English Language Learners that impact their adjustment to a new country. A welcoming school provides stability that impacts the success for students, families, and communities overall."</p> <p style="text-align: center;"><u>Victor Tam,</u> <u>Carla Llewelyn-Vasquez</u></p>
2:30 PM - 3:30 PM	<p><b>10 Ways Every Educator Can Be The One For Kids</b></p> <p>"This keynote takes the audience on a journey through education, by hearing engaging stories about my journey, the impact we all have, and how we can all unleash our power to change the lives of our students. "</p> <p style="text-align: center;"><u>Ryan Sheehy</u></p>
2:30 PM - 3:30 PM	<p><b>Creating a School-wide Writing Program: Four Key Elements</b></p> <p>Most schools have a unified approach to reading, but writing is often a close-the-door-and-do-your-own-thing instructional model with many teachers assigning writing more often than teaching it. Learn four essential elements that must be part of any successful school-wide writing program.</p> <p style="text-align: center;"><u>Alice Greiner</u></p>
2:30 PM - 3:30 PM	<p><b>Developing Self-Regulation And Empathy As Crucial PK To Grade 3 Early Childhood Learning Outcomes</b></p> <p>The intense focus on academic testing outcomes has led many schools to give much less attention to the development of self-regulation, empathy, and social-emotional intelligence, even though these are high-value predictors of success in learning and in life.</p> <p style="text-align: center;"><u>Bob Sornson</u></p>
2:30 PM - 3:30 PM	<b>Even Broken Crayons Still Color - School-wide</b>

PM

### **SEL Strategies That Changed A Building's Culture.**

Participants will learn about trauma informed practices such as PBIS, Conscious Discipline, Yoga/Mindfulness, and celebrations. Participants will learn strategies to maximize student learning and belonging at school, and reduce disciplinary referrals, as well as strategies to increase student attendance rates.

Amy Mason

2:30 PM - 3:30

PM

### **From ACES Low To ACES High**

Students are coming to us with a greater number and intensity of at-risk challenges, including poverty and trauma's Adverse Childhood Experiences. Principals will learn how to harness relationships to overcome these challenges and better support student development and achievement.

Jason Anderson,

Crystal Magers

2:30 PM - 3:30

PM

### **Leading For Literacy: How Strong Principals Can Make A Difference**

This session will introduce the Center on Improving Literacy Through Supporting Elementary School Leaders, newly funded by the U.S. Office of Special Education Programs. The mission of this center is to improve student literacy through building capacity of instructional leaders.

Allison Gandhi,

Sarah Arden

2:30 PM - 3:30

PM

### **Manage To Your Advantage: Approaching School Management Through The Lens Of Threat Assessment**

Participants will focus on applying the process of effective threat and risk assessment to their everyday roles as school-based administrators, starting with the principle that no one person or place sufficiently answers all questions or solves all dilemmas.

Lori Brown

2:30 PM - 3:30

PM

### **Multi-Tiered Systems Of Support (MTSS) For Young Children: Driving Change In Early Education**

"Multi-Tiered Systems of Support (MTSS) for young children is a system-wide framework for delivering effective educational services, matched to learners' needs, resulting in achievement of essential outcomes. Learn how this framework can work in your Pre-K / ECE setting! "

Robin Miller Young2:30 PM - 3:30  
PM**Personalizing Professional Development**

This session shares personalized learning practices used when planning professional learning . We will share how our district provides voice, choice, and path for teachers to grow in meaningful ways that impact student learning and achievement, and teacher compensation.

Sue Sterner,Jeremy Monday,Christopher Otto2:30 PM - 3:30  
PM**STEM Identity And Technology Fluency - An Approach For Any Teacher And Every Student**

Educators will learn how to help students develop 'STEM Identity' and 'Technology Fluency,' while going hands-on with innovative learning media and lesson content. Participants will develop their own Technology Fluency, and practice computational-thinking in a robotic design challenge!

David Emery2:30 PM - 3:30  
PM**The One Thing**

In City Slickers, the wanna-be cowboy gets advice about success from the experienced old cowhand, "Find your one thing." The same is true with campus administrators: find the one thing that gets the most growth from the most students.

Vanessa Stuart2:30 PM - 3:30  
PM**Time Management For School Leaders: Total Control & Peace Of Mind**

This session provides a total system for organizing your surroundings and effectively managing your time. Time management is an essential, yet often missing, skill in the development of classroom teachers and school administrators.

Frank Buck3:45 PM - 4:45  
PM**Be A Champion For Equity- Build A Trauma Sensitive Environment For All Students!**

Imagine a school building where every child feels safe and an environment where all students can thrive. Students bring their trauma into school everyday. It is our job as educators to create an environment where all students can be successful!

Aaron Carmichael,Malinda Mikesell

3:45 PM - 4:45

**Building Quality Relationships With Students,**

PM

**Teachers, And Families**

Join Mathew Moyer as he reviews a variety of ways you can work to build quality relationships with your school community. We will look at the strategies you can implement that will build meaningful relationships that lead to improvements for your school.

Matthew Moyer

3:45 PM - 4:45 PM

**Coordinated Services: How One District Intentionally Plans For ESL, SPED, & RTI In One Day**

Have you ever heard the phrase, "SPED trumps ESL?" Coordination of ESL, RTI, & SPED services is essential when educating students who qualify for a variety of supports. Examples of collaboration & forms will be shared on how to ensure equity in services.

Debra Frantz,  
Joris Ray.

3:45 PM - 4:45 PM

**Durable Student Outcomes: Do It By Keeping Things Local and Committing to Being Helpful**

Localism matters when it comes to lasting outcomes. This session changes the standard paradigm of reform by examining what it means to own results locally, leverage outside expertise sparingly, and shift from monitoring and accountability to being helpful.

Gillian Williams,  
Mildred Toliver

3:45 PM - 4:45 PM

**Effective Universal Instruction: Improving Your Results Now**

Strong, effective universal instruction is essential for high achievement. Schools cannot intervene their way to achievement for all students. This session will support schools to examine and improve universal instruction through collective educator collaboration.

Sarah Brown,  
Kimberly Gibbons

3:45 PM - 4:45 PM

**High-Leverage Leadership: 3 Strategies To Develop The Next Generation Of Leaders**

Human connection matters. Positive culture formed with school personnel lays the foundation for optimal performance. Participants will learn simple, high-leverage routines to grow leadership capacity, improve public relations, while fostering positive relationships within the school environment.

Daniel Butler,  
Benjamin Gilpin

3:45 PM - 4:45  
PM

**Let Go And Lead! Supporting Teachers And Students In The Role Of Instructional Leader.**

This session will focus on processes and strategies for building leadership skills in teachers and students. Session participants will engage in collaborative activities and discussions designed to help them leverage teacher and student leaders to affect change.

Fran Dundore,  
Margaret Bobbitt

3:45 PM - 4:45  
PM

**Literacy Zero To Literacy Hero**

One year ago these two literacy “zeroes” were faced with the daunting reality that literacy was missing from their leadership. Come discover the steps they took to harness their inner superhero moving from a Literacy Zero to Literacy Hero.

Matt Arend,  
Todd Schmidt

3:45 PM - 4:45  
PM

**Mastering Parental Involvement – Keeping Kids And Parents Involved In The School**

Strategies for communicating successfully with all parents including the unfocused, hostile, unresponsive, helicopter, and enabling kind. Help parents work with you, not against you through assertive communication and defined conferencing skills. The Home/School Plan results in more focused, successful students and parents.

Bert Simmons

3:45 PM - 4:45  
PM

**PSEL/NELP Standards**

TBD

Jacquelyn Wilson

3:45 PM - 4:45  
PM

**School Culture - A Guide to Thrive**

Thinking teachers lead to thinking students. The first step to developing agency and independence in students is to develop agency and independence in teachers. This session will help you simplify so you can focus on the essential ingredients for success.

Derek Thompson

3:45 PM - 4:45  
PM

**Supporting Our Transgender And Gender Non-Conforming Youth By Creating Inclusive Schools**

75% of Transgender and Gender Non-Conforming youth feel unsafe at school. School leaders have

the power to change this statistic. This session will provide training and tools for leaders committed to creating inclusive schools for all students.

Vanessa Ford

3:45 PM - 4:45  
PM

**The NAESP Pre-K-3 Leadership Academy™ -  
Creating More Effective Early Learning  
Leaders!**

Are you interested in becoming an effective Pre-K-3 Leader? Join this session to learn how the NAESP Pre-K-3 Leadership Academy™ has trained principals and directors in two states to become more effective in applying the six competencies outlined in NAESP's publication: "Leading Pre-K-3 Learning Communities: Competencies for Effective Principal Practice." This program provides a unique blended learning experience designed to enhance a principal's knowledge and skills for becoming an effective Pre-K-3 school leader.

Honor Fede

3:45 PM - 4:45  
PM

**Using Technology To Enhance Climate, Virtual  
Meetings, & Stay Connected With Students &  
Families**

This session will give a brief introduction on how to utilize technology that will allow administrators to improve school culture and climate, virtually meet with their faculty while delineating pertinent information, and keep connected with students and their families.

Martina Carroll

5:00 PM - 6:00  
PM

**Opening Reception**

Thursday, July 11, 2019

7:00 AM - 8:30  
AM

**Continental Breakfast  
Exhibit Hall**

Vendor Learning Lab/Spotlight

7:00 AM - 5:00  
PM

**Exhibit Hall Open**

7:00 AM - 5:00  
PM

**Registration**

8:30 AM - 10:00 **#LeadPositive: Education Leadership Vision**

AM

**Turned Into Positive Action**

A career in education is not easy but can be exhilarating and fulfilling when you find positivity. The goal of this session is to support others (beginning and experienced leaders alike) to lead positively through a series of 12 actions.

Shanna Spickard

8:30 AM - 10:00 AM

**Breathe For Change: Mindful Leadership to Embody Social Change for Equity**

In this experiential Breathe For Change workshop, educational leaders will learn to enhance individual and collective well-being at the school level through integrating wellness and social-emotional learning practices in a trauma-informed, inclusive and culturally relevant way.

Tui Roper,  
Ilana Nankin

8:30 AM - 10:00 AM

**Is My School A Better School BECAUSE I Lead It?**

Principals will be challenged to examine their own leadership identity, presence, impact, mission, purpose, vision and value as the leaders of their schools and whether their leadership practices enable learners to have optimal learning opportunities in equitable, culturally-responsive learning environments.

Baruti Kafele

8:30 AM - 10:00 AM

**It's Time For A Disrupt Admin Session!**

We are working to disrupt administration! A different type of session where ten different principals each share one of their favorite ways to think outside of the box. It's a fast paced presentation packed with lots of great ideas!

Matt Arend,  
Liz Garden,  
Andy Jacks,  
Kelley Begley-McCall,  
Jessica Gomez,  
Cathryn Jacobs,  
Todd Schmidt,  
Lindsay Stumpfenhorst,  
Julie Vincentsen,  
Claire Giardino

8:30 AM - 10:00 AM

**Leading The Whole Teacher**

When asked, teachers often identify that education is their profession AND their hobby. If not nurtured, this can lead to burnout. Leaders who support the

whole teacher help teachers perform their best and feel their best.

Allyson Apsey

8:30 AM - 10:00 **Leaping Over Poverty**

AM

Cognitive stressors and delays, emotional and social challenges, acute chronic stressors, as well as health and safety issues are the main risk factors associated with poverty. Targeting these factors assist students who live in poverty to engage in school productively.

Daniele Snider

8:30 AM - 10:00 **My 10 Favorite Gmail Tricks And Other Productivity Hacks**

AM

While Gmail is a popular tool for principals, most don't know about these 10 features that make a world of difference. Use one or all 10. Regardless, tomorrow, you will attack your email with a smile.

Frank Buck

8:30 AM - 10:00 **Principals: You Are The Leader Of Learning**

AM

School principals are "invaluable multipliers of teaching and learning in the nation's schools," according to this report by political scientist Paul Manna. As a school's "leader of learning" for both the students and adults, principals create the conditions that enable effective teaching and learning and happen at scale. This session will explore the specific behaviors principals can exhibit to strengthen educator practice and results for students through standards-based professional learning.

Frederick Brown

8:30 AM - 10:00 **Social And Emotional Learning: Not Just for Students**

AM

This workshop draws on the five Social/Emotional competencies as identified by CASEL, and focuses on inspiring educators to become practitioners of those competencies as a means to create trusting and nurturing environments where students thrive in school and life.

Greg Sommers

8:30 AM - 10:00 **Stop Suspending Students!**

AM

Suspensions and exclusionary practices cannot be part of our discipline strategy for students. Learn ways to be a zero suspension school while maintaining support to teachers and keeping your families highly satisfied.

Andy Jacks

8:30 AM - 10:00 AM **You Think You Have Tough Kids? Turn That Behavior Around**

Empower teachers with an effective school-wide plan that motivates defiant, non-compliant students, stops teacher/student negative confrontations, office referrals and suspensions. Become skilled at knowing what to do with a bully and how to use dispute resolution to minimize overt behavior.

Bert Simmons

9:30 AM - 10:00 AM **Exhibit Hall Break**

Vendor Learning Lab/Spotlight

9:30 AM - 10:00 AM **Snapshot Session/Reflections and Networking**

10:00 AM - 10:30 AM **Snapshot Session/Reflections and Networking**

10:30 AM - 11:30 AM **Building Capacity For Technology Integration & Innovation Through Professional Learning Cohorts**

In this session we'll share practices rooted in adult SEL, professional interests, and cohort models that have been leveraged to build teacher capacity in the areas of pedagogy, teacher leadership, and authentic, purposeful integration of technology and innovation.

Stephanie Sandifer,  
Amy Houser,  
Krystal Weiss

10:30 AM - 11:30 AM **Classroom Management That Works: The Missing Ingredient!**

The Classroom Management Plan described in this session provides a systematic framework for a student's day-to-day behavior, a hierarchy of discipline responsibilities/consequences, and proven and tested positive reinforcement resulting in greater academic success for all students.

Bert Simmons

10:30 AM - 11:30 AM **Creating Innovative Professional Learning To Empower Teachers In Their Own Growth**

Say goodbye to the traditional one size fits all, sit and get professional development! During this session we will share various ways we have structured innovative professional learning

opportunities for our staff focused on individual interest and professional strengths.

Matthew Johnson,  
Griffin Gervais,  
Kristin Rhodes

10:30 AM -  
11:30 AM

**Demystifying The 'How' Of Improving Student Behavior & School Safety Using SEB MTSS**

Participants will actively engage in exercises through a “how to” skills session to conceptualize how a social-emotional-behavioral (SEB) MTSS framework can work at their schools including the necessary components, processes, and professional roles of a tiered SEB MTSS.

Katherine Dockweiler,  
Alison Clark,  
Lindsay Diamond

10:30 AM -  
11:30 AM

**Developing A Culturally Inclusive Organization With Equity In Mind**

Public schools are becoming more diverse across the nation. In this ever-changing environment, our students must be prepared to interact with people who look, speak, and believe differently. It is the educators responsibility to embrace the diversity of the students.

Tia James,  
Latoya Jeems

10:30 AM -  
11:30 AM

**GENERATION EVERYONE! The Roles We Play In InterGenerational Family Engagement And Why It Matters**

A survey of 2000+ superintendents found only 6% feel they have a firm understanding on how to motivate their multigenerational staff, teachers, and parents. Learn how to increase teacher retention and family engagement by mastering Intergenerational Family Engagement.

Dillon Kalkhurst

10:30 AM -  
11:30 AM

**Leading With The Ethic Of Care**

Leading with the Ethic of Care session will focus on the dynamics of developing a school community that uses empathy and design thinking to forge a positive connection with the stakeholders at an elementary school.

Gerald Paterson

10:30 AM -  
11:30 AM

**Managing the Teacher Hiring Process: 10 Important Steps**

To hire effective teachers, an administrator needs a process that assures that candidates have the

experience and expertise to do the job. Using behavior-based interviewing, (BBI) and the steps taught in this session, teacher hiring will become highly successful.

Mary Clement

10:30 AM -  
11:30 AM

**Overcoming The Unspoken: Successful Leadership In A Culture Of Silence**

Participants will experience how the use of technology can improve climate and culture by making the invisible visible through on-going feedback relative to key levers of school improvement.

Philip Hammonds

10:30 AM -  
11:30 AM

**Pivotal Elementary School Principal's Role To Lead Transformational Change & Build School Culture**

Elementary principals serve a pivotal role in bringing about transformational change and building school culture. Five key themes provide insight into the role of elementary principals and the associated skills, knowledge, and behaviors that they must employ.

Tamera Jones

10:30 AM -  
11:30 AM

**Strategies, Practices, And Procedures That Reduce Inappropriate Office Referrals**

Frustrated with an office full of student behavioral referrals? This session will help you refocus on teaching adults your expectations and norms of behavior while supporting their management of students. With clear school structures, procedures, and practices, school culture improves.

Paul Young

10:30 AM -  
11:30 AM

**Student Achievement Starts With Teacher Empowerment: Is It Really That Simple?**

Join us as we share tools and creative innovations that empower teacher leaders to reflect on best practices and work as change-agents. Leave ready to lead your organization towards engaged students, higher levels of collaborative instruction and increased student achievement.

Sarah Von Esh,  
Tracey Smith

10:30 AM -  
11:30 AM

**The Hip-Hop Principalship: The Rhyme And Reason Of New School Leadership**

This session provides a guideline for connecting with a new school community with a five-pronged doctrine for shaping school culture and relating to

the school community in authentic ways.  
Leadership is presented as a force for social change and empowerment.

Andre Mountain

10:30 AM -  
11:30 AM

**Transforming School Culture: How To Overcome Staff Division**

Explore the root causes of staff resistance to change and leave with concrete strategies that will improve school culture, address staff cohesion, maximize human potential, and lay the foundation for a powerful learning environment.

Malik Muhammad

10:30 AM -  
11:30 AM

**You Are What You Read: Leading A Culture Of Literacy**

We all know that literacy is important - it's the cornerstone of society. Yet, how much instructional leadership capacity do we use to model, coach, and facilitate the idea of literacy for all students at all levels? Re-imagine your literacy leadership now!

Adam Drummond

11:30 AM - 1:00 PM **Lunch on Your Own**

11:45 AM - 12:45 PM **The Exchange Exhibit Hall**

1:00 PM - 2:30 PM **Keynote Session - Michael Fullan Hall B**

2:30 PM - 3:00 PM **Snapshot Session/Reflections and Networking**

3:00 PM - 4:00 PM **#PrincipalsInAction - Get Out Of Your Office And Connect With Others!**

Principals In Action are leaders who believe in getting out of their office and connecting with others. Through Twitter and Voxer, Principals In Action are connected to share ideas, challenge each other, offer support, and lean on during tough times.

Mark French,  
Jay Posick,  
Ryan Sheehy.

3:00 PM - 4:00 PM **90 90 90 - The Next Generation Of High Performing High Poverty Schools**

Dr. Douglas Reeves will share insights from the new research on 90 90 90 schools. Dr. Reeves will address the important new insights that address the challenges of leading schools serving students from low income families.

Douglas Reeves

3:00 PM - 4:00 PM **Academic And Behavior Systems Of Support**

This session will look at everything between assessments to implementation of effective behavioral and academic systems of support. Participants will walk away with hands-on resources for academic and behavior interventions, with a focus on meeting the most challenging students.

Micah Gearhart

3:00 PM - 4:00 PM **American Overseas Schools**

Learn more about the role of American Overseas Schools. Literature and materials, including fact sheets, school directories, and recruitment information will be distributed. Employment opportunities and school-to-school partnerships will be discussed. Gain an understanding of opportunities available to stateside principals.

Thomas Shearer,  
Brent Mutsch

3:00 PM - 4:00 PM **Get Dirty; Creating A Positive Culture Through Involvement**

Principals will gain new ideas and resources on continuing to build rapport with your students, staff, and families while still creating an environment accepting of change and growth.

Lindsay Stumpenhorst3:00 PM - 4:00  
PM**Hacking Social-Emotional Learning: One School's Journey To Make SEL A Year-Long Priority**

Creating a multifaceted social-emotional learning program that is both ongoing and engaging to students of all ages can be a daunting task for any school leader. Come discover the ideas/strategies one school site implemented to make SEL a priority.

Todd Schmidt3:00 PM - 4:00  
PM**Instructional Practices For Cultivating Multi-Dimensional Wellness & Mental Health In Our Classrooms**

Instructional practices for integrating researched-based strategies including mindfulness, movement, breath and social emotional learning into our classrooms, schools and communities. Our Professional Development and Instructional Practices were successfully piloted with the Port Jefferson Middle School in the Fall of 2017.

Diane MacDonald3:00 PM - 4:00  
PM**Leading The Charge For Cultural Competency In Schools**

This session will focus on the changing role of the principal from building manager to culturally competent leader.

Beverly Johnson-Green3:00 PM - 4:00  
PM**Moving From Data Rich To Information Rich: Leveraging Data To Make Meaningful Change**

If we believe all data is of equal importance, we cannot utilize any data to drive meaningful change. This session will help administrators to identify specific data points to develop more information rich data analysis and drive change.

Joe Mullikin3:00 PM - 4:00  
PM**Pathway To Community Engagement**

Effective community engagement is not a one-time program but rather a set of day-to-day practices and interactions that support learning. Schools and communities need to work together to promote engagement that is systemic, sustained and integrated into school improvement efforts.

Penelope Miller-Smith

3:00 PM - 4:00

**Poking The Bear: Creating Trauma Sensitive Environments**

PM	In this session, participants will gain an understanding of how trauma affects the brain, hinders learning, motivation, and success of impacted students in the classrooms.  <u>LaRon Martin</u>
3:00 PM - 4:00 PM	<b>Positive School Branding: How To Do It Effectively And Efficiently</b> Participants will learn about the power of positivity and leave with ideas to take back and implement to get all stakeholders on board. There is no better public relations campaign than one that promotes a positive learning environment for all.  <u>Shanna Spickard</u>
3:00 PM - 4:00 PM	<b>Promoting Self-Directed Learning During Intervention/Extension Blocks Through Electronic Portfolios</b> In this session you will learn how to use technology and online tools that are student-centered when considering implementing digital portfolios in your school to develop self-directed learning.  <u>Carrie Huber</u>
3:00 PM - 4:00 PM	<b>Uncommon Leadership: Live Well, Lead Strong</b> Our world needs Uncommon Leaders---those who live intentionally and demonstrate courage that shines in everything they do. We'll examine "living well": reflecting on our guiding principles, and "leading strong": acting with compassion and integrity that flows from our principled foundation.  <u>Debbie McFalone</u>
3:00 PM - 4:00 PM	<b>Wanted: The Instructional Change Agent</b> Now seeking: instructional leader. This role is often in conflict with other non-instructional duties. Imagine how your role could re-emerge as the instructional change agent to increase our leadership capacity through culture, instructional planning, learner engagement, and community advocacy.  <u>Adam Drummond</u>

Friday, July 12, 2019

7:00 AM - 12:30 **Exhibit Hall Open**

PM

7:00 AM - 11:00 **Registration**

AM

7:30 AM - 8:30 **Overseas School Breakfast (Invitation Only)**

AM

7:30 AM - 9:30 **State Representatives Membership Meeting**

AM

8:00 AM - 9:30 **Federal Relations Network Meeting**

AM

8:00 AM - 9:30 **State Editors Meeting**

AM

8:00 AM - 9:30 **4 Steps To Successful Time Management For Administrators**

AM

This session features a 4 step process to assist school leaders/administrators collect and analyze data to understand how they are prioritizing their professional time. A case study of districts that have utilized the research-based process and protocols will be shared.

Jobi Lawrence,

Gerald Hudson

8:00 AM - 9:30 **Addressing The Poverty Mindset**

AM

Schools that serve low-income communities face similar and pervasive issues that are actually a result of the Poverty Mindset. This workshop clarifies misconceptions about poverty, why it exists, how it secretly impacts our schools, and how to change it...permanently!

Hotep Na

8:00 AM - 9:30 **Administrative Strategies For Reducing Office Referrals And Suspensions While Engaging Students**

AM

This Administrative System addresses both mischievous and severe behavior. Learn to use the Discipline, Shelter, Tardy, Truancy and Academic Behavior Cards and Crisis Intervention Unit to successfully reduce office referrals, suspensions and expulsions keeping students in school with on-task learning.

Bert Simmons

8:00 AM - 9:30 **Finding Your Own Path To Serendipity**

AM

This presentation is about embracing all experiences and allowing them to make us better. It's about looking at every experience as treasures —moments that bring us more pain than we

thought possible, more joy than we deserve, and everything in between.

Allyson Apsey

8:00 AM - 9:30  
AM

**Fundamental 5: The Formula For Quality Instruction**

"Great teachers don't teach dramatically different than their peers, they teach slightly different. These slight changes in delivery dramatically improve student performance. Best-selling authors, Cain and Laird, share the secrets of great teachers and how to follow their example."

Sean Cain,

Michael Laird

8:00 AM - 9:30  
AM

**Learn How To Be An NAESP National Principal Mentor**

The NAESP National Mentor Training and Certification Program™ exhibits a model in which principals can learn to become better leaders from qualified mentors. Join our session which will fully examine the significance of the National Mentor Training and Certification Program™. Our program offers a highly structured professional development program designed to create a cadre of mentors whose expertise is channeled to support school leaders. The training program integrates research-based best practices with participants' knowledge and experiences. The program can be customized according to a school district's specific needs.

Aaran Lurry

8:00 AM - 9:30  
AM

**Practical Strategies & Tools to Create An Active School Environment for Improved Student Outcomes**

Physical movement and learning are essential aspects of the total educational experience for all students. Physical education and physical activity are a component of the Whole School, Whole Community, Whole Child (WSCC) model and can be delivered through a comprehensive school physical activity program (CSPAP) that provides opportunities for students to be physically active before, during, and after school. Come learn about practical, evidence-based CSPAP resources developed by the Centers for Disease Control and Prevention (CDC), Active Schools, and other organizations to help schools implement strategies to increase students' physical activity and improve their academic achievement.

Charlene Burgeson

**Principals Leading Learning: Maximizing The**

8:00 AM - 9:30 AM	<p><b>Impact Of Professional Development</b></p> <p>Leaders must invest in professional development that directly impacts instructional practices. Learn key components of effective PD and practical, research-based and job-embedded practices. Leaders will not only understand the research, but they can take back proven ways to support teachers.</p> <p style="text-align: center;"><u>Shanna Spickard</u></p>
8:00 AM - 9:30 AM	<p><b>RETHINKing Literacy LEADership: LEADing Systems To Increase Student LEARNING</b></p> <p>Meeting the literacy needs of all students is a critical responsibility of school leaders and requires effective systems that impact learning throughout schools. Participants' will deepen their understanding of research-based practices, analyze processes and apply tools to ensure consistent implementation.</p> <p style="text-align: center;"><u>Molly Funk,</u> <u>Melissa Usiak</u></p>
8:00 AM - 9:30 AM	<p><b>SEL In Your School Made Easy</b></p> <p>We know that social-emotional learning is important to our students' development, but how do we teach it effectively? This session will explain how to effectively infuse SEL into your classrooms and identify available resources.</p> <p style="text-align: center;"><u>Erin Capone</u></p>
8:00 AM - 9:30 AM	<p><b>The New Teacher Pipeline: What You Can Do To Keep Quality Applicants Coming Your Way</b></p> <p>Does your school have an adequate supply of new teachers and substitutes? Learn what principals can do to influence the recruitment, preparation, and the mindset of aspiring teachers and support your new hires to assure they survive and thrive.</p> <p style="text-align: center;"><u>Paul Young</u></p>

8:30 AM - 9:30 AM	<p><b>State Representatives Nominating Committee Meeting</b></p>
10:00 AM - 11:30 AM	<p><b>Closing Keynote Session Kwame Alexander Hall B</b></p> <p><b>Be Constructive With Your Blues: Seven Life Lessons Learned From Inspiring Teachers and Principals</b> Along his thirty-year writerly journey, Kwame Alexander received hundreds of rejections. But, he never let other people's NOs define him. And, it paid off in 2015 when he won the coveted Newbery Medal. In this lively and engaging session, Kwame will share important life</p>

lessons he learned from educators that have helped lead to his success, how saying yes transformed his career and life, and how it paved the way to getting people of all ages excited about literacy and language. Participants will leave this session energized to turn negatives into positives and powerfully impact the students and adults they serve.

1:00 PM - 2:00 PM **Webinar Wednesday Live**



Closed | Optional | Fee

Tuesday, July 9, 2019

7:00 AM - 5:00 PM	<b>Registration</b>	
8:00 AM - 12:00 PM	<b>Community Service Day</b>	
	Community Service Day offers NAESP conference attendees an opportunity to make a difference through service projects that improve local schools. The service day event is sponsored by Playground equipment manufacturer Landscape Structures.	

### Pre-Conference Session (additional fee required)

8:00 AM - 4:00 PM	<b>Navigating Social Emotional Learning (SEL): Science, Principal Practice, and Practical Application</b> <b>Spokane Convention Center</b>	
	National principals understand the importance of SEL and its impact on schools, however often they struggle with taking theory to practice. This intensive training, led by an expert in the SEL field, Dr. Stephanie Jones, will provide a framework for understanding SEL and bring the conversation full circle to provide an in-depth guide to 25 evidence-based social emotional learning programs for elementary schools that profiles both lesson-based/curriculum and non-curricular approaches.  Speakers: <u><a href="#">Stephanie Jones</a></u>	
8:00 AM - 4:00 PM	<b>Swimming in the Deep End - What Does It Take?</b> <b>Spokane Convention Center</b>	
	No matter where what role we play in a school or district, we all want to make a difference. However, things move fast in education these days, and often in our communications we are left confused, overwhelmed, and not as successful as we could be. We need to build up a skill set of effective decision-making capabilities, 'resistance	

management' communication strategies, and for the sake of our health, our 'stress tolerance.' This workshop will provide support, a laugh, and some cognitive, social and psychological resources to help you communicate more effectively, confidently, and collaboratively, no matter your role.

Speakers: [Jennifer Abrams](#)

Wednesday, July 10, 2019

7:00 AM - 8:30 AM **Continental Breakfast**  
**Exhibit Hall**

7:00 AM - 5:00 PM **Exhibit Hall Open**

7:00 AM - 5:00 PM **Registration**  
**Spokane Convention Center**

8:00 AM - 9:30 AM **6 Million US Children Missing From School!**  
**What Can We Do About It?**

There are nearly 6 million children who are not enrolled in any type of schooling in the US! Why is this and how do we, as a nation, reach out to them and their families? Learn how in this session.

[Darrell Rud](#),  
[Richard Barbacane](#),  
[Mary Kay Sommers](#)

8:00 AM - 9:30 AM **Cooperative Meetings: A Critical Tool for Faculty Development**

If you want strategies that create engaging dialogue among faculty and enhance the school culture, this session is for you! You will experience step-by-step structures to transform meetings, improve faculty relationships, enhance professional discourse, and involve stakeholders in decision making.

[Carol Lohkamp](#)

8:00 AM - 9:30 AM **Create A Campus-Wide Technology Growth Mindset Guaranteed To Increase Daily Student Engagement**

Participants will learn a variety of ways to encourage collaboration among teachers by increasing the use of technology daily which promotes high student engagement. Attendees will learn how to utilize a variety of technology applications essential for the 21st century.

Lorena Zertuche,

Ann Lalime

8:00 AM - 9:30  
AM

**Increase School Engagement Through Improved Communication**

There is a new opportunity for school leaders to engage their school community and improve their communication skills by maximizing the use of video. Learn free/inexpensive methods and practice your PR skills to show your school's personality and mission.

Andy Jacks

8:00 AM - 9:30  
AM

**Kernels Of Practice For Social Emotional Learning: Low-Cost, Low-Burden Strategies**

The field of social and emotional learning (SEL) is rapidly expanding as educators bring a sharper focus to helping children build skills beyond academic knowledge. This enlightening session with Harvard Graduate School of Education Professor Stephanie Jones will explore low-cost, targeted strategies that can be implemented quickly and have the potential to build students' SEL skills in a cohesive and complementary way across settings.

Stephanie Jones

8:00 AM - 9:30  
AM

**Managing Conflict With Clarity, Confidence, And Courage**

As administrators, coaches or colleagues, we often come up against situations where difficult topics must be addressed. What do we know about the best strategies for those moments? What questions should we be asking ourselves before we speak, and what environments are best for when we do speak? Based on Jennifer's book, *Having Hard Conversations*, and her work with conflict and interpersonal communication, this session will provide participants with action plans and scripting tools for having those necessary hard conversations.

Jennifer Abrams

8:00 AM - 9:30  
AM

**Resilience Can Be Taught: 4 Keys To Unleashing Resilience**

Learn about vital skills of resilience and 3 keys to creating a resilient climate. This engaging presentation will empower you to deliver these skills to students of any background and learning style, enabling them to thrive in school and life.

Christian Moore

8:00 AM - 9:30

**Restorative Practices--Learn from Principals**

AM

**Who Have Practiced RP Daily With Amazing Results!**

Participants will practice community building circles and observe a restorative conference. You will leave with the basic philosophy, tools and knowledge to use circles and conferences in your school. Restorative Practices are key to transforming school culture and climate.

Jennifer Kirksey

8:00 AM - 9:30 AM

**Slay Reading Logs, Champion Literacy, And Booktalk like a Wizard**

Step away from that reading log...and help staff step away too! Collect examples of innovative literacy practices and see strategies to champion a culture of literacy. Participants will walk away with a literacy toolkit too!

Brad Gustafson

8:00 AM - 9:30 AM

**STEAM Innovation Inspired By Biomimicry**

Nature's engineering feats and elegant designs provide cross-curricular, standards-based projects that engage learners in real-world challenges. Biomimicry, the field of science that imitates nature's time-tested solutions, helps students gather disparate concepts and translate them into actionable ideas.

Cheri Sterman,  
Nancy Horvat

8:00 AM - 9:30 AM

**The DCR Of Effective Leadership: Data, Curriculum, And Relationships**

Wondering how leaders become effective and achieve school-wide academic success? During this session, Principal Record from Pocomoke Middle will highlight the importance of making Data driven decisions, ensuring a rigorous Curriculum, and building Relationships. Three key components for effective leadership.

Matthew Record

8:00 AM - 9:30 AM

**Trauma Informed School Leadership**

The impact of trauma and chronic stress on students is at an all-time alarming rate. Participants will learn how to lead through a Trauma Informed Leadership model that equips, empowers, and inspires students to thrive in school.

Bill Ziegler

9:30 AM - 10:00 **Exhibit Hall Break (Vendor Learning Lab)**

AM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
9:30 AM - 10:00 AM	<b>Snapshot Session - Reflections and Networking</b>
10:00 AM - 11:30 AM	<b>Opening Keynote Session Razia Jan Hall B</b> <b>Global Education: Alike Yet Different</b> Razia's Ray of Hope Foundation is a nonprofit organization that empowers young women and girls in Afghanistan through community-based education in the district of Deh'Subz. Founded on the knowledge that education is key to positive, peaceful change for current and future generations, they provide young Afghans the opportunity to learn and grow in a safe, nurturing environment, so that they may work toward brighter futures — in their own villages and beyond. Razia's Ray of Hope Foundation would not exist without the spirit, vision, and tireless efforts of founder and president Razia Jan. Razia has worked for many years to forge connections between Afghans and Americans. Her humanitarian efforts are honored in First Lady Laura Bush's 2016 book We Are Afghan Women.
11:30 AM - 1:00 PM	<b>Lunch on Your Own</b>
11:45 AM - 12:45 PM	<b>The Exchange Exhibit Hall</b>

1:00 PM - 2:00 PM	<b>A Commitment To Excellence: Cultivating Engagement in Your School</b> Educators are under constant pressure to meet a variety of needs, engage families, and foster collaboration, while doing everything necessary to make a difference in the lives of students. If leaders aren't conscious, staff burnout is inevitable.  <u>Daniel Butler</u>
1:00 PM - 2:00 PM	<b>Are Your Students Emotionally Safe? - How to Eradicate Bullying At Its Root</b> Discover how to eradicate the root causes behind the toughest issues facing our students by transforming your school into an emotionally safe campus! Participants receive instant access to the ESE Grant training and resources for emotional safety education.  <u>Deanna Rhinehart</u>

1:00 PM - 2:00  
PM

### **Building A Future Ready School By Fostering Creativity And Critical Thinking**

Audience will embark on our school's inspiring journey of "Dream, Explore, Design, Create" to build a future ready school via exploration and innovation through shared vision, collective decision-making, and empowering teachers to create a student-centered learning aligned to academic standards.

Neera Kohli

1:00 PM - 2:00  
PM

### **Developing Campus Culture? Simple Ways To Build Positive Culture And Foster Parent Engagement**

Future and current administrators will gain insight into creating a genuinely positive school culture--a culture of kindness and care. Participants will leave the session with ideas and tools they can implement upon returning to their campus.

William Rhodes,  
Lindsay O'Leary.

1:00 PM - 2:00  
PM

### **Hiring For A High Achieving Climate And Culture**

The teachers you hire reflect on you, your students and your district. No one wants to hire a mediocre teacher, how can you tell what you're getting through the interview process? How do you discern who will be good from great?

Mary Smith

1:00 PM - 2:00  
PM

### **Human Literacy: Navigating Social And Emotional Issues With A Coaching Mindset**

Navigating life's challenges and working with others are within the social and emotional domains. Building human literacy skills includes developing self-awareness and understanding others. Participants will receive unique coaching protocols that help students and faculty improve interactions with others.

Cheri Sterman,  
Nancy Horvat

1:00 PM - 2:00  
PM

### **It's Lonely At The Top...But It Doesn't Have To Be!**

The job of a Principal can be difficult and lonely. However, principals have the best resources for success within their school community. Utilizing teacher leaders through collaboration to assist in making crucial decisions can help in expanding your vision.

Maria Bridwell

1:00 PM - 2:00  
PM

### **Leading a School Into a Comprehensive, Integrated Three-Tiered Model of Prevention (Ci3T)**

Dr. Kiser and Mrs. Tate will share experiences in developing and implementing a positive behavior support model. A description of helping teachers, parents, students, and stakeholders buy-in to their motto "Be the Best Me I Can Be!" will be discussed.

Matt Kiser,  
Laura Tate

1:00 PM - 2:00  
PM

### **National Panel For Aspiring Authors**

Have you ever dreamed of writing a book? Are you interested in learning more about the publishing process? The National Panel for Aspiring Authors is your chance to ask questions of principals and school leaders who are also published authors.

Brad Gustafson,  
Allyson Apsey,  
Derek McCoy,  
Bill Ziegler,  
Kaylen Tucker

1:00 PM - 2:00  
PM

### **Say Goodbye To Tokens And Tickets And Hello To PBIS Rewards**

Tired of printing your campus currency? Confused by the tickets in one classroom and tokens in another? Frustrated by how hard it is to keep up with "all the PBIS things"? We were too, but not any more!

Matt Arend,  
Carrie Tracy

1:00 PM - 2:00  
PM

### **School Improvement & Deep Impact: Voices Amidst Changing Demographics**

To address demographically changing schools, researchers implemented preliminary support training and development targeting specific school indicators and identifying areas of growth for school stakeholders to become more inclusive leaders. Using an ESSA aligned approaches, stakeholders improve schools towards school inclusion.

Jose Luevanos,  
Elisabeth Luevanos,  
Jean Madsen

1:00 PM - 2:00  
PM

### **Secondary Victims Of Opioid Addiction: Schools Help Through Social-emotional Learning**

Opioid addictions don't care who or why. Many addicts have school-age children, so what's a school to do for students worrying constantly about their caregivers? Social-emotional learning gives students strategies to cope and techniques for getting ready to learn.

Carla Tantillo Philibert,  
Brian Hastings

1:00 PM - 2:00  
PM

**STEM Play Experiences With Early Childhood Learners**

Learn about the process of integrating STEM Play time in Preschool. Using a basic engineering design model and design thinking structure, students develop skills while exploring real-world problems. Come experience STEM play yourself!

Joseph Stanzione,  
Veronica Morales

1:00 PM - 2:00  
PM

**The Empowered Principal: The School Leader's Alternative To Career Burnout**

Feeling overwhelmed, exhausted, and intimidated in your new role? You aren't alone. School leaders have high demands placed on them daily. Join me in exploring how to take control and make decisions from a place of empowerment and clarity.

Angela Robeck

1:00 PM - 2:00  
PM

**The Four Dimensions Of Principal Leadership**

This session will introduce participants to the Dr. Reginald Green's Four Dimensions of Principal Leadership. The four dimensions are a combination of leadership theory and research-based best practice. Together, the dimensions offer school leaders practical advice for leading their school.

Ethan Randall

1:00 PM - 2:00  
PM

**The Principals Tool-Kit For Improving School And Classroom Discipline**

The purpose of this session is to give principals a tool-kit of strategies for classroom management and school-wide management including: practicing proactive strategies, teach tools, diffusers, classroom design, student-teacher relationships, start-up & shut-down requests, and how to refocus.

Bill Truesdale

2:00 PM - 2:30 **Exhibit Hall Break (Vendor Learning Lab)**

PM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
2:00 PM - 2:30 PM	<b>Snapshot Session/Reflections and Networking</b>
2:30 PM - 4:30 PM	<b>Innovation Rotation</b>

2:30 PM - 3:30 PM	<p><b>10 Successful Strategies For Newcomer Students</b></p> <p>"We will share ten successful strategies to support the successful transition for newcomer immigrant English Language Learners that impact their adjustment to a new country. A welcoming school provides stability that impacts the success for students, families, and communities overall."</p> <p style="text-align: center;"><u>Victor Tam,</u> <u>Carla Llewelyn-Vasquez</u></p>
2:30 PM - 3:30 PM	<p><b>10 Ways Every Educator Can Be The One For Kids</b></p> <p>"This keynote takes the audience on a journey through education, by hearing engaging stories about my journey, the impact we all have, and how we can all unleash our power to change the lives of our students. "</p> <p style="text-align: center;"><u>Ryan Sheehy</u></p>
2:30 PM - 3:30 PM	<p><b>Creating a School-wide Writing Program: Four Key Elements</b></p> <p>Most schools have a unified approach to reading, but writing is often a close-the-door-and-do-your-own-thing instructional model with many teachers assigning writing more often than teaching it. Learn four essential elements that must be part of any successful school-wide writing program.</p> <p style="text-align: center;"><u>Alice Greiner</u></p>
2:30 PM - 3:30 PM	<p><b>Developing Self-Regulation And Empathy As Crucial PK To Grade 3 Early Childhood Learning Outcomes</b></p> <p>The intense focus on academic testing outcomes has led many schools to give much less attention to the development of self-regulation, empathy, and social-emotional intelligence, even though these are high-value predictors of success in learning and in life.</p> <p style="text-align: center;"><u>Bob Sornson</u></p>
2:30 PM - 3:30 PM	<b>Even Broken Crayons Still Color - School-wide</b>

PM

### **SEL Strategies That Changed A Building's Culture.**

Participants will learn about trauma informed practices such as PBIS, Conscious Discipline, Yoga/Mindfulness, and celebrations. Participants will learn strategies to maximize student learning and belonging at school, and reduce disciplinary referrals, as well as strategies to increase student attendance rates.

Amy Mason

2:30 PM - 3:30

PM

### **From ACES Low To ACES High**

Students are coming to us with a greater number and intensity of at-risk challenges, including poverty and trauma's Adverse Childhood Experiences. Principals will learn how to harness relationships to overcome these challenges and better support student development and achievement.

Jason Anderson,

Crystal Magers

2:30 PM - 3:30

PM

### **Leading For Literacy: How Strong Principals Can Make A Difference**

This session will introduce the Center on Improving Literacy Through Supporting Elementary School Leaders, newly funded by the U.S. Office of Special Education Programs. The mission of this center is to improve student literacy through building capacity of instructional leaders.

Allison Gandhi,

Sarah Arden

2:30 PM - 3:30

PM

### **Manage To Your Advantage: Approaching School Management Through The Lens Of Threat Assessment**

Participants will focus on applying the process of effective threat and risk assessment to their everyday roles as school-based administrators, starting with the principle that no one person or place sufficiently answers all questions or solves all dilemmas.

Lori Brown

2:30 PM - 3:30

PM

### **Multi-Tiered Systems Of Support (MTSS) For Young Children: Driving Change In Early Education**

"Multi-Tiered Systems of Support (MTSS) for young children is a system-wide framework for delivering effective educational services, matched to learners' needs, resulting in achievement of essential outcomes. Learn how this framework can work in your Pre-K / ECE setting! "

Robin Miller Young2:30 PM - 3:30  
PM**Personalizing Professional Development**

This session shares personalized learning practices used when planning professional learning . We will share how our district provides voice, choice, and path for teachers to grow in meaningful ways that impact student learning and achievement, and teacher compensation.

Sue Sterner,  
Jeremy Monday,  
Christopher Otto

2:30 PM - 3:30  
PM**STEM Identity And Technology Fluency - An Approach For Any Teacher And Every Student**

Educators will learn how to help students develop 'STEM Identity' and 'Technology Fluency,' while going hands-on with innovative learning media and lesson content. Participants will develop their own Technology Fluency, and practice computational-thinking in a robotic design challenge!

David Emery

2:30 PM - 3:30  
PM**The One Thing**

In City Slickers, the wanna-be cowboy gets advice about success from the experienced old cowhand, "Find your one thing." The same is true with campus administrators: find the one thing that gets the most growth from the most students.

Vanessa Stuart

2:30 PM - 3:30  
PM**Time Management For School Leaders: Total Control & Peace Of Mind**

This session provides a total system for organizing your surroundings and effectively managing your time. Time management is an essential, yet often missing, skill in the development of classroom teachers and school administrators.

Frank Buck

3:45 PM - 4:45  
PM**Be A Champion For Equity- Build A Trauma Sensitive Environment For All Students!**

Imagine a school building where every child feels safe and an environment where all students can thrive. Students bring their trauma into school everyday. It is our job as educators to create an environment where all students can be successful!

Aaron Carmichael,  
Malinda Mikesell

3:45 PM - 4:45

**Building Quality Relationships With Students,**

PM

**Teachers, And Families**

Join Mathew Moyer as he reviews a variety of ways you can work to build quality relationships with your school community. We will look at the strategies you can implement that will build meaningful relationships that lead to improvements for your school.

Matthew Moyer

3:45 PM - 4:45 PM

**Coordinated Services: How One District Intentionally Plans For ESL, SPED, & RTI In One Day**

Have you ever heard the phrase, "SPED trumps ESL?" Coordination of ESL, RTI, & SPED services is essential when educating students who qualify for a variety of supports. Examples of collaboration & forms will be shared on how to ensure equity in services.

Debra Frantz,  
Joris Ray.

3:45 PM - 4:45 PM

**Durable Student Outcomes: Do It By Keeping Things Local and Committing to Being Helpful**

Localism matters when it comes to lasting outcomes. This session changes the standard paradigm of reform by examining what it means to own results locally, leverage outside expertise sparingly, and shift from monitoring and accountability to being helpful.

Gillian Williams,  
Mildred Toliver

3:45 PM - 4:45 PM

**Effective Universal Instruction: Improving Your Results Now**

Strong, effective universal instruction is essential for high achievement. Schools cannot intervene their way to achievement for all students. This session will support schools to examine and improve universal instruction through collective educator collaboration.

Sarah Brown,  
Kimberly Gibbons

3:45 PM - 4:45 PM

**High-Leverage Leadership: 3 Strategies To Develop The Next Generation Of Leaders**

Human connection matters. Positive culture formed with school personnel lays the foundation for optimal performance. Participants will learn simple, high-leverage routines to grow leadership capacity, improve public relations, while fostering positive relationships within the school environment.

Daniel Butler,  
Benjamin Gilpin

3:45 PM - 4:45  
PM

**Let Go And Lead! Supporting Teachers And Students In The Role Of Instructional Leader.**

This session will focus on processes and strategies for building leadership skills in teachers and students. Session participants will engage in collaborative activities and discussions designed to help them leverage teacher and student leaders to affect change.

Fran Dundore,  
Margaret Bobbitt

3:45 PM - 4:45  
PM

**Literacy Zero To Literacy Hero**

One year ago these two literacy “zeroes” were faced with the daunting reality that literacy was missing from their leadership. Come discover the steps they took to harness their inner superhero moving from a Literacy Zero to Literacy Hero.

Matt Arend,  
Todd Schmidt

3:45 PM - 4:45  
PM

**Mastering Parental Involvement – Keeping Kids And Parents Involved In The School**

Strategies for communicating successfully with all parents including the unfocused, hostile, unresponsive, helicopter, and enabling kind. Help parents work with you, not against you through assertive communication and defined conferencing skills. The Home/School Plan results in more focused, successful students and parents.

Bert Simmons

3:45 PM - 4:45  
PM

**PSEL/NELP Standards**

TBD

Jacquelyn Wilson

3:45 PM - 4:45  
PM

**School Culture - A Guide to Thrive**

Thinking teachers lead to thinking students. The first step to developing agency and independence in students is to develop agency and independence in teachers. This session will help you simplify so you can focus on the essential ingredients for success.

Derek Thompson

3:45 PM - 4:45  
PM

**Supporting Our Transgender And Gender Non-Conforming Youth By Creating Inclusive Schools**

75% of Transgender and Gender Non-Conforming youth feel unsafe at school. School leaders have

the power to change this statistic. This session will provide training and tools for leaders committed to creating inclusive schools for all students.

Vanessa Ford

3:45 PM - 4:45  
PM

**The NAESP Pre-K-3 Leadership Academy™ -  
Creating More Effective Early Learning  
Leaders!**

Are you interested in becoming an effective Pre-K-3 Leader? Join this session to learn how the NAESP Pre-K-3 Leadership Academy™ has trained principals and directors in two states to become more effective in applying the six competencies outlined in NAESP's publication: "Leading Pre-K-3 Learning Communities: Competencies for Effective Principal Practice." This program provides a unique blended learning experience designed to enhance a principal's knowledge and skills for becoming an effective Pre-K-3 school leader.

Honor Fede

3:45 PM - 4:45  
PM

**Using Technology To Enhance Climate, Virtual  
Meetings, & Stay Connected With Students &  
Families**

This session will give a brief introduction on how to utilize technology that will allow administrators to improve school culture and climate, virtually meet with their faculty while delineating pertinent information, and keep connected with students and their families.

Martina Carroll

5:00 PM - 6:00  
PM

**Opening Reception**

Thursday, July 11, 2019

7:00 AM - 8:30  
AM

**Continental Breakfast  
Exhibit Hall**

Vendor Learning Lab/Spotlight

7:00 AM - 5:00  
PM

**Exhibit Hall Open**

7:00 AM - 5:00  
PM

**Registration**

8:30 AM - 10:00 **#LeadPositive: Education Leadership Vision**

AM

**Turned Into Positive Action**

A career in education is not easy but can be exhilarating and fulfilling when you find positivity. The goal of this session is to support others (beginning and experienced leaders alike) to lead positively through a series of 12 actions.

Shanna Spickard

8:30 AM - 10:00 AM

**Breathe For Change: Mindful Leadership to Embody Social Change for Equity**

In this experiential Breathe For Change workshop, educational leaders will learn to enhance individual and collective well-being at the school level through integrating wellness and social-emotional learning practices in a trauma-informed, inclusive and culturally relevant way.

Tui Roper,  
Ilana Nankin

8:30 AM - 10:00 AM

**Is My School A Better School BECAUSE I Lead It?**

Principals will be challenged to examine their own leadership identity, presence, impact, mission, purpose, vision and value as the leaders of their schools and whether their leadership practices enable learners to have optimal learning opportunities in equitable, culturally-responsive learning environments.

Baruti Kafele

8:30 AM - 10:00 AM

**It's Time For A Disrupt Admin Session!**

We are working to disrupt administration! A different type of session where ten different principals each share one of their favorite ways to think outside of the box. It's a fast paced presentation packed with lots of great ideas!

Matt Arend,  
Liz Garden,  
Andy Jacks,  
Kelley Begley-McCall,  
Jessica Gomez,  
Cathryn Jacobs,  
Todd Schmidt,  
Lindsay Stumpfenhorst,  
Julie Vincentsen,  
Claire Giardino

8:30 AM - 10:00 AM

**Leading The Whole Teacher**

When asked, teachers often identify that education is their profession AND their hobby. If not nurtured, this can lead to burnout. Leaders who support the

whole teacher help teachers perform their best and feel their best.

Allyson Apsey

8:30 AM - 10:00 **Leaping Over Poverty**

AM

Cognitive stressors and delays, emotional and social challenges, acute chronic stressors, as well as health and safety issues are the main risk factors associated with poverty. Targeting these factors assist students who live in poverty to engage in school productively.

Daniele Snider

8:30 AM - 10:00 **My 10 Favorite Gmail Tricks And Other Productivity Hacks**

AM

While Gmail is a popular tool for principals, most don't know about these 10 features that make a world of difference. Use one or all 10. Regardless, tomorrow, you will attack your email with a smile.

Frank Buck

8:30 AM - 10:00 **Principals: You Are The Leader Of Learning**

AM

School principals are "invaluable multipliers of teaching and learning in the nation's schools," according to this report by political scientist Paul Manna. As a school's "leader of learning" for both the students and adults, principals create the conditions that enable effective teaching and learning and happen at scale. This session will explore the specific behaviors principals can exhibit to strengthen educator practice and results for students through standards-based professional learning.

Frederick Brown

8:30 AM - 10:00 **Social And Emotional Learning: Not Just for Students**

AM

This workshop draws on the five Social/Emotional competencies as identified by CASEL, and focuses on inspiring educators to become practitioners of those competencies as a means to create trusting and nurturing environments where students thrive in school and life.

Greg Sommers

8:30 AM - 10:00 **Stop Suspending Students!**

AM

Suspensions and exclusionary practices cannot be part of our discipline strategy for students. Learn ways to be a zero suspension school while maintaining support to teachers and keeping your families highly satisfied.

Andy Jacks

8:30 AM - 10:00 AM **You Think You Have Tough Kids? Turn That Behavior Around**

Empower teachers with an effective school-wide plan that motivates defiant, non-compliant students, stops teacher/student negative confrontations, office referrals and suspensions. Become skilled at knowing what to do with a bully and how to use dispute resolution to minimize overt behavior.

Bert Simmons

9:30 AM - 10:00 AM **Exhibit Hall Break**

Vendor Learning Lab/Spotlight

9:30 AM - 10:00 AM **Snapshot Session/Reflections and Networking**

10:00 AM - 10:30 AM **Snapshot Session/Reflections and Networking**

10:30 AM - 11:30 AM **Building Capacity For Technology Integration & Innovation Through Professional Learning Cohorts**

In this session we'll share practices rooted in adult SEL, professional interests, and cohort models that have been leveraged to build teacher capacity in the areas of pedagogy, teacher leadership, and authentic, purposeful integration of technology and innovation.

Stephanie Sandifer,  
Amy Houser,  
Krystal Weiss

10:30 AM - 11:30 AM **Classroom Management That Works: The Missing Ingredient!**

The Classroom Management Plan described in this session provides a systematic framework for a student's day-to-day behavior, a hierarchy of discipline responsibilities/consequences, and proven and tested positive reinforcement resulting in greater academic success for all students.

Bert Simmons

10:30 AM - 11:30 AM **Creating Innovative Professional Learning To Empower Teachers In Their Own Growth**

Say goodbye to the traditional one size fits all, sit and get professional development! During this session we will share various ways we have structured innovative professional learning

opportunities for our staff focused on individual interest and professional strengths.

Matthew Johnson,  
Griffin Gervais,  
Kristin Rhodes

10:30 AM -  
11:30 AM

**Demystifying The 'How' Of Improving Student Behavior & School Safety Using SEB MTSS**

Participants will actively engage in exercises through a “how to” skills session to conceptualize how a social-emotional-behavioral (SEB) MTSS framework can work at their schools including the necessary components, processes, and professional roles of a tiered SEB MTSS.

Katherine Dockweiler,  
Alison Clark,  
Lindsay Diamond

10:30 AM -  
11:30 AM

**Developing A Culturally Inclusive Organization With Equity In Mind**

Public schools are becoming more diverse across the nation. In this ever-changing environment, our students must be prepared to interact with people who look, speak, and believe differently. It is the educators responsibility to embrace the diversity of the students.

Tia James,  
Latoya Jeems

10:30 AM -  
11:30 AM

**GENERATION EVERYONE! The Roles We Play In InterGenerational Family Engagement And Why It Matters**

A survey of 2000+ superintendents found only 6% feel they have a firm understanding on how to motivate their multigenerational staff, teachers, and parents. Learn how to increase teacher retention and family engagement by mastering Intergenerational Family Engagement.

Dillon Kalkhurst

10:30 AM -  
11:30 AM

**Leading With The Ethic Of Care**

Leading with the Ethic of Care session will focus on the dynamics of developing a school community that uses empathy and design thinking to forge a positive connection with the stakeholders at an elementary school.

Gerald Paterson

10:30 AM -  
11:30 AM

**Managing the Teacher Hiring Process: 10 Important Steps**

To hire effective teachers, an administrator needs a process that assures that candidates have the

experience and expertise to do the job. Using behavior-based interviewing, (BBI) and the steps taught in this session, teacher hiring will become highly successful.

Mary Clement

10:30 AM -  
11:30 AM

**Overcoming The Unspoken: Successful Leadership In A Culture Of Silence**

Participants will experience how the use of technology can improve climate and culture by making the invisible visible through on-going feedback relative to key levers of school improvement.

Philip Hammonds

10:30 AM -  
11:30 AM

**Pivotal Elementary School Principal's Role To Lead Transformational Change & Build School Culture**

Elementary principals serve a pivotal role in bringing about transformational change and building school culture. Five key themes provide insight into the role of elementary principals and the associated skills, knowledge, and behaviors that they must employ.

Tamera Jones

10:30 AM -  
11:30 AM

**Strategies, Practices, And Procedures That Reduce Inappropriate Office Referrals**

Frustrated with an office full of student behavioral referrals? This session will help you refocus on teaching adults your expectations and norms of behavior while supporting their management of students. With clear school structures, procedures, and practices, school culture improves.

Paul Young

10:30 AM -  
11:30 AM

**Student Achievement Starts With Teacher Empowerment: Is It Really That Simple?**

Join us as we share tools and creative innovations that empower teacher leaders to reflect on best practices and work as change-agents. Leave ready to lead your organization towards engaged students, higher levels of collaborative instruction and increased student achievement.

Sarah Von Esh,  
Tracey Smith

10:30 AM -  
11:30 AM

**The Hip-Hop Principalship: The Rhyme And Reason Of New School Leadership**

This session provides a guideline for connecting with a new school community with a five-pronged doctrine for shaping school culture and relating to

the school community in authentic ways.  
Leadership is presented as a force for social  
change and empowerment.

Andre Mountain

10:30 AM -  
11:30 AM

**Transforming School Culture: How To  
Overcome Staff Division**

Explore the root causes of staff resistance to  
change and leave with concrete strategies that will  
improve school culture, address staff cohesion,  
maximize human potential, and lay the foundation  
for a powerful learning environment.

Malik Muhammad

10:30 AM -  
11:30 AM

**You Are What You Read: Leading A Culture Of  
Literacy**

We all know that literacy is important - it's the  
cornerstone of society. Yet, how much instructional  
leadership capacity do we use to model, coach,  
and facilitate the idea of literacy for all students at  
all levels? Re-imagine your literacy leadership  
now!

Adam Drummond

11:30 AM - 1:00 PM **Lunch on Your Own**

11:45 AM - 12:45 PM **The Exchange  
Exhibit Hall**

1:00 PM - 2:30 PM **Keynote Session - Michael Fullan  
Hall B**

2:30 PM - 3:00 PM **Snapshot Session/Reflections and Networking**

3:00 PM - 4:00 PM **#PrincipalsInAction - Get Out Of Your Office And Connect With Others!**

Principals In Action are leaders who believe in getting out of their office and connecting with others. Through Twitter and Voxer, Principals In Action are connected to share ideas, challenge each other, offer support, and lean on during tough times.

Mark French,  
Jay Posick,  
Ryan Sheehy.

3:00 PM - 4:00 PM **90 90 90 - The Next Generation Of High Performing High Poverty Schools**

Dr. Douglas Reeves will share insights from the new research on 90 90 90 schools. Dr. Reeves will address the important new insights that address the challenges of leading schools serving students from low income families.

Douglas Reeves

3:00 PM - 4:00 PM **Academic And Behavior Systems Of Support**

This session will look at everything between assessments to implementation of effective behavioral and academic systems of support. Participants will walk away with hands-on resources for academic and behavior interventions, with a focus on meeting the most challenging students.

Micah Gearhart

3:00 PM - 4:00 PM **American Overseas Schools**

Learn more about the role of American Overseas Schools. Literature and materials, including fact sheets, school directories, and recruitment information will be distributed. Employment opportunities and school-to-school partnerships will be discussed. Gain an understanding of opportunities available to stateside principals.

Thomas Shearer,  
Brent Mutsch

3:00 PM - 4:00 PM **Get Dirty; Creating A Positive Culture Through Involvement**

Principals will gain new ideas and resources on continuing to build rapport with your students, staff, and families while still creating an environment accepting of change and growth.

Lindsay Stumpenhorst3:00 PM - 4:00  
PM**Hacking Social-Emotional Learning: One School's Journey To Make SEL A Year-Long Priority**

Creating a multifaceted social-emotional learning program that is both ongoing and engaging to students of all ages can be a daunting task for any school leader. Come discover the ideas/strategies one school site implemented to make SEL a priority.

Todd Schmidt3:00 PM - 4:00  
PM**Instructional Practices For Cultivating Multi-Dimensional Wellness & Mental Health In Our Classrooms**

Instructional practices for integrating researched-based strategies including mindfulness, movement, breath and social emotional learning into our classrooms, schools and communities. Our Professional Development and Instructional Practices were successfully piloted with the Port Jefferson Middle School in the Fall of 2017.

Diane MacDonald3:00 PM - 4:00  
PM**Leading The Charge For Cultural Competency In Schools**

This session will focus on the changing role of the principal from building manager to culturally competent leader.

Beverly Johnson-Green3:00 PM - 4:00  
PM**Moving From Data Rich To Information Rich: Leveraging Data To Make Meaningful Change**

If we believe all data is of equal importance, we cannot utilize any data to drive meaningful change. This session will help administrators to identify specific data points to develop more information rich data analysis and drive change.

Joe Mullikin3:00 PM - 4:00  
PM**Pathway To Community Engagement**

Effective community engagement is not a one-time program but rather a set of day-to-day practices and interactions that support learning. Schools and communities need to work together to promote engagement that is systemic, sustained and integrated into school improvement efforts.

Penelope Miller-Smith

3:00 PM - 4:00

**Poking The Bear: Creating Trauma Sensitive Environments**

PM	In this session, participants will gain an understanding of how trauma affects the brain, hinders learning, motivation, and success of impacted students in the classrooms.  <u>LaRon Martin</u>
3:00 PM - 4:00 PM	<b>Positive School Branding: How To Do It Effectively And Efficiently</b> Participants will learn about the power of positivity and leave with ideas to take back and implement to get all stakeholders on board. There is no better public relations campaign than one that promotes a positive learning environment for all.  <u>Shanna Spickard</u>
3:00 PM - 4:00 PM	<b>Promoting Self-Directed Learning During Intervention/Extension Blocks Through Electronic Portfolios</b> In this session you will learn how to use technology and online tools that are student-centered when considering implementing digital portfolios in your school to develop self-directed learning.  <u>Carrie Huber</u>
3:00 PM - 4:00 PM	<b>Uncommon Leadership: Live Well, Lead Strong</b> Our world needs Uncommon Leaders---those who live intentionally and demonstrate courage that shines in everything they do. We'll examine "living well": reflecting on our guiding principles, and "leading strong": acting with compassion and integrity that flows from our principled foundation.  <u>Debbie McFalone</u>
3:00 PM - 4:00 PM	<b>Wanted: The Instructional Change Agent</b> Now seeking: instructional leader. This role is often in conflict with other non-instructional duties. Imagine how your role could re-emerge as the instructional change agent to increase our leadership capacity through culture, instructional planning, learner engagement, and community advocacy.  <u>Adam Drummond</u>

Friday, July 12, 2019

7:00 AM - 12:30 PM	<b>Exhibit Hall Open</b>
7:00 AM - 11:00	<b>Registration</b>

AM

7:30 AM - 8:30 **Overseas School Breakfast (Invitation Only)**

AM

7:30 AM - 9:30 **State Representatives Membership Meeting**

AM

8:00 AM - 9:30 **Federal Relations Network Meeting**

AM

8:00 AM - 9:30 **State Editors Meeting**

AM

8:00 AM - 9:30 **4 Steps To Successful Time Management For Administrators**

AM

This session features a 4 step process to assist school leaders/administrators collect and analyze data to understand how they are prioritizing their professional time. A case study of districts that have utilized the research-based process and protocols will be shared.

Jobi Lawrence,  
Gerald Hudson

8:00 AM - 9:30 **Addressing The Poverty Mindset**

AM

Schools that serve low-income communities face similar and pervasive issues that are actually a result of the Poverty Mindset. This workshop clarifies misconceptions about poverty, why it exists, how it secretly impacts our schools, and how to change it...permanently!

Hotep Na

8:00 AM - 9:30 **Administrative Strategies For Reducing Office Referrals And Suspensions While Engaging Students**

AM

This Administrative System addresses both mischievous and severe behavior. Learn to use the Discipline, Shelter, Tardy, Truancy and Academic Behavior Cards and Crisis Intervention Unit to successfully reduce office referrals, suspensions and expulsions keeping students in school with on-task learning.

Bert Simmons

8:00 AM - 9:30 **Finding Your Own Path To Serendipity**

AM

This presentation is about embracing all experiences and allowing them to make us better. It's about looking at every experience as treasures —moments that bring us more pain than we

thought possible, more joy than we deserve, and everything in between.

Allyson Apsey

8:00 AM - 9:30  
AM

**Fundamental 5: The Formula For Quality Instruction**

"Great teachers don't teach dramatically different than their peers, they teach slightly different. These slight changes in delivery dramatically improve student performance. Best-selling authors, Cain and Laird, share the secrets of great teachers and how to follow their example."

Sean Cain,  
Michael Laird

8:00 AM - 9:30  
AM

**Learn How To Be An NAESP National Principal Mentor**

The NAESP National Mentor Training and Certification Program™ exhibits a model in which principals can learn to become better leaders from qualified mentors. Join our session which will fully examine the significance of the National Mentor Training and Certification Program™. Our program offers a highly structured professional development program designed to create a cadre of mentors whose expertise is channeled to support school leaders. The training program integrates research-based best practices with participants' knowledge and experiences. The program can be customized according to a school district's specific needs.

Aaran Lurry

8:00 AM - 9:30  
AM

**Practical Strategies & Tools to Create An Active School Environment for Improved Student Outcomes**

Physical movement and learning are essential aspects of the total educational experience for all students. Physical education and physical activity are a component of the Whole School, Whole Community, Whole Child (WSCC) model and can be delivered through a comprehensive school physical activity program (CSPAP) that provides opportunities for students to be physically active before, during, and after school. Come learn about practical, evidence-based CSPAP resources developed by the Centers for Disease Control and Prevention (CDC), Active Schools, and other organizations to help schools implement strategies to increase students' physical activity and improve their academic achievement.

Charlene Burgeson

**Principals Leading Learning: Maximizing The**

8:00 AM - 9:30 AM	<p><b>Impact Of Professional Development</b></p> <p>Leaders must invest in professional development that directly impacts instructional practices. Learn key components of effective PD and practical, research-based and job-embedded practices. Leaders will not only understand the research, but they can take back proven ways to support teachers.</p> <p style="text-align: center;"><u>Shanna Spickard</u></p>
8:00 AM - 9:30 AM	<p><b>RETHINKing Literacy LEADership: LEADing Systems To Increase Student LEARNING</b></p> <p>Meeting the literacy needs of all students is a critical responsibility of school leaders and requires effective systems that impact learning throughout schools. Participants' will deepen their understanding of research-based practices, analyze processes and apply tools to ensure consistent implementation.</p> <p style="text-align: center;"><u>Molly Funk,</u> <u>Melissa Usiak</u></p>
8:00 AM - 9:30 AM	<p><b>SEL In Your School Made Easy</b></p> <p>We know that social-emotional learning is important to our students' development, but how do we teach it effectively? This session will explain how to effectively infuse SEL into your classrooms and identify available resources.</p> <p style="text-align: center;"><u>Erin Capone</u></p>
8:00 AM - 9:30 AM	<p><b>The New Teacher Pipeline: What You Can Do To Keep Quality Applicants Coming Your Way</b></p> <p>Does your school have an adequate supply of new teachers and substitutes? Learn what principals can do to influence the recruitment, preparation, and the mindset of aspiring teachers and support your new hires to assure they survive and thrive.</p> <p style="text-align: center;"><u>Paul Young</u></p>

8:30 AM - 9:30 AM	<p><b>State Representatives Nominating Committee Meeting</b></p>
10:00 AM - 11:30 AM	<p><b>Closing Keynote Session Kwame Alexander Hall B</b></p> <p><b>Be Constructive With Your Blues: Seven Life Lessons Learned From Inspiring Teachers and Principals</b> Along his thirty-year writerly journey, Kwame Alexander received hundreds of rejections. But, he never let other people's NOs define him. And, it paid off in 2015 when he won the coveted Newbery Medal. In this lively and engaging session, Kwame will share important life</p>

lessons he learned from educators that have helped lead to his success, how saying yes transformed his career and life, and how it paved the way to getting people of all ages excited about literacy and language. Participants will leave this session energized to turn negatives into positives and powerfully impact the students and adults they serve.

1:00 PM - 2:00 PM **Webinar Wednesday Live**

**Out of State Travel Request**

---

*School employee requesting trip.*

*Full Name* Amy Young  
*Date of Request* 04/10/2019  
*Name of Organization, Grade* Elementary Administrators  
*Departure Date of Trip* 07/09/2019  
*Return Date of Trip* 07/12/2019  
*Departure Time* 6:51 am  
*Departure Location* OKC Will Rogers  
*Number of Days* 4

*Means of Transportation*

- Airline
- School Vehicle
- Private Vehicle

*Number of Students Participating* 0

*Number of Parents/Guardians Attending* 0

*Age of Students* N/A

*Place, Purpose, and Nature of the Trip*  
NAESP Conference

*If booster club is paying an amount is required. If activity fund is being used, a PO number and amount is required.*

---

**Cost Analysis**

*Registration Costs /PO Number:* see Dr. McAdoo

*Lodging Cost/PO Number:* see Dr. McAdoo

*Airfare or Personal or District Vehicle*

*Transportation Costs/PO Number:* See Dr. McAdoo

*Per diem (meals, taxi/uber, parking):* \$50

*Cost of a Substitute:* n/a

*Will Participation Lead to Further Competition?*

- Yes
- No

*If Yes, Explain*

*Educational Benefits*

Attendance to the conference will be a great support for be starting as a head principal.

---

*Attachments:*

Upload Schedule of Events: 2019 NAESP Pre-K-8 Principals Conference - Agenda \_ Online Registration by Cvent.pdf

Upload Itinerary: 2019 NAESP Pre-K-8 Principals Conference - Agenda \_ Online Registration by Cvent.pdf

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*Attached Workflow*

Out of State Travel Request

*Current Status*

Submitted

*Workflow Steps*

- |   |  |                     |
|---|--|---------------------|
| 1 | Signed by Amy Young on 04/10/2019 at 1:12 PM     | Assistant Principal |
|   | Signature: Amy Young                             |                     |
| 2 | Approved by Roni McKee on 04/11/2019 at 09:29 AM | Principal           |
| 3 | Review   | Group:              |
| 4 | TBD  |                     |
| 5 | Approval   |                     |
| 6 | Review   | Group:              |



Closed | Optional | Fee

Tuesday, July 9, 2019

7:00 AM - 5:00 PM	<b>Registration</b>	
8:00 AM - 12:00 PM	<b>Community Service Day</b>	
	Community Service Day offers NAESP conference attendees an opportunity to make a difference through service projects that improve local schools. The service day event is sponsored by Playground equipment manufacturer Landscape Structures.	

**Pre-Conference Session (additional fee required)**

8:00 AM - 4:00 PM	<b>Navigating Social Emotional Learning (SEL): Science, Principal Practice, and Practical Application</b> <b>Spokane Convention Center</b>	
	National principals understand the importance of SEL and its impact on schools, however often they struggle with taking theory to practice. This intensive training, led by an expert in the SEL field, Dr. Stephanie Jones, will provide a framework for understanding SEL and bring the conversation full circle to provide an in-depth guide to 25 evidence-based social emotional learning programs for elementary schools that profiles both lesson-based/curriculum and non-curricular approaches.  Speakers: <u><a href="#">Stephanie Jones</a></u>	
8:00 AM - 4:00 PM	<b>Swimming in the Deep End - What Does It Take?</b> <b>Spokane Convention Center</b>	
	No matter where what role we play in a school or district, we all want to make a difference. However, things move fast in education these days, and often in our communications we are left confused, overwhelmed, and not as successful as we could be. We need to build up a skill set of effective decision-making capabilities, 'resistance	

management' communication strategies, and for the sake of our health, our 'stress tolerance.' This workshop will provide support, a laugh, and some cognitive, social and psychological resources to help you communicate more effectively, confidently, and collaboratively, no matter your role.

Speakers: [Jennifer Abrams](#)

Wednesday, July 10, 2019

7:00 AM - 8:30 AM **Continental Breakfast**  
**Exhibit Hall**

7:00 AM - 5:00 PM **Exhibit Hall Open**

7:00 AM - 5:00 PM **Registration**  
**Spokane Convention Center**

8:00 AM - 9:30 AM **6 Million US Children Missing From School!**  
**What Can We Do About It?**

There are nearly 6 million children who are not enrolled in any type of schooling in the US! Why is this and how do we, as a nation, reach out to them and their families? Learn how in this session.

[Darrell Rud](#),  
[Richard Barbacane](#),  
[Mary Kay Sommers](#)

8:00 AM - 9:30 AM **Cooperative Meetings: A Critical Tool for Faculty Development**

If you want strategies that create engaging dialogue among faculty and enhance the school culture, this session is for you! You will experience step-by-step structures to transform meetings, improve faculty relationships, enhance professional discourse, and involve stakeholders in decision making.

[Carol Lohkamp](#)

8:00 AM - 9:30 AM **Create A Campus-Wide Technology Growth Mindset Guaranteed To Increase Daily Student Engagement**

Participants will learn a variety of ways to encourage collaboration among teachers by increasing the use of technology daily which promotes high student engagement. Attendees will learn how to utilize a variety of technology applications essential for the 21st century.

Lorena Zertuche,

Ann Lalime

8:00 AM - 9:30  
AM

**Increase School Engagement Through Improved Communication**

There is a new opportunity for school leaders to engage their school community and improve their communication skills by maximizing the use of video. Learn free/inexpensive methods and practice your PR skills to show your school's personality and mission.

Andy Jacks

8:00 AM - 9:30  
AM

**Kernels Of Practice For Social Emotional Learning: Low-Cost, Low-Burden Strategies**

The field of social and emotional learning (SEL) is rapidly expanding as educators bring a sharper focus to helping children build skills beyond academic knowledge. This enlightening session with Harvard Graduate School of Education Professor Stephanie Jones will explore low-cost, targeted strategies that can be implemented quickly and have the potential to build students' SEL skills in a cohesive and complementary way across settings.

Stephanie Jones

8:00 AM - 9:30  
AM

**Managing Conflict With Clarity, Confidence, And Courage**

As administrators, coaches or colleagues, we often come up against situations where difficult topics must be addressed. What do we know about the best strategies for those moments? What questions should we be asking ourselves before we speak, and what environments are best for when we do speak? Based on Jennifer's book, *Having Hard Conversations*, and her work with conflict and interpersonal communication, this session will provide participants with action plans and scripting tools for having those necessary hard conversations.

Jennifer Abrams

8:00 AM - 9:30  
AM

**Resilience Can Be Taught: 4 Keys To Unleashing Resilience**

Learn about vital skills of resilience and 3 keys to creating a resilient climate. This engaging presentation will empower you to deliver these skills to students of any background and learning style, enabling them to thrive in school and life.

Christian Moore

8:00 AM - 9:30

**Restorative Practices--Learn from Principals**

AM

**Who Have Practiced RP Daily With Amazing Results!**

Participants will practice community building circles and observe a restorative conference. You will leave with the basic philosophy, tools and knowledge to use circles and conferences in your school. Restorative Practices are key to transforming school culture and climate.

Jennifer Kirksey

8:00 AM - 9:30 AM

**Slay Reading Logs, Champion Literacy, And Booktalk like a Wizard**

Step away from that reading log...and help staff step away too! Collect examples of innovative literacy practices and see strategies to champion a culture of literacy. Participants will walk away with a literacy toolkit too!

Brad Gustafson

8:00 AM - 9:30 AM

**STEAM Innovation Inspired By Biomimicry**

Nature's engineering feats and elegant designs provide cross-curricular, standards-based projects that engage learners in real-world challenges. Biomimicry, the field of science that imitates nature's time-tested solutions, helps students gather disparate concepts and translate them into actionable ideas.

Cheri Sterman,  
Nancy Horvat

8:00 AM - 9:30 AM

**The DCR Of Effective Leadership: Data, Curriculum, And Relationships**

Wondering how leaders become effective and achieve school-wide academic success? During this session, Principal Record from Pocomoke Middle will highlight the importance of making Data driven decisions, ensuring a rigorous Curriculum, and building Relationships. Three key components for effective leadership.

Matthew Record

8:00 AM - 9:30 AM

**Trauma Informed School Leadership**

The impact of trauma and chronic stress on students is at an all-time alarming rate. Participants will learn how to lead through a Trauma Informed Leadership model that equips, empowers, and inspires students to thrive in school.

Bill Ziegler

9:30 AM - 10:00 **Exhibit Hall Break (Vendor Learning Lab)**

AM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
9:30 AM - 10:00 AM	<b>Snapshot Session - Reflections and Networking</b>
10:00 AM - 11:30 AM	<b>Opening Keynote Session Razia Jan Hall B</b> <b>Global Education: Alike Yet Different</b> Razia's Ray of Hope Foundation is a nonprofit organization that empowers young women and girls in Afghanistan through community-based education in the district of Deh'Subz. Founded on the knowledge that education is key to positive, peaceful change for current and future generations, they provide young Afghans the opportunity to learn and grow in a safe, nurturing environment, so that they may work toward brighter futures — in their own villages and beyond. Razia's Ray of Hope Foundation would not exist without the spirit, vision, and tireless efforts of founder and president Razia Jan. Razia has worked for many years to forge connections between Afghans and Americans. Her humanitarian efforts are honored in First Lady Laura Bush's 2016 book We Are Afghan Women.
11:30 AM - 1:00 PM	<b>Lunch on Your Own</b>
11:45 AM - 12:45 PM	<b>The Exchange Exhibit Hall</b>

1:00 PM - 2:00 PM	<b>A Commitment To Excellence: Cultivating Engagement in Your School</b> Educators are under constant pressure to meet a variety of needs, engage families, and foster collaboration, while doing everything necessary to make a difference in the lives of students. If leaders aren't conscious, staff burnout is inevitable.  <u>Daniel Butler</u>
1:00 PM - 2:00 PM	<b>Are Your Students Emotionally Safe? - How to Eradicate Bullying At Its Root</b> Discover how to eradicate the root causes behind the toughest issues facing our students by transforming your school into an emotionally safe campus! Participants receive instant access to the ESE Grant training and resources for emotional safety education.  <u>Deanna Rhinehart</u>

1:00 PM - 2:00  
PM

### **Building A Future Ready School By Fostering Creativity And Critical Thinking**

Audience will embark on our school's inspiring journey of "Dream, Explore, Design, Create" to build a future ready school via exploration and innovation through shared vision, collective decision-making, and empowering teachers to create a student-centered learning aligned to academic standards.

Neera Kohli

1:00 PM - 2:00  
PM

### **Developing Campus Culture? Simple Ways To Build Positive Culture And Foster Parent Engagement**

Future and current administrators will gain insight into creating a genuinely positive school culture--a culture of kindness and care. Participants will leave the session with ideas and tools they can implement upon returning to their campus.

William Rhodes,  
Lindsay O'Leary.

1:00 PM - 2:00  
PM

### **Hiring For A High Achieving Climate And Culture**

The teachers you hire reflect on you, your students and your district. No one wants to hire a mediocre teacher, how can you tell what you're getting through the interview process? How do you discern who will be good from great?

Mary Smith

1:00 PM - 2:00  
PM

### **Human Literacy: Navigating Social And Emotional Issues With A Coaching Mindset**

Navigating life's challenges and working with others are within the social and emotional domains. Building human literacy skills includes developing self-awareness and understanding others. Participants will receive unique coaching protocols that help students and faculty improve interactions with others.

Cheri Sterman,  
Nancy Horvat

1:00 PM - 2:00  
PM

### **It's Lonely At The Top...But It Doesn't Have To Be!**

The job of a Principal can be difficult and lonely. However, principals have the best resources for success within their school community. Utilizing teacher leaders through collaboration to assist in making crucial decisions can help in expanding your vision.

Maria Bridwell

1:00 PM - 2:00  
PM

### **Leading a School Into a Comprehensive, Integrated Three-Tiered Model of Prevention (Ci3T)**

Dr. Kiser and Mrs. Tate will share experiences in developing and implementing a positive behavior support model. A description of helping teachers, parents, students, and stakeholders buy-in to their motto "Be the Best Me I Can Be!" will be discussed.

Matt Kiser,  
Laura Tate

1:00 PM - 2:00  
PM

### **National Panel For Aspiring Authors**

Have you ever dreamed of writing a book? Are you interested in learning more about the publishing process? The National Panel for Aspiring Authors is your chance to ask questions of principals and school leaders who are also published authors.

Brad Gustafson,  
Allyson Apsey,  
Derek McCoy,  
Bill Ziegler,  
Kaylen Tucker

1:00 PM - 2:00  
PM

### **Say Goodbye To Tokens And Tickets And Hello To PBIS Rewards**

Tired of printing your campus currency? Confused by the tickets in one classroom and tokens in another? Frustrated by how hard it is to keep up with "all the PBIS things"? We were too, but not any more!

Matt Arend,  
Carrie Tracy

1:00 PM - 2:00  
PM

### **School Improvement & Deep Impact: Voices Amidst Changing Demographics**

To address demographically changing schools, researchers implemented preliminary support training and development targeting specific school indicators and identifying areas of growth for school stakeholders to become more inclusive leaders. Using an ESSA aligned approaches, stakeholders improve schools towards school inclusion.

Jose Luevanos,  
Elisabeth Luevanos,  
Jean Madsen

1:00 PM - 2:00  
PM

### **Secondary Victims Of Opioid Addiction: Schools Help Through Social-emotional Learning**

Opioid addictions don't care who or why. Many addicts have school-age children, so what's a school to do for students worrying constantly about their caregivers? Social-emotional learning gives students strategies to cope and techniques for getting ready to learn.

Carla Tantillo Philibert,  
Brian Hastings

1:00 PM - 2:00  
PM

### **STEM Play Experiences With Early Childhood Learners**

Learn about the process of integrating STEM Play time in Preschool. Using a basic engineering design model and design thinking structure, students develop skills while exploring real-world problems. Come experience STEM play yourself!

Joseph Stanzione,  
Veronica Morales

1:00 PM - 2:00  
PM

### **The Empowered Principal: The School Leader's Alternative To Career Burnout**

Feeling overwhelmed, exhausted, and intimidated in your new role? You aren't alone. School leaders have high demands placed on them daily. Join me in exploring how to take control and make decisions from a place of empowerment and clarity.

Angela Robeck

1:00 PM - 2:00  
PM

### **The Four Dimensions Of Principal Leadership**

This session will introduce participants to the Dr. Reginald Green's Four Dimensions of Principal Leadership. The four dimensions are a combination of leadership theory and research-based best practice. Together, the dimensions offer school leaders practical advice for leading their school.

Ethan Randall

1:00 PM - 2:00  
PM

### **The Principals Tool-Kit For Improving School And Classroom Discipline**

The purpose of this session is to give principals a tool-kit of strategies for classroom management and school-wide management including: practicing proactive strategies, teach tools, diffusers, classroom design, student-teacher relationships, start-up & shut-down requests, and how to refocus.

Bill Truesdale

2:00 PM - 2:30 **Exhibit Hall Break (Vendor Learning Lab)**

PM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
2:00 PM - 2:30 PM	<b>Snapshot Session/Reflections and Networking</b>
2:30 PM - 4:30 PM	<b>Innovation Rotation</b>

2:30 PM - 3:30 PM	<p><b>10 Successful Strategies For Newcomer Students</b></p> <p>"We will share ten successful strategies to support the successful transition for newcomer immigrant English Language Learners that impact their adjustment to a new country. A welcoming school provides stability that impacts the success for students, families, and communities overall."</p> <p style="text-align: center;"><u>Victor Tam,</u> <u>Carla Llewelyn-Vasquez</u></p>
2:30 PM - 3:30 PM	<p><b>10 Ways Every Educator Can Be The One For Kids</b></p> <p>"This keynote takes the audience on a journey through education, by hearing engaging stories about my journey, the impact we all have, and how we can all unleash our power to change the lives of our students. "</p> <p style="text-align: center;"><u>Ryan Sheehy</u></p>
2:30 PM - 3:30 PM	<p><b>Creating a School-wide Writing Program: Four Key Elements</b></p> <p>Most schools have a unified approach to reading, but writing is often a close-the-door-and-do-your-own-thing instructional model with many teachers assigning writing more often than teaching it. Learn four essential elements that must be part of any successful school-wide writing program.</p> <p style="text-align: center;"><u>Alice Greiner</u></p>
2:30 PM - 3:30 PM	<p><b>Developing Self-Regulation And Empathy As Crucial PK To Grade 3 Early Childhood Learning Outcomes</b></p> <p>The intense focus on academic testing outcomes has led many schools to give much less attention to the development of self-regulation, empathy, and social-emotional intelligence, even though these are high-value predictors of success in learning and in life.</p> <p style="text-align: center;"><u>Bob Sornson</u></p>
2:30 PM - 3:30 PM	<b>Even Broken Crayons Still Color - School-wide</b>

PM

### **SEL Strategies That Changed A Building's Culture.**

Participants will learn about trauma informed practices such as PBIS, Conscious Discipline, Yoga/Mindfulness, and celebrations. Participants will learn strategies to maximize student learning and belonging at school, and reduce disciplinary referrals, as well as strategies to increase student attendance rates.

Amy Mason

2:30 PM - 3:30

PM

### **From ACES Low To ACES High**

Students are coming to us with a greater number and intensity of at-risk challenges, including poverty and trauma's Adverse Childhood Experiences. Principals will learn how to harness relationships to overcome these challenges and better support student development and achievement.

Jason Anderson,

Crystal Magers

2:30 PM - 3:30

PM

### **Leading For Literacy: How Strong Principals Can Make A Difference**

This session will introduce the Center on Improving Literacy Through Supporting Elementary School Leaders, newly funded by the U.S. Office of Special Education Programs. The mission of this center is to improve student literacy through building capacity of instructional leaders.

Allison Gandhi,

Sarah Arden

2:30 PM - 3:30

PM

### **Manage To Your Advantage: Approaching School Management Through The Lens Of Threat Assessment**

Participants will focus on applying the process of effective threat and risk assessment to their everyday roles as school-based administrators, starting with the principle that no one person or place sufficiently answers all questions or solves all dilemmas.

Lori Brown

2:30 PM - 3:30

PM

### **Multi-Tiered Systems Of Support (MTSS) For Young Children: Driving Change In Early Education**

"Multi-Tiered Systems of Support (MTSS) for young children is a system-wide framework for delivering effective educational services, matched to learners' needs, resulting in achievement of essential outcomes. Learn how this framework can work in your Pre-K / ECE setting! "

Robin Miller Young2:30 PM - 3:30  
PM**Personalizing Professional Development**

This session shares personalized learning practices used when planning professional learning . We will share how our district provides voice, choice, and path for teachers to grow in meaningful ways that impact student learning and achievement, and teacher compensation.

Sue Sterner,Jeremy Monday,Christopher Otto2:30 PM - 3:30  
PM**STEM Identity And Technology Fluency - An Approach For Any Teacher And Every Student**

Educators will learn how to help students develop 'STEM Identity' and 'Technology Fluency,' while going hands-on with innovative learning media and lesson content. Participants will develop their own Technology Fluency, and practice computational-thinking in a robotic design challenge!

David Emery2:30 PM - 3:30  
PM**The One Thing**

In City Slickers, the wanna-be cowboy gets advice about success from the experienced old cowhand, "Find your one thing." The same is true with campus administrators: find the one thing that gets the most growth from the most students.

Vanessa Stuart2:30 PM - 3:30  
PM**Time Management For School Leaders: Total Control & Peace Of Mind**

This session provides a total system for organizing your surroundings and effectively managing your time. Time management is an essential, yet often missing, skill in the development of classroom teachers and school administrators.

Frank Buck3:45 PM - 4:45  
PM**Be A Champion For Equity- Build A Trauma Sensitive Environment For All Students!**

Imagine a school building where every child feels safe and an environment where all students can thrive. Students bring their trauma into school everyday. It is our job as educators to create an environment where all students can be successful!

Aaron Carmichael,Malinda Mikesell

3:45 PM - 4:45

**Building Quality Relationships With Students,**

PM

**Teachers, And Families**

Join Mathew Moyer as he reviews a variety of ways you can work to build quality relationships with your school community. We will look at the strategies you can implement that will build meaningful relationships that lead to improvements for your school.

Matthew Moyer

3:45 PM - 4:45 PM

**Coordinated Services: How One District Intentionally Plans For ESL, SPED, & RTI In One Day**

Have you ever heard the phrase, "SPED trumps ESL?" Coordination of ESL, RTI, & SPED services is essential when educating students who qualify for a variety of supports. Examples of collaboration & forms will be shared on how to ensure equity in services.

Debra Frantz,  
Joris Ray.

3:45 PM - 4:45 PM

**Durable Student Outcomes: Do It By Keeping Things Local and Committing to Being Helpful**

Localism matters when it comes to lasting outcomes. This session changes the standard paradigm of reform by examining what it means to own results locally, leverage outside expertise sparingly, and shift from monitoring and accountability to being helpful.

Gillian Williams,  
Mildred Toliver

3:45 PM - 4:45 PM

**Effective Universal Instruction: Improving Your Results Now**

Strong, effective universal instruction is essential for high achievement. Schools cannot intervene their way to achievement for all students. This session will support schools to examine and improve universal instruction through collective educator collaboration.

Sarah Brown,  
Kimberly Gibbons

3:45 PM - 4:45 PM

**High-Leverage Leadership: 3 Strategies To Develop The Next Generation Of Leaders**

Human connection matters. Positive culture formed with school personnel lays the foundation for optimal performance. Participants will learn simple, high-leverage routines to grow leadership capacity, improve public relations, while fostering positive relationships within the school environment.

Daniel Butler,  
Benjamin Gilpin

3:45 PM - 4:45  
PM

**Let Go And Lead! Supporting Teachers And Students In The Role Of Instructional Leader.**

This session will focus on processes and strategies for building leadership skills in teachers and students. Session participants will engage in collaborative activities and discussions designed to help them leverage teacher and student leaders to affect change.

Fran Dundore,  
Margaret Bobbitt

3:45 PM - 4:45  
PM

**Literacy Zero To Literacy Hero**

One year ago these two literacy “zeroes” were faced with the daunting reality that literacy was missing from their leadership. Come discover the steps they took to harness their inner superhero moving from a Literacy Zero to Literacy Hero.

Matt Arend,  
Todd Schmidt

3:45 PM - 4:45  
PM

**Mastering Parental Involvement – Keeping Kids And Parents Involved In The School**

Strategies for communicating successfully with all parents including the unfocused, hostile, unresponsive, helicopter, and enabling kind. Help parents work with you, not against you through assertive communication and defined conferencing skills. The Home/School Plan results in more focused, successful students and parents.

Bert Simmons

3:45 PM - 4:45  
PM

**PSEL/NELP Standards**

TBD

Jacquelyn Wilson

3:45 PM - 4:45  
PM

**School Culture - A Guide to Thrive**

Thinking teachers lead to thinking students. The first step to developing agency and independence in students is to develop agency and independence in teachers. This session will help you simplify so you can focus on the essential ingredients for success.

Derek Thompson

3:45 PM - 4:45  
PM

**Supporting Our Transgender And Gender Non-Conforming Youth By Creating Inclusive Schools**

75% of Transgender and Gender Non-Conforming youth feel unsafe at school. School leaders have

the power to change this statistic. This session will provide training and tools for leaders committed to creating inclusive schools for all students.

Vanessa Ford

3:45 PM - 4:45  
PM

**The NAESP Pre-K-3 Leadership Academy™ -  
Creating More Effective Early Learning  
Leaders!**

Are you interested in becoming an effective Pre-K-3 Leader? Join this session to learn how the NAESP Pre-K-3 Leadership Academy™ has trained principals and directors in two states to become more effective in applying the six competencies outlined in NAESP's publication: "Leading Pre-K-3 Learning Communities: Competencies for Effective Principal Practice." This program provides a unique blended learning experience designed to enhance a principal's knowledge and skills for becoming an effective Pre-K-3 school leader.

Honor Fede

3:45 PM - 4:45  
PM

**Using Technology To Enhance Climate, Virtual  
Meetings, & Stay Connected With Students &  
Families**

This session will give a brief introduction on how to utilize technology that will allow administrators to improve school culture and climate, virtually meet with their faculty while delineating pertinent information, and keep connected with students and their families.

Martina Carroll

5:00 PM - 6:00  
PM

**Opening Reception**

Thursday, July 11, 2019

7:00 AM - 8:30  
AM

**Continental Breakfast  
Exhibit Hall**

Vendor Learning Lab/Spotlight

7:00 AM - 5:00  
PM

**Exhibit Hall Open**

7:00 AM - 5:00  
PM

**Registration**

8:30 AM - 10:00 **#LeadPositive: Education Leadership Vision**

AM

**Turned Into Positive Action**

A career in education is not easy but can be exhilarating and fulfilling when you find positivity. The goal of this session is to support others (beginning and experienced leaders alike) to lead positively through a series of 12 actions.

Shanna Spickard

8:30 AM - 10:00 AM

**Breathe For Change: Mindful Leadership to Embody Social Change for Equity**

In this experiential Breathe For Change workshop, educational leaders will learn to enhance individual and collective well-being at the school level through integrating wellness and social-emotional learning practices in a trauma-informed, inclusive and culturally relevant way.

Tui Roper,  
Ilana Nankin

8:30 AM - 10:00 AM

**Is My School A Better School BECAUSE I Lead It?**

Principals will be challenged to examine their own leadership identity, presence, impact, mission, purpose, vision and value as the leaders of their schools and whether their leadership practices enable learners to have optimal learning opportunities in equitable, culturally-responsive learning environments.

Baruti Kafele

8:30 AM - 10:00 AM

**It's Time For A Disrupt Admin Session!**

We are working to disrupt administration! A different type of session where ten different principals each share one of their favorite ways to think outside of the box. It's a fast paced presentation packed with lots of great ideas!

Matt Arend,  
Liz Garden,  
Andy Jacks,  
Kelley Begley-McCall,  
Jessica Gomez,  
Cathryn Jacobs,  
Todd Schmidt,  
Lindsay Stumpfenhorst,  
Julie Vincentsen,  
Claire Giardino

8:30 AM - 10:00 AM

**Leading The Whole Teacher**

When asked, teachers often identify that education is their profession AND their hobby. If not nurtured, this can lead to burnout. Leaders who support the

whole teacher help teachers perform their best and feel their best.

Allyson Apsey

8:30 AM - 10:00 **Leaping Over Poverty**

AM

Cognitive stressors and delays, emotional and social challenges, acute chronic stressors, as well as health and safety issues are the main risk factors associated with poverty. Targeting these factors assist students who live in poverty to engage in school productively.

Daniele Snider

8:30 AM - 10:00 **My 10 Favorite Gmail Tricks And Other Productivity Hacks**

AM

While Gmail is a popular tool for principals, most don't know about these 10 features that make a world of difference. Use one or all 10. Regardless, tomorrow, you will attack your email with a smile.

Frank Buck

8:30 AM - 10:00 **Principals: You Are The Leader Of Learning**

AM

School principals are "invaluable multipliers of teaching and learning in the nation's schools," according to this report by political scientist Paul Manna. As a school's "leader of learning" for both the students and adults, principals create the conditions that enable effective teaching and learning and happen at scale. This session will explore the specific behaviors principals can exhibit to strengthen educator practice and results for students through standards-based professional learning.

Frederick Brown

8:30 AM - 10:00 **Social And Emotional Learning: Not Just for Students**

AM

This workshop draws on the five Social/Emotional competencies as identified by CASEL, and focuses on inspiring educators to become practitioners of those competencies as a means to create trusting and nurturing environments where students thrive in school and life.

Greg Sommers

8:30 AM - 10:00 **Stop Suspending Students!**

AM

Suspensions and exclusionary practices cannot be part of our discipline strategy for students. Learn ways to be a zero suspension school while maintaining support to teachers and keeping your families highly satisfied.

Andy Jacks

8:30 AM - 10:00 AM **You Think You Have Tough Kids? Turn That Behavior Around**

Empower teachers with an effective school-wide plan that motivates defiant, non-compliant students, stops teacher/student negative confrontations, office referrals and suspensions. Become skilled at knowing what to do with a bully and how to use dispute resolution to minimize overt behavior.

Bert Simmons

9:30 AM - 10:00 AM **Exhibit Hall Break**

Vendor Learning Lab/Spotlight

9:30 AM - 10:00 AM **Snapshot Session/Reflections and Networking**

10:00 AM - 10:30 AM **Snapshot Session/Reflections and Networking**

10:30 AM - 11:30 AM **Building Capacity For Technology Integration & Innovation Through Professional Learning Cohorts**

In this session we'll share practices rooted in adult SEL, professional interests, and cohort models that have been leveraged to build teacher capacity in the areas of pedagogy, teacher leadership, and authentic, purposeful integration of technology and innovation.

Stephanie Sandifer,  
Amy Houser,  
Krystal Weiss

10:30 AM - 11:30 AM **Classroom Management That Works: The Missing Ingredient!**

The Classroom Management Plan described in this session provides a systematic framework for a student's day-to-day behavior, a hierarchy of discipline responsibilities/consequences, and proven and tested positive reinforcement resulting in greater academic success for all students.

Bert Simmons

10:30 AM - 11:30 AM **Creating Innovative Professional Learning To Empower Teachers In Their Own Growth**

Say goodbye to the traditional one size fits all, sit and get professional development! During this session we will share various ways we have structured innovative professional learning

opportunities for our staff focused on individual interest and professional strengths.

Matthew Johnson,  
Griffin Gervais,  
Kristin Rhodes

10:30 AM -  
11:30 AM

**Demystifying The 'How' Of Improving Student Behavior & School Safety Using SEB MTSS**

Participants will actively engage in exercises through a “how to” skills session to conceptualize how a social-emotional-behavioral (SEB) MTSS framework can work at their schools including the necessary components, processes, and professional roles of a tiered SEB MTSS.

Katherine Dockweiler,  
Alison Clark,  
Lindsay Diamond

10:30 AM -  
11:30 AM

**Developing A Culturally Inclusive Organization With Equity In Mind**

Public schools are becoming more diverse across the nation. In this ever-changing environment, our students must be prepared to interact with people who look, speak, and believe differently. It is the educators responsibility to embrace the diversity of the students.

Tia James,  
Latoya Jeems

10:30 AM -  
11:30 AM

**GENERATION EVERYONE! The Roles We Play In InterGenerational Family Engagement And Why It Matters**

A survey of 2000+ superintendents found only 6% feel they have a firm understanding on how to motivate their multigenerational staff, teachers, and parents. Learn how to increase teacher retention and family engagement by mastering Intergenerational Family Engagement.

Dillon Kalkhurst

10:30 AM -  
11:30 AM

**Leading With The Ethic Of Care**

Leading with the Ethic of Care session will focus on the dynamics of developing a school community that uses empathy and design thinking to forge a positive connection with the stakeholders at an elementary school.

Gerald Paterson

10:30 AM -  
11:30 AM

**Managing the Teacher Hiring Process: 10 Important Steps**

To hire effective teachers, an administrator needs a process that assures that candidates have the

experience and expertise to do the job. Using behavior-based interviewing, (BBI) and the steps taught in this session, teacher hiring will become highly successful.

Mary Clement

10:30 AM -  
11:30 AM

**Overcoming The Unspoken: Successful Leadership In A Culture Of Silence**

Participants will experience how the use of technology can improve climate and culture by making the invisible visible through on-going feedback relative to key levers of school improvement.

Philip Hammonds

10:30 AM -  
11:30 AM

**Pivotal Elementary School Principal's Role To Lead Transformational Change & Build School Culture**

Elementary principals serve a pivotal role in bringing about transformational change and building school culture. Five key themes provide insight into the role of elementary principals and the associated skills, knowledge, and behaviors that they must employ.

Tamera Jones

10:30 AM -  
11:30 AM

**Strategies, Practices, And Procedures That Reduce Inappropriate Office Referrals**

Frustrated with an office full of student behavioral referrals? This session will help you refocus on teaching adults your expectations and norms of behavior while supporting their management of students. With clear school structures, procedures, and practices, school culture improves.

Paul Young

10:30 AM -  
11:30 AM

**Student Achievement Starts With Teacher Empowerment: Is It Really That Simple?**

Join us as we share tools and creative innovations that empower teacher leaders to reflect on best practices and work as change-agents. Leave ready to lead your organization towards engaged students, higher levels of collaborative instruction and increased student achievement.

Sarah Von Esh,  
Tracey Smith

10:30 AM -  
11:30 AM

**The Hip-Hop Principalship: The Rhyme And Reason Of New School Leadership**

This session provides a guideline for connecting with a new school community with a five-pronged doctrine for shaping school culture and relating to

the school community in authentic ways.  
Leadership is presented as a force for social  
change and empowerment.

Andre Mountain

10:30 AM -  
11:30 AM

**Transforming School Culture: How To  
Overcome Staff Division**

Explore the root causes of staff resistance to  
change and leave with concrete strategies that will  
improve school culture, address staff cohesion,  
maximize human potential, and lay the foundation  
for a powerful learning environment.

Malik Muhammad

10:30 AM -  
11:30 AM

**You Are What You Read: Leading A Culture Of  
Literacy**

We all know that literacy is important - it's the  
cornerstone of society. Yet, how much instructional  
leadership capacity do we use to model, coach,  
and facilitate the idea of literacy for all students at  
all levels? Re-imagine your literacy leadership  
now!

Adam Drummond

11:30 AM - 1:00 PM **Lunch on Your Own**

11:45 AM - 12:45 PM **The Exchange  
Exhibit Hall**

1:00 PM - 2:30 PM **Keynote Session - Michael Fullan  
Hall B**

2:30 PM - 3:00 PM **Snapshot Session/Reflections and Networking**

3:00 PM - 4:00 PM **#PrincipalsInAction - Get Out Of Your Office And Connect With Others!**

Principals In Action are leaders who believe in getting out of their office and connecting with others. Through Twitter and Voxer, Principals In Action are connected to share ideas, challenge each other, offer support, and lean on during tough times.

Mark French,  
Jay Posick,  
Ryan Sheehy.

3:00 PM - 4:00 PM **90 90 90 - The Next Generation Of High Performing High Poverty Schools**

Dr. Douglas Reeves will share insights from the new research on 90 90 90 schools. Dr. Reeves will address the important new insights that address the challenges of leading schools serving students from low income families.

Douglas Reeves

3:00 PM - 4:00 PM **Academic And Behavior Systems Of Support**

This session will look at everything between assessments to implementation of effective behavioral and academic systems of support. Participants will walk away with hands-on resources for academic and behavior interventions, with a focus on meeting the most challenging students.

Micah Gearhart

3:00 PM - 4:00 PM **American Overseas Schools**

Learn more about the role of American Overseas Schools. Literature and materials, including fact sheets, school directories, and recruitment information will be distributed. Employment opportunities and school-to-school partnerships will be discussed. Gain an understanding of opportunities available to stateside principals.

Thomas Shearer,  
Brent Mutsch

3:00 PM - 4:00 PM **Get Dirty; Creating A Positive Culture Through Involvement**

Principals will gain new ideas and resources on continuing to build rapport with your students, staff, and families while still creating an environment accepting of change and growth.

Lindsay Stumpenhorst3:00 PM - 4:00  
PM**Hacking Social-Emotional Learning: One School's Journey To Make SEL A Year-Long Priority**

Creating a multifaceted social-emotional learning program that is both ongoing and engaging to students of all ages can be a daunting task for any school leader. Come discover the ideas/strategies one school site implemented to make SEL a priority.

Todd Schmidt3:00 PM - 4:00  
PM**Instructional Practices For Cultivating Multi-Dimensional Wellness & Mental Health In Our Classrooms**

Instructional practices for integrating researched-based strategies including mindfulness, movement, breath and social emotional learning into our classrooms, schools and communities. Our Professional Development and Instructional Practices were successfully piloted with the Port Jefferson Middle School in the Fall of 2017.

Diane MacDonald3:00 PM - 4:00  
PM**Leading The Charge For Cultural Competency In Schools**

This session will focus on the changing role of the principal from building manager to culturally competent leader.

Beverly Johnson-Green3:00 PM - 4:00  
PM**Moving From Data Rich To Information Rich: Leveraging Data To Make Meaningful Change**

If we believe all data is of equal importance, we cannot utilize any data to drive meaningful change. This session will help administrators to identify specific data points to develop more information rich data analysis and drive change.

Joe Mullikin3:00 PM - 4:00  
PM**Pathway To Community Engagement**

Effective community engagement is not a one-time program but rather a set of day-to-day practices and interactions that support learning. Schools and communities need to work together to promote engagement that is systemic, sustained and integrated into school improvement efforts.

Penelope Miller-Smith

3:00 PM - 4:00

**Poking The Bear: Creating Trauma Sensitive Environments**

PM	In this session, participants will gain an understanding of how trauma affects the brain, hinders learning, motivation, and success of impacted students in the classrooms.  <u>LaRon Martin</u>
3:00 PM - 4:00 PM	<b>Positive School Branding: How To Do It Effectively And Efficiently</b> Participants will learn about the power of positivity and leave with ideas to take back and implement to get all stakeholders on board. There is no better public relations campaign than one that promotes a positive learning environment for all.  <u>Shanna Spickard</u>
3:00 PM - 4:00 PM	<b>Promoting Self-Directed Learning During Intervention/Extension Blocks Through Electronic Portfolios</b> In this session you will learn how to use technology and online tools that are student-centered when considering implementing digital portfolios in your school to develop self-directed learning.  <u>Carrie Huber</u>
3:00 PM - 4:00 PM	<b>Uncommon Leadership: Live Well, Lead Strong</b> Our world needs Uncommon Leaders---those who live intentionally and demonstrate courage that shines in everything they do. We'll examine "living well": reflecting on our guiding principles, and "leading strong": acting with compassion and integrity that flows from our principled foundation.  <u>Debbie McFalone</u>
3:00 PM - 4:00 PM	<b>Wanted: The Instructional Change Agent</b> Now seeking: instructional leader. This role is often in conflict with other non-instructional duties. Imagine how your role could re-emerge as the instructional change agent to increase our leadership capacity through culture, instructional planning, learner engagement, and community advocacy.  <u>Adam Drummond</u>

Friday, July 12, 2019

7:00 AM - 12:30 PM	<b>Exhibit Hall Open</b>
7:00 AM - 11:00	<b>Registration</b>

AM

7:30 AM - 8:30 **Overseas School Breakfast (Invitation Only)**

AM

7:30 AM - 9:30 **State Representatives Membership Meeting**

AM

8:00 AM - 9:30 **Federal Relations Network Meeting**

AM

8:00 AM - 9:30 **State Editors Meeting**

AM

8:00 AM - 9:30 **4 Steps To Successful Time Management For Administrators**

AM

This session features a 4 step process to assist school leaders/administrators collect and analyze data to understand how they are prioritizing their professional time. A case study of districts that have utilized the research-based process and protocols will be shared.

Jobi Lawrence,

Gerald Hudson

8:00 AM - 9:30 **Addressing The Poverty Mindset**

AM

Schools that serve low-income communities face similar and pervasive issues that are actually a result of the Poverty Mindset. This workshop clarifies misconceptions about poverty, why it exists, how it secretly impacts our schools, and how to change it...permanently!

Hotep Na

8:00 AM - 9:30 **Administrative Strategies For Reducing Office Referrals And Suspensions While Engaging Students**

AM

This Administrative System addresses both mischievous and severe behavior. Learn to use the Discipline, Shelter, Tardy, Truancy and Academic Behavior Cards and Crisis Intervention Unit to successfully reduce office referrals, suspensions and expulsions keeping students in school with on-task learning.

Bert Simmons

8:00 AM - 9:30 **Finding Your Own Path To Serendipity**

AM

This presentation is about embracing all experiences and allowing them to make us better. It's about looking at every experience as treasures —moments that bring us more pain than we

thought possible, more joy than we deserve, and everything in between.

Allyson Apsey

8:00 AM - 9:30  
AM

**Fundamental 5: The Formula For Quality Instruction**

"Great teachers don't teach dramatically different than their peers, they teach slightly different. These slight changes in delivery dramatically improve student performance. Best-selling authors, Cain and Laird, share the secrets of great teachers and how to follow their example."

Sean Cain,  
Michael Laird

8:00 AM - 9:30  
AM

**Learn How To Be An NAESP National Principal Mentor**

The NAESP National Mentor Training and Certification Program™ exhibits a model in which principals can learn to become better leaders from qualified mentors. Join our session which will fully examine the significance of the National Mentor Training and Certification Program™. Our program offers a highly structured professional development program designed to create a cadre of mentors whose expertise is channeled to support school leaders. The training program integrates research-based best practices with participants' knowledge and experiences. The program can be customized according to a school district's specific needs.

Aaran Lurry

8:00 AM - 9:30  
AM

**Practical Strategies & Tools to Create An Active School Environment for Improved Student Outcomes**

Physical movement and learning are essential aspects of the total educational experience for all students. Physical education and physical activity are a component of the Whole School, Whole Community, Whole Child (WSCC) model and can be delivered through a comprehensive school physical activity program (CSPAP) that provides opportunities for students to be physically active before, during, and after school. Come learn about practical, evidence-based CSPAP resources developed by the Centers for Disease Control and Prevention (CDC), Active Schools, and other organizations to help schools implement strategies to increase students' physical activity and improve their academic achievement.

Charlene Burgeson

**Principals Leading Learning: Maximizing The**

8:00 AM - 9:30 AM **Impact Of Professional Development**  
 Leaders must invest in professional development that directly impacts instructional practices. Learn key components of effective PD and practical, research-based and job-embedded practices. Leaders will not only understand the research, but they can take back proven ways to support teachers.

Shanna Spickard

8:00 AM - 9:30 AM **RETHINKing Literacy LEADership: LEADing Systems To Increase Student LEARNING**  
 Meeting the literacy needs of all students is a critical responsibility of school leaders and requires effective systems that impact learning throughout schools. Participants' will deepen their understanding of research-based practices, analyze processes and apply tools to ensure consistent implementation.

Molly Funk,  
Melissa Usiak

8:00 AM - 9:30 AM **SEL In Your School Made Easy**  
 We know that social-emotional learning is important to our students' development, but how do we teach it effectively? This session will explain how to effectively infuse SEL into your classrooms and identify available resources.

Erin Capone

8:00 AM - 9:30 AM **The New Teacher Pipeline: What You Can Do To Keep Quality Applicants Coming Your Way**  
 Does your school have an adequate supply of new teachers and substitutes? Learn what principals can do to influence the recruitment, preparation, and the mindset of aspiring teachers and support your new hires to assure they survive and thrive.

Paul Young




8:30 AM - 9:30 AM **State Representatives Nominating Committee Meeting**

10:00 AM - 11:30 AM **Closing Keynote Session Kwame Alexander Hall B**  
**Be Constructive With Your Blues: Seven Life Lessons Learned From Inspiring Teachers and Principals** Along his thirty-year writerly journey, Kwame Alexander received hundreds of rejections. But, he never let other people's NOs define him. And, it paid off in 2015 when he won the coveted Newbery Medal. In this lively and engaging session, Kwame will share important life




lessons he learned from educators that have helped lead to his success, how saying yes transformed his career and life, and how it paved the way to getting people of all ages excited about literacy and language. Participants will leave this session energized to turn negatives into positives and powerfully impact the students and adults they serve.

1:00 PM - 2:00 PM **Webinar Wednesday Live**







Closed  Optional  Fee 

Tuesday, July 9, 2019

7:00 AM - 5:00 PM	<b>Registration</b>	
8:00 AM - 12:00 PM	<b>Community Service Day</b>	  
	Community Service Day offers NAESP conference attendees an opportunity to make a difference through service projects that improve local schools. The service day event is sponsored by Playground equipment manufacturer Landscape Structures.	

### Pre-Conference Session (additional fee required)

8:00 AM - 4:00 PM	<b>Navigating Social Emotional Learning (SEL): Science, Principal Practice, and Practical Application</b> <b>Spokane Convention Center</b>	 
	National principals understand the importance of SEL and its impact on schools, however often they struggle with taking theory to practice. This intensive training, led by an expert in the SEL field, Dr. Stephanie Jones, will provide a framework for understanding SEL and bring the conversation full circle to provide an in-depth guide to 25 evidence-based social emotional learning programs for elementary schools that profiles both lesson-based/curriculum and non-curricular approaches.  Speakers: <u><a href="#">Stephanie Jones</a></u>	
8:00 AM - 4:00 PM	<b>Swimming in the Deep End - What Does It Take?</b> <b>Spokane Convention Center</b>	 
	No matter where what role we play in a school or district, we all want to make a difference. However, things move fast in education these days, and often in our communications we are left confused, overwhelmed, and not as successful as we could be. We need to build up a skill set of effective decision-making capabilities, 'resistance	

management' communication strategies, and for the sake of our health, our 'stress tolerance.' This workshop will provide support, a laugh, and some cognitive, social and psychological resources to help you communicate more effectively, confidently, and collaboratively, no matter your role.

Speakers: [Jennifer Abrams](#)

Wednesday, July 10, 2019

7:00 AM - 8:30 AM **Continental Breakfast**  
**Exhibit Hall**

7:00 AM - 5:00 PM **Exhibit Hall Open**

7:00 AM - 5:00 PM **Registration**  
**Spokane Convention Center**

8:00 AM - 9:30 AM **6 Million US Children Missing From School!**  
**What Can We Do About It?**

There are nearly 6 million children who are not enrolled in any type of schooling in the US! Why is this and how do we, as a nation, reach out to them and their families? Learn how in this session.

[Darrell Rud](#),  
[Richard Barbacane](#),  
[Mary Kay Sommers](#)

8:00 AM - 9:30 AM **Cooperative Meetings: A Critical Tool for Faculty Development**

If you want strategies that create engaging dialogue among faculty and enhance the school culture, this session is for you! You will experience step-by-step structures to transform meetings, improve faculty relationships, enhance professional discourse, and involve stakeholders in decision making.

[Carol Lohkamp](#)

8:00 AM - 9:30 AM **Create A Campus-Wide Technology Growth Mindset Guaranteed To Increase Daily Student Engagement**

Participants will learn a variety of ways to encourage collaboration among teachers by increasing the use of technology daily which promotes high student engagement. Attendees will learn how to utilize a variety of technology applications essential for the 21st century.

Lorena Zertuche,

Ann Lalime

8:00 AM - 9:30  
AM

**Increase School Engagement Through  
Improved Communication**

There is a new opportunity for school leaders to engage their school community and improve their communication skills by maximizing the use of video. Learn free/inexpensive methods and practice your PR skills to show your school's personality and mission.

Andy Jacks

8:00 AM - 9:30  
AM

**Kernels Of Practice For Social Emotional  
Learning: Low-Cost, Low-Burden Strategies**

The field of social and emotional learning (SEL) is rapidly expanding as educators bring a sharper focus to helping children build skills beyond academic knowledge. This enlightening session with Harvard Graduate School of Education Professor Stephanie Jones will explore low-cost, targeted strategies that can be implemented quickly and have the potential to build students' SEL skills in a cohesive and complementary way across settings.

Stephanie Jones

8:00 AM - 9:30  
AM

**Managing Conflict With Clarity, Confidence,  
And Courage**

As administrators, coaches or colleagues, we often come up against situations where difficult topics must be addressed. What do we know about the best strategies for those moments? What questions should we be asking ourselves before we speak, and what environments are best for when we do speak? Based on Jennifer's book, *Having Hard Conversations*, and her work with conflict and interpersonal communication, this session will provide participants with action plans and scripting tools for having those necessary hard conversations.

Jennifer Abrams

8:00 AM - 9:30  
AM

**Resilience Can Be Taught: 4 Keys To  
Unleashing Resilience**

Learn about vital skills of resilience and 3 keys to creating a resilient climate. This engaging presentation will empower you to deliver these skills to students of any background and learning style, enabling them to thrive in school and life.

Christian Moore

8:00 AM - 9:30

**Restorative Practices--Learn from Principals**

AM

**Who Have Practiced RP Daily With Amazing Results!**

Participants will practice community building circles and observe a restorative conference. You will leave with the basic philosophy, tools and knowledge to use circles and conferences in your school. Restorative Practices are key to transforming school culture and climate.

Jennifer Kirksey

8:00 AM - 9:30 AM

**Slay Reading Logs, Champion Literacy, And Booktalk like a Wizard**

Step away from that reading log...and help staff step away too! Collect examples of innovative literacy practices and see strategies to champion a culture of literacy. Participants will walk away with a literacy toolkit too!

Brad Gustafson

8:00 AM - 9:30 AM

**STEAM Innovation Inspired By Biomimicry**

Nature's engineering feats and elegant designs provide cross-curricular, standards-based projects that engage learners in real-world challenges. Biomimicry, the field of science that imitates nature's time-tested solutions, helps students gather disparate concepts and translate them into actionable ideas.

Cheri Sterman,  
Nancy Horvat

8:00 AM - 9:30 AM

**The DCR Of Effective Leadership: Data, Curriculum, And Relationships**

Wondering how leaders become effective and achieve school-wide academic success? During this session, Principal Record from Pocomoke Middle will highlight the importance of making Data driven decisions, ensuring a rigorous Curriculum, and building Relationships. Three key components for effective leadership.

Matthew Record

8:00 AM - 9:30 AM

**Trauma Informed School Leadership**

The impact of trauma and chronic stress on students is at an all-time alarming rate. Participants will learn how to lead through a Trauma Informed Leadership model that equips, empowers, and inspires students to thrive in school.

Bill Ziegler

9:30 AM - 10:00 **Exhibit Hall Break (Vendor Learning Lab)**

AM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
9:30 AM - 10:00 AM	<b>Snapshot Session - Reflections and Networking</b>
10:00 AM - 11:30 AM	<b>Opening Keynote Session Razia Jan Hall B</b> <b>Global Education: Alike Yet Different</b> Razia's Ray of Hope Foundation is a nonprofit organization that empowers young women and girls in Afghanistan through community-based education in the district of Deh'Subz. Founded on the knowledge that education is key to positive, peaceful change for current and future generations, they provide young Afghans the opportunity to learn and grow in a safe, nurturing environment, so that they may work toward brighter futures — in their own villages and beyond. Razia's Ray of Hope Foundation would not exist without the spirit, vision, and tireless efforts of founder and president Razia Jan. Razia has worked for many years to forge connections between Afghans and Americans. Her humanitarian efforts are honored in First Lady Laura Bush's 2016 book We Are Afghan Women.
11:30 AM - 1:00 PM	<b>Lunch on Your Own</b>
11:45 AM - 12:45 PM	<b>The Exchange Exhibit Hall</b>

1:00 PM - 2:00 PM	<b>A Commitment To Excellence: Cultivating Engagement in Your School</b> Educators are under constant pressure to meet a variety of needs, engage families, and foster collaboration, while doing everything necessary to make a difference in the lives of students. If leaders aren't conscious, staff burnout is inevitable.  <u>Daniel Butler</u>
1:00 PM - 2:00 PM	<b>Are Your Students Emotionally Safe? - How to Eradicate Bullying At Its Root</b> Discover how to eradicate the root causes behind the toughest issues facing our students by transforming your school into an emotionally safe campus! Participants receive instant access to the ESE Grant training and resources for emotional safety education.  <u>Deanna Rhinehart</u>

- 1:00 PM - 2:00 PM  
**Building A Future Ready School By Fostering Creativity And Critical Thinking**  
Audience will embark on our school's inspiring journey of "Dream, Explore, Design, Create" to build a future ready school via exploration and innovation through shared vision, collective decision-making, and empowering teachers to create a student-centered learning aligned to academic standards.  
Neera Kohli
- 1:00 PM - 2:00 PM  
**Developing Campus Culture? Simple Ways To Build Positive Culture And Foster Parent Engagement**  
Future and current administrators will gain insight into creating a genuinely positive school culture--a culture of kindness and care. Participants will leave the session with ideas and tools they can implement upon returning to their campus.  
William Rhodes,  
Lindsay O'Leary.
- 1:00 PM - 2:00 PM  
**Hiring For A High Achieving Climate And Culture**  
The teachers you hire reflect on you, your students and your district. Noone wants to hire a mediocre teacher, how can you tell what you're getting through the interview process? How do you discern who will be good from great?  
Mary Smith
- 1:00 PM - 2:00 PM  
**Human Literacy: Navigating Social And Emotional Issues With A Coaching Mindset**  
Navigating life's challenges and working with others are within the social and emotional domains. Building human literacy skills includes developing self-awareness and understanding others. Participants will receive unique coaching protocols that help students and faculty improve interactions with others.  
Cheri Sterman,  
Nancy Horvat
- 1:00 PM - 2:00 PM  
**It's Lonely At The Top...But It Doesn't Have To Be!**  
The job of a Principal can be difficult and lonely. However, principals have the best resources for success within their school community. Utilizing teacher leaders through collaboration to assist in making crucial decisions can help in expanding your vision.  
Maria Bridwell

1:00 PM - 2:00  
PM

### **Leading a School Into a Comprehensive, Integrated Three-Tiered Model of Prevention (Ci3T)**

Dr. Kiser and Mrs. Tate will share experiences in developing and implementing a positive behavior support model. A description of helping teachers, parents, students, and stakeholders buy-in to their motto "Be the Best Me I Can Be!" will be discussed.

Matt Kiser,  
Laura Tate

1:00 PM - 2:00  
PM

### **National Panel For Aspiring Authors**

Have you ever dreamed of writing a book? Are you interested in learning more about the publishing process? The National Panel for Aspiring Authors is your chance to ask questions of principals and school leaders who are also published authors.

Brad Gustafson,  
Allyson Apsey,  
Derek McCoy,  
Bill Ziegler,  
Kaylen Tucker

1:00 PM - 2:00  
PM

### **Say Goodbye To Tokens And Tickets And Hello To PBIS Rewards**

Tired of printing your campus currency? Confused by the tickets in one classroom and tokens in another? Frustrated by how hard it is to keep up with "all the PBIS things"? We were too, but not any more!

Matt Arend,  
Carrie Tracy

1:00 PM - 2:00  
PM

### **School Improvement & Deep Impact: Voices Amidst Changing Demographics**

To address demographically changing schools, researchers implemented preliminary support training and development targeting specific school indicators and identifying areas of growth for school stakeholders to become more inclusive leaders. Using an ESSA aligned approaches, stakeholders improve schools towards school inclusion.

Jose Luevanos,  
Elisabeth Luevanos,  
Jean Madsen

1:00 PM - 2:00  
PM

### **Secondary Victims Of Opioid Addiction: Schools Help Through Social-emotional Learning**

Opioid addictions don't care who or why. Many addicts have school-age children, so what's a school to do for students worrying constantly about their caregivers? Social-emotional learning gives students strategies to cope and techniques for getting ready to learn.

Carla Tantillo Philibert,  
Brian Hastings

1:00 PM - 2:00  
PM

**STEM Play Experiences With Early Childhood Learners**

Learn about the process of integrating STEM Play time in Preschool. Using a basic engineering design model and design thinking structure, students develop skills while exploring real-world problems. Come experience STEM play yourself!

Joseph Stanzione,  
Veronica Morales

1:00 PM - 2:00  
PM

**The Empowered Principal: The School Leader's Alternative To Career Burnout**

Feeling overwhelmed, exhausted, and intimidated in your new role? You aren't alone. School leaders have high demands placed on them daily. Join me in exploring how to take control and make decisions from a place of empowerment and clarity.

Angela Robeck

1:00 PM - 2:00  
PM

**The Four Dimensions Of Principal Leadership**

This session will introduce participants to the Dr. Reginald Green's Four Dimensions of Principal Leadership. The four dimensions are a combination of leadership theory and research-based best practice. Together, the dimensions offer school leaders practical advice for leading their school.

Ethan Randall

1:00 PM - 2:00  
PM

**The Principals Tool-Kit For Improving School And Classroom Discipline**

The purpose of this session is to give principals a tool-kit of strategies for classroom management and school-wide management including: practicing proactive strategies, teach tools, diffusers, classroom design, student-teacher relationships, start-up & shut-down requests, and how to refocus.

Bill Truesdale

2:00 PM - 2:30 **Exhibit Hall Break (Vendor Learning Lab)**

PM	<b>Spotlight)</b> Vendor Learning Lab Spotlight
2:00 PM - 2:30 PM	<b>Snapshot Session/Reflections and Networking</b>
2:30 PM - 4:30 PM	<b>Innovation Rotation</b>

2:30 PM - 3:30 PM	<p><b>10 Successful Strategies For Newcomer Students</b></p> <p>"We will share ten successful strategies to support the successful transition for newcomer immigrant English Language Learners that impact their adjustment to a new country. A welcoming school provides stability that impacts the success for students, families, and communities overall."</p> <p style="text-align: center;"><u>Victor Tam,</u> <u>Carla Llewelyn-Vasquez</u></p>
2:30 PM - 3:30 PM	<p><b>10 Ways Every Educator Can Be The One For Kids</b></p> <p>"This keynote takes the audience on a journey through education, by hearing engaging stories about my journey, the impact we all have, and how we can all unleash our power to change the lives of our students. "</p> <p style="text-align: center;"><u>Ryan Sheehy</u></p>
2:30 PM - 3:30 PM	<p><b>Creating a School-wide Writing Program: Four Key Elements</b></p> <p>Most schools have a unified approach to reading, but writing is often a close-the-door-and-do-your-own-thing instructional model with many teachers assigning writing more often than teaching it. Learn four essential elements that must be part of any successful school-wide writing program.</p> <p style="text-align: center;"><u>Alice Greiner</u></p>
2:30 PM - 3:30 PM	<p><b>Developing Self-Regulation And Empathy As Crucial PK To Grade 3 Early Childhood Learning Outcomes</b></p> <p>The intense focus on academic testing outcomes has led many schools to give much less attention to the development of self-regulation, empathy, and social-emotional intelligence, even though these are high-value predictors of success in learning and in life.</p> <p style="text-align: center;"><u>Bob Sornson</u></p>
2:30 PM - 3:30 PM	<b>Even Broken Crayons Still Color - School-wide</b>

PM

### **SEL Strategies That Changed A Building's Culture.**

Participants will learn about trauma informed practices such as PBIS, Conscious Discipline, Yoga/Mindfulness, and celebrations. Participants will learn strategies to maximize student learning and belonging at school, and reduce disciplinary referrals, as well as strategies to increase student attendance rates.

Amy Mason

2:30 PM - 3:30

PM

### **From ACES Low To ACES High**

Students are coming to us with a greater number and intensity of at-risk challenges, including poverty and trauma's Adverse Childhood Experiences. Principals will learn how to harness relationships to overcome these challenges and better support student development and achievement.

Jason Anderson,

Crystal Magers

2:30 PM - 3:30

PM

### **Leading For Literacy: How Strong Principals Can Make A Difference**

This session will introduce the Center on Improving Literacy Through Supporting Elementary School Leaders, newly funded by the U.S. Office of Special Education Programs. The mission of this center is to improve student literacy through building capacity of instructional leaders.

Allison Gandhi,

Sarah Arden

2:30 PM - 3:30

PM

### **Manage To Your Advantage: Approaching School Management Through The Lens Of Threat Assessment**

Participants will focus on applying the process of effective threat and risk assessment to their everyday roles as school-based administrators, starting with the principle that no one person or place sufficiently answers all questions or solves all dilemmas.

Lori Brown

2:30 PM - 3:30

PM

### **Multi-Tiered Systems Of Support (MTSS) For Young Children: Driving Change In Early Education**

"Multi-Tiered Systems of Support (MTSS) for young children is a system-wide framework for delivering effective educational services, matched to learners' needs, resulting in achievement of essential outcomes. Learn how this framework can work in your Pre-K / ECE setting! "

Robin Miller Young2:30 PM - 3:30  
PM**Personalizing Professional Development**

This session shares personalized learning practices used when planning professional learning . We will share how our district provides voice, choice, and path for teachers to grow in meaningful ways that impact student learning and achievement, and teacher compensation.

Sue Sterner,Jeremy Monday,Christopher Otto2:30 PM - 3:30  
PM**STEM Identity And Technology Fluency - An Approach For Any Teacher And Every Student**

Educators will learn how to help students develop 'STEM Identity' and 'Technology Fluency,' while going hands-on with innovative learning media and lesson content. Participants will develop their own Technology Fluency, and practice computational-thinking in a robotic design challenge!

David Emery2:30 PM - 3:30  
PM**The One Thing**

In City Slickers, the wanna-be cowboy gets advice about success from the experienced old cowhand, "Find your one thing." The same is true with campus administrators: find the one thing that gets the most growth from the most students.

Vanessa Stuart2:30 PM - 3:30  
PM**Time Management For School Leaders: Total Control & Peace Of Mind**

This session provides a total system for organizing your surroundings and effectively managing your time. Time management is an essential, yet often missing, skill in the development of classroom teachers and school administrators.

Frank Buck3:45 PM - 4:45  
PM**Be A Champion For Equity- Build A Trauma Sensitive Environment For All Students!**

Imagine a school building where every child feels safe and an environment where all students can thrive. Students bring their trauma into school everyday. It is our job as educators to create an environment where all students can be successful!

Aaron Carmichael,Malinda Mikesell

3:45 PM - 4:45

**Building Quality Relationships With Students,**

PM

**Teachers, And Families**

Join Mathew Moyer as he reviews a variety of ways you can work to build quality relationships with your school community. We will look at the strategies you can implement that will build meaningful relationships that lead to improvements for your school.

Matthew Moyer

3:45 PM - 4:45 PM

**Coordinated Services: How One District Intentionally Plans For ESL, SPED, & RTI In One Day**

Have you ever heard the phrase, "SPED trumps ESL?" Coordination of ESL, RTI, & SPED services is essential when educating students who qualify for a variety of supports. Examples of collaboration & forms will be shared on how to ensure equity in services.

Debra Frantz,  
Joris Ray

3:45 PM - 4:45 PM

**Durable Student Outcomes: Do It By Keeping Things Local and Committing to Being Helpful**

Localism matters when it comes to lasting outcomes. This session changes the standard paradigm of reform by examining what it means to own results locally, leverage outside expertise sparingly, and shift from monitoring and accountability to being helpful.

Gillian Williams,  
Mildred Toliver

3:45 PM - 4:45 PM

**Effective Universal Instruction: Improving Your Results Now**

Strong, effective universal instruction is essential for high achievement. Schools cannot intervene their way to achievement for all students. This session will support schools to examine and improve universal instruction through collective educator collaboration.

Sarah Brown,  
Kimberly Gibbons

3:45 PM - 4:45 PM

**High-Leverage Leadership: 3 Strategies To Develop The Next Generation Of Leaders**

Human connection matters. Positive culture formed with school personnel lays the foundation for optimal performance. Participants will learn simple, high-leverage routines to grow leadership capacity, improve public relations, while fostering positive relationships within the school environment.

Daniel Butler,  
Benjamin Gilpin

3:45 PM - 4:45  
PM

**Let Go And Lead! Supporting Teachers And Students In The Role Of Instructional Leader.**

This session will focus on processes and strategies for building leadership skills in teachers and students. Session participants will engage in collaborative activities and discussions designed to help them leverage teacher and student leaders to affect change.

Fran Dundore,  
Margaret Bobbitt

3:45 PM - 4:45  
PM

**Literacy Zero To Literacy Hero**

One year ago these two literacy “zeroes” were faced with the daunting reality that literacy was missing from their leadership. Come discover the steps they took to harness their inner superhero moving from a Literacy Zero to Literacy Hero.

Matt Arend,  
Todd Schmidt

3:45 PM - 4:45  
PM

**Mastering Parental Involvement – Keeping Kids And Parents Involved In The School**

Strategies for communicating successfully with all parents including the unfocused, hostile, unresponsive, helicopter, and enabling kind. Help parents work with you, not against you through assertive communication and defined conferencing skills. The Home/School Plan results in more focused, successful students and parents.

Bert Simmons

3:45 PM - 4:45  
PM

**PSEL/NELP Standards**

TBD

Jacquelyn Wilson

3:45 PM - 4:45  
PM

**School Culture - A Guide to Thrive**

Thinking teachers lead to thinking students. The first step to developing agency and independence in students is to develop agency and independence in teachers. This session will help you simplify so you can focus on the essential ingredients for success.

Derek Thompson

3:45 PM - 4:45  
PM

**Supporting Our Transgender And Gender Non-Conforming Youth By Creating Inclusive Schools**

75% of Transgender and Gender Non-Conforming youth feel unsafe at school. School leaders have

the power to change this statistic. This session will provide training and tools for leaders committed to creating inclusive schools for all students.

Vanessa Ford

3:45 PM - 4:45  
PM

**The NAESP Pre-K-3 Leadership Academy™ -  
Creating More Effective Early Learning  
Leaders!**

Are you interested in becoming an effective Pre-K-3 Leader? Join this session to learn how the NAESP Pre-K-3 Leadership Academy™ has trained principals and directors in two states to become more effective in applying the six competencies outlined in NAESP's publication: "Leading Pre-K-3 Learning Communities: Competencies for Effective Principal Practice." This program provides a unique blended learning experience designed to enhance a principal's knowledge and skills for becoming an effective Pre-K-3 school leader.

Honor Fede

3:45 PM - 4:45  
PM

**Using Technology To Enhance Climate, Virtual  
Meetings, & Stay Connected With Students &  
Families**

This session will give a brief introduction on how to utilize technology that will allow administrators to improve school culture and climate, virtually meet with their faculty while delineating pertinent information, and keep connected with students and their families.

Martina Carroll

5:00 PM - 6:00  
PM

**Opening Reception**

Thursday, July 11, 2019

7:00 AM - 8:30  
AM

**Continental Breakfast  
Exhibit Hall**

Vendor Learning Lab/Spotlight

7:00 AM - 5:00  
PM

**Exhibit Hall Open**

7:00 AM - 5:00  
PM

**Registration**

8:30 AM - 10:00 **#LeadPositive: Education Leadership Vision**

AM

**Turned Into Positive Action**

A career in education is not easy but can be exhilarating and fulfilling when you find positivity. The goal of this session is to support others (beginning and experienced leaders alike) to lead positively through a series of 12 actions.

Shanna Spickard

8:30 AM - 10:00 AM

**Breathe For Change: Mindful Leadership to Embody Social Change for Equity**

In this experiential Breathe For Change workshop, educational leaders will learn to enhance individual and collective well-being at the school level through integrating wellness and social-emotional learning practices in a trauma-informed, inclusive and culturally relevant way.

Tui Roper,  
Ilana Nankin

8:30 AM - 10:00 AM

**Is My School A Better School BECAUSE I Lead It?**

Principals will be challenged to examine their own leadership identity, presence, impact, mission, purpose, vision and value as the leaders of their schools and whether their leadership practices enable learners to have optimal learning opportunities in equitable, culturally-responsive learning environments.

Baruti Kafele

8:30 AM - 10:00 AM

**It's Time For A Disrupt Admin Session!**

We are working to disrupt administration! A different type of session where ten different principals each share one of their favorite ways to think outside of the box. It's a fast paced presentation packed with lots of great ideas!

Matt Arend,  
Liz Garden,  
Andy Jacks,  
Kelley Begley-McCall,  
Jessica Gomez,  
Cathryn Jacobs,  
Todd Schmidt,  
Lindsay Stumpfenhorst,  
Julie Vincentsen,  
Claire Giardino

8:30 AM - 10:00 AM

**Leading The Whole Teacher**

When asked, teachers often identify that education is their profession AND their hobby. If not nurtured, this can lead to burnout. Leaders who support the

whole teacher help teachers perform their best and feel their best.

Allyson Apsey

8:30 AM - 10:00 **Leaping Over Poverty**

AM

Cognitive stressors and delays, emotional and social challenges, acute chronic stressors, as well as health and safety issues are the main risk factors associated with poverty. Targeting these factors assist students who live in poverty to engage in school productively.

Daniele Snider

8:30 AM - 10:00 **My 10 Favorite Gmail Tricks And Other Productivity Hacks**

AM

While Gmail is a popular tool for principals, most don't know about these 10 features that make a world of difference. Use one or all 10. Regardless, tomorrow, you will attack your email with a smile.

Frank Buck

8:30 AM - 10:00 **Principals: You Are The Leader Of Learning**

AM

School principals are "invaluable multipliers of teaching and learning in the nation's schools," according to this report by political scientist Paul Manna. As a school's "leader of learning" for both the students and adults, principals create the conditions that enable effective teaching and learning and happen at scale. This session will explore the specific behaviors principals can exhibit to strengthen educator practice and results for students through standards-based professional learning.

Frederick Brown

8:30 AM - 10:00 **Social And Emotional Learning: Not Just for Students**

AM

This workshop draws on the five Social/Emotional competencies as identified by CASEL, and focuses on inspiring educators to become practitioners of those competencies as a means to create trusting and nurturing environments where students thrive in school and life.

Greg Sommers

8:30 AM - 10:00 **Stop Suspending Students!**

AM

Suspensions and exclusionary practices cannot be part of our discipline strategy for students. Learn ways to be a zero suspension school while maintaining support to teachers and keeping your families highly satisfied.

Andy Jacks

8:30 AM - 10:00 AM **You Think You Have Tough Kids? Turn That Behavior Around**

Empower teachers with an effective school-wide plan that motivates defiant, non-compliant students, stops teacher/student negative confrontations, office referrals and suspensions. Become skilled at knowing what to do with a bully and how to use dispute resolution to minimize overt behavior.

Bert Simmons

9:30 AM - 10:00 AM **Exhibit Hall Break**

Vendor Learning Lab/Spotlight

9:30 AM - 10:00 AM **Snapshot Session/Reflections and Networking**

10:00 AM - 10:30 AM **Snapshot Session/Reflections and Networking**

10:30 AM - 11:30 AM **Building Capacity For Technology Integration & Innovation Through Professional Learning Cohorts**

In this session we'll share practices rooted in adult SEL, professional interests, and cohort models that have been leveraged to build teacher capacity in the areas of pedagogy, teacher leadership, and authentic, purposeful integration of technology and innovation.

Stephanie Sandifer,  
Amy Houser,  
Krystal Weiss

10:30 AM - 11:30 AM **Classroom Management That Works: The Missing Ingredient!**

The Classroom Management Plan described in this session provides a systematic framework for a student's day-to-day behavior, a hierarchy of discipline responsibilities/consequences, and proven and tested positive reinforcement resulting in greater academic success for all students.

Bert Simmons

10:30 AM - 11:30 AM **Creating Innovative Professional Learning To Empower Teachers In Their Own Growth**

Say goodbye to the traditional one size fits all, sit and get professional development! During this session we will share various ways we have structured innovative professional learning

opportunities for our staff focused on individual interest and professional strengths.

Matthew Johnson,  
Griffin Gervais,  
Kristin Rhodes

10:30 AM -  
11:30 AM

**Demystifying The 'How' Of Improving Student Behavior & School Safety Using SEB MTSS**

Participants will actively engage in exercises through a “how to” skills session to conceptualize how a social-emotional-behavioral (SEB) MTSS framework can work at their schools including the necessary components, processes, and professional roles of a tiered SEB MTSS.

Katherine Dockweiler,  
Alison Clark,  
Lindsay Diamond

10:30 AM -  
11:30 AM

**Developing A Culturally Inclusive Organization With Equity In Mind**

Public schools are becoming more diverse across the nation. In this ever-changing environment, our students must be prepared to interact with people who look, speak, and believe differently. It is the educators responsibility to embrace the diversity of the students.

Tia James,  
Latoya Jeems

10:30 AM -  
11:30 AM

**GENERATION EVERYONE! The Roles We Play In InterGenerational Family Engagement And Why It Matters**

A survey of 2000+ superintendents found only 6% feel they have a firm understanding on how to motivate their multigenerational staff, teachers, and parents. Learn how to increase teacher retention and family engagement by mastering Intergenerational Family Engagement.

Dillon Kalkhurst

10:30 AM -  
11:30 AM

**Leading With The Ethic Of Care**

Leading with the Ethic of Care session will focus on the dynamics of developing a school community that uses empathy and design thinking to forge a positive connection with the stakeholders at an elementary school.

Gerald Paterson

10:30 AM -  
11:30 AM

**Managing the Teacher Hiring Process: 10 Important Steps**

To hire effective teachers, an administrator needs a process that assures that candidates have the

experience and expertise to do the job. Using behavior-based interviewing, (BBI) and the steps taught in this session, teacher hiring will become highly successful.

Mary Clement

10:30 AM -  
11:30 AM

**Overcoming The Unspoken: Successful Leadership In A Culture Of Silence**

Participants will experience how the use of technology can improve climate and culture by making the invisible visible through on-going feedback relative to key levers of school improvement.

Philip Hammonds

10:30 AM -  
11:30 AM

**Pivotal Elementary School Principal's Role To Lead Transformational Change & Build School Culture**

Elementary principals serve a pivotal role in bringing about transformational change and building school culture. Five key themes provide insight into the role of elementary principals and the associated skills, knowledge, and behaviors that they must employ.

Tamera Jones

10:30 AM -  
11:30 AM

**Strategies, Practices, And Procedures That Reduce Inappropriate Office Referrals**

Frustrated with an office full of student behavioral referrals? This session will help you refocus on teaching adults your expectations and norms of behavior while supporting their management of students. With clear school structures, procedures, and practices, school culture improves.

Paul Young

10:30 AM -  
11:30 AM

**Student Achievement Starts With Teacher Empowerment: Is It Really That Simple?**

Join us as we share tools and creative innovations that empower teacher leaders to reflect on best practices and work as change-agents. Leave ready to lead your organization towards engaged students, higher levels of collaborative instruction and increased student achievement.

Sarah Von Esh,  
Tracey Smith

10:30 AM -  
11:30 AM

**The Hip-Hop Principalship: The Rhyme And Reason Of New School Leadership**

This session provides a guideline for connecting with a new school community with a five-pronged doctrine for shaping school culture and relating to

the school community in authentic ways.  
Leadership is presented as a force for social change and empowerment.

Andre Mountain

10:30 AM -  
11:30 AM

**Transforming School Culture: How To Overcome Staff Division**

Explore the root causes of staff resistance to change and leave with concrete strategies that will improve school culture, address staff cohesion, maximize human potential, and lay the foundation for a powerful learning environment.

Malik Muhammad

10:30 AM -  
11:30 AM

**You Are What You Read: Leading A Culture Of Literacy**

We all know that literacy is important - it's the cornerstone of society. Yet, how much instructional leadership capacity do we use to model, coach, and facilitate the idea of literacy for all students at all levels? Re-imagine your literacy leadership now!

Adam Drummond

11:30 AM - 1:00 PM **Lunch on Your Own**

11:45 AM - 12:45 PM **The Exchange Exhibit Hall**

1:00 PM - 2:30 PM **Keynote Session - Michael Fullan Hall B**

2:30 PM - 3:00 PM **Snapshot Session/Reflections and Networking**

3:00 PM - 4:00 PM **#PrincipalsInAction - Get Out Of Your Office And Connect With Others!**

Principals In Action are leaders who believe in getting out of their office and connecting with others. Through Twitter and Voxer, Principals In Action are connected to share ideas, challenge each other, offer support, and lean on during tough times.

Mark French,  
Jay Posick,  
Ryan Sheehy.

3:00 PM - 4:00 PM **90 90 90 - The Next Generation Of High Performing High Poverty Schools**

Dr. Douglas Reeves will share insights from the new research on 90 90 90 schools. Dr. Reeves will address the important new insights that address the challenges of leading schools serving students from low income families.

Douglas Reeves

3:00 PM - 4:00 PM **Academic And Behavior Systems Of Support**

This session will look at everything between assessments to implementation of effective behavioral and academic systems of support. Participants will walk away with hands-on resources for academic and behavior interventions, with a focus on meeting the most challenging students.

Micah Gearhart

3:00 PM - 4:00 PM **American Overseas Schools**

Learn more about the role of American Overseas Schools. Literature and materials, including fact sheets, school directories, and recruitment information will be distributed. Employment opportunities and school-to-school partnerships will be discussed. Gain an understanding of opportunities available to stateside principals.

Thomas Shearer,  
Brent Mutsch

3:00 PM - 4:00 PM **Get Dirty; Creating A Positive Culture Through Involvement**

Principals will gain new ideas and resources on continuing to build rapport with your students, staff, and families while still creating an environment accepting of change and growth.

Lindsay Stumpenhorst3:00 PM - 4:00  
PM**Hacking Social-Emotional Learning: One School's Journey To Make SEL A Year-Long Priority**

Creating a multifaceted social-emotional learning program that is both ongoing and engaging to students of all ages can be a daunting task for any school leader. Come discover the ideas/strategies one school site implemented to make SEL a priority.

Todd Schmidt3:00 PM - 4:00  
PM**Instructional Practices For Cultivating Multi-Dimensional Wellness & Mental Health In Our Classrooms**

Instructional practices for integrating researched-based strategies including mindfulness, movement, breath and social emotional learning into our classrooms, schools and communities. Our Professional Development and Instructional Practices were successfully piloted with the Port Jefferson Middle School in the Fall of 2017.

Diane MacDonald3:00 PM - 4:00  
PM**Leading The Charge For Cultural Competency In Schools**

This session will focus on the changing role of the principal from building manager to culturally competent leader.

Beverly Johnson-Green3:00 PM - 4:00  
PM**Moving From Data Rich To Information Rich: Leveraging Data To Make Meaningful Change**

If we believe all data is of equal importance, we cannot utilize any data to drive meaningful change. This session will help administrators to identify specific data points to develop more information rich data analysis and drive change.

Joe Mullikin3:00 PM - 4:00  
PM**Pathway To Community Engagement**

Effective community engagement is not a one-time program but rather a set of day-to-day practices and interactions that support learning. Schools and communities need to work together to promote engagement that is systemic, sustained and integrated into school improvement efforts.

Penelope Miller-Smith

3:00 PM - 4:00

**Poking The Bear: Creating Trauma Sensitive Environments**

PM	In this session, participants will gain an understanding of how trauma affects the brain, hinders learning, motivation, and success of impacted students in the classrooms.  <u>LaRon Martin</u>
3:00 PM - 4:00 PM	<b>Positive School Branding: How To Do It Effectively And Efficiently</b> Participants will learn about the power of positivity and leave with ideas to take back and implement to get all stakeholders on board. There is no better public relations campaign than one that promotes a positive learning environment for all.  <u>Shanna Spickard</u>
3:00 PM - 4:00 PM	<b>Promoting Self-Directed Learning During Intervention/Extension Blocks Through Electronic Portfolios</b> In this session you will learn how to use technology and online tools that are student-centered when considering implementing digital portfolios in your school to develop self-directed learning.  <u>Carrie Huber</u>
3:00 PM - 4:00 PM	<b>Uncommon Leadership: Live Well, Lead Strong</b> Our world needs Uncommon Leaders---those who live intentionally and demonstrate courage that shines in everything they do. We'll examine "living well": reflecting on our guiding principles, and "leading strong": acting with compassion and integrity that flows from our principled foundation.  <u>Debbie McFalone</u>
3:00 PM - 4:00 PM	<b>Wanted: The Instructional Change Agent</b> Now seeking: instructional leader. This role is often in conflict with other non-instructional duties. Imagine how your role could re-emerge as the instructional change agent to increase our leadership capacity through culture, instructional planning, learner engagement, and community advocacy.  <u>Adam Drummond</u>

Friday, July 12, 2019

7:00 AM - 12:30 **Exhibit Hall Open**

PM

7:00 AM - 11:00 **Registration**

AM

7:30 AM - 8:30 **Overseas School Breakfast (Invitation Only)**

AM

7:30 AM - 9:30 **State Representatives Membership Meeting**

AM

8:00 AM - 9:30 **Federal Relations Network Meeting**

AM

8:00 AM - 9:30 **State Editors Meeting**

AM

8:00 AM - 9:30 **4 Steps To Successful Time Management For Administrators**

AM

This session features a 4 step process to assist school leaders/administrators collect and analyze data to understand how they are prioritizing their professional time. A case study of districts that have utilized the research-based process and protocols will be shared.

Jobi Lawrence,  
Gerald Hudson

8:00 AM - 9:30 **Addressing The Poverty Mindset**

AM

Schools that serve low-income communities face similar and pervasive issues that are actually a result of the Poverty Mindset. This workshop clarifies misconceptions about poverty, why it exists, how it secretly impacts our schools, and how to change it...permanently!

Hotep Na

8:00 AM - 9:30 **Administrative Strategies For Reducing Office Referrals And Suspensions While Engaging Students**

AM

This Administrative System addresses both mischievous and severe behavior. Learn to use the Discipline, Shelter, Tardy, Truancy and Academic Behavior Cards and Crisis Intervention Unit to successfully reduce office referrals, suspensions and expulsions keeping students in school with on-task learning.

Bert Simmons

8:00 AM - 9:30 **Finding Your Own Path To Serendipity**

AM

This presentation is about embracing all experiences and allowing them to make us better. It's about looking at every experience as treasures —moments that bring us more pain than we

thought possible, more joy than we deserve, and everything in between.

Allyson Apsey

8:00 AM - 9:30  
AM

**Fundamental 5: The Formula For Quality Instruction**

"Great teachers don't teach dramatically different than their peers, they teach slightly different. These slight changes in delivery dramatically improve student performance. Best-selling authors, Cain and Laird, share the secrets of great teachers and how to follow their example."

Sean Cain,  
Michael Laird

8:00 AM - 9:30  
AM

**Learn How To Be An NAESP National Principal Mentor**

The NAESP National Mentor Training and Certification Program™ exhibits a model in which principals can learn to become better leaders from qualified mentors. Join our session which will fully examine the significance of the National Mentor Training and Certification Program™. Our program offers a highly structured professional development program designed to create a cadre of mentors whose expertise is channeled to support school leaders. The training program integrates research-based best practices with participants' knowledge and experiences. The program can be customized according to a school district's specific needs.

Aaran Lurry

8:00 AM - 9:30  
AM

**Practical Strategies & Tools to Create An Active School Environment for Improved Student Outcomes**

Physical movement and learning are essential aspects of the total educational experience for all students. Physical education and physical activity are a component of the Whole School, Whole Community, Whole Child (WSCC) model and can be delivered through a comprehensive school physical activity program (CSPAP) that provides opportunities for students to be physically active before, during, and after school. Come learn about practical, evidence-based CSPAP resources developed by the Centers for Disease Control and Prevention (CDC), Active Schools, and other organizations to help schools implement strategies to increase students' physical activity and improve their academic achievement.

Charlene Burgeson

**Principals Leading Learning: Maximizing The**

8:00 AM - 9:30 AM	<p><b>Impact Of Professional Development</b></p> <p>Leaders must invest in professional development that directly impacts instructional practices. Learn key components of effective PD and practical, research-based and job-embedded practices. Leaders will not only understand the research, but they can take back proven ways to support teachers.</p> <p style="text-align: center;"><u>Shanna Spickard</u></p>
8:00 AM - 9:30 AM	<p><b>RETHINKing Literacy LEADership: LEADing Systems To Increase Student LEARNING</b></p> <p>Meeting the literacy needs of all students is a critical responsibility of school leaders and requires effective systems that impact learning throughout schools. Participants' will deepen their understanding of research-based practices, analyze processes and apply tools to ensure consistent implementation.</p> <p style="text-align: center;"><u>Molly Funk,</u> <u>Melissa Usiak</u></p>
8:00 AM - 9:30 AM	<p><b>SEL In Your School Made Easy</b></p> <p>We know that social-emotional learning is important to our students' development, but how do we teach it effectively? This session will explain how to effectively infuse SEL into your classrooms and identify available resources.</p> <p style="text-align: center;"><u>Erin Capone</u></p>
8:00 AM - 9:30 AM	<p><b>The New Teacher Pipeline: What You Can Do To Keep Quality Applicants Coming Your Way</b></p> <p>Does your school have an adequate supply of new teachers and substitutes? Learn what principals can do to influence the recruitment, preparation, and the mindset of aspiring teachers and support your new hires to assure they survive and thrive.</p> <p style="text-align: center;"><u>Paul Young</u></p>

8:30 AM - 9:30 AM	<p><b>State Representatives Nominating Committee Meeting</b></p>
10:00 AM - 11:30 AM	<p><b>Closing Keynote Session Kwame Alexander Hall B</b></p> <p><b>Be Constructive With Your Blues: Seven Life Lessons Learned From Inspiring Teachers and Principals</b> Along his thirty-year writerly journey, Kwame Alexander received hundreds of rejections. But, he never let other people's NOs define him. And, it paid off in 2015 when he won the coveted Newbery Medal. In this lively and engaging session, Kwame will share important life</p>

lessons he learned from educators that have helped lead to his success, how saying yes transformed his career and life, and how it paved the way to getting people of all ages excited about literacy and language. Participants will leave this session energized to turn negatives into positives and powerfully impact the students and adults they serve.

1:00 PM - 2:00 PM **Webinar Wednesday Live**

**Out of State Travel Request**

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[School employee requesting trip.](#)

*Full Name* Jamieson Tate  
*Date of Request* 04/30/2019  
*Name of Organization, Grade* Yukon High School Student Council  
*Departure Date of Trip* 06/21/2019  
*Return Date of Trip* 04/28/2019  
*Departure Time* 6:30AM  
*Departure Location* Will Rogers Airport  
*Number of Days* 8

*Means of Transportation*

- Airline
- School Vehicle
- Private Vehicle

*Number of Students Participating* 0  
*Number of Parents/Guardians Attending* 0  
*Age of Students* 0

*Place, Purpose, and Nature of the Trip*

NASC National Student Council Convention; Pittsburgh, PA; Representing the OASC Board at the National Convention

[If booster club is paying an amount is required. If activity fund is being used, a PO number and amount is required.](#)

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**Cost Analysis**

*Registration Costs /PO Number:* paid for by OASC

*Lodging Cost/PO Number:* paid for by OASC

[Airfare or Personal or District Vehicle](#)

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*Transportation Costs/PO Number:* paid for by OASC

*Per diem (meals, taxi/uber, parking):* paid for by OASC

*Cost of a Substitute:* n/a (Summer)

*Will Participation Lead to Further Competition?*

- Yes
- No

*If Yes, Explain*

This is a great way to keep Yukon Student Council plugged into the network of student leaders on both the State and National Level!

*Educational Benefits*

Leadership Development, Networking Skills, Communication, and Team Bonding

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*Attachments:*

Upload Schedule of Events: NASC Schedule.pdf

Upload Itinerary: OASC Nationals Itinerary.docx

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*Attached Workflow*

Out of State Travel Request

*Current Status*

Submitted

*Workflow Steps*

- |   |  |              |
|---|--|--------------|
| 1 | Signed by Jamieson Tate on 04/30/2019 at 0:00 PM<br>Signature: Jamieson Tate | Math Teacher |
| 2 | Approved by Melissa Barlow on 04/30/2019 at 1:03 PM                          | Principal    |
| 3 | Review   | Group:       |
| 4 | TBD  |              |
| 5 | Approval   |              |
| 6 | Review   | Group:       |

MONDAY, JUNE 24		TUESDAY, JUNE 25		WEDNESDAY, JUNE 26	
6:00 am	Breakfast at the Official Conference Hotels	1:45-2:30 pm	Student Seminars		
6:30 am	Bus Pickup	2:45 pm	Exhibits Prize Drawing		
7:45-9:30 am	Registration (State Rooms) & Exhibits	3:00-4:00 pm	Student Large Group Sessions		
8:30-9:00 am	First Time Conference Adviser Attendee Session	3:00-4:00 pm	Adviser Session: Earl Reum Legacy Series		
8:30 am-12:00 pm	Orientation - Middle Level Advisers & Students	4:15-6:15 pm	Adviser Round Tables & Dinner		
10:30 am-12:00 pm	Opening General Session	5:30-7:15 pm	Dinner & Student Large Group Sessions		
12:15-1:15 pm	Adviser Welcome Session & Lunch	7:30-8:45 pm	Large Group Activity		
12:15-1:30 pm	Student Lunch & Exhibits Activity	9:00-9:15 pm	Tranquility		
12:45-1:30 pm	State Officers' Summit	9:30-10:00 pm	Bus Loading for Hotel		
1:30-2:15 pm	Adviser Activity w/Exhibits	10:15-10:45 pm	Bus Drop Off at Hotel		
		11:15 pm	Curfew		

MONDAY, JUNE 24		TUESDAY, JUNE 25		WEDNESDAY, JUNE 26	
6:40 am	Breakfast at the Official Conference Hotels	3:45-5:30 pm	Student & Adviser Seminars		
7:15-8:00 am	Bus Pickup	5:45-7:00 pm	Dinner & Group Activities		
9:00-10:00 am	National Student Council Business & Awards Session	7:45-8:15 pm	General Session		
10:15-11:00 am	Student Workshops & Seminars	8:30-9:00 pm	Leadership Illumination		
10:15-11:00 am	Adviser Shull Forum	9:15-9:45 pm	Bus Loading for Hotels		
11:15 am-1:00 pm	Lunch; Student & Adviser Workshops & Seminars	10:00-10:30 pm	Bus Drop Off at Hotels		
1:15-3:30 pm	Speakers Showcase	11:00 pm	Curfew		

MONDAY, JUNE 24		TUESDAY, JUNE 25		WEDNESDAY, JUNE 26	
6:30 am	Breakfast at the Official Conference Hotels	10:30 am-12:00 pm	Closing General Session		
7:30 am	Bus Loading with Luggage to High School	12:30 pm	Grab and Go Lunch & Board for Busses		
9:00-10:00 am	Processing & T-shirt Trading	12:30 pm	Shuttle to Airport and Official Conference Hotels (for those not departing)		

### **Day 1 – Thursday, June 21**

- Arrive in Pittsburgh!!!
- Bonding/Group Games/Exploring Schenley Park (check this out, it's gorgeous)
- Dinner at The Porch at Schenley (<https://www.dineattheporch.com/>)

### **Day 2 – Friday, June 22**

- Visit the Pittsburgh Zoo (<https://pittsburghzoo.org/>)
- Scavenger Hunt through Downtown Pittsburgh
- Free time Downtown
- Dinner cruise down the Three Rivers (<https://www.gatewayclipper.com/dining-cruises/sunset-dinner/>)

### **Day 3 – Saturday, June 23**

- Kennywood, one of America's historic amusement parks (<https://www.kennywood.com/>)
- Murder Mystery Dinner!

### **Day 4 – Sunday, June 24**

- Baseball game: Pittsburgh Pirates vs. Tampa Bay Rays
- Pre-convention Mixer: meet all of your fellow delegates from around the nation!

### **Day 5 – Monday, June 25**

- Convention @ South Fayette High School

### **Day 6 – Tuesday, June 26**

- Convention @ South Fayette High School

### **Day 7 – Wednesday, June 27**

- Convention @ South Fayette High School
- Naptime
- Dinner and TopGolf (<https://topgolf.com/us/pittsburgh/>)

**Day 8 – Thursday, June 28**

· Time to come back to Oklahoma!

**OTHER INFORMATION**

Hotel:

Hyatt Place Pittsburgh Airport

6011 Campbells Run Rd, Pittsburgh, PA 15205

(412) 494-0202

**FOODSERVICE MANAGEMENT COMPANY REQUEST FOR PROPOSAL AND CONTRACT  
BETWEEN YUKON PUBLIC SCHOOL DISTRICT (SFA) AND SODEXO, INC., on behalf of itself  
and its affiliates (FSMC)**

**FIRST AMENDMENT**

This Amendment is made in consideration of the mutual covenants and agreements contained herein by and between Yukon Public School District, the School Food Authority (SFA), and Sodexo, Inc., on behalf of itself and its affiliates, the Food Service Management Company (FSMC), to amend the Foodservice Management Company Request for Proposal and Contract that was executed by SFA and FSMC and effective on July 1, 2018.

WHEREAS, Sodexo Operations, LLC, is a wholly owned subsidiary of Sodexo, Inc.

WHEREAS, the Contract shall continue to be operated under Sodexo Operations, LLC

The contract is amended as follows:

1. "Effective Date" shall mean July 1, 2019.
2. All other terms and conditions of this Contract executed by SFA and FSMC remain the same.
3. This Amendment is valid for the 2019-2020 school year. The contract and this Amendment shall terminate on June 30, 2020, and may be renewed for a remaining three (3) additional terms of one (1) year upon mutual agreement of SFA and FSMC.
4. The amount of the Fixed Price Per Meal and Meal Equivalent is deleted and replaced with \$2.786.

The Amendment is executed by the Parties in their capacities as stated below. All parties represent and warrant that the persons signing this Amendment are authorized to bind the respective parties.

**Yukon Public School District**

\_\_\_\_\_  
By: Leonard Wells  
Board of Education, President

\_\_\_\_\_  
Date

**Sodexo Operations, LLC**

\_\_\_\_\_  
By: Charles Thomas  
Vice President

\_\_\_\_\_  
Date

**Out of State Travel Request**

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*School employee requesting trip.*

*Full Name* Sabrina Beasley  
*Date of Request* 03/18/2019  
*Name of Organization, Grade* Yukon Middle School  
*Departure Date of Trip* 06/02/2019  
*Return Date of Trip* 06/08/2019  
*Departure Time* 1:00 pm  
*Departure Location* Yukon, OK  
*Number of Days* 7 days

*Means of Transportation*

- Airline
- School Vehicle
- Private Vehicle

*Number of Students Participating* 0

*Number of Parents/Guardians Attending* 0

*Age of Students* NA

*Place, Purpose, and Nature of the Trip*

Frisco Career and Technical Education Center  
9889 Wade Blvd  
Frisco, Texas 75035

Medical Detectives training for school.

*If booster club is paying an amount is required. If activity fund is being used, a PO number and amount is required.*

**Cost Analysis**

*Registration Costs /PO Number:* \$1200/191676

*Lodging Cost/PO Number:* ?/191676

*Airfare or Personal or District Vehicle*

*Transportation Costs/PO Number:* School Car, /191676

*Per diem (meals, taxi/uber, parking):* 17 meals, school car, \$0 parking

*Cost of a Substitute:* NA

*Will Participation Lead to Further Competition?*

- Yes
- No

*If Yes, Explain*

*Educational Benefits*

I will be certified to teach PLTW Medical Detectives after this training.

---

*Attachments:*

Upload Schedule of Events: PLTW Medical Detectives Training.pdf

Upload Itinerary: PLTW Medical Detectives Training.pdf

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*Attached Workflow*

Out of State Travel Request

*Current Status*

Submitted

*Workflow Steps*

- |   |  |           |
|---|--|-----------|
| 1 | Signed by Sabrina Beasley on 04/10/2019 at 10:06 PM<br><small>Signature: Sabrina Beasley</small> | PTLW      |
| 2 | Approved by Diana Lebsack on 04/11/2019 at 07:13 AM  | Principal |
| 3 | Review   | Group:    |
| 4 | TBD  |           |
| 5 | Approval   |           |
| 6 | Review   | Group:    |



[Go to myPLTW](#)

[Back to Search](#)

# Frisco Career and Technical Education Center and Lebanon Trail High School

5515 Ohio Drive Frisco, TX 75035

## Contact Information

PLTW Solution Center

Phone: 877.335.PLTW (7589)

Email: [SolutionCenter@pltw.org](mailto:SolutionCenter@pltw.org)



[Jump to a specific section](#)

## Training Summary

PLTW is hosting Core Training at Frisco Career and Technical Education Center and Lebanon Trail High School for select PLTW Biomedical Science, Computer Science, Engineering, Gateway, and Launch courses.

PLTW Core Training takes place at the Frisco Career and Technical Education Center and Lebanon Trail High School in Frisco, Texas. Frisco is a fast-growing part of the Dallas-Fort Worth metro area, accessible to major airports with its own downtown, activities, and atmosphere. The Frisco ISD Career and Technical Education (CTE) Center is a state-of-the-art facility with real-world learning spaces for students in grades nine through twelve. The award-winning school draws visitors from throughout the state and nation, with international guests requesting tours as well. Located just down the street, Lebanon Trail High School opened in 2016 and also offers excellent spaces to facilitate collaborative, applied learning. In this district, students take introductory PLTW classes and all core classes at their home campus and attend the CTE Center for advanced courses.

If you are attending Core Training between June 3-7, or July 8-19, you'll be at the Frisco CTE Center. If you are attending Core Training from June 17-28, you'll be at Lebanon Trail High School.

### Training Schedule

Please refer to the [2019 Core Training Schedule](#) to review the time frame for each course.

## Tuition

Starting in June 2019, we're pleased to offer standard pricing for all PLTW Core Training sessions. The tuition fee covers access to all training materials; course facilitation and support by expert Master Teachers; lunch, snacks, and drinks; PLTW-branded swag; an embedded business and industry experience designed to connect what you learn in the classroom to careers; and the [PLTW Training Guarantee](#) (new for 2019).

Travel, accommodations, and dinner are not included in the tuition fee, and prices for these items will vary by hub.

Training Tuition Fee	Price
PLTW Launch – Classroom Teacher	\$500
PLTW Launch – Lead Teacher	\$700
PLTW Gateway – 3-day	\$750
PLTW Gateway – 5-day	\$1,200
PLTW high school courses	\$2,400

### Planning Your Investment

When you register for Core Training in myPLTW, you will need to provide a credit card or purchase order to secure, and pay for, your Core Training seat and any add-ons like on-campus housing and parking. Use this [INVESTMENT TOOL](#) to plan for your 2019 Core Training experience at this venue and secure any advance approvals.

## Industry/Career Connection Highlights

We're excited to offer all PLTW Core Training participants at hub locations an opportunity to engage in a business and industry experience, where they can see firsthand what challenges businesses are solving and how industry values PLTW students' knowledge, skills, and experiences. PLTW Teachers can take their insights, lessons, and inspiration back to the classroom to inform their teaching and engage with local businesses to create inspiring career learning experiences for their students. These Core Training industry experiences will take a variety of virtual and live formats, including:

- Behind-the-scenes looks at real problems solved by industry
- Interactive Q&As with business and industry professionals
- Facility tours and site visits

## Technology Requirements

One key to a successful start to your Core Training experience is to arrive prepared with the hardware and software that you need for your courses. Soon we'll post detailed information about the requirements for each course, and you'll find links to those requirements right here. Here are a few general tips to keep in mind:

- Review the Technology Requirements specific to your course well in advance of your training. As mentioned above, we'll post a link to the requirements in this section soon.
- Work with your school or district's IT department to acquire the device(s) you need, whitelist the suggested websites, and install the software needed for the course.
- Request administrator rights to your device. While this is not always possible, it's very useful to have if you need help troubleshooting issues during Core Training.
- Complete software tutorials in the prerequisite materials.

## Prerequisite Training

Your learning journey starts before your first meeting. To prepare you for the exciting challenge of Core Training, prerequisite training introduces you to Project Lead The Way and builds a foundation for the course you will be taking—providing an introduction to the learning experience, course tools, and additional resources that set you up for success. You must complete prerequisite training after you register and before you arrive for check-in.

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## Check-In and Orientation

Check-in and orientation will give you an opportunity to get your bearings at the training venue, meet the training support staff and Master Teachers, ensure your technology is working, and learn more about PLTW and what to expect during the training experience.

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What happens during check-in?

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9889 Wade Boulevard

Frisco, TX 75035

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[Lebanon Trail High School](#)

5151 Ohio Drive

Frisco, TX 75035

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972.294.5417

\$

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[Hutchins BBQ](#) | 3.6 miles

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[Platia Greek Kouzina](#) | 2.5 miles

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[Google Map](#)

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469-850-3060

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Shopping:

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You can make participant substitutions up to the day of the event if participants come prepared with the necessary technology and complete all prerequisite assignments. We may not be able to accommodate requests for housing substitutions. Once training has started, you cannot make substitutions.

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apply funds paid towards a cancellation or substitution fee to future training events. Payment is required even if you don't successfully complete training and earn the credential.

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To enable you to plan effectively, we strive to avoid cancelling or changing training events after participants have registered. However, from time to time, PLTW may cancel a training event if the experience does not meet our quality standards due to insufficient registrations, equipment availability, or other reasons. PLTW reserves the right to cancel or change a class at any time but will provide at least 21 days' notice of the cancellation or change, whenever possible. In the event of a cancellation, PLTW will work to promptly accommodate all registered trainees through an alternative training option. PLTW is not responsible for any costs that may be incurred due to the cancellation of a scheduled class such as cancellation penalties for transportation or accommodations.

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[Go to myPLTW](#)

[Back to Search](#)

# Frisco Career and Technical Education Center and Lebanon Trail High School

5515 Ohio Drive Frisco, TX 75035

## Contact Information

PLTW Solution Center

Phone: 877.335.PLTW (7589)

Email: [SolutionCenter@pltw.org](mailto:SolutionCenter@pltw.org)



[Jump to a specific section](#)

## Training Summary

PLTW is hosting Core Training at Frisco Career and Technical Education Center and Lebanon Trail High School for select PLTW Biomedical Science, Computer Science, Engineering, Gateway, and Launch courses.

PLTW Core Training takes place at the Frisco Career and Technical Education Center and Lebanon Trail High School in Frisco, Texas. Frisco is a fast-growing part of the Dallas-Fort Worth metro area, accessible to major airports with its own downtown, activities, and atmosphere. The Frisco ISD Career and Technical Education (CTE) Center is a state-of-the-art facility with real-world learning spaces for students in grades nine through twelve. The award-winning school draws visitors from throughout the state and nation, with international guests requesting tours as well. Located just down the street, Lebanon Trail High School opened in 2016 and also offers excellent spaces to facilitate collaborative, applied learning. In this district, students take introductory PLTW classes and all core classes at their home campus and attend the CTE Center for advanced courses.

If you are attending Core Training between June 3-7, or July 8-19, you'll be at the Frisco CTE Center. If you are attending Core Training from June 17-28, you'll be at Lebanon Trail High School.

### Training Schedule

Please refer to the [2019 Core Training Schedule](#) to review the time frame for each course.

## Tuition

Starting in June 2019, we're pleased to offer standard pricing for all PLTW Core Training sessions. The tuition fee covers access to all training materials; course facilitation and support by expert Master Teachers; lunch, snacks, and drinks; PLTW-branded swag; an embedded business and industry experience designed to connect what you learn in the classroom to careers; and the [PLTW Training Guarantee](#) (new for 2019).

Travel, accommodations, and dinner are not included in the tuition fee, and prices for these items will vary by hub.

Training Tuition Fee	Price
PLTW Launch – Classroom Teacher	\$500
PLTW Launch – Lead Teacher	\$700
PLTW Gateway – 3-day	\$750
PLTW Gateway – 5-day	\$1,200
PLTW high school courses	\$2,400

### Planning Your Investment

When you register for Core Training in myPLTW, you will need to provide a credit card or purchase order to secure, and pay for, your Core Training seat and any add-ons like on-campus housing and parking. Use this [INVESTMENT TOOL](#) to plan for your 2019 Core Training experience at this venue and secure any advance approvals.

## Industry/Career Connection Highlights

We're excited to offer all PLTW Core Training participants at hub locations an opportunity to engage in a business and industry experience, where they can see firsthand what challenges businesses are solving and how industry values PLTW students' knowledge, skills, and experiences. PLTW Teachers can take their insights, lessons, and inspiration back to the classroom to inform their teaching and engage with local businesses to create inspiring career learning experiences for their students. These Core Training industry experiences will take a variety of virtual and live formats, including:

- Behind-the-scenes looks at real problems solved by industry
- Interactive Q&As with business and industry professionals
- Facility tours and site visits

## Technology Requirements

One key to a successful start to your Core Training experience is to arrive prepared with the hardware and software that you need for your courses. Soon we'll post detailed information about the requirements for each course, and you'll find links to those requirements right here. Here are a few general tips to keep in mind:

- Review the Technology Requirements specific to your course well in advance of your training. As mentioned above, we'll post a link to the requirements in this section soon.
- Work with your school or district's IT department to acquire the device(s) you need, whitelist the suggested websites, and install the software needed for the course.
- Request administrator rights to your device. While this is not always possible, it's very useful to have if you need help troubleshooting issues during Core Training.
- Complete software tutorials in the prerequisite materials.

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**ITEM FOR INFORMATION**  
**Board of Education Meeting**  
**May 6, 2019**

**TOPIC: Renewal** Contract with Oklahoma Hearing Solutions, LLC and Yukon Public Schools

**ADMINISTRATIVE RECOMMENDATION:** The Administration recommends approval of the **Renewal** contract between Oklahoma Hearing Solutions, LLC and Yukon Public Schools

**RATIONALE FOR RECOMMENDATION:** The purpose of this agreement is to perform the services listed in the agreement as part of the “Oklahoma Hearing Solution, LLC” a joint venture by the aforementioned parties to provide services through the Yukon Public Schools. The contract agreement will be for the 2019-2020 School Year.

**OPTIONS:**

1. Approve the contract with Oklahoma Hearing Solutions, LLC
2. Do not approve the contract with Oklahoma Hearing Solutions, LLC

**FISCAL NOTE:** Purchase Requisitions for services will be submitted as needed.

**CONTACT PERSON:** **Amy Beams, Executive Director of Educational Services**  
**Jalonda Bengs, Assistant Director of Special Services**



**Oklahoma Hearing Solutions  
Public School Audiology Service Contract**

---

April 22.2019

Yukon Public Schools  
600 Maple  
Yukon, OK 73099

Re: Audiological Services for the 2019-2020 school year

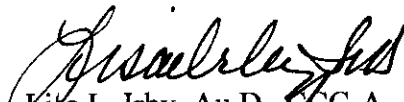
To Whom It May Concern

Enclosed you will find the proposed Audiology Service Contract for the 2019-2020 school year. Please sign the original and return it in the stamped envelope we have enclosed for your convenience.

Our audiology staff is experienced in the utilization of assistive listening devices such as FM Units, Auditory Trainers and Soundfield amplification. We are also one of the few clinics that offer Auditory Processing Disorder (APD) evaluations in the Oklahoma City metro area. Upon request, we are able to test individuals with challenges using two audiologists at no additional cost. We are also available to assist you with IEP matters involving your hearing impaired students, their families, and their teachers. In addition, we are contracted Medicaid/Sooner Care providers for medical services and necessary hearing equipment under their guidelines, as well as most private insurance companies.

We consider it an honor to serve your district with the best hearing healthcare service available. For your added convenience, we have two locations to better serve you. Fine Hearing Care is located in Edmond at 2405 S. Bryant Ave. Suite 100 Edmond, OK 73013 and Hearing Solutions is located at 408 S. Mustang Rd. Ste. B Yukon, OK 73099. We are able to see your students at either of our locations. If you have any questions or comments regarding this matter, please contact Jill Laxton at [jill.laxton@finehearingcare.com](mailto:jill.laxton@finehearingcare.com) or at 405-340-9191. We look forward to serving you and your students.

Sincerely,

  
Lisa L. Irby, Au.D., CCC-A  
Owner/Head Audiologist

**Oklahoma Hearing Solutions**

2405 S. Bryant, Suite 100 Edmond, OK 73013  
408 S. Mustang Road, Suite B Yukon, OK 73099

Phone: 405.340.9191 Fax 405.340.9185  
Phone: 405.265.1133 Fax 405.265.1144

**AUDIOLOGY SERVICE CONTRACT  
FOR THE YUKON PUBLIC SCHOOL DISTRICT**

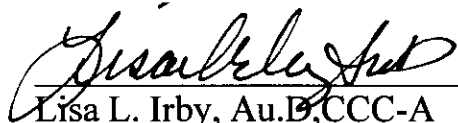
Oklahoma Hearing Solutions is proposing the following audiological service contract for the 2019-2020 school year in the Yukon Public School District.

These services may include:

- |  |                   |
|--|-------------------|
| ◆ Hearing Evaluation (in our office)           | \$ 60.00          |
| ◆ Hearing Aid Evaluation                       | \$ 60.00          |
| ◆ Hearing Aid Evaluation (on-site) **          | \$ 90.00          |
| ◆ Central Auditory Processing (CAP) Evaluation | \$175.00          |
| ◆ Otoacoustic Emissions (OAE)                  | \$ 30.00          |
| ◆ Tympanometry                                 | \$ 15.00          |
| ◆ FM Unit Fitting                              | \$ 75.00          |
| ◆ FM Unit / Equipment Check                    | \$ 30.00 per unit |
| ◆ Earmolds                                     | \$ 55.00          |
| ◆ Hearing Aid Repairs (with 6 month warranty)  | Cost + 30%        |
| ◆ Equipment Repair and/or Parts                | Cost + 30%        |
| ◆ Hearing Aid Accessories and/or Parts         | Cost + 30%        |
| ◆ In-service Training / Consultation **        | \$ 75.00 per hour |
| ◆ Additional Visits with Students **           | \$ 75.00 per hour |
- \*\* Mileage added for on-site services at the rate of \$ .45 per mile

Other services, equipment, and/or products are available with pricing upon request.

The effective dates of this agreement are July 1, 2019 to June 30, 2020. Should any invoice be left unpaid in excess of 60 days, it will be subject to possible finance charges. Either party may cancel this agreement with written notice at any time.

  
 Lisa L. Irby, Au.B, CCC-A  
 Oklahoma Hearing Solutions, LLC  
 DBA: Fine Hearing Care

4/22/19  
 Date

\_\_\_\_\_  
 Name:  
 Yukon Public Schools

\_\_\_\_\_  
 Date



**Application for Highly Qualified Credential for  
ADJUNCT TEACHERS**

**FEE:**

Name McAtee Wesley E  
Last First Middle Maiden

Address 12400 SW 5th  
Street or Rural Route Number

Yukon OK 73099  
City State Zip Code

( 405 ) 517-6229 ( 405 ) 517-6229  
Daytime Telephone Number Evening Telephone Number

(      )                      wes.mcatee@yukonps.com  
Other number where you can be reached? E-Mail Address

Social Security Number:

3	8	0	7	0	5	0	0	2
---	---	---	---	---	---	---	---	---

Highest Degree Conferred
--------------------------------

**LEAVE THIS SPACE BLANK**

**PART I: SUBJECT AREA REQUESTED**

Technical Theater/Stage Craft

**PART II: EDUCATIONAL INFORMATION**

College(s) Attended: Grand Valley State

College Degree(s) 2 years attended

Year of Degree(s):                     

Signature of principal verifying adjunct teacher has a bachelor's degree:

\_\_\_\_\_

Print

\_\_\_\_\_

Signature

\_\_\_\_\_

School Site

\_\_\_\_\_

School District

**INSTRUCTIONS**

The applicant must complete Parts I, II, and III and enclose a \$25 processing fee (nonrefundable). Make check, cashier's check or money order payable to the Oklahoma State Department of Education.

MAIL TO: Professional Services Division  
 Oklahoma State Department of Education  
 2500 North Lincoln Boulevard, Room 212  
 Oklahoma City, OK 73105-4599  
 (405) 521-4527

**PART III: CRIMINAL HISTORY DISCLOSURE STATEMENT**

Pursuant to legislation, Title 70 O.S. 1991, §§3-104 and 3-104.1, every applicant is required to answer each of the following questions:

- 1. During the preceding ten-year period, have you been convicted of a felony? ..... Yes \_\_\_ No X
- 2. During the preceding ten-year period, have you been convicted of a crime involving moral turpitude?..... Yes \_\_\_ No X
- 3. Have you ever been convicted in Oklahoma, whether upon a verdict or plea of guilty or upon a plea of nolo contendere (no contest), or received a suspended sentence for a crime or an attempt to commit a crime which is considered sexually related in nature? ..... Yes \_\_\_ No X
- 4. Have you ever been convicted, received a suspended sentence, or received a deferred judgment for a crime or attempted crime which was considered sexually related in nature in any other state or jurisdiction? ..... Yes \_\_\_ No X
- 5. Do you currently have any outstanding criminal charges or warrants of arrest pending against you in Oklahoma or in any other state or jurisdiction? ..... Yes \_\_\_ No X

If the answer to any of the preceding questions is "Yes," state on a separate sheet of paper the nature of the charge and in what court or jurisdiction you were charged/convicted. You may be required to obtain and provide to the Oklahoma State Department of Education, official certified copies of all court and/or police records.

The Oklahoma State Department of Education has the authority to require state and national (fingerprint-based) felony background checks on any applicant. If a background check is required, it will be at the applicant's expense.

Falsification of any information on this application can result in denial, withdrawal, or revocation of the Oklahoma teaching credentials.

Are you a United States citizen? ..... Yes X No \_\_\_  
If the answer is no, the following applies to you.

Noncitizens of the United States are required to submit an unexpired United States Citizenship and Immigration Services (USCIS) employment authorization document with the application before an Oklahoma teaching credential may be issued. Also include a copy of your social security card.

**Falsification of any information pertaining to certification can result in denial, withdrawal, or revocation of the Oklahoma teaching credential.**

Signature of Applicant Wes Mcatee Date 04-25-19





**Application for Highly Qualified Credential for  
ADJUNCT TEACHERS**

Name <u>Travis Anthony Leslie</u>			<b>FEE:</b>					
Last	First	Middle		Maiden				
Address <u>633 W. Vandament Ave., Apt. 106</u>								
Street or Rural Route Number								
<u>Yukon</u>	<u>OK</u>	<u>73099</u>						
City	State	Zip Code						
<u>(405) 354-8356</u>	<u>(405) 343-1433</u>							
Daytime Telephone Number	Evening Telephone Number							
( ) _____	<u>tony.travis@yukonps.com</u>							
Other number where you can be reached?			E-Mail Address					
Social Security Number:			<b>LEAVE THIS SPACE BLANK</b>					
4	4	4		9	0	6	1	7
Highest Degree Conferred <u>BFA</u>								

**PART I: SUBJECT AREA REQUESTED**

Theatre - Technical Theatre/Stagecraft

**PART II: EDUCATIONAL INFORMATION**

College(s) Attended: University of Central Oklahoma

College Degree(s): Bachelor of Fine Arts - Theatre Arts

Year of Degree(s): 2008

Signature of principal verifying adjunct teacher has a bachelor's degree:

_____	_____
Print	Signature
_____	_____
School Site	School District

**INSTRUCTIONS**

The applicant must complete Parts I, II, and III and enclose a \$25 processing fee (nonrefundable). Make check, cashier's check or money order payable to the Oklahoma State Department of Education.

MAIL TO: Professional Services Division  
Oklahoma State Department of Education  
2500 North Lincoln Boulevard, Room 212  
Oklahoma City, OK 73105-4599  
(405) 521-4527

**PART III: CRIMINAL HISTORY DISCLOSURE STATEMENT**

Pursuant to legislation, Title 70 O.S. 1991, §§3-104 and 3-104.1, every applicant is required to answer each of the following questions:

- 1. During the preceding ten-year period, have you been convicted of a felony? ..... Yes \_\_\_ No +
- 2. During the preceding ten-year period, have you been convicted of a crime involving moral turpitude?..... Yes \_\_\_ No +
- 3. Have you ever been convicted in Oklahoma, whether upon a verdict or plea of guilty or upon a plea of nolo contendere (no contest), or received a suspended sentence for a crime or an attempt to commit a crime which is considered sexually related in nature? ..... Yes \_\_\_ No +
- 4. Have you ever been convicted, received a suspended sentence, or received a deferred judgment for a crime or attempted crime which was considered sexually related in nature in any other state or jurisdiction? ..... Yes \_\_\_ No +
- 5. Do you currently have any outstanding criminal charges or warrants of arrest pending against you in Oklahoma or in any other state or jurisdiction? ..... Yes \_\_\_ No +

If the answer to any of the preceding questions is "Yes," state on a separate sheet of paper the nature of the charge and in what court or jurisdiction you were charged/convicted. You may be required to obtain and provide to the Oklahoma State Department of Education, official certified copies of all court and/or police records.

The Oklahoma State Department of Education has the authority to require state and national (fingerprint-based) felony background checks on any applicant. If a background check is required, it will be at the applicant's expense.

Falsification of any information on this application can result in denial, withdrawal, or revocation of the Oklahoma teaching credentials.

Are you a United States citizen? ..... Yes + No \_\_\_  
If the answer is no, the following applies to you.

Noncitizens of the United States are required to submit an unexpired United States Citizenship and Immigration Services (USCIS) employment authorization document with the application before an Oklahoma teaching credential may be issued. Also include a copy of your social security card.

**Falsification of any information pertaining to certification can result in denial, withdrawal, or revocation of the Oklahoma teaching credential.**

Signature of Applicant [Handwritten Signature] Date 4/25/19



**ITEM OF CONSIDERATION**  
**Board of Education Meeting**  
**May 6, 2019**

**TOPIC:** Contract agreement with Aspire Oklahoma LLC and Yukon Public Schools

**ADMINISTRATIVE RECOMMENDATION:** The Administration recommends approval of a contract agreement between Aspire Oklahoma LLC and Yukon Public Schools

**RATIONALE FOR RECOMMENDATION:** Aspire Oklahoma LLC will provide therapeutic and consultation services in collaboration with the Yukon Special Services Department..

**OPTIONS:**

1. Approve the contract agreement with Aspire Oklahoma LLC
2. Do not approve the contract agreement with Aspire Oklahoma LLC

**FISCAL NOTE:** \$2500 for the remainder of the school year and ESY

**CONTACT PERSON:** Amy Beams, Executive Director of Special Services  
Jalonda Bengs, Assistant Director of Special Services



**ITEM OF CONSIDERATION**  
**Board of Education Meeting**  
**May 6, 2019**

**TOPIC:** Contract agreement with BC Behavioral LLC and Yukon Public Schools

**ADMINISTRATIVE RECOMMENDATION:** The Administration recommends approval of a contract agreement between BC Behavioral LLC and Yukon Public Schools

**RATIONALE FOR RECOMMENDATION:** BC Behavioral LLC will provide therapeutic and consultation services in collaboration with the Yukon Special Services Department..

**OPTIONS:**

1. Approve the contract agreement with BC Behavioral LLC
2. Do not approve the contract agreement with BC Behavioral LLC

**FISCAL NOTE:** \$5000 for the remainder of the school year and ESY

**CONTACT PERSON:** Amy Beams, Executive Director of Special Services  
Jalonda Bengs, Assistant Director of Special Services



**ITEM FOR CONSIDERATION**  
**Board of Education Meeting**  
**May 6th, 2019**

**TOPIC: Employee Assistance Program**

**ADMINISTRATIVE RECOMMENDATION:** The Administration recommends approval of a contract with Community Care from July 1st, 2019 through June 30th, 2020.

**RATIONALE FOR RECOMMENDATION:** To provide an Employee Assistance Program for all full time ( 6 hours per day, 172 days) employees for Yukon Public Schools.

We currently provide support to employees on a case by case basis utilizing various community services and fee based services through a local agency. The typical cost has been \$150 per session. While this method has been helpful in a number of cases, it is often cumbersome, only applies to the employees and not their families, and confidentiality is limited. For a number of years, we have been engaged in efforts to support employee health and wellness, offering opportunities for growth and support beyond job related topics. This has the potential to provide a great deal of support to both our certified and support employees.

Research cited from What Works for Health, maintained by the University of Wisconsin Population Health Institute:

*Description*

*Employee Assistance Programs (EAPs) are confidential worksite-based services that provide employees with counseling and referrals to address personal and workplace challenges, such as physical and mental health concerns, family problems, legal and financial issues, and conflict and stress at work. Services can be delivered by internal EAP counselors or consultants, or external service vendors contracted by the employer, and are typically provided at no cost to employees (Richmond 2017, [CWMH-EAP](#)). There are no required standards for EAPs; the type and quality of services vary by employer ([Mathematica-Contreary 2016](#)).*

*Expected Beneficial Outcomes*

*Improved mental health  
Reduced absenteeism  
Reduced stress  
Improved day-to-day functioning  
Increased productivity  
Improved employee retention*

*Evidence of Effectiveness*

- *There is some evidence that Employee Assistance Programs (EAPs) reduce participating employees' depression (Richmond 2016, Richmond 2014, [Lam 2011](#), Greenwood 2006, McLeod 2010, Harlow 2006, [CDC-WHP depression](#)) and hours absent from work due to personal and work problems (Richmond 2017, Nunes 2017, Richmond 2014, [Sharar 2012](#), [Selvik 2004](#), McLeod 2010). Additional evidence is needed to confirm effects.*
- *EAP counseling services have been shown to reduce anxiety (Richmond 2016, McLeod 2010, Greenwood 2006, Harlow 2006), stress (Clavelle 2012a, McLeod 2010), and emotional problems ([Selvik 2004](#), Harris 2002). Counseling services also appear to improve psychosocial functioning (Clavelle 2012a, Jacobson 2011, [Lam 2011](#)) and social relationships (Greenwood 2006, [Selvik 2004](#)), but do not appear to affect alcohol and drug use among participants (Richmond 2016, Richmond 2014, [Thompson 2005](#)).*
- *EAPs may improve employees' work productivity through reductions in absenteeism, performance impairment, and workplace stress (Richmond 2017, [EAPA 2017](#), [EASNA-Sharar 2014](#), Richmond 2014, [Sharar 2012](#), [Lam 2011](#)). For employees with mental health problems, long-term EAP counseling services (up to one year) appear to have greater impact on job retention than short-term services ([Hughes 2004](#)).*
- *Researchers recommend use of EAPs to increase job retention for low-wage workers ([MDRC NGA 2004](#)) and for individuals with an injury or illness ([Mathematica-Contreary 2016](#)). Researchers also suggest that enhancing employee awareness of EAPs, ensuring confidentiality, increasing the quality and availability of EAP services, and educating EAP managers can increase use of EAP services overall (Carchietta 2015, [NBGH-EAP](#)).*
- *Cost benefit analyses suggest that EAPs may produce a \$3 to \$10 return for every dollar invested ([EASNA-Attridge 2009](#)). A Minnesota-based study estimates \$230 savings from averted lost work days and \$340 in medical cost savings per employee using EAP services (Eischen 2005).*

We sought quotes from two agencies known to provide reliable and effective Employee Assistance Programs to similar organizations, and in particular, public school systems. Community Care has provided a quote that is approximately 50% less than the competing quote. Community Care counselors are strategically located in the metro area, including the following in each city: Yukon (1 with 2 pending); OKC (10); Edmond (2); Norman (10); Moore (4); and Midwest City (6).

Essential Services Provided include:

- 1-3 sessions of counseling per person per incident per year
  - Both the employee and their dependents are eligible
  - Includes
    - initial contact
      - includes by telephone 24 hours/7 days a week and appointments offered within 3 days

- assessment
  - referral
  - tracking/follow-up
- Supervisory Training
  - One supervisory training session and one general employee training session quarterly at up to three locations
- General Employee Training
  - One training per quarter
- Manager/Supervisor Case Consultation
  - Individual telephone consultation provided to managers/supervisors in regard to: program procedures; evolving performance problems of employees; intervention approach/plan; employee referral; and case follow-up.
- Management Information/Reports regarding utilization, types of occurrences, etc.
- Consultation and Services for Department of Transportation drug and alcohol compliance

**OPTIONS:**

1. Approve the contract with Community Care
2. Do not approve the contract with Community Care

**FISCAL NOTE:** Will not exceed **\$12,312** to provide 950 employees with access to an Employee Assistance Program. This expense represents \$1.08 per employee per month times 950 employees. In the event of an emergency, there are individual services that may be billed as needed.

**YPS GOALS:** Select the goal(s) that aligns with your item for consideration:

- **Personnel-** We will recruit, retain, and compensate highly motivated educators that are committed to professional growth and excellence.
- **Communication** – We will develop a communication plan that provides transparent, accurate, and timely information to meet the needs of our District stakeholders, including employees, parents, students, and community members.
- **Professional Development** – We will create and implement professional development that is relevant and applicable to meet the needs of all educators.

**CONTACT PERSON: Dr. Jason D. Brunk**  
**Assistant Superintendent of Human Resources**





April 22, 2019

Yukon Public Schools  
Attn: Dr. Jason Brunk  
600 Maple  
Yukon, OK 73099

Dear Dr. Brunk,

We are pleased that you have selected the CommunityCare Employee Assistance Program (EAP) as your provider of EAP services. It is our goal to provide a quality EAP to you and your employees. Please accept this contract for your review. After reviewing the contract, please fill out the pages marked with tabs and return the contract to our office. After receiving the contract, our office will sign it and then contact you to set up the integration of the EAP with your company and present your copy to you.

Page 8 is the "Signature and Effective Date". Please review the information on this page to make sure that it is correct. The purpose of the effective date is to provide a contract inception date. All future quarterly reports will be based on the 1st day of this month.

Page 18 is the "Compensation Page"; the purpose of this page is to set up the account billing for EAP services. Item one is where you will need to verify your employee count, and Item two is to record your number of DOT employees, if you have DOT covered lives. Based on previous conversations, we can provide a rate of \$1.08 per employee per month (PEPM) (item three) for a 1 to 3 session model (item four). Item six covers the billing cycle. You will be billed on a monthly basis, unless otherwise specified by the EAP Manager.

If you have any additional questions, please call me at your convenience at 918-594-5295 ext. 4153 or 800-221-3976. Thank you for selecting CommunityCare for your Employee Assistance Program needs, and I look forward to working with you and your employees.

Cordially,

Terry Stover, MS, LBP, CEAP, MAC, SAP  
CommunityCare EAP Senior Manager



CommunityCare  
Employee Assistance Program and  
**YUKON PUBLIC SCHOOLS**  
Agreement

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# COMMUNITYCARE employee assistance program AGREEMENT

This CommunityCare EAP Agreement (this "Agreement") is made and entered into as of the Effective Date set forth on the signature page of this Agreement and is between CommunityCare HMO, Inc., an Oklahoma corporation ("CommunityCare") and YUKON PUBLIC SCHOOLS ("Company").

## WITNESSETH:

WHEREAS, CommunityCare is a health maintenance organization organized under the laws of the State of Oklahoma and in conformity with the requirements of the Oklahoma Public Health Code, Okla. Stat. tit. 63, § 2501 *et seq.* (Supp. 1992) and in the process of qualifying under the Federal Health Maintenance Organization Act of 1973 (42 U.S.C. § 300(3) *et seq.*);

WHEREAS, a division of CommunityCare is responsible for providing or arranging EAP services for Client Companies and such division is referred to as CommunityCare EAP;

WHEREAS, Company desires to retain CommunityCare to provide EAP services to Company employees as set forth in this Agreement and CommunityCare accepts such engagement in accordance with the terms of this Agreement;

NOW, THEREFORE, in consideration of the agreements and undertakings set forth in this Agreement and in reliance upon the representations contained in this Agreement, the parties agree as follows:

### 1. DEFINITIONS.

Whenever used in this Agreement, the exhibits hereto, and in any certificates, reports or other documents or instruments made or delivered pursuant to this Agreement, capitalized terms shall have the meanings set forth in Exhibit A.

### 2. RELATIONSHIP OF PARTIES.

2.1 Participation. The execution of this Agreement shall qualify CommunityCare and Counselors with whom it contracts to provide EAP services to Company.

2.2 Independent Contractor. The relationship among CommunityCare, Company and Counselors with whom CommunityCare contracts is an independent contractor relationship.

3. OBLIGATIONS OF COMMUNITYCARE. CommunityCare shall provide EAP services. These services are described in a separate document attached hereto as Exhibit B. CommunityCare shall perform all additional acts required to carry out the EAP services.

4. OBLIGATIONS OF COMPANY. The Company shall cooperate with CommunityCare and Counselors in the provision of EAP services under this Agreement. The Company shall designate one Authorized Representative to work with CommunityCare and to expedite

communications between Company and CommunityCare. Such Authorized Representative may establish joint working procedures with CommunityCare for the convenient management of the relationship between the parties. Such Authorized Representative shall not have the authority to amend this Agreement. The Authorized Representative is set forth on the signature page.

5. DEPARTMENT OF TRANSPORTATION PROGRAMS.

DOT training and SAP services are provided by Community Care EAP under the terms of this contract.

6. COMPENSATION.

Company agrees to pay for EAP services rendered pursuant to this Agreement, those fees and charges set forth in Exhibit C, entitled "Compensation Schedule." The compensation will be paid no later than the 10th day of the month following the month in which the EAP services were billed.

7. PROPRIETARY INFORMATION.

All CommunityCare agreements, documentation, financial arrangements, policy and procedure manuals and forms related thereto, Company and Client records, files (other than patient medical files), and fee schedules are confidential and proprietary information to CommunityCare. Company shall not disclose or use any proprietary information, trade secrets, or CommunityCare confidential information for its own benefit or gain either during the term of this Agreement or after the termination of this Agreement. Upon termination of this Agreement, Company shall return to CommunityCare all proprietary information in its possession in the manner to be specified by CommunityCare. Company shall cooperate with CommunityCare in maintaining the confidentiality of such proprietary information at all times.

8. SOLICITATION OF COUNSELOR.

Company shall not directly or indirectly solicit CommunityCare's Counselors without CommunityCare's prior written consent. Solicitation shall include any conduct, during the term of this Agreement and continuing for a period of one (1) year after the termination of this Agreement, designed to persuade Counselors to discontinue their arrangements with CommunityCare or to contract directly with Company for EAP services outside of the scope of this Agreement. The breach of this Section 8 during the term of this Agreement shall be grounds for termination of this Agreement pursuant to Section 9 of this Agreement.

9. TERMINATION OF AGREEMENT AND TERMINATION PROTOCOL.

- 9.1 This agreement shall be effective as of the date set forth on the signature page (the “Effective Date”) and shall continue in full force and effect until terminated as provided herein.
- 9.2 Either party may, at its option, terminate this Agreement without cause, upon one hundred twenty (120) days’ written notice.
- 9.3 Either party hereto may terminate this Agreement with less than 120 day’s written notice for Cause; for purposes of this Agreement, “Cause” shall mean:
  - 9.3.1 any license or approval of any governmental or regulatory body necessary to enable either party to comply with its obligations under this Agreement, is revoked or materially modified;
  - 9.3.2 default by either party in the performance of any obligation contained in this Agreement, and such default shall have continued unremedied for a period of ninety (90) days after it shall have become known to the defaulting party.
- 9.4 Any termination pursuant to Sections 9.2 or 9.3 shall be communicated by Notice of Termination; for purposes of this Agreement a “Notice of Termination” means a written Notice which (i) indicates the specific termination provision in this Agreement relied upon, (ii) sets forth, in the event of termination pursuant to Section 9.3 hereof, in reasonable detail the facts and circumstances that must be cured to avoid termination, and (iii) specifies the termination date of this Agreement.
- 9.5 Any termination by either party pursuant to this Section 9 is not meant as an exclusive remedy and such terminating party may seek whatever action in law or equity as may be necessary to enforce its rights under this Agreement.

10. NOTICES.

All notices, requests, and demands with respect to this Agreement shall be given to or made upon the respective parties hereto as follows:

IF TO COMMUNITYCARE HMO:

CommunityCare HMO  
Attn: Robert L. Bush, Interim President & CEO and  
Senior Vice President, Chief Financial Officer  
Williams Center Tower II  
Two West Second Street, Suite 100  
Tulsa, Oklahoma 74103  
(continued on next page)

IF TO COMPANY:

Address as on the signature page

or in such manner as to either party hereto, as such party may designate by written notice to the other party hereto. All such notices, requests, demands and other communications hereunder shall be in writing and shall have been deemed to have been duly given if delivered by hand (with proper receipt), by a facsimile transmission (with proper evidence thereof), or mailed, certified or registered mail, return receipt requested, with proper postage prepaid.

11. MISCELLANEOUS.

- 11.1 Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of Oklahoma, without reference to principles of conflicts of law.
- 11.2 Waiver. No failure on the part of either party to exercise, nor delay in exercising any right hereunder shall operate as a waiver thereof, nor shall any single or partial exercise by either party of any right hereunder preclude any further exercise thereof, or the exercise of any other right.
- 11.3 Captions. Headings of the Sections are descriptive only and shall not control or affect the meanings or construction of any of the provisions of this Agreement.
- 11.4 Counterparts. This Agreement may be executed in counterparts, which taken together shall constitute one and the same instrument and either party hereto may execute this Agreement by signing such counterpart.
- 11.5 Assignment. This Agreement and the rights, interests and benefits hereunder shall not be assigned, transferred, pledged or hypothecated in any way by either party and shall not be subject to execution, attachment or similar process, nor shall the duties imposed be subcontracted or delegated without the written approval of the other party. Notwithstanding this Section 11.5, CommunityCare may assign, transfer, pledge or hypothecate this Agreement and its rights, interests and benefits to any affiliated entity.
- 11.6 Amendment. This Agreement may be amended or modified only by the mutual written consent of the parties.
- 11.7 Entire Agreement. This Agreement states the entire contract between the parties in respect to the subject matter of this Agreement and supersedes any oral or written representations or statements not expressly contained in this Agreement.
- 11.8 Client Records. All Client records maintained by CommunityCare and its Counselors are the property of CommunityCare. Client records will be released only in compliance with applicable law.

	<b>"{COMPANY NAME}"</b>	<b>CommunityCare HMO</b>
By:		
Its Designated Representative:	<b>Dr. William J. Simeroth</b>	<b>Robert L. Bush</b>
Title:	<b>Superintendent</b>	<b>Interim President &amp; Chief Executive Officer and Senior Vice President, Chief Financial Officer</b>
Address:	600 Maple	Two West Second Street, Suite 100
	Yukon, OK 73099	Tulsa, Oklahoma 74103
Date:		
Authorized Representative / EAP Contract Contact		
Effective Date of Agreement: <i>(to be assigned by CommunityCare HMO)</i>		<b>7/1/19</b>

## EXHIBIT A - DEFINITIONS

“**CLIENT**” means any person who is qualified by a Client Company for services according to the Client Company’s contract with CommunityCare.

“**CLIENT COMPANY**” means a company which has contracted for EAP services from CommunityCare.

“**CLIENT COMPANY CONTRACT**” is a contract between CommunityCare and Client Company setting forth terms and conditions and services to be provided to Clients.

“**COMMUNITYCARE EAP SAIF**” means the CommunityCare standardized assessment intake form which contains the assessment procedures to guide Counselor.

“**EAP**” or employee assistance program means a professional assessment/referral and/or counseling service that is offered by CommunityCare to Clients who may be experiencing personal problems that may impact their job performance.

“**EMERGENCY**” means a condition of command hallucinations (psychosis), suicidality, homicidality, medical withdrawal detoxification and any other condition for which treatment cannot be delayed for the time required to reach CommunityCare EAP without risking permanent damage to the patient or others.

“**SAP**” means a Substance Abuse Professional as defined by the Department of Transportation regulations.

“**SUPERVISOR**” means a management employee of a Client Company.

## EXHIBIT B - WORKPLACE INTEGRATION DESCRIPTION

Workplace integration services are those management consultation, training, and promotional services which are required to ensure full understanding, cooperation and effective utilization of the EAP.

### A. Management Consultation

#### 1. Policy Statement Development

The **CommunityCare** Account Manager will meet with the appropriate Company Personnel (Personnel, Training, Employee Benefits, Safety, Security, Legal Representatives) in order to prepare recommendations for the most effective administration of the program. Based on these recommendations, consultation will be provided by the Account Manager to develop and incorporate an internal EAP policy statement into existing Company policies.

#### 2. Key Management Orientation

Following adoption of the policy statement, one or more meetings with key management will occur to describe the program, explain the policy and secure top-level support.

#### 3. Supervisor Training

The EAP constitutes an effective people management tool for all supervisors. Supervisors are important to overall program success because they are in the best position to observe deteriorating job performance related to DrugFree Workplace or Department of Transportation. Supervisor intervention into job problems must stem from observation and documentation of poor performance patterns, not from unprofessional and risky “diagnosis” of personal problems. Therefore, training must provide information, skill development and a sense of comfort to supervisors to encourage use of an effective means of addressing poor job performance. Basic training will cover essential aspects of EAP:

- Policy and goals
- Integration of the EAP into existing Company procedures
- Intervention mechanics
- Individual case consultation procedures
- Awareness to Alcohol and Drugs in work plan
- Documentation, and
- Identification of Substance Abuse

All training will be developed and delivered in conjunction with the Company training department, and will be performed as follows:

- For companies with 1-50 employees, CommunityCare will provide training monthly at CommunityCare's Downtown Tulsa office;
- For companies with 51-150 employees, CommunityCare will offer one (1) supervisory training session and one (1) general employee training session per quarter at the employer's primary place of business\*;
- For companies with more than 150 employees, CommunityCare will offer one (1) supervisory training session and one (1) general employee training session quarterly at up to three (3) of the employer's locations \*.

The Company's initial employee count will be determined by the Company and CommunityCare prior to the Effective Date of the Agreement, and then monthly thereafter based on the Company's prior month's invoice from CommunityCare.

(\*) For trainings that require overnight stays or travel by CommunityCare's employees beyond 250 miles round-trip, the Company will pay reasonable costs of transportation and lodging, such costs to be negotiated and approved in advance by Company.

#### **4. General Workplace Trainings**

- One (1) training per quarter for general employees
- These trainings are designed to help create a more productive workforce.
- Additional seminars will be offered or developed to meet the need of the company.  
Cost for these seminars will be discussed with internal company personnel prior to presentation.

#### **5. Manager/Supervisor Case Consultation**

Individual telephone consultation will be provided to managers/supervisors with regard to:

- Program procedures
- Evolving performance problems of employees
- Intervention approach/plan
- Employee referral
- Case follow-up

It is important that managers/supervisors understand that the EAP is a resource for assisting them in performing their job to maximum effectiveness, and that seeking individualized assistance is encouraged and recognized as a sign of an effective manager/supervisor.

## **6. In-house Program Coordinator Consultation**

Consultation with a designated in-house Program Coordinator is provided relating to all facets of program functioning on a routine basis to assure maximum coordination for maximum impact. This includes ongoing personal contact and accessibility, reports and annual program evaluation.

## **7. Management Information/Reports**

CommunityCare utilizes its own comprehensive, advanced Normative Organization - Management Information System (No-MIS). The Company will be provided information including but not limited to: actual client services provided, client demographics, nature of problems addressed, anonymous phone contact as well as other activities not related to specific cases.

## **8. Account Management**

CommunityCare HMO will assign an Account Manager to the Company account.

### **a. Qualifications**

Account Managers possess a degree in the helping professions (psychology, social work or counseling) and/or have previous EAP experience.

### **b. Responsibilities**

- 1) The Account Manager is the primary contact for all communications with the Company.
- 2) The Account Manager is responsible for the provision of information and technical assistance that support the establishment and maintenance of an effective EAP.
- 3) The Account Manager is responsible for developing and revising as is necessary an annual Internal Marketing Plan to insure proper program promotion and visibility.
- 4) The Account Manager is responsible for developing an evaluation plan to measure the effectiveness and efficiency of the program.
- 5) The Account Manager submits timely reports to the Company management on program utilization and its impact on management operations.

## **B. Program Promotion**

Critical to EAP effectiveness is the manner in which the EAP services are presented, promoted and communicated. An Internal Marketing Plan will be developed initially and revised annually as needed and will be comprised of Awareness Building, Education/Prevention Services and Communications.

## 1. Awareness Building

The success of an EAP belonging to an organization depends upon many factors, including a Company policy addressing behavioral health problems, thorough management training and ongoing promotion of the program to employees. Employees will utilize the EAP with appropriate understanding of basic facts:

- Most behavioral health problems are treatable.
- Treatment success is often a function of how early treatment is sought.
- The stigma associated with asking for help is mythical and has practically disappeared.
- Employee confidentiality for non-supervisory referrals.

**COMMUNITYCARE** will work with Company management to tailor the awareness efforts to fit Company needs. Specific awareness building activities will include:

## 2. Communications

In conjunction with the Company Communication Department, **COMMUNITYCARE** will disseminate pamphlets and posters designed specifically for the Company regarding the EAP. Promotional materials are recommended to include:

- Program announcement letter, i.e. new telephone number
- Home mailings
- Informational brochures
- Posters in appropriate locations
- Supervisory resource manuals
- In-house newsletter articles
- Other approaches as mutually agreed upon program materials, including all standard and promotional materials as well as special mailers will be delivered in person, through organizational mail or through postal services paid for by the Company.

## EAP SERVICES

Clinical Assessment/Referral/Follow-up Services are those direct services provided to employees and dependents who use the program on a self-referral basis or are referred by management because of deteriorating job performance. A dependent is any individual living in the immediate household of an employee or someone for whom the employee is financially responsible.

### A. Initial Contact

All initial contacts are by telephone access 24 hours/day 7 days/week. Appointments are offered within three (3) business days unless an emergency requires immediate problem assessment. Outside of normal business hours, calls are received by a live answering service which can contact on-call staff to respond to emergencies.

### B. Assessment

The assessment process is the direct clinical service provided to employees and dependents of the company. The assessment is conducted by an appropriately degreed and experienced professional. In most circumstances the interview occurs in person; however, it can be conducted via telephone, if necessary, unless prohibited by applicable state and federal guidelines. During the interview clients are encouraged to describe in detail the nature and extent of their personal problems so that the Counselor can make appropriate recommendations for resolving all of the key issues. The assessment is usually completed in a single interview, however, it may require up to three sessions.

If the problem is of a minor nature and the Counselor feels that the problem can be addressed on a short-term basis and it is clinically appropriate to do so, the Counselor will meet with the client employee for up to 3 sessions at no charge to help resolve the problem.

### C. Referral

CommunityCare utilizes the following services: United Way agencies; private practitioners; hospitals; state, county and privately funded services; and self-help groups, i.e. Alcoholics Anonymous, Narcotics Anonymous, C.A.R.E., AlAnon, NarcAnon, etc.

The agencies or services recommended by the Counselor for referral or aftercare services will be identified based upon:

- Agency's professional standing
- Quality of care provided
- Responsiveness to the client's and/or program's needs
- Client's home and work location
- Availability of transportation
- Cost and/or benefit coverage of treatment
- Waiting period between referral and agency admission
- Demographic characteristics of agency

The Counselor will refer the client to agencies that accept applicable company insurance. In those instances where insurance does not cover services, no insurance is available or insurance limits have been reached, efforts will be made to match the individual with an agency that is willing to negotiate fees based on ability to pay.

An emerging critical component to the success of any EAP is the coordination of the referral procedure with clients subscribing to HMOs in order to maximize proper provision of care to employees.

When a suitable resource is identified, the client (employee or dependent) will be referred to the appropriate agency. The EAP office will contact the referral agency and provide a summary of the findings and problems identified within the limits of the EAP policy statement (as developed by the Company) and confidentiality requirements. **In most cases, the Counselor will only need to meet once with the client in order to make an appropriate referral.**

#### **D. Tracking/Follow-up**

##### **1. Referral Agency Follow-up**

The EAP office will contact the referral source to learn if the employee has kept the appointment. This confirmation will be obtained via written assessment form.

##### **2. Client Follow-up**

Client follow-up by telephone or letter will be conducted. A brief reassessment will be conducted and a determination will be made whether to continue to follow up, reestablish EAP intervention, or close the case file. Follow-up categories include:

- All referrals-Four weeks
- Job Performance based on referrals-Weekly throughout treatment
- Return-to-work sessions with supervisory referral requiring treatment or at the request of the employer.

##### **3. Supervisory Follow-up**

In management referral situations, all information exchanged with supervisors is subject to Section E (confidentiality) and is limited to: indication of whether the referred employee made contact with the EAP, if the employee indicated willingness to follow the recommendations of the EAP, periodic verbal reports of progress in addressing the problem, and feedback regarding return to acceptable job performance by the manager/supervisor.

#### **E. Confidentiality**

To insure the integrity and success of the EAP, confidentiality guidelines of the EAP are as follows:

All records pertaining to the EAP will be treated with a high degree of confidentiality. Information contained in individual EAP files will not be released without the written authorization of the client, or under federal and state guidelines provided in 42 CFR Part II or 760.S. Supp. 1986 Section 19.

When EAP clients are referred to formal and informal treatment programs, the information provided to CommunityCare from these programs falls under federally regulated Confidentiality Guidelines. A release must be obtained for information about an individual's participation in both formal and informal treatment programs.

Once the employee is involved in the EAP, and job performance is the precipitating factor in the initial referral to the program, appropriate Company representative(s) will be informed of the response of the employee to the EAP recommendations when the employee authorized internal release of information. A confidentiality agreement will be entered into between CommunityCare and the Company upon signing the contract.

## **SAP SERVICES**

If your company falls under The Department of Transportation's (DOT) rule, 49 CFR Part 40, then CommunityCare Employee Assistance Program provides SAP services. The Department of Transportation's (DOT) rule, 49 CFR Part 40 describes required procedures for conducting workplace drug and alcohol testing for the federally regulated transportation industry.

SAP Services include:

- Evaluation for employees who have violated a DOT drug and alcohol program regulation
- Recommendations concerning education and/or treatment
- Follow-up testing
- Aftercare recommendations
- Reports to the DER

## EXHIBIT C - COMPENSATION SCHEDULE

### Yukon Public Schools

1. TOTAL NUMBER OF ALL EMPLOYEES: 950
  - a. Inside Tulsa Metro Area (50 miles or less):
  - b. Outside Tulsa Metro Area (Inside Oklahoma): 950
  - c. Outside State (Please specify # of employees in each state and their cities):
2. TOTAL NUMBER OF DOT EMPLOYEES ONLY (if applicable):
3. RATES: \$1.08 PEPM.
4. MODEL: 1 to 3 sessions
5. IMPLEMENTATION FEE: ~~\$250-00~~-Waived
6. BILLING CYCLE: Monthly (unless otherwise specified by CCEAP)

### EXCLUSIONS:

1. In the event that Company prepares or purchases brochures (other than the standard brochures supplied by CCHMO), special mail pieces, or other materials related to the services to be provided by CCHMO under this Agreement for distribution to covered lives, Company shall be responsible for the cost of printing or purchasing and distributing such items. In the event that CCHMO prepares or purchases such items, CCHMO agrees to obtain from Company prior written approval of all costs to be incurred. In no event shall CCHMO distribute any materials to covered lives of Company prior to obtaining written approval for such distribution from Company.
2. All expenses related to requested travel by Company to locations outside of Tulsa and contiguous counties, shall be paid by Company, for example overnight stays, lodging, air fair or car rental.

(\*) Department of Transportation

## CommunityCare EAP Training Courses

Please contact either Scott Waleska at [swaleska@ccok.com](mailto:swaleska@ccok.com) or Steve Stewart at [sstewart@ccok.com](mailto:sstewart@ccok.com) for more information, or to schedule training.  
918-594-5232 or 1-800-221-3976

### **Classes for Supervisors and Managers:**

#### **DOT Supervisory Training (FTA, FMCSA, FAA, PHMSA, FRA) (Up to 3 Hours):**

This training is designed to meet the DOT two-year training requirements for supervisors and is led by a Department of Transportation Substance Abuse Professional. Class material includes recognizing drug related behaviors and the effects of drugs on employees, defines "Reasonable Suspicion," and outlines reasons for referrals of employees.

#### **Drug-Free Workplace Training for Supervisors (Up to 3 Hours):**

This class is specifically designed for supervisors and managers to assist with recognizing drug related behaviors, effects of drugs on employees, defines "Reasonable Suspicion," and reasons for referrals of employees. This class may be combined with the DOT Supervisory Training for companies with both DOT and non-DOT employees.

#### **Making Supervisory Referrals (Supervisors – 1 Hour):**

This workshop presents the steps and sequence that make supervisory referrals most effective, and that best protect the company from litigation or risk of violence.

#### **Conflict Resolution (Supervisors – 1 Hour):**

This training is for supervisors, managers and HR staff. The training will address identification of troubled employees; how to avoid "traps" when attempting to help, and the conflict resolution process.

#### **Managing Anger (Supervisors – 1 Hour):**

This workshop identifies inefficient styles of handling anger and provides suggestions on managing anger effectively.

#### **Violence in the Workplace (Supervisors – 1 Hour):**

This training focuses on violence prevention, early warning signs and what to do when supervision has identified a potential for violence. Early intervention proves to increase morale, reduces turnovers, and provides for a safer work environment.

#### **Depression in the Workplace (Supervisors – 1 Hour):**

This is a brief overview of types and significance of different kinds of depression and predictors of whether the depression may be chronic. Material includes impact in the workplace & what supervisors are – and are not – to do.

#### **Supervisory 101 Training (New Supervisors – 1.5 Hours):**

This training is for supervisors that are new to their leadership role, or for experienced supervisors who would just like to refresh some of their supervisory skills.

#### **The Power of Momentum (Supervisors - 1 Hour):**

For leaders, managers, supervisors, and leadership teams, designed to help those at the top of the organization, business, department or work team understand the motivational power of forward movement (momentum) in their organization. This interactive training helps leaders understand what momentum is, its value to the organization, ways to create and sustain momentum, and a plan to overcome barriers and obstacles to momentum. Some of the material in this training is from material written by leadership guru, John Maxwell, and is used with permission.

### **Classes for General Employees:**

#### **Drug-Free Workplace for General Employees (Up to 1.5 Hours):**

This class presents information about recognizing drug-related behaviors and descriptions of most commonly abused substances and their effects on employees in the workplace. Class material includes a review of facts versus myths and an interactive quiz to emphasize key information.

#### **Harassment (1.5 Hour):**

This workshop presents the steps and sequence that make supervisory referrals most effective, and that best protect the company from litigation or risk of violence.

## CommunityCare EAP Training Courses

Please contact either Scott Waleska at [swaleska@ccok.com](mailto:swaleska@ccok.com) or Steve Stewart at [sstewart@ccok.com](mailto:sstewart@ccok.com) for more information, or to schedule training.  
918-594-5232 or 1-800-221-3976

### **Stress Management (1 Hour):**

This workshop looks at how stress energizes and strengthens, as well as weakens. Identify primary sources of positive and negative stress (eustress and distress), warning signs of excessive stress, and additional ways to reduce and/or counter stressors.

### **Time Management (1 Hour):**

This workshop will assist with an understanding of time management and how to begin a personal time management assessment. Material includes time management tips and resources available for assistance. Learn how to avoid time management pitfalls.

### **Problem Gambling (1.5 Hours):**

Gambling has become much more common since becoming legalized in Oklahoma. For most people, it's a harmless recreational activity. For others, gambling can become a serious problem that affects every area of their life. Gambling not only affects the gambler, it affects the family, the community and the workplace. The goal of this training is to help identify some of the common warning signs of problem gambling, as well as to identify what assistance and resources are available for problem gamblers.

### **Understanding and Treating Depression (1 Hour):**

This training is a brief overview of different types of depression and their significance. Class material assists in identifying the factors affecting whether a depression will be mild or severe, one time or "forever." Included are tips for effective and ineffective medication therapy, self-help, and help of others.

### **Holiday Blues (1 Hour):**

This class helps in identifying the difference between "the blues" and clinical depression. Class material includes tips on behaviors that can decrease stress and increase enjoyment during the holidays

# RENTAL CONTRACT

## YUKON FINE ARTS CENTER (Gene Cranfill Auditorium)

850 Yukon Avenue Yukon, OK 73099 (405) 354-8356 FX(405) 354-6683

[wes.mcatee@yukonps.com](mailto:wes.mcatee@yukonps.com)

**Office COPY**

Organization: **Dance Athority**

Program: **Dance Recital**

Street: **320 Mustang Road**

City: **Yukon**

State: **OK**

Zip: **73099**

Contact: **Darcy Huffines**

Phone: **405-324-0500**

Fax:

Cell: **405 361-8800**

Email 1: **darcypauline@cox.net**

Email 2:

Director: **Darcy**

Phone:

Fax:

Cell: **405 361-8800**

Number in Program: **110**

Estimated Attendance: **800**

Ticket Price:

Date(s) Requested: **6/5/2019, 6/6/2019**

Origination: **4/18/2019**

**FOR APPROVAL: CONTRACT AND DEPOSIT MUST BE RECEIVED NO LATER THAN: 5/18/2019**

School Board:  Approve  Deny Date:

Director Review *W. Malew* Date: *04-24-19*

Recommend

Do Not Recommend \*See Attachment

Insurance Certificate Due: **5/26/2019**

Certificate Received: Date:

Schedule **3**

Level **VI**

RATE PER HOUR	HOURS USED		TOTAL	
	Estimated	Actual	Estimated	Actual
\$325.00	13		\$4225.00	\$0.00
(DEPOSIT PAID BY CASHIERS CHECK ONLY)			DEPOSIT	
CK# 7023130548	\$ 2000	\$320.00	75% <span style="background-color: green; color: white; padding: 2px;">\$3168.75</span>	10% 1. \$316.88
CK# 7023130547	\$ 300.00			65% 2. \$2851.88
CK# 7023130547				
<b>Balance Due At Close of Program</b>			\$0.00	
<b>Paid By Company Check or Cash</b>			\$0.00	
<b>Additional Charges</b>			\$0.00	
			<b>FINAL BALANCE</b>	
			\$0.00	

Rates charged on an hourly basis. First 30 minutes are 1/2 the hourly rate. After 30 minutes, the full hourly rate will be charged.

(3) CLEANING DEPOSIT	DEPOSIT PAID		DEPOSIT RETURNED	
\$400	Date:	Ck #:	<input type="checkbox"/> Yes	<input type="checkbox"/> No

Acknowledgement Statement

I have read Board Policy # GK-R1 and this contract in entirety. I acknowledge that any questions concerning this contract have been answered and explained to my complete satisfaction. I acknowledge this contract to be a binding agreement between myself and Yukon Public Schools. I further agree to pay the final balance due at the end of my program which is determined by the actual time of facility rental, not any previous estimate.

Signature

*[Handwritten Signature]*

Date

*4.24.19*

**Disposal of YPS Nursing Equipment**

<u>Date</u>	<u>Equipment</u>	<u>Model</u>	<u>Serial #</u>	<u>Disposal</u>	
				<u>Age</u>	<u>Reason</u>
1/23/2019	Belton Audiometer	119	12B0163	15+ yrs	Broken/Unfixable
1/23/2019	Belton Audiometer	119	796	15+ yrs	Broken/Unfixable
1/23/2019	Powerheart AED #16	G3	4130319	12 yrs	Broken/Unfixable
1/23/2019	Powerheart AED #14	G3	4130269	12 yrs	Broken/Unfixable
1/23/2019	Digit Fingertip 02	473		12 yrs	Broken/Unfixable
4/25/2019	testing kits (2)				out dated SpEd Mat
					<b>Location</b>
4/26/2019	4 -3x6 wooden tables		YALE		old/worn/unused
	1-4x3 wooden table		YALE		old/worn/unused
	17 large office chairs		YALE		old/worn/unused
	2 computer chairs		YALE		old/worn/unused
5/1/2019	5 upholstered bar stools		Admin		old/unused

**Disposal**  
**Approved by:**

**Disposal**  
**Date**

terials

## **Surplus Football Shoulder Pads**

### **Rawlings SRG**

Small- 7

Medium- 5

Large- 12

XL- 5

### **Schutt**

Small- 1

Medium- 2

XL- 4

### **Z Cool**

Large- 1

XXL- 1

### **Douglass**

Large- 1

XL- 1

**Joy Hofmeister**  
**State Superintendent of Public Instruction**  
**Oklahoma State Department of Education**  
2500 North Lincoln Boulevard, Oklahoma City, Oklahoma 73105-4599

**CONTRACT FOR AUDIT OF PUBLIC SCHOOLS**  
**2018-2019 SCHOOL YEAR**

The Audit reports are to be made in accordance with Oklahoma Statutes and the Rules and Regulations of the State Board of Education. The contracting auditing firm stipulates that the audit will include a financial and compliance examination in accordance with the standards for financial and compliance audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; when applicable, the provisions of the Uniform Administrative Requirements Cost Principles, and Audit Requirements for Federal Awards, also known as 2 C.F.R Part 200. The contracting auditing firm is currently included on the State Board of Education's list of approved public school auditors.

We, the undersigned, do hereby further stipulate that we have entered into an agreement to provide an annual audit of the financial affairs and transactions of all funds and activities of the school district specified below. The audit period shall cover the 2018-2019 fiscal year beginning July 1, 2018, and ending June 30, 2019.

This audit contract was approved by the Board of Education and entered in the minutes of its meeting on the \_\_\_\_\_ day of \_\_\_\_\_, 2019.

**ATTEST:**

\_\_\_\_\_  
**CLERK**

\_\_\_\_\_  
**PRESIDENT**

Yukon Public Schools  
**DISTRICT**

Canadian  
**COUNTY**

091027  
**COUNTY/DISTRICT NO.**

APPROVED THIS 10th DAY OF April, 2019.

Putnam & Company, PLLC  
**AUDITING FIRM**



\_\_\_\_\_  
**SIGNATURE OF AUTHORIZED REPRESENTATIVE OF AUDITING FIRM**

**PLEASE EXECUTE THIS FORM IN TRIPLICATE:**

- (1) copy for the school file
- (1) copy for the contracting auditing firm
- (1) copy to be submitted to the State Department of Education

**EMAIL A SIGNED CONTRACT TO KATHERINE.BLACK@SDE.OK.GOV OR MAIL A COPY TO:** Katherine Black, Executive Director, Financial Accounting  
Oklahoma State Department of Education  
2500 North Lincoln Boulevard, Suite 420  
Oklahoma City, Oklahoma 73105-4599

**MUST BE FILED NO LATER THAN FRIDAY, JUNE 28, 2019**

Contracts dated prior to January 31, 2019, will **not** be accepted.  
Contracts which do not contain **all** of the above provisions **will not** be accepted.



# Renewal Agreement

Lifetouch ID	See Notes All District
School Years	19 - 20
OCDT	Craig Davis

Fall Individuals

**ACCOUNT & CONTACT INFORMATION** Yukon Public Schools

Account Name	Yukon Public Schools	Phone	405-354-2587	Enrollment	
Address	600 Maple Street	Fax		Grades	All Grades
City, State Zip	Yukon, OK 73099	District	Yukon Public Sch Dist		
Website		County	Canadian		
<b>Contact Title / Role</b>	<b>Name</b>	<b>Phone</b>	<b>Email Address</b>		
Principal					
Secretary					
Yearbook Advisor					
Event Coordinator					
EDT Coordinator					
Athletic Director					

**PICTURE DAY EVENTS**

Event Type	Current & Next Picture Date	Arrival Time	Start Time	End Time	# Cameras	# Photographed	Flyer Need By	Setup Location
Original								
Retake								
Retake / Other								
Staff								

**PICTURE DAY EXECUTION** PrePay

Parent Notify							
Host Portal	Provide Access? Yes / No Send Email invitation to: _____						
Camera Platform	Composite Code					Indicate How Are Students Come To Camera Below	
Selling Method	Group Code					Last Year Name On Cards Sorted By	
Number of Clicks	PrePay	Hold For: Verification / Absentees				Students Called To Camera By?	
Rewards Program	1Click	Staff Package	Yes-Staff3			If Sort By Teacher/Period, What Teacher?	
SmileSafe Cards	MyFamilyRewards	Flyer Type	Standard Billing:			If Sort By Period/Homeroom, What Period?	
	Yes SmileSafe	Flyer Theme	Year-Round			If Other Schedule, Explain: _____	

**PACKAGE HANDLING**

Last Year Sorted By:	Next Year Sort Packages By:	If Sorted By Period/Homeroom, What Period/Homeroom?	
Any Other Package Handling Instructions:		If Sorted By Teacher/Period, What Teacher/Period?	
Last Year Shipped To:	Next Year Ship Packages To:	Account	Any Other Package Shipping Instructions:

**ID CARDS**

ID Cards:	Student IDs: Yes / No	Staff IDs: Yes / No	Barcoded IDs: Yes / No	I-Depot: Yes / No	Punched ID Card: Yes / No
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**YEARBOOKS**

Yearbook Program:					
If Lifetouch Yearbook Program - Please Indicate:	Webase / Volumes	Color / B&W	Hard Cover / Soft Cover	ZOOM / No ZOOM	YBPAY / No YBPAY

**ADDITIONAL PICTURE DAY EVENT & PROGRAM INFORMATION**

Parent Contribution Provided To School? Yes / No If Yes, What Is Rate? _____
\$5000.00 for professional development _____

**NOTES, SPECIAL REQUESTS & PROMOTIONS**

35% commission for Fall Lifetouch will provide 1 calendar per staff member upon renew of photography
Yukon Public Schools to include but not limited to; Yukon High, Yukon Middle, Central, Myers, Parkland, Ranchwood, Shedeck, Skyview, Surrey Hills, Independence & Lakeview

**AGREEMENT TERMS & SIGNATURES**

Lifetouch Photography is hereby authorized to begin organization and planning as the official School Photographer for the terms listed above and for the number of years as indicated.	As the authorized representative of Lifetouch, I agree to: 1. Guarantee a professional, organized, on time photography session. 2. Work at all times toward the benefit of Students and Faculty. 3. Provide all Staff necessary to professionally finish on time. 4. Guarantee knowledgeable, constant communication.	
Account / School Representative	Date Signed: Lifetouch Representative	Date Printed:
Signature	OCDT	4/17/2019
	Signature	

**Out of State Travel Request**

---

*School employee requesting trip.*

*Full Name* Lisa Loeffelholz  
*Date of Request* 04/04/2019  
*Name of Organization, Grade* YMS, STEM, 6th  
*Departure Date of Trip* 07/07/2019  
*Return Date of Trip* 07/10/2019  
*Departure Time* 9:00 AM  
*Departure Location* Yukon, OK  
*Number of Days* 4

*Means of Transportation*

- Airline
- School Vehicle
- Private Vehicle

*Number of Students Participating* 0  
*Number of Parents/Guardians Attending* 0  
*Age of Students* 0

*Place, Purpose, and Nature of the Trip*  
PLTW Core Training for Green Architecture

*If booster club is paying an amount is required. If activity fund is being used, a PO number and amount is required.*

---

**Cost Analysis**

*Registration Costs /PO Number:* \$750.00/ 191728  
*Lodging Cost/PO Number:* \$432.00/ 191733

*Airfare or Personal or District Vehicle*

*Transportation Costs/PO Number:* Personal Vehicle  
*Per diem (meals, taxi/uber, parking):* Will find out closer to travel date  
*Cost of a Substitute:* None

*Will Participation Lead to Further Competition?*

- Yes
- No

*If Yes, Explain*

*Educational Benefits*

Core Training for the class I will be teaching in the coming school year.

---

*Attachments:*

Upload Schedule of Events: PLTW\_confirmationPDF.pdf

Upload Itinerary: PLTW\_confirmationPDF.pdf

---

*Attached Workflow*

Out of State Travel Request

*Current Status*

Submitted

*Workflow Steps*

- 1 Signed by Lisa Loeffelholz on 04/04/2019 at 3:01 PM 6TH GRADE PLTW TEACHER  
**Signature:** Lisa Loeffelholz
- 2 Approved by Diana Lebsack on 04/04/2019 at 3:09 PM Principal
- 3 Review Group:
- 4 TBD
- 5 Approval
- 6 Review Group:



# Order Details

<b>Date:</b>	April 4, 2019
<b>Confirmation Number:</b>	1904-0400-002788
<b>Payment Status:</b>	Order Placed
<b>School PO Number:</b>	191728

## Billing Address

Lisa Loeffelholz  
 Yukon Middle School  
 801 Garth Brooks Blvd  
 Yukon, OK 73099

Thank you for registering to attend PLTW Core Training! Questions? The PLTW Solution Center Team Members are here to answer all of your questions. Call 877.335.7589 for live, one-on-one support seven days a week or email us at [SolutionCenter@pltw.org](mailto:SolutionCenter@pltw.org).

Item	PD Event Id	Item Price
- Event Registration	7819515FCTE3	\$750.00
- On-site Parking	7819515FCTE3	No Fee, Free Event

Subtotal	\$750.00
Sales Tax	\$0.00
<b>Total</b>	<b>\$750.00</b>
Total Amount Paid:	\$750.00
Balance Due:	\$0.00



# Order Details

<b>Date:</b>	April 4, 2019
<b>Confirmation Number:</b>	1904-0400-002788
<b>Payment Status:</b>	Order Placed
<b>School PO Number:</b>	191728

## Billing Address

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 Yukon Middle School  
 801 Garth Brooks Blvd  
 Yukon, OK 73099

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Subtotal	\$750.00
Sales Tax	\$0.00
<b>Total</b>	<b>\$750.00</b>
Total Amount Paid:	\$750.00
Balance Due:	\$0.00

**Out of State Travel Request**

---

*School employee requesting trip.*

*Full Name* Melissa Barlow  
*Date of Request* 04/11/2019  
*Name of Organization, Grade* YPS Secondary Administrators  
*Departure Date of Trip* 07/17/2019  
*Return Date of Trip* 07/20/2019  
*Departure Time* 10:32am  
*Departure Location* Will Rogers World Airport  
*Number of Days* 4

*Means of Transportation*

- Airline
- School Vehicle
- Private Vehicle

*Number of Students Participating* 0

*Number of Parents/Guardians Attending* 0

*Age of Students* n/a

*Place, Purpose, and Nature of the Trip*

NASSP National Conference; Professional Development for Secondary School Administrators; Boston, MA

*If booster club is paying an amount is required. If activity fund is being used, a PO number and amount is required.*

---

**Cost Analysis**

*Registration Costs /PO Number:* PO#191444

*Lodging Cost/PO Number:* PO#191491

*Airfare or Personal or District Vehicle*

---

*Transportation Costs/PO Number:* PO#191464

*Per diem (meals, taxi/uber, parking):* unknown

*Cost of a Substitute:* n/a

*Will Participation Lead to Further Competition?*

- Yes
- No

*If Yes, Explain*

*Educational Benefits*

This professional development experience will provide our team with opportunities to learn from educational leaders across the nation as well as gain valuable collaborative time with colleagues in our field.

---

*Attachments:*

Upload Schedule of Events: NASSP.docx

Upload Itinerary: NASSP.docx

---

*Attached Workflow*

Out of State Travel Request

*Current Status*

Submitted

*Workflow Steps*

- 1 Signed by Melissa Barlow on 04/11/2019 at 06:51 AM Principal  
**Signature:** Melissa G Barlow
- 2 Approved by Sheli McAdoo on 04/11/2019 at 3:46 PM Assistant Superintendent
- 3 Review Group:
- 4 TBD
- 5 Approval
- 6 Review Group:

## **Conversion Error: NASSP.docx**

An error occurred while attempting to convert this file. It may be corrupted or unsupported.

Reference: 37daaf8f99d3f7449deb46d2ddc695e1

Error: Internal Conversion Error

Time: Monday, April 22, 2019 1:48:29 PM

You may be able to manually download and print the file by clicking the link below:

[NASSP.docx](#)

## Conversion Error: NASSP.docx

An error occurred while attempting to convert this file. It may be corrupted or unsupported.

Reference: 37daaf8f99d3f7449deb46d2ddc695e1

Error: Internal Conversion Error

Time: Monday, April 22, 2019 1:48:55 PM

You may be able to manually download and print the file by clicking the link below:

[NASSP.docx](#)

**Out of State Travel Request**

---

[School employee requesting trip.](#)

*Full Name* Steven Hunt  
*Date of Request* 04/11/2019  
*Name of Organization, Grade* YPS Secondary Administrators  
*Departure Date of Trip* 07/17/2019  
*Return Date of Trip* 07/20/2019  
*Departure Time* 10:32am  
*Departure Location* Will Rogers World Airport  
*Number of Days* 4

*Means of Transportation*

- Airline
- School Vehicle
- Private Vehicle

*Number of Students Participating* 0  
*Number of Parents/Guardians Attending* 0  
*Age of Students* N/A

*Place, Purpose, and Nature of the Trip*

NASSP National Conference: Professional development for secondary school administrators Boston, MA

[If booster club is paying an amount is required. If activity fund is being used, a PO number and amount is required.](#)

---

**Cost Analysis**

*Registration Costs /PO Number:* PO#191444  
*Lodging Cost/PO Number:* PO#191491

[Airfare or Personal or District Vehicle](#)

*Transportation Costs/PO Number:* PO#191464  
*Per diem (meals, taxi/uber, parking):* unknown  
*Cost of a Substitute:* N/A

*Will Participation Lead to Further Competition?*

- Yes
- No

*If Yes, Explain*

*Educational Benefits*

This professional development experience will provide our team with opportunities to learn from educational leaders across the nation as well as gain valuable collaborate time

---

*Attachments:*

Upload Schedule of Events: Schedule at a Glance \_ National Principals Conference 2019.pdf

Upload Itinerary: NASSP .pdf

---

*Attached Workflow*

Out of State Travel Request

*Current Status*

Submitted

*Workflow Steps*

- |   |   |                     |
|---|---|---------------------|
| 1 | Signed by Steven Hunt on 04/11/2019 at 08:54 AM     | Assistant Principal |
|   | <b>Signature:</b> Steven Hunt                       |                     |
| 2 | Approved by Melissa Barlow on 04/11/2019 at 4:32 PM | Principal           |
| 3 | Review  | Group:              |
| 4 | TBD   |                     |
| 5 | Approval  |                     |
| 6 | Review  | Group:              |

## Wednesday, July 17, 2019

7:00–5:00 pm Registration Hours

## Thursday, July 18, 2019

6:00–3:00 pm Registration Hours

7:30–8:30 am Exclusive Time in the Exhibit Hall (Hall C and Auditorium): Come for coffee and pastries

7:30–3:00 pm Exhibit Hall Hours

8:30–9:30 am Concurrent Sessions

9:45–11:15 am Thought Leader Session with Dr. George Couros (Ballrooms A, B, and C)

11:30–1:00 pm Exclusive Time in the Exhibit Hall: Enjoy a light snack and have your book signed by Dr. George Couros

1:00–2:30 pm National Candidates Forum

- “Meet the Candidates”
- “Conversation with the President-Elect Candidates”

1:00–2:30 pm Concurrent Sessions

2:45–3:15 pm Board of Nominators Meeting

2:45–3:45 pm Concurrent Sessions

3:00 pm Exhibit Hall Closes

3:15–4:00 pm State Coordinators and Advocacy Team Meeting

4:00–5:00 pm Concurrent Sessions

## Friday, July 19, 2019

7:00–3:00 pm Registration Hours

7:00–8:00 am Exclusive Time in the Exhibit Hall (Hall C and Auditorium): Come for coffee and pastries

7:30–9:30 am EdCamp

7:30–4:30 pm Exhibit Hall Hours

8:30–10:00 am Concurrent Sessions

9:00–10:00 am NASSP Members’ Assembly

- 10:15–11:45 am** Thought Leader Session with Dr. Tracey Wilen, Dr. Tommy Welch, and Dr. David Geurin (Ballrooms A, B, and C)
- 11:45–1:00 pm** Exclusive Time in the Exhibit Hall (Hall C and Auditorium): Enjoy a light snack and have your book signed by Dr. Wilen
- 1:00–2:00 pm** Concurrent Sessions
- 2:00–3:00 pm** State Executive Directors' Meeting
- 2:15–3:15 pm** Concurrent Sessions
- 3:30–4:00 pm** Exclusive Time in the Exhibit Hall: Drawing for prizes
- 4:30 pm** Exhibit Hall Closes

## Saturday, July 20, 2019

- 7:00–11:00 am** Registration Hours
- 8:00–9:00 am** Concurrent Sessions
- 9:15–10:15 am** Concurrent Sessions
- 10:30–11:00 am** Throwdown (Ballrooms A, B, and C)
- 11:15–12:45 pm** Thought Leader Session with Dr. Geoffrey Canada (Ballrooms A, B, and C)
- 12:45–1:30 pm** Book signing by Dr. Geoffrey Canada



## NASSP

Boston, MA  
July 17-20, 2019

### Airline Information

	Flight #1	Flight #2	Flight #3	Flight #4
<b>Date</b>	July 17	July 17	July 20	July 20
<b>Airline</b>	American	American	American	American
<b>Flight number</b>	2301	1148	2747	2885
<b>Departure city</b>	OKC	DFW	Boston	DFW
<b>Departure time</b>	10:29 AM	12:40 PM	12:42 PM	4:37 PM
<b>Destination city</b>	DFW	Boston	DFW	OKC
<b>Arrival time</b>	11:39 AM	5:30 PM	3:50 PM	5:36 PM

### Hotel Itinerary

Date	Hotel	City, Country	Reservation confirmation number	Phone number
7/17 – 7/20	Hertz Sheraton Boston  39 Dalton St. Boston, MA 02199	Boston, MA	E5596F5D1-1	617-338-1506

**Out of State Travel Request**

---

[School employee requesting trip.](#)

*Full Name* Sheli McAdoo  
*Date of Request* 04/16/2019  
*Name of Organization, Grade* Yukon PS  
*Departure Date of Trip* 07/17/2019  
*Return Date of Trip* 07/20/2019  
*Departure Time* 11:44 a.m.  
*Departure Location* Will Rogers  
*Number of Days* 4

*Means of Transportation*

- Airline
- School Vehicle
- Private Vehicle

*Number of Students Participating* 0  
*Number of Parents/Guardians Attending* 0  
*Age of Students* 0

*Place, Purpose, and Nature of the Trip*

Attend the National Association of Secondary Principals Conference in Boston, MA

[If booster club is paying an amount is required. If activity fund is being used, a PO number and amount is required.](#)

---

**Cost Analysis**

*Registration Costs /PO Number:* 191444  
*Lodging Cost/PO Number:* 191491

[Airfare or Personal or District Vehicle](#)

*Transportation Costs/PO Number:* 191464  
*Per diem (meals, taxi/uber, parking):* \$50 per day  
*Cost of a Substitute:* 0

*Will Participation Lead to Further Competition?*

- Yes
- No

*If Yes, Explain*

*Educational Benefits*

Gain valuable experience from workshops and networking with administrators from other districts.

---

*Attachments:*

Upload Schedule of Events: NASSP (1).docx

Upload Itinerary: NASSP Schedule.pdf

---

*Attached Workflow*

Out of State Travel Request

*Current Status*

Submitted

*Workflow Steps*

- |   |  |                          |
|---|--|--------------------------|
| 1 | Signed by Sheli McAdoo on 04/16/2019 at 08:41 AM<br><b>Signature:</b> Sheli McAdoo | Assistant Superintendent |
| 2 | Approved by William Simeroth on 04/16/2019 at 09:22 AM                             | Superintendent           |
| 3 | Review   | Group:                   |
| 4 | TBD  |                          |
| 5 | Approval   |                          |
| 6 | Review   | Group:                   |

## **Conversion Error: NASSP (1).docx**

An error occurred while attempting to convert this file. It may be corrupted or unsupported.

Reference: 51f4182e7cdfda449ab439cebe913555

Error: Internal Conversion Error

Time: Monday, April 22, 2019 1:58:01 PM

You may be able to manually download and print the file by clicking the link below:

[NASSP \(1\).docx](#)



## Schedule

Jul 17 7:00 AM –  
Jul 18 1:00 PM

Wednesday, July 17, 2019

### Registration Hours

7:00AM–5:00PM, John B. Hynes Convention Center 2nd floor

### Region 8 Business Meeting

2:00PM–6:00PM, Sheraton Boston Hotel - Hampton Room (Located on the 3rd floor)

Thursday, July 18, 2019

### Registration Hours

6:00AM–3:30PM, John B. Hynes Convention Center 2nd floor

### Exclusive Time in the Exhibit Hall – Come for coffee + pastries

7:30AM–8:30AM, John B. Hynes Convention Center 2nd floor - Hall C & Auditorium

### Exhibit Hall Hours

7:30AM–3:00PM, John B. Hynes Convention Center 2nd floor

### Build Social-Emotional Learning through How You Teach Close Reading & Writing

8:30AM–9:30AM, Room 200-Hynes Convention Center

### Creating a Positive Culture in an I'm Possible Setting

8:30AM–9:30AM, Room 208-Hynes Convention Center

### Disruptive Leadership: My No Apologies Tour 2019

8:30AM–9:30AM, Room 306-Hynes Convention Center

### Efficacy in Digital Leadership

8:30AM–9:30AM, Room 302/304-Hynes Convention Center

### Engaging Generation Z: Best Practices for Motivating Students in the 21st Century

8:30AM–9:30AM, Room 312-Hynes Convention Center

### Get Your Students on the Pathway to Financial Success

8:30AM–9:30AM, Room 203-Hynes Convention Center

**Leading a School After Tragedy**

8:30AM–9:30AM, Room 210-Hynes Convention Center

**Looking for That “Magic Bullet”?**

8:30AM–9:30AM, Room 310-Hynes Convention Center

**Making Your School a Safety Informed Community**

8:30AM–9:30AM, Room 209-Hynes Convention Center

**Mindful Leadership: Using the Power of Mindfulness to Transform Your School**

8:30AM–9:30AM, Room 313-Hynes Convention Center

**Move from Surviving to Thriving: A Tool to Plan for Schoolwide Well-Being**

8:30AM–9:30AM, Room 206-Hynes Convention Center

**Tools and Strategies for School Leaders to Dismantle the School-to-Prison Pipeline**

8:30AM–9:30AM, Room 207-Hynes Convention Center

**Transforming High Schools**

8:30AM–9:30AM, Room 311-Hynes Convention Center

**Opening Thought Leader Session with Dr. George Couros**

9:45AM–11:15AM, John B. Hynes Convention Center - Ballrooms ABC - 3rd Floor

**Exclusive time in the Exhibit Hall - Come for the book signings and enjoy a bite to eat!**

11:30AM–1:00PM, John B. Hynes Convention Center 2nd floor - Hall C & Auditorium

**Region 7 Business Meeting**

12:15PM–1:00PM, Sheraton Boston Hotel - Gardner Room (Located on the 3rd floor)

**A Principal's Guide to Improving School Culture through SEL**

1:00PM–2:30PM, Room 313-Hynes Convention Center

**Better Together: The Power of the Pln**

1:00PM–2:30PM, Room 311-Hynes Convention Center

**Building a Mental Wellness Mentality in Your School**

1:00PM–2:30PM, Room 203-Hynes Convention Center

**Climate, Culture, & Conduct**

1:00PM–2:30PM, Room 209-Hynes Convention Center

**Embedding Social and Emotional Learning in High School Classrooms**

1:00PM–2:30PM, Room 309-Hynes Convention Center

**Mindfulness to Manage Stress & Burnout**

1:00PM–2:30PM, Room 310-Hynes Convention Center

**National Candidates Forum**

1:00PM–2:30PM, Back Bay AB - Sheraton Boston Hotel

**Power Up for Disruption: Your Superpowers Here**

1:00PM–2:30PM, Room 200-Hynes Convention Center

**Practical Strategies for Reducing Anxiety and Disruptive Behavior in the Classroom**

1:00PM–2:30PM, Room 312-Hynes Convention Center

---

Jul 17 7:00 AM –  
Jul 18 1:00 PM

---

## Out of State Travel Request

---

[School employee requesting trip.](#)

*Full Name* Rachel Adams  
*Date of Request* 04/17/2019  
*Name of Organization, Grade* YHS  
*Departure Date of Trip* 07/21/2019  
*Return Date of Trip* 07/26/2019  
*Departure Time* 2:00 pm  
*Departure Location* OKC Will Rogers Airport  
*Number of Days* 6

### *Means of Transportation*

- Airline  
 School Vehicle  
 Private Vehicle

*Number of Students Participating* 0

*Number of Parents/Guardians Attending* 0

*Age of Students* 0

### *Place, Purpose, and Nature of the Trip*

Advanced Placement Summer Institute in preparation for teaching AP Studio Art for 19-20 school year.

[If booster club is paying an amount is required. If activity fund is being used, a PO number and amount is required.](#)

## Cost Analysis

*Registration Costs /PO Number:* \$795-no cost to d

*Lodging Cost/PO Number:* no cost to district

[Airfare or Personal or District Vehicle](#)

*Transportation Costs/PO Number:* no cost to district

*Per diem (meals, taxi/uber, parking):* no cost to district

*Cost of a Substitute:* no cost to district

### *Will Participation Lead to Further Competition?*

- Yes  
 No

### *If Yes, Explain*

Students will submit portfolios at the end of the year as their AP Exam

### *Educational Benefits*

College Board is making several changes to the curriculum/ requirements for studio art; attending the institute will be a huge help in creating a new syllabus and the success of student portfolios.

*Attachments:*

Upload Schedule of Events: AP BY THE SEA EVENT 3 2019.docx

Upload Itinerary: AP BY THE SEA EVENT 3 2019.docx

---

*Attached Workflow*

Out of State Travel Request

*Current Status*

Submitted

*Workflow Steps*

- |   |   |           |
|---|---|-----------|
| 1 | Signed by Rachel Adams on 04/17/2019 at 10:30 AM<br>Signature: rachel adams | TEACHER   |
| 2 | Approved by Melissa Barlow on 04/17/2019 at 11:20 AM                        | Principal |
| 3 | Review  | Group:    |
| 4 | TBD   |           |
| 5 | Approval  |           |
| 6 | Review  | Group:    |

# AP BY THE SEA EVENT 3: JULY 22–25

## (Sunday: 6/16, 7/7, 7/21 for DORM RESIDENTS ONLY)

- **4-6pm:**  
Check in for Dorm Residents ONLY at Front Desk of Manchester Village Apartments
- **6-7pm:**  
Dinner at Pavilion Dining for Dorm Residents ONLY
- **6-9pm:**  
Late dorm check in: phone 619 260-4623 before 10pm; After 10pm 619 260-4000

## Monday: 6/17, 7/8, 7/22

- **7:30-8:30am:**  
Registration/Breakfast at **MOTHER ROSALIE HILL HALL** (Drivers pick up 4-day passes in West lot from AP staff.) **Park in WHITE SPACES ONLY in the WEST parking structure**
- **8:30-11:30:**  
Morning curriculum session
- **11:30-12:30:**  
Lunch at La Paloma in Kroc Building (exact time may be adjusted)
- **12:30-4:**  
Afternoon session (w/ optional afternoon break)
- **5pm:**  
Optional Old Town Trolley Bus Tour of San Diego and Coronado
- **Suggested Old Town Dining:**  
Casa de Reyes (our fav); Tequila Factory (good happy hour); Cafe Coyote (tourist fav), Old Town Mexican Cafe (local fav); Cosmopolitan (beyond the taco); Jack and Giulio's Italian

## Tuesday: 6/18, 7/9, 7/23

- **7:00-7:30:**  
Dorm breakfast at Pavilion Dining
- **7:30-12:**  
Morning curriculum session with 10am break

- **12-1:**  
Lunch
- **1-4:**  
Afternoon session
- **5:15:**  
Optional harbor cruise and downtown visit

## **Wednesday: 6/19, 7/10, 7/24**

- **7:00-7:30:**  
Dorm breakfast at Pavilion Dining
- **7:30-12:**  
Morning curriculum session (w/break)
- **12-1:**  
Lunch
- **1-4:**  
Afternoon session
- Optional Old Globe Theatre in Balboa Park or Cygnet Theatre Old Town

## **Thursday 6/20, 7/11, 7/25**

- **7-7:45:**  
Dorm check-out (must check out before breakfast)
- **7:45-8:30:**  
Farewell Breakfast, location TBA
- **8:30-12:**  
Morning curriculum session
- **12-1:**  
Lunch
- **1-3:30:**  
Afternoon session

## **NOTE:**

- Missing all or part of any session will jeopardize college credit.
- Reduced hour AP® by the Sea Certificate available if sessions missed. Sign up in MRHH.

- While SD has a good mass transit system, we suggest a car for ease of travel.
- We do not arrange transportation to evening events

# AP BY THE SEA EVENT 3: JULY 22–25

## (Sunday: 6/16, 7/7, 7/21 for DORM RESIDENTS ONLY)

- **4-6pm:**  
Check in for Dorm Residents ONLY at Front Desk of Manchester Village Apartments
- **6-7pm:**  
Dinner at Pavilion Dining for Dorm Residents ONLY
- **6-9pm:**  
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Dorm breakfast at Pavilion Dining
- **7:30-12:**  
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Lunch
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- Optional Old Globe Theatre in Balboa Park or Cygnet Theatre Old Town

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- **12-1:**  
Lunch
- **1-3:30:**  
Afternoon session

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- Reduced hour AP<sup>®</sup> by the Sea Certificate available if sessions missed. Sign up in MRHH.

- While SD has a good mass transit system, we suggest a car for ease of travel.
- We do not arrange transportation to evening events

# RENTAL CONTRACT

## YUKON FINE ARTS CENTER (Gene Cranfill Auditorium)

850 Yukon Avenue Yukon, OK 73099 (405) 354-8356 FX(405) 354-6683

[wes.mcatee@yukonps.com](mailto:wes.mcatee@yukonps.com)

**Office COPY**

Organization: **Studio 5678**

Program: **Dance Recital**

Street: **1095 A Cornwell Dr.**

City: **Yukon**

State: **OK**

Zip: **73099**

Contact: **Tracie Poage**

Phone: **354-5678**

Fax:

Cell: **414-4122**

Email 1: **studio5678yukon@gmail.com**

Email 2:

Director: **Tracie Poage**

Phone: **354-5678**

Fax:

Cell: **414-4122**

Number in Program: **170**

Estimated Attendance: **1000**

Ticket Price: **\$10.00**

Date(s) Requested: **5/31/2019, 6/1/2019**

Origination: **3/25/2019**

**FOR APPROVAL: CONTRACT AND DEPOSIT MUST BE RECEIVED NO LATER THAN: 4/24/2019**

<b>School Board:</b>	<input type="checkbox"/> Approve	<b>Date:</b>	<b>Director Review</b> <i>04-09-19</i>	<b>Date:</b> <i>04-09-19</i>
	<input type="checkbox"/> Deny		<i>OK</i> <input checked="" type="checkbox"/> <b>Recommend</b> <i>w.mcatee</i>	
			<input type="checkbox"/> <b>Do Not Recommend</b>	<b>*See Attachment</b>
<b>Insurance Certificate Due:</b> <i>5/21/2019</i>	<b>Certificate Received: Date:</b>			

Schedule **3**

Level **IV**

RATE PER HOUR	HOURS USED		TOTAL	
	Estimated	Actual	Estimated	Actual
\$225.00	14.5		\$3262.50	\$0.00
<b>(DEPOSIT PAID BY CASHIERS CHECK ONLY)</b>		<b>DEPOSIT</b>	75% \$2446.88	10% 1. \$244.69
CK# <i>107620 04-05-19 \$2,446.88</i>				65% 2. \$2202.19 <i>2446.88</i>
CK#			<b>Balance Due</b>	\$0.00
<b>Balance Due At Close of Program</b>		Additional Charges	See Exit Inspection	\$0.00
<b>Paid By Company Check or Cash</b>			<b>FINAL BALANCE</b>	\$0.00

Rates charged on an hourly basis. First 30 minutes are 1/2 the hourly rate. After 30 minutes, the full hourly rate will be charged.

(3) CLEANING DEPOSIT	DEPOSIT PAID	DEPOSIT RETURNED
\$400	Date: <i>04-05-19</i> Ck #: <i>107621</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No

Acknowledgement Statement

X I have read Board Policy # GK-R1 and this contract in entirety. I acknowledge that any questions concerning this contract have been answered and explained to my complete satisfaction. I acknowledge this contract to be a binding agreement between myself and Yukon Public Schools. I further agree to pay the final balance due at the end of my program which is determined by the actual time of facility rental, not any previous estimate.

Signature *Tracie Poage*

Date *4-4-19*

**ITEM FOR CONSIDERATION**  
**Board of Education Meeting**  
**May 6, 2019**

**TOPIC:** Renewal of Contractual Agreement with the Oklahoma Department of Rehabilitation Services

**ADMINISTRATIVE RECOMMENDATION:** The Administration recommends approval of a Contract between DRS and Yukon Public Schools.

**RATIONALE FOR RECOMMENDATION:** The purpose of this contract is to perform the services listed in the contract as part of the “Work Adjustment Training” (WAT).

**OPTIONS:**

1. Approve the contract with Department of Rehabilitation Services, Work Adjustment Training
2. Do not approve the contract with Department of Rehabilitation Services, Work Adjustment Training

**FISCAL NOTE:** In Consideration of the satisfactory performance of said services, the DRS agrees to pay the contractor as per the amounts set forth in the contract. (See Contract for details)

**CONTACT PERSON:** Amy Beams, Executive Director of Special Services



**STATE OF OKLAHOMA  
DEPARTMENT OF REHABILITATION SERVICES  
TRANSITION WORK ADJUSTMENT TRAINING**

This agreement, consisting of twenty-one (21) pages (the "Contract"), is hereby made between the Oklahoma Department of Rehabilitation Services ("DRS") and

**YUKON PUBLIC SCHOOLS  
600 MAPLE  
YUKON, OK 73099**

("Contractor"), and constitutes the entire agreement between the DRS and the Contractor, and no other representations are given or should be implied from written or oral agreements or negotiations that preceded the Contract.

**RECITALS**

**WHEREAS**, the Oklahoma Department of Rehabilitation Services is authorized to make and enter into all contracts necessary or incidental to the performance of its duties and may purchase or lease equipment, furniture, materials and supplies, and incur such other expenses as may be necessary to maintain and operate the Department, 74 O.S. § 166.1.C; and

**WHEREAS**, the Individuals with Disabilities Education Act (IDEA) and the Rehabilitation Act both provide for transition services for children with disabilities to facilitate the child's movement from school to post school activities including employment, 20 U.S.C. § 1401(34) and 29 U.S.C. § 721(a)(11)(D); and

**WHEREAS**, the Oklahoma Department of Rehabilitation Services is authorized by rules promulgated by the Oklahoma Commission for Rehabilitation Services, O.A.C. 612: 10-7-164 to provide work adjustment training; and

**WHEREAS**, the Oklahoma Department of Rehabilitation Services desires employment training for its individuals.

**NOW THEREFORE**, the parties agree as follows:

**I. Contract Period**

The Contract is effective from the latest date of signature of both parties or July 1, 2019, whichever is the latter, through June 30, 2020. The Contract may be renewed for two additional one-year periods upon written agreement of the DRS and the Contractor.

## II. Contract Services

### A. Contractor's Obligations

1. The Contractor agrees to submit a proposal initially to start a program or as requested by DRS staff. A proposal should include a description of the referral process, staff qualifications, admission criteria, individualized assessment tools, individualized training plan forms, curriculum, progress assessment and reporting methods and tools, a plan for post-training services, and information about facilities and equipment to be utilized. Upon approval, a contract will be issued to the Contractor. **The Transition Work Adjustment Training program is designed to prepare high school age youth with the most significant disabilities or equally significant barriers for competitive integrated employment in the community by developing important work habits, attitudes and personal and social adjustment skills.** Services such as these are made possible by the Workforce Innovation and Opportunity Act (WIOA) of 2014.
2. DRS clients preauthorized to participate in WAT may do so for up to 18 consecutive months, as approved on an individual basis by the DRS counselor. If the client requires more time to make additional progress, the DRS counselor may authorize additional time. Summer months spent in WAT count in the total consecutive 18 months if provided. **The Contractor agrees to fully inform the staff responsible for carrying out the duties set forth in the Contract. This includes providing all necessary staff with a copy of the Contract and pertinent documents.**

#### **Students eligible to participate include those DRS transition students:**

- a. with documented disabilities (includes IEP, 504 Plan, or other documents), who:
    - o Have been determined eligible for DRS services; or
    - o Are on a trial work plan as determined by the DRS counselor;
  - b. with an approved DRS case;
  - c. with an individualized plan for employment (IPE) in place;
  - d. with WAT as a line of service on the IPE;
  - e. who have been provided by DRS written authorization as to their start date; and
  - f. who are at least 16 years of age.
3. There are rare cases where students NOT on an IPE may participate in WAT under a Trial Work Plan, as approved by the DRS counselor. In either case, no services may begin without prior written authorization from DRS.
  4. Students who are completing high school at the end of the school year and who are participating in services through the Contract must cease participation upon

their last day of school/graduation. They may not continue to participate in WAT

beyond their last day of high school (unless in rare cases and only with DRS Counselor approval).

5. Work Adjustment Training provided under the provisions of the Contract must comply with the component parts as described:

## **B. Program Requirements**

### **1. Referral**

The Contractor agrees to provide Transition Work Adjustment Training to eligible individuals of the DRS who are referred to the Contractor by the DRS and pre-authorized in writing by the DRS Counselor. All services for DRS individuals will be pre-authorized in writing by the DRS Counselor as "Transition Work Adjustment Training". It is the Contractor's responsibility to market and educate others about its program.

### **2. Staff Qualifications**

The work adjustment training center will assure that all instructional staff and assistants are properly trained to perform their assigned functions. Minimum staff training and qualifications should include the following:

- a. complete DRS Employment Consultant Training within the first year of employment; or
- b. be a certified special education teacher; and
- c. have experience working with people with disabilities and knowledge of transition requirements under IDEA and the Pre-ETS of WIOA.

The instructional staff must also have access to technical assistance and receive update training as appropriate. The Contractor will document qualifications and ongoing training/professional development.

### **3. Admission Criteria**

The work adjustment training center shall provide specific admission criteria for individuals with the most significant disabilities or equally significant barriers expressing a desire to obtain competitive integrated employment in the community after completing work adjustment training. Admission criteria shall be made available in accordance with the DRS requirements. The Contractor shall make every effort to educate clients and parents about working toward competitive integrated community employment.

#### 4. Individualized Assessment

The work adjustment training center will assure that each individual is afforded, **on a monthly basis**, an individualized assessment of interpersonal and competitive work related skills. This will be documented on the DRS Monthly Progress Report form and any other assessments chosen by the Contractor. The individualized assessment shall be documented and must include:

- a. an assessment of the individual's interpersonal skills, including the ability to interact socially;
- b. capacity to understand verbal and written instructions;
- c. job skills, including the ability to meet both the physical and social aspects of competitive integrated employment;
- d. work speed and endurance;
- e. career interest and awareness;
- f. work behaviors, which include the ability to work independently; and
- g. physical capacities and psychomotor skills.

The Contractor will assist each client in developing a realistic vocational goal upon completion of one school year (i.e., 9 months) in the work adjustment training center program. This will include working with clients to identify strengths, interests, abilities, challenges, job matches and mismatches, and researching alternative jobs within various career fields. This vocational goal shall be shared with the DRS counselor upon development with the intent of aligning this goal with the IPE goal and jointly planning activities to reach the goal. The contractor shall share with the DRS concerns regarding client participation or lack of progress as soon as possible as well as a change in client's goal toward achieving competitive integrated employment.

#### 5. Individualized Training Plan (ITP)

- a. The work adjustment training center will assure that an individualized training plan be prepared for each individual served within 60 calendar days of admission. The goal of the individualized training plan shall be working towards independent competitive community integrated employment and will be based on input from the individual and his/her parent(s) or authorized representative. It should address areas of strength and needed services based on the individualized assessment, and provide the basis for periodic evaluation of progress towards competitive employment. ITPs for each client must be submitted to the DRS Counselor within 60 calendar days.
- b. This ITP shall be reviewed regularly (or at least every 3 months along with the DRS Progress Report) and shall also contain a detailed description of how each client will progress through work adjustment training and ultimately into a paid work experience through the Transition School-to

Work: Work Study contract, or other paid or unpaid work experience (e.g., job shadowing, on the job training). DRS counselors will work with the Contractor on an individual basis to determine when a client is ready to transition out of work adjustment training and into a work experience; however, the DRS counselor and the Contractor will be given the flexibility to allow for alternate plans for exceptional individual cases. The Contractor will also assist each DRS client with developing a transportation plan for employment upon completion of services (e.g., city bus, call-a-ride, taxi, walking, carpooling, parent driving, driving self, riding a bicycle, Uber). This may be included in the ITP or another document but must be in writing.

## 6. Curriculum

- a. The work adjustment training center will provide instruction and orientation to work practices which is tailored to individual needs and falls within the five core Pre-Employment Transition Services:
  - 1a. job Exploration Counseling;
  - 2a. work-based Learning Experiences;
  - 3a. counseling on opportunities for enrollment in postsecondary education (college, CareerTech, trade education, professional certification, etc.);
  - 4a. workplace Readiness, including social and independent living skills;  
and
  - 5a. self-advocacy, including peer mentoring.

and that encompasses:

- 6a. career interest/awareness and Job seeking skills (e.g., utilize resources for finding jobs, stating job interests, recognizes purpose for work and need to develop skills);
- 7a. work Behaviors (e.g., attendance, punctuality, working independently or in groups, dressing appropriately, demonstrating safety and maturity, and following work rules, using breaks wisely, cell phones and other electronic devices in the workplace, e-mail etiquette);
- 8a. job Skills (e.g., switching tasks, remaining on task, obtaining supplies, and cleaning up work area);
- 9a. work speed and endurance (e.g., completing tasks with accuracy, increasing time on task, asks for additional work, and adjusts to change);
- 10a interpersonal/communication skills (e.g., ability to interact socially, cooperate, ask for help, use appropriate manners, respond to criticism; initiate, maintain, and end conversations; appropriate conversation topics for the workplace; forms of harassment and how to respond/get help; what is NOT harassment);

11a independent living skills (e.g., value of money, how to organize money,

banking, setting a budget, money/identify safety, preparing for meals, grocery shopping, light meal preparation, kitchen safety, accessing and using various transportation options, transportation safety, community safety, sorting laundry, using washing machines/dryers, community resources, personal needs/medical, home safety, emergencies); Safety training may include real life practice, class discussion and activities, role playing, watching safety videos, having guest speakers, etc. Sample transportation topics may include, but are not limited to:

- Specific equipment and documentation to keep in vehicle or on your person;
- Emergency procedures for specific transportation options;
- Communication between program and driver before, during, and after transport;
- Maintenance and inspection of vehicles and bicycles;
- Safety in and around vehicles;
- School zones, railroad crossings;
- Unloading and double-checking vehicles after unloading;
- Knowing your surroundings and people around you;
- Seatbelts, car seats, booster seats, helmets, and other safety devices;
- Waiting on the curb;
- Crossing the street;
- Waiting at bus stops;
- Rules for bicycles;
- Strangers; and
- Being street smart.

12a understanding verbal and written instructions (e.g., following directions, responding to directions in a timely manner, remembering steps, and asking for help); and

13a work related skills (e.g., dealing with work pressures, counting, measuring, telling/managing time, travel and transportation, including planning around work schedules to arrive on time, what to do when you will be late or not able to go to work).

- b. Contractor will integrate the use of technology for clients and ensure clients are accessing technology in meaningful ways that will help better prepare them for ways to use technology for employment purposes (e.g., resume development, online applications, job searches, e-mail, and interest inventories). If a client has a cell phone or other electronic device and can be taught how to use it for reminders, lists or steps, video modeling, the Contractor is encouraged to make use of such opportunities for independence.

- c. The curriculum must also include real work observation and include a variety of work experiences in the community (e.g., ability to transfer work skills, learn new job tasks, and demonstrate appropriate behavior). The Contractor will ensure that each client is afforded the opportunity to experience at least six (6) different types of jobs in various community settings (e.g., retail, hotel, restaurant, manufacturing, industry, customer service, medical) throughout each school year. This must include at least 6 separate experiences in the community. Situations in which students would be performing tasks of a volunteer nature may count as only one of the 6 experiences. The DRS counselor and the Contractor will be given the flexibility to allow for alternate plans for **exceptional individual cases**.

## **7. Progress Assessment And Reporting**

The work adjustment training center shall have established procedures for evaluating the individual's progress toward independent competitive integrated employment and skills identified in items 4 and 5 above and must report results periodically in accordance with the DRS requirements. Evaluation of progress of individuals will be required every 30 days, and an additional evaluation of level of independence every 90 days, with work adjustment training not to exceed an 18 month period unless approved by the DRS staff. All progress reports and time sheets must be submitted to the DRS Counselor by the 15<sup>th</sup> of the following month for timely payment to the Contractor for students participating in work adjustment training.

## **8. Post-Training Services**

The work adjustment training center shall provide post-training referral services for each individual in accordance with the individual's needs. Such services should include but not be limited to referrals for job placement assistance and/or continuing education.

## **9. Facilities And Equipment**

The work adjustment training center shall have adequate equipment and facilities to facilitate the training services provided by the center. The equipment and facilities used for training purposes shall meet or exceed all appropriate safety standards. Additionally, the facilities must meet the ADA requirements for accessibility. The Contractor shall ensure adequate staff to supervise students in the various facilities utilized for work adjustment training. Staff assigned to implement WAT program requirements must have appropriate training and qualifications (e.g., employment consultant training).

## 10. Reporting

The Contractor agrees to maintain all appropriate training standards and provide monthly attendance and progress reports for each authorized individual. These reports will be processed through the assigned DRS Counselor. The DRS staff will conduct ongoing annual evaluations through visits, reviewing paperwork, and onsite auditing to ensure compliance with the DRS guidelines. Should the DRS find areas of noncompliance, the Contractor will be required to submit a corrective action plan (CAP) within 30 days. The DRS will do a follow-up visit within two months to ensure all areas on noncompliance are corrected. Final reporting and recommendation regarding competitive employment abilities or obstacles will be completed by the Contractor on each individual at the conclusion of the work adjustment training period. This final report shall include each client's plans for future employment.

### C. Additional Contractor Requirements

The designated Teacher/Transition Coordinator(s) will:

1. be knowledgeable about the contents and requirements of the Contract, especially the Key Points documented in Appendix A;
2. obtain written preauthorization from the DRS counselor before initiating services for students;
3. complete the DRS Student Case Sheet (if requested) for each client prior to participation in DRS services to ensure eligibility and other essential dates of the case;
4. maintain an updated copy of the DRS Student Case Sheet (if requested) in each client's folder;
5. be a part of the decision making process for community work experiences and transitioning students out of the WAT program;
6. provide information regarding the program to school personnel, students, and parents;
7. provide job readiness instruction and assistance to the students as outlined above that fall within the following five core Pre-Employment Transition Services:
  - a. job exploration counseling;
  - b. work-based learning experiences;
  - c. counseling on opportunities for enrollment in postsecondary education (college, CareerTech, trade education, professional certification, etc.);
  - d. workplace readiness, including social and independent living skills;
  - e. self-advocacy, including peer mentoring;
8. assist with regular assessment of the students' progress;
9. work with the DRS Counselor to maintain a list of all authorized participating students at least one time per semester or updated as new students join or exit;
10. assist with the coordination of the individualized education program (IEP) and the individualized plan for employment (IPE) to reflect the WAT services provided by DRS, including, but not limited to, present levels of performance, services, and

- annual education/training or employment goals on the IEP;
11. document such transition services or Pre-Employment transition services provided and completed by participating students on the progress report form or other documents developed by Contractor or required by DRS;
  12. provide monthly documentation to DRS counselor, such as progress reports and attendance reports;
  13. provide an ITP within 60 calendar days of admission to DRS counselor; and
  14. ensure the electronic copy of the contract is routed to the appropriate person for signature and returned electronically to DRS.

#### **D. DRS's Obligations**

The DRS Counselor will:

1. provide the Contractor written preauthorization prior to the initiation of services for each student approved for the WAT program;
2. provide to the Contractor a signed copy of each client's IPE within 30 days of beginning the WAT program;
3. accept referrals, process applications, and assist with the coordination of the IEP and the IPE and offer input to the IEP employment goals;
4. provide payment to the Contractor for Transition Work Adjustment Training as set forth in Paragraph III. A, in a timely manner when provided with progress reports and timesheets for processing;
5. serve as a member of the transition team and help make decisions regarding experiences and transition out of the WAT program;
6. organize his or her work schedule in order to be available to confer with the Contractor, the students in the program, parents, employers and other partners in the process;
7. arrange and provide services as needed, including vocational evaluations, and counseling and guidance;
8. provide technical assistance to the Contractor;
9. make regular visits to the WAT program, either at the facility or in the community to observe activities and client progress;
10. work with the school staff/teachers to maintain a list of all authorized participating students, the vocational goal, experiences, skills learned, and areas for further development, at least one time per semester or updated as new students join or vocational goals change; and
11. ensure the Contractor is submitting accurate monthly time sheets and progress reports, including documentation of transition services or Pre-Employment Transition Services (as completed).

### III. Compensation

#### A. Contract Amount

In consideration of the satisfactory performance of said services, the DRS agrees to pay the Contractor as per the amounts set forth below.

1. The DRS will pay a fixed rate to the Contractor up to \$375.00 per month for half day (3 hour) training periods, \$250.00 per month for 2 hour per day training periods, or \$125.00 per month for 1 hour per day training periods per individual client. The Contractor will be paid at the full amount for clients who participate in trainings for at least 61% of school days in each month. A school day is defined as a day in which school is in session and students are expected to be in attendance. Snow days do not count as school days. Participation of 60% or less must be prorated accordingly. For example, if a student was present 12 out of the 20 possible school days in a month (i.e., 60%) and was in the program daily for at least 2 hours (i.e., \$250), the Contractor would bill the DRS for \$150.00 (i.e., 60% of \$250). A school month begins effective the first day the student is authorized to attend. For example, if school starts August 1, but the student is not authorized to attend until August 15, the school days that month available to that student begin on August 15.
2. For all school months containing fewer than 10 school days, the DRS will pay to the Contractor on a prorated daily rate per individual client. The daily rates to be utilized are as follows.
  - Daily rate for clients participating for 3 hours at \$375.00 per month-- \$18.75 per day.
  - Daily rate for clients participating for 2 hours at \$250.00 per month-- \$12.50 per day.
  - Daily rate for clients participating for 1 hour at \$125.00 per month-- \$6.25 per day.
3. For example, if a student was present 9 out of the 9 school days for the month of December (100% of the days in the short month) and was in the program daily for at least 3 hours (which would be at the \$375.00 per month amount), the Contractor would bill the DRS at a daily rate of \$18.75 for each day (i.e., \$168.75, which is \$18.75 times 9 school days).
4. This daily rate is to account for the months in which a school incurs a long holiday or significant break of any kind in which the students would not be attending school the typical number of days in a month (i.e., an average of 20 school days), and to account for schools that go year-round.
5. A student is considered in attendance for the day if the student is present at least 50% of the time that day that they are designated to be in Work Adjustment Training. For example, if a student is enrolled in Work Adjustment Training for 3 hours per day, and they are present in the program for at least 1 ½ hours of the program that day, they are considered in attendance. If they are present less than that amount of time due to illness or other reason, they are considered not

in attendance. If they are enrolled in 2 hours, they would need to be present for at least 1 hour that day, and for 1 hour of enrollment, they would need to be present for at least a half an hour that day to be counted in attendance. Billing invoices must be adjusted if a student averages less time during the month than which he or she was originally authorized (e.g., a student who is authorized 3 hours a day who really ends up averaging about 2 hours a day over the month shall only be billed at 2 hours that month).

6. Time in WAT begins when instruction or employment readiness/practice begins and ends when said instruction/readiness ends. Breaks are not allowable billed time for DRS WAT programs. Travel time to get to the WAT facility does not count toward billable time.
7. There are no "free/excused" absences that may still be billed for by the Contractor. Daily student attendance must be counted.
8. The School Contractor providing WAT for its students and the Community Rehabilitation Provider (CRP) providing WAT services to students are responsible for providing transportation for DRS transition clients to and from community employment activities (unless other arrangements are made between the school and CRP) and may not seek reimbursement from the DRS for travel expenses. Schools are responsible for transporting their students to and from the CRP who is providing the WAT program for their students.
9. If an individual does not participate in training during any given month, payment will not be made for that month. Payment will be made upon submission of properly completed and approved progress reports and time sheets documenting services. By law the DRS cannot pay in advance. Neither the Contractor nor any other parties may rely upon any amount set by the DRS in the Contract, or otherwise, as a guaranty, warranty, or any other promise of receipt or payment of that amount, except for those goods and/or services provided and accepted by the DRS pursuant to the Contract.
10. Contractor may use funds to develop, enhance, and implement the WAT program. All funds paid to Contractor by DRS must be put back into the program and used for implementing the program. Examples of ways in which funds may be spent include, but are not limited to:
  - a. WAT staff salaries and compensation package;
  - b. facility and maintenance costs;
  - c. substitutes to cover staff when at trainings;
  - d. training costs for WAT staff to attend the Annual Oklahoma Transition Institute (OTI), job coach training, and other training relevant to fulfilling the requirements of the WAT contract (and may include registration fees, hotel, per diem, mileage, and parking for WAT staff);
  - e. curriculum;
  - f. gas for transporting DRS clients to and from community businesses for the required minimum 6 community visits;
  - g. WAT vehicle maintenance, repairs, and depreciation;
  - h. program materials; and

- i. uniforms or protective clothing and equipment required by community business partners.
11. DRS funds shall NOT be used to purchase food without the written permission from the designated DRS contract monitor and solely for the purpose of teaching independent living skills. DRS will only authorize the use of funds for food in situations in which independent living skills are taught to DRS clients, and the clients have a role in planning the menu, preparing shopping lists, budgeting, shopping, preparing and cooking, serving, and cleaning after the skills instruction.
12. Upon request, Contractor will submit to DRS monitor an expenditure report or other proof of purchase/payment for expenditures of DRS funds.

## **B. Payment**

The State of Oklahoma has forty-five (45) days from receipt of a proper invoice/claim, timesheets, and progress reports documenting the provision of services to issue payment to the Contractor. Invoice/claims, time sheets and progress reports shall be sent to the DRS counselor who authorized services for each DRS client. The DRS counselor's name, address, and telephone number are shown on each DRS client's Authorization for Purchase. If the State of Oklahoma fails to make payment within the forty-five (45) days, the Contractor is eligible to receive interest on the unpaid balance due per State of Oklahoma Statutes. The Contractor is responsible for claiming the interest. DRS cannot make payment for services that are not preapproved in writing by the DRS Counselor.

All students who are placed in the Transition Work Adjustment Training program must be active VR/VS clients and have a trial work plan and/or an Individualized Plan of Employment (IPE) in place in order for the training facility to be paid a fixed rate.

## **C. Lapse Of Invoices/Claims**

Proper invoices/claims documenting the provision of services shall be submitted within ninety (90) calendar days of the provision of those services. Supporting encumbrances may be cancelled upon a lapse of six (6) months from the actual provision of services, unless specified otherwise in the Contract.

## **IV. Standard Terms**

### **A. Equal Opportunity/Non-Discrimination**

The Contractor shall at all times comply with all federal laws relating to nondiscrimination, including but not limited to, Presidential Executive Order 11246 as amended and the Civil Rights Act of 1964, 42 U.S.C. §2000 *et seq.*; Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §794; the Americans With Disabilities Act of 1990, 42 U.S.C. §12101 *et seq.*; Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 *et seq.*; the Age Discrimination in Employment Act, 42 U.S.C. §6101 *et seq.* and

all amendments to these acts, and all requirements imposed by the regulations issued pursuant to these acts, including, but not limited to, providing equal opportunity both to those seeking employment and those seeking services without regard to race, color, religion, sex, national origin, age, or handicap.

## **B. Lobbying Activities**

The Contractor certifies the following:

(1) No federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a member of Congress, an officer of Congress in connection with the making of any federal grant, the entering into of any cooperative agreement, and the extension, renewal, amendment or modification of any federal grant, or cooperative agreement;

(2) If any funds other than federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a member of Congress, an officer or employee of Congress, or an employee of a member of Congress in connection with this Federal grant or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.

## **C. Debarment And Suspension**

In accordance with Presidential Executive Orders 12549 and 12689, the Contractor certifies that neither it nor its principals are presently debarred, suspended or otherwise disqualified for participation in federal assistance programs.

## **D. Drug-Free Workplace**

The Contractor certifies compliance in providing or continuing to provide a drug-free workplace in accordance with the Drug-Free Workplace Act of 1988.

## **E. Modification**

The Contract may only be modified by mutual consent of the parties in writing.

## **F. Cancellation**

1. With Cause: In the event the Contractor fails to meet the terms and conditions of the Contract or fails to provide services in accordance with the provisions of the Contract, the DRS may upon written notice of default transmitted via Certified Mail to Contractor, cancel the Contract effective upon receipt of notice or at 5:00 PM on the fifth calendar day from the date DRS mailed the notice, whichever occurs first. Such cancellation shall not be an exclusive remedy, but shall be in addition to any other rights and remedies provided for by law. In the event a Notice of Cancellation is issued, the

Contractor shall have the right to request a review of such decision as provided by the rules and regulations promulgated by the State of Oklahoma, Office of Management and Enterprise Services.

2. Without Cause: It is further agreed that the Contract may be canceled by either party by providing thirty (30) days prior written notice.

#### **G. Access To And Retention Of Records**

The Contractor shall maintain adequate and separate accounting and fiscal records and account for all funds provided by any source to pay the cost of the Contract. Authorized personnel of the U.S. Department of Education, or other pertinent federal agencies, and authorized personnel of the Oklahoma Department of Rehabilitation Services, State Auditor and Inspector, and other appropriate state entities shall have the right of access to any books, documents, papers, or other records of contract which are pertinent to the performance or payment of the Contract in order to audit, examine, make excerpts, and/or transcripts. The Contractor shall be required to maintain all records for three (3) years after the DRS makes final payment and all other pending matters are closed.

#### **H. Subcontracting**

The services to be performed under the Contract shall not be subcontracted, in whole or in part, to any other person or entity without written approval by the DRS. The terms of the Contract, and such additional terms as the DRS may require, shall be included in any subcontract. Approval of the subcontract shall not relieve the Contractor of any responsibility for performing the Contract.

#### **I. Compliance With State And Federal Laws**

The Contractor shall comply with all applicable state and federal laws, rules and regulations relevant to the performance of the Contract. Compliance shall be the responsibility of the Contractor, without reliance on or direction by the DRS.

#### **J. Travel**

The travel expenses to be incurred by the Contractor pursuant to the Contract shall be included in the total amount of the contract award. The DRS will only pay travel expenses (including per diem) specified in and charged against the total amount of the contract award. In addition, the DRS will not reimburse travel expenses in excess of the rate established by the Oklahoma State Travel Reimbursement Act, 74 O.S. § 500.1-37. The Contractor shall be responsible for all travel arrangements, and provide supporting documentation for reimbursement.

#### **K. Client Confidentiality**

The Contractor assures compliance with DRS requirements pertaining to the protection, use, and release of personal information. The Contractor will hold confidential all

personal information regarding individuals, including lists of names, addresses, photographs, records of evaluation, and all other records of the DRS client. This information may not be disclosed, directly or indirectly, unless consent is obtained in writing or as otherwise required by law.

#### **L. Unallowable Costs**

In the event any audit, audit resolution, review, monitoring, or other oversight results in the determination that the Contractor has expended DRS funds on unallowable costs on this or any previous contract, the Contractor shall reimburse the DRS in full for all such costs on demand. The DRS may, at its sole discretion, deduct and withhold such amounts from subsequent payments to be made to the Contractor under this or other contracts.

#### **M. Audit**

##### **1. Federal Funds**

Organizations that expend \$750,000 or more in a year in federal funds from all sources shall have a certified independent audit conducted in accordance with 2 C.F.R. Part 200.

##### **2. State Funds**

Corporations both for-profit and non-profit, and governmental entities that receive \$50,000 or more in a year in State funds from DRS shall have a certified independent audit of its operations conducted in accordance with Government Auditing Standards. The financial statements shall be prepared in accordance with Generally Accepted Accounting Principles, and the report shall include a supplementary schedule of awards listing all state and federal funds by funding source.

##### **3. Auditor Approval and Audit Distribution**

The audit shall be performed by a certified public accountant or public accountant who has a valid and current permit to practice public accountancy in the State of Oklahoma, and who is approved by the Oklahoma Accountancy Board to perform audits according to Government Auditing Standards. The Contractor's fiscal managers and appropriate oversight bodies shall review the auditor's latest external quality control review report prior to the audit being conducted. DRS retains the right to examine the work papers of said auditor.

The Contractor shall submit two copies of the annual audit report to the Department of Rehabilitation Services - Contracts Unit 3535 N.W. 58<sup>th</sup> Street, Suite 300, Oklahoma City, Oklahoma 73112, plus a copy of the management letter, if applicable, and corrective action plan to all audit findings, and the auditor's latest external quality control review report within 120 days of the Contractor's fiscal year end. In the event the Contractor is unable to provide the audit report within the time specified,

the Contractor shall submit a written request to the address listed above for an extension citing the reason for delay. DRS reserves the right to suspend payment to the Contractor for costs owed pursuant to this Contract if DRS has not received the prior year audit.

#### **N. Clean Air Act**

The Contractor agrees to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act, as amended, 42 U.S.C. § 7401 *et seq.* The Contractor agrees to report each violation to DRS and understands and agrees that DRS will, in turn, report each violation as required to assure notification to the appropriate Environmental Protection Agency Regional Office.

#### **O. Employment Relationship**

The Contract does not create an employment relationship. Individuals performing services required by the Contract are not considered employees of the State of Oklahoma or the DRS for any purpose, and as such shall not be eligible for benefits accruing to state employees. The Contractor shall comply with all applicable laws regarding workers' compensation insurance.

#### **P. Insurance**

If the Contractor is not a self-insured governmental entity, the Contractor is hereby required to carry liability insurance adequate to compensate persons for injury to their person or property occasioned by an act of negligence by the Contractor, its agents or employees. Said policy must provide that the carrier may not cancel or transfer the policy without giving the DRS thirty (30) days written notice prior to the cancellation or transfer. The Contractor shall timely renew the policies to be carried pursuant to this section throughout the term of the Contract, and provide the DRS with evidence of such insurance and renewals upon request.

#### **Q. Punitive Actions**

The Contractor understands that payment for services to DRS clients pursuant to the Contract shall be made by the DRS. Accordingly, the Contractor shall not restrict or refuse services under the Contract to DRS clients based on nonpayment by the DRS. No actions shall be taken against the DRS client, including collection actions for any service covered under the Contract, or for any late payment for which the DRS has responsibility. In addition, the Contractor agrees that no punitive actions will be taken against any client of the DRS for late payment of any tuition, fees, books, supplies, etc. for which the DRS has responsibility. This includes, but is not limited to, withholding grades, Pell or other financial aids, or delaying enrollment.

## **R. Prior DRS Employment**

The Contractor hereby certifies that at the start of the contract period neither he/she, or if applicable, no member of its board or officers are former DRS employees who were employed by the DRS during the prior twelve (12) months.

## **S. Legal Employment Status Verification System**

The Contractor certifies that it and all proposed subcontractors, whether known or unknown at the time the Contract is executed or awarded, are in compliance with 25 O.S. §1313, and participate in the Status Verification System. The Status Verification System is defined in 25 O.S. §1312, and includes, but is not limited to, the free Employee Verification Program (E-Verify) available at [www.dhs.gov/E-Verify](http://www.dhs.gov/E-Verify).

## **T. Contract Jurisdiction**

The Contract will be governed in all respects by the laws of the State of Oklahoma. The State of Oklahoma, District Court of Oklahoma County will be the venue in the event any legal action is filed by the DRS or the Contractor to enforce or to interpret provisions of the Contract.

## **U. Severability**

If any provision under the Contract, or its application to any person or circumstance, is held invalid by any court of competent jurisdiction, such invalidity does not affect any other provision of the Contract or its application that can be given effect without the invalid provision or application.

**V. Signatures**

For the faithful performance of the terms of the Contract, the parties hereto, in their official capacities stated, affix their signatures.

Oklahoma Department of  
Rehabilitation Services

Contractor

\_\_\_\_\_  
Signature Date

Amy Beams 4/23/19  
Signature Date

Kathy Lowry, CPPB, CPO  
Print Name

Amy Beams  
Print Name

Manager Contracts & Purchasing  
Title

Exec. Director of Special Services  
Title

Approved as to Form:

Amy Beams 405.350.1341  
Contact Person Telephone

\_\_\_\_\_  
Assistant Attorney General  
Counsel for the Oklahoma  
Department of Rehabilitation Services

Amy.beams@yukonps.com  
Contractor's Email Address

## Appendix A

### Key Points of the DRS Transition Work Adjustment Training Contract

1. The contractor must obtain written preauthorization from the DRS counselor before initiating services for students.
2. Students may participate 1 hour per day (\$125 per month to Contractor), 2 hours per day (\$250 per month to Contractor), or 3 hours per day (\$375 per month to contractor).
3. Students may participate in WAT up to 18 total months, again as approved by the DRS Counselor.
4. The team must meet to determine when the student can transition out of WAT and into a less restrictive employment experience.
5. A minimum of 6 community employment experiences must be completed for each student.
6. DRS will reimburse the Contractor for the amount invoiced based on student attendance and prorated accordingly.
7. Documents required for payment:
  - a. The monthly timesheet; and
  - b. The progress report(s).
  - c. These documents should be sent to the DRS counselor on a monthly basis. Waiting until the end of the semester or the end of the year to submit them is not acceptable.
8. WAT Payment Process:
  - a. School sends individual student Progress Report and Time Sheet to DRS Counselor.
  - b. Counselor authorizes payment to Contractor.
  - c. Counselor enters payment amount.
  - d. State Office sends a check to the contractor.
  - e. The State of Oklahoma has forty-five (45) days from receipt of a proper timesheets and progress reports to make payment to the Contractor.

## Appendix B

### Resources to Assist in Program Implementation

#### **Free Resources**

1. Hired Hands and Associates  
<https://www.hired-hands.org/skills.htm>
2. Mountain State Center for Independent Living  
<http://www.mtstcil.org/skills/index.html>
3. Understood for Learning and Attention Issues  
<https://www.understood.org/en/school-learning/choosing-starting-school/leaving-high-school/5-key-skills-for-independent-living>
4. Autism Speaks (IL Skills)  
[https://www.autismspeaks.org/sites/default/files/docs/ttk2\\_independent\\_living.pdf](https://www.autismspeaks.org/sites/default/files/docs/ttk2_independent_living.pdf)
5. School On Wheels  
<http://www.schoolonwheels.org/pdfs/4010/RSHSLI.pdf>
6. United States Department of Labor (Soft Skills)  
<https://www.dol.gov/odep/topics/youth/softskills/>
7. Biz Kids (Money Management)  
<http://bizkids.com/>  
<http://bizkids.com/students>  
<http://moneytalks4teens.ucanr.edu/>  
<http://www.themint.org/teens/index.html>
8. Caseylifeskills (Money, Home, and Food Management)  
[http://www.casey.org/media/CLS\\_ResourceGuides\\_subdocs\\_PAYAModule1.pdf](http://www.casey.org/media/CLS_ResourceGuides_subdocs_PAYAModule1.pdf)
9. Caseylifeskills (Moving Out on Your Own)  
[http://www.casey.org/media/CLS\\_ResourceGuides\\_subdocs\\_imgettingready.pdf](http://www.casey.org/media/CLS_ResourceGuides_subdocs_imgettingready.pdf)
10. University of  
  - a. Self-Determination Assessments for Transition  
<http://www.ou.edu/content/education/centers-and-partnerships/zarrow/self-determination-assessment-tools.html>
  - b. Self-Determination Curriculum  
<http://www.ou.edu/content/education/centers-and-partnerships/zarrow/choicemaker-curriculum.html>
  - c. Transition Education Materials  
<http://www.ou.edu/content/education/centers-and-partnerships/zarrow/transition-education-materials.html>
  - d. Self-Directed Employment  
<http://www.ou.edu/content/education/centers-and-partnerships/zarrow/self-directed-employment.html>
  - e. Preference Indicators  
<http://www.ou.edu/content/education/centers-and-partnerships/zarrow/transition-assessment---severe-disabilities.html>
  - f. Timeline of Transition Activities developed by the Oklahoma Transition Council

- <http://www.ou.edu/content/education/centers-and-partnerships/zarrow/timeline-of-transition-activities.html>
11. Minnesota Literacy Council (Employment Readiness)  
<http://mnliteracy.org/tools/employment-readiness-curriculum>
  12. Applied Educational System  
<http://www.aeseducation.com/careercenter21/employability-skills-lesson-plans/>

### **Resources for Purchase**

13. Conover Company (Functional Skills)  
[https://www.conovercompany.com/downloads/fss\\_brochure.pdf](https://www.conovercompany.com/downloads/fss_brochure.pdf)
14. Impact Publications  
<http://www.impactpublications.com/lifeskillsforindependentlivingcdprogram.aspx>
15. University of Oklahoma Zarrow Center for Learning Enrichment Resources
  - a. Transition Assessments  
<https://tagg.ou.edu/tagg/>
16. Brigance Transition Skills  
<http://www.curriculumassociates.com/products/detail.aspx?title=BrigTSA>
17. Skills USA  
<http://www.skillsusa.org/programs/career-readiness-curriculum/>

### **Resources for Driving Readiness**

- <https://www.nadtc.org/resources-publications/transportation-education-curriculum/>
- [Montgomery College readiness checklist](#)
- [Children's Hospital of Philadelphia readiness](#)
- [Quizlet Driver Readiness flashcards](#)
- [DriveWell Info and Resources for Drivers](#)

**Out of State Travel Request**

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*School employee requesting trip.*

*Full Name* Randy Stowe  
*Date of Request* 04/16/2019  
*Name of Organization, Grade* Yukon Middle School  
*Departure Date of Trip* 07/17/2019  
*Return Date of Trip* 07/20/2019  
*Departure Time* 11:44 a.m.  
*Departure Location* Will Rogers  
*Number of Days* 4

*Means of Transportation*

- Airline
- School Vehicle
- Private Vehicle

*Number of Students Participating* 0

*Number of Parents/Guardians Attending* 0

*Age of Students* 0

*Place, Purpose, and Nature of the Trip*  
Attend NASSP in Boston, MA

*If booster club is paying an amount is required. If activity fund is being used, a PO number and amount is required.*

---

**Cost Analysis**

*Registration Costs /PO Number:* 191444

*Lodging Cost/PO Number:* 191491

*Airfare or Personal or District Vehicle*

*Transportation Costs/PO Number:* 191464

*Per diem (meals, taxi/uber, parking):* \$50 per day

*Cost of a Substitute:* 0

*Will Participation Lead to Further Competition?*

- Yes
- No

*If Yes, Explain*

*Educational Benefits*

Learn from other administrators and presenters from around the country.

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*Attachments:*

Upload Schedule of Events: NASSP Schedule.pdf

Upload Itinerary: NASSP (1).docx

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*Attached Workflow*

Out of State Travel Request

*Current Status*

Submitted

*Workflow Steps*

- |   |   |                     |
|---|---|---------------------|
| 1 | Signed by Randy Stowe on 04/23/2019 at 09:23 AM     | Assistant Principal |
|   | <b>Signature:</b> Randy Stowe                       |                     |
| 2 | Approved by Diana Lebsack on 04/23/2019 at 10:38 AM | Principal           |
| 3 | Review  | Group:              |
| 4 | TBD   |                     |
| 5 | Approval  |                     |
| 6 | Review  | Group:              |



## Schedule

Jul 17 7:00 AM –  
Jul 18 1:00 PM

Wednesday, July 17, 2019

### Registration Hours

7:00AM–5:00PM, John B. Hynes Convention Center 2nd floor

### Region 8 Business Meeting

2:00PM–6:00PM, Sheraton Boston Hotel - Hampton Room (Located on the 3rd floor)

Thursday, July 18, 2019

### Registration Hours

6:00AM–3:30PM, John B. Hynes Convention Center 2nd floor

### Exclusive Time in the Exhibit Hall – Come for coffee + pastries

7:30AM–8:30AM, John B. Hynes Convention Center 2nd floor - Hall C & Auditorium

### Exhibit Hall Hours

7:30AM–3:00PM, John B. Hynes Convention Center 2nd floor

### Build Social-Emotional Learning through How You Teach Close Reading & Writing

8:30AM–9:30AM, Room 200-Hynes Convention Center

### Creating a Positive Culture in an I'm Possible Setting

8:30AM–9:30AM, Room 208-Hynes Convention Center

### Disruptive Leadership: My No Apologies Tour 2019

8:30AM–9:30AM, Room 306-Hynes Convention Center

### Efficacy in Digital Leadership

8:30AM–9:30AM, Room 302/304-Hynes Convention Center

### Engaging Generation Z: Best Practices for Motivating Students in the 21st Century

8:30AM–9:30AM, Room 312-Hynes Convention Center

### Get Your Students on the Pathway to Financial Success

8:30AM–9:30AM, Room 203-Hynes Convention Center

**Leading a School After Tragedy**

8:30AM–9:30AM, Room 210-Hynes Convention Center

**Looking for That “Magic Bullet”?**

8:30AM–9:30AM, Room 310-Hynes Convention Center

**Making Your School a Safety Informed Community**

8:30AM–9:30AM, Room 209-Hynes Convention Center

**Mindful Leadership: Using the Power of Mindfulness to Transform Your School**

8:30AM–9:30AM, Room 313-Hynes Convention Center

**Move from Surviving to Thriving: A Tool to Plan for Schoolwide Well-Being**

8:30AM–9:30AM, Room 206-Hynes Convention Center

**Tools and Strategies for School Leaders to Dismantle the School-to-Prison Pipeline**

8:30AM–9:30AM, Room 207-Hynes Convention Center

**Transforming High Schools**

8:30AM–9:30AM, Room 311-Hynes Convention Center

**Opening Thought Leader Session with Dr. George Couros**

9:45AM–11:15AM, John B. Hynes Convention Center - Ballrooms ABC - 3rd Floor

**Exclusive time in the Exhibit Hall - Come for the book signings and enjoy a bite to eat!**

11:30AM–1:00PM, John B. Hynes Convention Center 2nd floor - Hall C & Auditorium

**Region 7 Business Meeting**

12:15PM–1:00PM, Sheraton Boston Hotel - Gardner Room (Located on the 3rd floor)

**A Principal's Guide to Improving School Culture through SEL**

1:00PM–2:30PM, Room 313-Hynes Convention Center

**Better Together: The Power of the Pln**

1:00PM–2:30PM, Room 311-Hynes Convention Center

**Building a Mental Wellness Mentality in Your School**

1:00PM–2:30PM, Room 203-Hynes Convention Center

**Climate, Culture, & Conduct**

1:00PM–2:30PM, Room 209-Hynes Convention Center

**Embedding Social and Emotional Learning in High School Classrooms**

1:00PM–2:30PM, Room 309-Hynes Convention Center

**Mindfulness to Manage Stress & Burnout**

1:00PM–2:30PM, Room 310-Hynes Convention Center

**National Candidates Forum**

1:00PM–2:30PM, Back Bay AB - Sheraton Boston Hotel

**Power Up for Disruption: Your Superpowers Here**

1:00PM–2:30PM, Room 200-Hynes Convention Center

**Practical Strategies for Reducing Anxiety and Disruptive Behavior in the Classroom**

1:00PM–2:30PM, Room 312-Hynes Convention Center

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Jul 17 7:00 AM –  
Jul 18 1:00 PM

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## NASSP

Boston, MA  
July 17-20, 2019

### Airline Information

	Flight #1	Flight #2	Flight #3	Flight #4
<b>Date</b>	July 17	July 17	July 20	July 20
<b>Airline</b>	American	American	American	American
<b>Flight number</b>	2301	1148	2747	2885
<b>Departure city</b>	OKC	DFW	Boston	DFW
<b>Departure time</b>	10:29 AM	12:40 PM	12:42 PM	4:37 PM
<b>Destination city</b>	DFW	Boston	DFW	OKC
<b>Arrival time</b>	11:39 AM	5:30 PM	3:50 PM	5:36 PM

### Hotel Itinerary

Date	Hotel	City, Country	Reservation confirmation number	Phone number
7/17 – 7/20	Hertz Sheraton Boston  39 Dalton St. Boston, MA 02199	Boston, MA	E5596F5D1-1	617-338-1506



## Quotation

**Company Address** Learning Sciences International  
175 Cornell Rd., Suite 18  
Blairsville, PA 15717  
US

**Quote Number** Q-11415  
**Expiration Date**

**Program Partner** Lee Manly  
**Phone** (918) 995-1112

**Payment Terms** Net 30

**Implementation**

Make checks payable to: Learning Sciences International

Fax Signed Quote to: (724) 299-8133

**Bill To Name** Yukon School District I-27  
**Bill To** Accounts Payable  
600 Maple St  
Yukon,  
OK  
73099-2533  
US

**Contact Name** Shelli McAdoo  
**Phone** 4053542587  
**Email** shelli.mcadoo@yukonps.com

**NOTE:** On-site Professional Development sessions require a minimum of a **30-day** advance notice. Purchase Orders must be received prior to any date or staff developer requests can be honored. Any Professional Development requested with less than 30-day's notice is subject to Staff Developer availability and a \$500 expediting fee.

QTY	PRODUCT	CODE	DESCRIPTION	UNIT PRICE	TOTAL PRICE
12.00	Full Package Marzano Protocol + Library, Renewal	IO300-M2	Full Package Marzano Protocol + Library, Renewal  <ul style="list-style-type: none"> <li>• <b>iObservation renewal for Yukon Public School District 19-20</b></li> <li>• <b>Renewal Term: 8.1.19 -8.1.20</b></li> </ul>	USD 1,833.20	USD 21,998.40
2.00	iObservation Fidelity Module Building License (annual)	IO500-M	iObservation Fidelity Module Building License (annual)	USD 250.00	USD 500.00
12.00	iObservation Fidelity Module Building User Individual License (annual)	IO500-M-21	iObservation Fidelity Module Building User Individual License (annual)	USD 90.00	USD 1,080.00
<b>TOTAL:</b>					USD 23,578.40

**Notes:**

### Learning Sciences International Terms & Conditions

### Customer Acknowledgment

Customer acknowledges agreement with these Terms & Conditions of Sale by placement of an order to purchase products or services from Learning Sciences International, LLC.

### Prices

Prices quoted are good for 30 days from the date of proposal or quote, unless otherwise stated in writing. All prices stated in USD unless otherwise noted.

### Payment

Purchase order or payment is required prior to order fulfillment. Make checks payable in USD to "Learning Sciences International" and submit to 175 Cornell Road, Suite 18, Blairsville, PA 15717.

### Purchase Orders

Please reference quote number (shown above) on all purchase orders. Purchase orders should be sent to Learning Sciences International, 175 Cornell Road, Suite 18, Blairsville, PA 15717 or faxed to (724) 299-8133 or emailed to: ar@learningsciences.com

### Terms

Standard payment terms are net 30 from date of invoice. Seller reserves the right to charge interest at the rate of 0.5% per month on past due balances. Seller also reserves the right to submit invoices greater than 90 days past due to a third party agency for collection.

### Scheduling

**On-site training and professional development sessions requires 30 days advance notice. Purchase order or payment must be received before training dates can be reserved. Trainings scheduled at the Customer's request with less than 30 days advance notice are subject to availability and a \$500 expediting fee.**

**All training sessions must be scheduled no later than 12 months following receipt of purchase order.**

### Cancellation

**On-site training and professional development sessions may be rescheduled prior to 30 days in advance without penalty. Districts who cancel / reschedule within the 30 day window will be charged a \$500 fee + travel expenses incurred (including cancellation and airline booking fees.)**

### Shipping and Handling

Shipping and Handling for print materials shown at standard ground rates. Please allow 7-10 business days for order processing and delivery. Expedited or overnight shipping available for some items. Additional fees may apply.

LSI will fulfill your order based on the quantity of materials shown on your purchase order. Should you request additional copies of materials, you will be invoiced for the materials plus shipping and handling. Expedited or overnight shipping may apply.

### Sales, Use, Value Add and other Taxes

Customers exempt from sales taxes must provide a copy of their current exemption certificate, if applicable. LSI reserves the right to charge sales, use, and/or value added tax in addition to quoted product prices as required by taxing authorities, if applicable. Actual sales tax billed will be based on Seller's sales tax collection requirements and Customer's current jurisdiction rates in effect on the date of invoice.

### Materials Reprint Licenses

Professional development sessions and related materials are revised periodically to reflect most current research and provide the best possible experience for the learners. Updates to materials covered under reprint licenses will be provided free of charge upon request during the terms of the license. Customers are advised to print only sufficient quantities to cover their immediate training needs.

### Recording of Presentations

All audio and video recording is prohibited without written consent from Learning Sciences International, LLC.

### iObservation Terms of Use

iObservation terms of use can be found at [www.effectiveeducators.com](http://www.effectiveeducators.com).

Signature: \_\_\_\_\_

Effective Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

Name (Print): \_\_\_\_\_

Title: \_\_\_\_\_

Please sign and return with Purchase Order.

THANK YOU FOR YOUR BUSINESS!



**ITEM FOR INFORMATION**  
**Board of Education Meeting**  
**May 6, 2019**

**TOPIC: Renewal Contract with Supplemental Health Care and Yukon Public Schools**

**ADMINISTRATIVE RECOMMENDATION:** The Administration recommends approval of a renewal contract between Supplemental Health Care and Yukon Public Schools

**RATIONALE FOR RECOMMENDATION:** To provide supplemental staffing referral services to clients on an as needed basis.

**OPTIONS:**

1. Approve the contract with Supplemental Health Care
2. Do not approve the contract with Supplemental Health Care

**FISCAL NOTE:** Not to exceed \$64.00 per hour as needed

**CONTACT PERSON:** **Amy Beams, Executive Director of Educational Services**  
**Jalonda Bengs, Assistant Director of Special Services**





## STAFFING SERVICES AGREEMENT

This agreement ("Agreement") is made and entered into this 1st day of July, 2019, by and between SHC Services, Inc. d/b/a Supplemental Health Care, (hereinafter "SHC"), with principle offices located at 1640 W. Redstone Center Drive, Suite 200, Park City, Utah 84098 and Yukon Public Schools, on behalf of itself, its facilities, divisions, and subsidiaries (hereinafter collectively referred to as the "Client") with its principle offices located at 600 Maple Street, Yukon, OK 73099. SHC and Client are sometimes referred to as a "party" or collectively as the "Parties".

### **RECITALS**

**WHEREAS**, SHC a Delaware corporation provides supplemental staffing referral services to clients on an as needed basis;

**WHEREAS**, Client provides hospital and/or medical services, including in-patient and/or in-home care and treatment, and desires access to SHC's health care professionals;

**WHEREAS**, Client requests SHC to make available licensed and qualified health care professionals by acting as a referral agent of Nurses, Therapists, Technicians, and/or other ancillary medical personnel ("Health Care Personnel") to supplement Client's staff; and

**WHEREAS**, SHC is willing to use its best efforts to recruit Health Care Personnel to work shifts at specified locations as requested from time to time by Client.

**NOW, THEREFORE**, in consideration of the mutual covenants hereinafter set forth, Client and SHC agree as follows:

### **1. SHC OBLIGATIONS:**

- a. SHC, as requested by Client, will use its best efforts to locate, recruit and refer Health Care Personnel to Client to supplement Client's existing staff.
- b. SHC shall provide Health Care Personnel with the experience, education and training requested by Client.
- c. SHC shall maintain a Health Care Personnel file, containing the following:
  - i. A completed application, which includes skills, specialties, and preferences.
  - ii. Documentation of special education or training.
  - iii. A minimum of two references, which reflect satisfactory performance within the job category.
  - iv. Verification of identity, credentials, and authority to work.
  - v. Copy of current license, Basic Life Support/CPR, registration or certification as required by position.
  - vi. Evidence of health status, including evidence of a current physical (within one year), MMR, PPD, Hepatitis B, and any other immunizations required by Client.
  - vii. Dates of employment and performance evaluations.
  - viii. Confirmation of completing criminal background investigation and pre-employment drug screen.
  - ix. Office of Inspector General's List of Excluded Individuals/Entities Search.
- d. SHC shall provide SHC orientation for all new Health Care Personnel, which may include Client-specific information upon Client request.
- e. Health Care Personnel, who are assigned to the Client for the first time, shall report to the designated Client contact before commencing work at Client's facility or patient locations.
- f. SHC shall maintain commercial general liability and medical professional liability insurance for SHC and Health Care Personnel with a liability limit of not less than \$1 million per occurrence and \$3 million aggregate.
- g. SHC will use its best efforts to refer Health Care Personnel who will follow Client policies provided to SHC, to protect the health and welfare of the Client's patients.
- h. SHC will notify Client via written correspondence, fax, email or phone, of the initiation of any action, of which it becomes aware, commenced for the purpose of suspending, revoking or limiting any Health Care Personnel's license then providing services to Client. Written description of SHC Quality Assurance process is available upon request.
- i. SHC will not discriminate, in employment or referral of Health Care Personnel, on the basis of sex, age, race, color, national origin, religion, veteran status, sexual orientation, or handicap.

- j. SHC will comply with applicable Health Insurance Portability and Accountability Act (HIPAA) requirements.
- k. If services provided under this Agreement have an aggregate value of ten thousand dollars (\$10,000) or more, during a twelve (12) month period, SHC shall make its books, documents, records, etc., pertaining to this Agreement, available to the Secretary of Health and Human Services and/or the United States Comptroller General for four (4) years after furnishing services to Client.
- l. SHC shall use its best efforts to comply with the guidelines of The Joint Commission and OSHA standards regarding the use of supplemental staffing services.
- m. All Health Care Personnel providing services pursuant to this Agreement shall be considered employees of SHC, unless otherwise specified. This Agreement also applies to an independent contractor or subcontractor referred for service and accepted by Client.
- n. SHC assumes sole and exclusive responsibility for compensating Health Care Personnel for services performed for Client. SHC is responsible for withholding federal and state taxes, maintaining worker's compensation insurance coverage as required by state law, and reimbursing meal and lodging expenses as applicable under the Agreement.

## **2. CLIENT OBLIGATIONS:**

- a. Client shall provide sufficient specific information (job order or job profile) to enable SHC to match the job requirements to the skills and experience of Health Care Personnel. Clinical competency will be determined by the appropriate Client administrator which may be communicated to SHC via written correspondence, fax, email or phone. Notwithstanding the foregoing, the parties agree that Client, in its sole discretion, shall determine the suitability of Health Care Personnel to provide services for Client.
- b. Client acknowledges that SHC's ability to fill jobs or shifts is subject to the availability of qualified Health Care Personnel. Client further acknowledges that the ability to attract and retain qualified Health Care Personnel to fill the positions required by Client is a competitive advantage belonging to SHC, and that SHC's database of Health Care Professionals constitute an asset of SHC, which is confidential, proprietary and not disclosable to Client.
- c. Client shall provide clinical direction, supervision, management, and productivity expectations to Health Care Personnel while providing professional services under this Agreement. To the extent that Health Care Personnel provide health-related services to Client's patients, Client will ensure such services comply with all treatment plans and is consistent with Client's patients' best interests, as determined by Client. Client agrees that SHC is not responsible for Health Care Personnel's productivity while on assignment; therefore, Client will pay invoiced amounts in full without regard to productivity requirements placed on Health Care personnel by Client.
- d. Client shall be responsible for educating the Health Care Personnel regarding Client's policies and procedures concerning its operations and patient care, and communicating its expectations regarding the professional services to be rendered by Health Care Personnel pursuant to this Agreement.
- e. Client will not require Health Care Personnel to perform in a manner other than that which is reasonable and customary within their profession. Health Care Personnel shall not be requested to perform services outside the general job description provided by Client and/or the education, licensing, certification, skills or clinical competence of the Health Care Personnel. Prior to providing services, Client shall ensure that Health Care Personnel receive proper orientation to the Client's policies and procedures related to the patient care area to which they are assigned, floated or reassigned.
- f. Client shall provide SHC information and copies of Client policies to orient Health Care Personnel, as requested by client.
- g. Client agrees that it shall not either, directly or indirectly, employ or attempt to employ, a Health Care Professional (i) referred by SHC to Client for one year from the date of the referral; or, (ii) if the Health Care Professional provides services through SHC to the Client, during the assignment and one year after its termination. Notwithstanding the foregoing in this Section 2.g., Client may hire the Health Care Professional with written consent of SHC or by complying with Schedule A ("Billable Employment Conversion Costs").
- h. Client will immediately notify SHC via written correspondence, fax, email or phone, of the initiation of any licensing issues, clinical and patient care issues, unexpected incidents and errors, suspicious behaviors and any complaints regarding SHC Health Care Personnel. The notification should include, but are not limited to: risk management actions or concerns; occupational/safety hazards, events or injuries; events or sentinel events of which Client is aware regarding Health Care Personnel. Written description of SHC Quality Assurance process is available upon request. Client will make available an appropriate panel for peer review as necessary.
- i. Client agrees that Health Care Personnel who are required to travel away from home to fill an assignment will be retained for full time positions for a period of 13 weeks ("Travel Assignments"), unless otherwise

agreed by the parties in a signed Confirmation of Assignment ("COA"), which is incorporated herein by reference. Full time is defined as a minimum of 36 hours per week.

- j. Client will not discriminate in employment or referral of Health Care Personnel on the basis of sex, age, race, color, national origin, religion, veteran status, sexual orientation, or handicap.
- k. Client will maintain in clean and good working order its facilities, machines and equipment; provide currently and appropriately trained staff and supervisory personnel; and provide an acceptable working environment. Client will not entrust Health Care Personnel with access to cash, credit cards or negotiable instruments.
- l. Client represents that it is neither currently being investigated nor has been previously indicted by any state or federal agency for violations of the Social Security Act, Medicare or Medicaid laws, or any other programs administered by, through or under any state or federal agency.
- m. Client may request that SHC terminate any Health Care Personnel providing services under this Agreement, who is insubordinate, lacks appropriate licensure, training and experience; fails to follow Client's policies and procedures, or fails to engage in commonly accepted standards of care. Client agrees that it will pay for all services performed up to the date of termination. Client will provide specific basis for the request for termination, in writing, which will be referred to the Health Care Personnel and reported, as required, to state professional licensing standards and SHC's Quality Assurance.
- n. Client will not give access to Health Care Personnel confidential medical records in violation of HIPAA.
- o. Client acknowledges that SHC provides a valuable service to Client for which it will, pursuant to the terms of this Agreement and/or industry standards or practice, compensate SHC.
- p. In the event Health Care Personnel are injured in performing duties for Client, Client shall cooperate with SHC's investigation and response to such injury, including any need for light duty assignments.

### **3. COMPENSATION AND BILLING:**

- a. SHC will bill Client weekly for its services in accordance with the rate schedule attached as Schedule "A" (Rate Schedule). SHC reserves the unilateral right to increase the stated rates, due to increased employment costs, upon thirty (30) days written notice to the Client.
- b. The Rate Schedule will remain in effect for the term of the Agreement unless SHC provides Client a written notice of rate increase as set forth in Section 3.a above.
- c. Mileage costs will be invoiced by SHC and paid by Client, unless stated in the Rate Schedule.
- d. The Rate Schedule is inclusive of all costs associated with the specific assignment, such as wages, payroll taxes, insurance, and meals and lodging costs for travel assignments authorized by Client, unless otherwise stated. SHC and Client have entered into a reimbursable arrangement requiring SHC to maintain adequate records or other sufficient evidence to satisfy the substantiation requirements of Internal Revenue Code Section 274(d), which will be provided to the Client by invoice.
- e. Invoices are due upon receipt. Each invoice, or portion thereof, which remains unpaid for thirty (30) days after the invoice date, will bear interest at the rate of 1.5% per month. Client agrees to pay all attorneys' fees and costs incurred by SHC in collecting past due invoices. If Client disputes an invoice for services provided by SHC, Client must notify SHC in writing within fourteen (14) days of the date of the disputed invoice. All invoices that are not disputed in writing within 14 days of receipt are conclusively presumed to be valid and accepted by Client.
- f. Client is obligated to timely pay SHC invoices regardless of Client's ability to bill or collect from third party payors for professional services rendered by Health Care Personnel under this Agreement, which includes any of Client's billing issues based on Health Care Personnel's productivity requirements as defined by Client.

- 4. TERM:** The term of this Agreement is twelve (12) months from the date first stated above, and will automatically renew annually on the anniversary date of the Agreement, unless sooner terminated by either party under this Section. Either party may terminate this Agreement without cause upon thirty (30) days written notice to the other party. However, scheduled assignments then occurring shall be completed and compensation paid to SHC. In the case of a breach of this Agreement, the non-breaching or non-defaulting party may immediately terminate this Agreement in writing upon the occurrence of any of the following events: failure to timely pay invoices, voluntary or involuntary filing for bankruptcy protection, or any material breach of the Agreement.

- 5. RELATIONSHIP OF PARTIES:** Neither party is the agent of the other. Neither party is authorized to bind the other to any responsibility or obligation, without the written consent of the other. SHC and Client are independent contracting entities and do not create a joint venture, partnership or association under federal or state law. Client shall not make any payment to Health Care Personnel, unless authorized in writing by SHC.

6. **INDEMNIFICATION:** Each party to this Agreement agrees that they shall hold harmless, indemnify and defend the other party, its shareholders, directors, officers, agents and employees against any and all claims, causes of action, injuries and damages including, but not limited to, personal injury and property damage, including reasonable attorney's fees and court costs to the extent caused by any act or omission on the part of the other party, its agents, contractors or employees. SHC shall indemnify and defend Client against any claims by its Health Care Personnel for unpaid wages or workers' compensation, subject to SHC's right of subrogation.
7. **LIMITATION OF LIABILITY: NEITHER PARTY SHALL BE LIABLE FOR OR BE REQUIRED TO INDEMNIFY THE OTHER PARTY FOR ANY INCIDENTAL, CONSEQUENTIAL, EXEMPLARY, SPECIAL, PUNITIVE, OR LOST PROFIT DAMAGES THAT ARISE IN CONNECTION WITH THIS AGREEMENT, REGARDLESS OF THE FORM OF ACTION (WHETHER IN CONTRACT, TORT, NEGLIGENCE, STRICT LIABILITY, OR OTHERWISE) AND REGARDLESS OF HOW CHARACTERIZED, EVEN IF SUCH PARTY HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES. EACH PARTY SHALL NOT BE LIABLE TO THE OTHER PARTY FOR ANY INDEMNIFICATION OR DEFENSE, OR ANY AND ALL CLAIMS, LOSSES, EXPENSES, INJURIES, DAMAGES, COSTS, INCLUDING ATTORNEY'S FEES AND EXPENSES, ARISING OUT OF OR IN ANY WAY RELATED TO THIS AGREEMENT BY REASON OF ANY ACT OR OMISSION OF A PARTY, INCLUDING BREACH OF CONTRACT OR NEGLIGENCE, IN AN AMOUNT WHICH EXCEEDS THE TERMS AND CONDITIONS OF A PARTY'S THEN EXISTING AVAILABLE AND APPLICABLE INSURANCE COVERAGE.**
8. **MAINTENANCE OF BOOKS AND RECORDS:** SHC shall keep and maintain records relating to services rendered hereunder as may be required by Client or by any fiscal intermediary, federal, state, or local government agency, or other party to whom billings for SHC's services are submitted which shall not be less than five (5) years from dates of services. Upon reasonable notice to SHC, Client shall have the right to inspect SHC's records, relating to services rendered under this Agreement, upon not less than fifteen (15) business days' written notice. Client shall pay all costs of requested copying.
9. **COMPLIANCE:** Performance under the Agreement shall be: (a) in substantial compliance with all applicable federal, state, and local laws, rules, ordinances and regulation; and (b) consistent with the reasonable and lawful policies and procedures of the Client. SHC shall not knowingly jeopardize the licensure of the Client or its participation in the Medicare and/or Medicaid programs.
10. **NOTICES:** Unless otherwise provided in this Agreement, Notice provided under this Agreement shall be deemed to have been delivered, when sent through US mail, postage pre-paid, certified, return receipt requested, five (5) days after mailing; or, by overnight mail, upon receipt, to the address of a party stated below.

Client:	Yukon Public Schools 600 Maple Street Yukon, OK 73099 Attn: Contracting Department
SHC:	SHC Services Inc. 1640 W. Redstone Center Drive, Suite 200 Park City, Utah 84098 Attn: Contracting Department

The address for Notice may be changed in writing by providing the other party a new address for serving the Notice. In the event of a critical situation, service of a Notice by facsimile or email will accomplish delivery of a Notice, if the noticing party provides proof of receipt.

11. **CONFLICT OF INTEREST.** SHC hereby certifies and represents that none of the Client's officials, employees or agents has any significant financial or other pecuniary interest in the SHC's business enterprise or in the performance of this Agreement or any Assignment, and that no inducements of monetary or other value were offered or given to any officer, employee or agent of the Client.
12. **MISCELLANEOUS:**
  - a. The laws of the State of Oklahoma govern the interpretation and construction of this Agreement to the exclusion of the law of any other forum, without regard to the jurisdiction in which any action or special proceeding may be instituted.
  - b. Neither party may assign this Agreement without the prior, written approval of the other.
  - c. This Agreement shall constitute the entire Agreement of the parties. This Agreement also supersedes any and all other agreements or contracts, written or oral, between the parties with respect to the matters addressed herein. This Agreement may be amended at any time by mutual agreement of the parties, providing that such amendment is in writing and executed by both parties hereto, with the exception of the Rate Schedule which can be unilaterally updated by SHC as provided for in Section 3.a above.

- d. In the event that any clause in this Agreement is found to be invalid or unenforceable, all other clauses are severable and will remain in full force and effect.
- e. This Agreement may be executed in multiple counterparts, each of which shall be an original and all of which taken together shall constitute one and the same agreement. Furthermore, this Agreement may be executed and delivered by electronic transmission showing the signatures of the parties hereto.
- f. The parties agree that the terms and conditions of this Agreement are confidential. Neither party shall distribute this Agreement, or any part thereof, to third persons unless required by law or court or administrative order.
- g. Waiver of a term or condition of this Agreement is not enforceable, unless in writing, signed by the party against whom waiver is advanced. Any waiver shall only constitute waiver of a specific condition and will not operate to waive any other term or condition of the Agreement, or as a continuing waiver of the same condition.
- h. The undersigned represents that he/she is a duly authorized representative of the Client, and may enter into this Agreement and bind the principal to performing the terms and conditions of this Agreement.
- i. Subsections 1.k., 2.g., 2.p. and Sections 6 and 7 shall survive termination of this Agreement.

**IN WITNESS WHEREOF**, the parties have signed and entered into this Agreement as of the Effective Date set forth above.

**SHC SERVICES, INC. dba  
SUPPLEMENTAL HEALTH CARE**

**YUKON PUBLIC SCHOOLS**

By: \_\_\_\_\_  
 Name: Marty Welp  
 Title: Senior Market Manager

By: \_\_\_\_\_  
 Name: \_\_\_\_\_  
 Title: \_\_\_\_\_

## SCHEDULE A

**Confirmation of Assignment.** The rates in this schedule are the minimum all-inclusive base rates for this Agreement; however, the parties acknowledge that depending on the length of the job assignment, specific credentialing requirements, and/or the availability of staff, there may be times that the actual bill rate will exceed the rates set forth above. Therefore, the parties have/will execute a Confirmation of Assignment (COA) that will set out the specific requirements for the assignment as well as the applicable bill rate.

**Minimum Guarantee.** Client agrees to schedule all Health Care Personnel confirmed for either a Travel Contract period and/or Local Contract for the weekly minimum hours of forty (40) for all eight (8), ten (10) or any combination of eight (8) or ten (10) hours shifts; and a minimum of thirty-six (36) hours for all twelve (12) hour shifts ("Minimum Hours") and to guarantee the total assignment hours ("Minimum Assignment Hours") for the assignment as specified on the COA. The calculation of the guaranteed minimum work week includes regular, call back and overtime hours worked, but does not include any "on-call" time. Client may place such Health Care Personnel in normal rotation to transfer/float in accordance with section 2.e of this Agreement, if necessary, in order to meet the Minimum Assignment Hours requirement. Notwithstanding the foregoing, the Minimum Hours or Minimum Assignment Hours shall not apply to Health Care Personnel who are assigned to the Client on a per diem basis.

**Breaks/Meal Periods.** Client shall provide Health Care Personnel all breaks and meal periods required pursuant to state and federal law. It is the Client's responsibility to ensure that such break/meal period is identified on the Health Care Personnel's time sheets prior to approving such time sheet.

**Mileage Costs:** Client shall be invoiced and shall pay the then-current IRS Standards, for all local mileage for Health Care Personnel while traveling between Client's facilities.

**Meals and Lodging Costs:** All rates set forth herein are inclusive of meals and lodging costs, if incurred.

**Overtime:** Client will be invoiced for and will pay for all overtime hours in accordance with the current state and federal laws, rules and regulations where such services are being provided. Calculations of overtime will be 1.5 times the hourly bill rate as listed in this Schedule A above (calculated in accordance with the applicable state and federal wage and hours laws). When applicable by State law, all hours worked over twelve (12) hours in a workday will be invoiced at two (2) times the hourly bill rate as listed in this Schedule A above.

**Workweek:** SHC's workweek is defined as Sunday – Saturday.

**Holidays:** Client will be invoiced for and will pay 1.5 times the hourly bill rate on hours worked during 11:00 pm on the eve of the holiday until 11:00 pm on the day of the holiday, unless a higher amount is required by state law in which the services are being performed. The agreed upon recognized holidays are: New Year's Day; Memorial Day; Independence Day, Labor Day, Thanksgiving and Christmas Day.

**On-Call; Call Back; Charge Rate:** Client will be invoiced for and will pay \$5.00 per hour for all Health Care Personnel placed on "uncontrolled" On-Call status. Client will be invoiced at the regular hourly rate stated above for all Health Care Personnel on "controlled" On-Call status (required to remain at the facility, etc.) Client will pay one and on-half (1.5) times the applicable hourly bill rate for all Call-Back hours worked by Health Care Personnel. The minimum hours invoiced when Health Care Personnel is called into work while on "On-Call" status will be two (2) hours or in accordance with Client's policy, whichever is greater. All hours worked by Health Care Personnel placed in a Charge Status will be invoiced at an additional \$6.00 per hour.

### **Cancellations:**

- **Contract Assignments:** If Client wishes to cancel a contract assignment before such assignment begins, Client must provide SHC at least fourteen (14) days prior written notice of the scheduled commencement date of that assignment. If less than fourteen (14) days' notice is provided, then Client shall be invoiced a penalty equal to three (3) shifts of said assignment.
- **Travel Assignments:** If Client wishes to cancel a travel assignment that has begun, Client shall provide SHC with a minimum of thirty (30) days prior written notice and SHC shall invoice Client for any costs incurred for travel and lodging that could not be cancelled. If less than thirty (30) days' notice is provided, Client shall pay the total contracted amount for such travel assignment as if the Health Care Personnel had worked the full assignment as well as any costs incurred for travel and lodging that could not be cancelled due to the short notice.
- **Per Diem Assignments:** If Client wished to cancel a per diem assignment prior to assignment begins, Client must provide SHC with twenty-four (24) hours prior notice of cancellation; otherwise a four (4) hour minimum billing will be assessed.

**Billable Employment Conversion Costs:** Health Care Personnel may be employed by the Client after the completion of 1,040 hours of service as an SHC employee at the Client facility and Client pays to SHC a fee of \$10,000 for the positions of NP/PA; \$7,000 for PT/OT/SLP/RN positions; \$5,000 for PTA/COTA/SPLA/LPN/LVP positions and \$2,500 for CNA. As clarification of Section 2.g., any Health Care Personnel, whose application has been submitted to Client by SHC, may not be employed at Client either directly, or through another staffing referral company, for one year following the submission of the application.

**Direct Placement Fee:** In the event the Client wishes to have SHC to conduct a search for qualified candidates to be hired by Client ("Candidate"), Client agrees to pay SHC a recruitment fee of 20% of the Candidate's first year salary, for any Candidate presented to Client by SHC who accepts a position with any clinic, group or organization owned, operated, subcontracted with or otherwise affiliated with Client whether or not in Client's actual community. This recruitment fee shall apply to each Candidate introduced by SHC for a permanent position, whether the Candidate has actually performed medical services through SHC. The fee will be due when an employment agreement, either written or verbal, is reached between the Client and the Candidate, or on the first day that the Candidate begins work for Client, whichever comes first.

**Home Health Assignments:** Health Care Personnel assigned to Home Health Care Clients are specifically prohibited from the following home health practices. The Client agrees that while on assignment Health Care Personnel shall not be required nor allowed to:

- Develop a patient Plan of Care. Health Care Personnel may collaborate with the Client and the patient's primary physician in the development of a patient Plan of Care; however, the Client is solely responsible for the development of the Plan of Care.
- Transport any of Client's patients for any reason. If the Client's patients need to be transported, Client will arrange for and pay for such transportation.
- Perform personnel errands for Client's patients (i.e. trips to grocery store, dry cleaner, etc.).
- Provide care for patient's animals/pets (i.e. taking them for a walk, feeding them, grooming them, etc.)

**Increase of Bill Rates:** SHC reserves the right to unilaterally amend this Schedule A to increase the rates set forth above: (1) in the event there is an increase in SHC's burden costs as a result of any governmental mandate; and/or (2) at the beginning of each calendar year if there is an increase in the health care index., provided that SHC sends Client a written notice thirty (30) days in advance of such increase.

**Bill Rates:**

Specialty	Hourly Rate
PT/OT/SLP	\$64.50/HR
PTA/COTA	\$54.50/HR
LPN	\$38/HR
RN	\$56/HR
School Psychologist	\$66/HR

**\*All rates are all-inclusive of payroll costs, employee benefits, workers' compensation insurance, malpractice insurance, and travel expenses if required.**

**ITEM FOR INFORMATION**  
**Board of Education Meeting**  
**May 6, 2019**

**TOPIC: Renewal** of Contract with Sign Language Resources Services, Inc. (SLRS) and Yukon Public Schools

**ADMINISTRATIVE RECOMMENDATION:** The Administration recommends approval of a **Renewal** contract between SLRS and Yukon Public Schools

**RATIONALE FOR RECOMMENDATION:** To provide interpreters for our Hearing Impaired students when our employed interpreters have to be absent.

**OPTIONS:**

1. Approve the contract with SLRS
2. Do not approve the contract with SLRS

**FISCAL NOTE:** Maximum Fee of \$95.00 per hour

**CONTACT PERSON:** **Amy Beams, Executive Director of Educational Services**  
**Jalonda Bengs, Assistant Director of Special Services**



Company: YUKON PUBLIC SCHOOLS  
Street: 600 maple  
City, State, Zip: Yukon, Ok 73099  
Attn: Acct Payable

Dept:  
AP POC:  
AP Phone:  
AP Email:

Agreement between SLRS- Sign Language Resource Services, Inc., hereafter referred to as "SLRS and/or vendor" and the entity shown above, hereafter referred to as "Company." SLRS agrees to provide, when available, Sign Language services on an as requested basis with Company. Service agreements do not expire, RATES AND POLICIES ARE SUBJECT TO CHANGE WITHOUT NOTICE. Visit the resources page on our web site for more information, FAQ and laws pertaining to interpreting services.

**Onsite Interpreting:** Is when the interpreter physically comes to your location. When ordering services, you will need to know the date and time, beginning and ending. Interpreters are often needed to translate paperwork, stay during post-op/recovery, accompany the deaf person from one department to another, etc. If your patient normally arrives early, but sure to request time enough so the interpreter also arrives early. If your facility is very large, requires processes to enter, etc., be sure to order more time to accommodate this. Order enough time to cover your needs, without ordering more than you will use. The amount of time ordered is the amount of time that will be billed unless it is exceeded or travel is involved. Not ordering enough time may result in rescheduling if the interpreter is unable to stay beyond the originally requested time. All bookings will incur a minimum charge (see MINIMUM CHARGES), plus hourly charges if the time exceeds 2 hours, plus mileage charges (see MILEAGE & EXPENSES) if the interpreter travels more than 30 miles round trip.

**MINIMUM CHARGES:** The minimum charge covers bookings up to 2 hours, and includes up to 30 miles of interpreter's mileage. Bookings which exceed 2 hours will be billing the minimum charge, plus the corresponding hourly rate for the portion exceeding 2 hours. Example 1: A booking made for a Monday at 9:00 am until 12:00 pm will be billed the minimum regular charge (\$145.00) plus 1 hour at regular rate (\$60.00), totaling \$205.00. Example 2: A booking made for a Monday at 9:00 am - 10:00 am will be billed the minimum regular charge (\$145.00). Rates are interchangeable. Example 3: A booking made for a Tuesday at 6:00 am until 11:00 am will be billed the minimum after hour charge (\$205.00) plus 3 hours of regular rate (\$60.00) totaling \$385.00 per interpreter.

**SHORT NOTICE:** For non-emergency assignments (see EMERGENCY RATE) ordered with less than 24 hours or one business day's notice, *Short Notice Rates* will apply as described.

**MILEAGE & EXPENSES:** Mileage will be charged on any assignment when the interpreter travels more than 30 miles round trip. Mileage expenses are calculated according to the Internal Revenue Service Standard Mileage Rate. Interpreters' expenses: mileage as defined, parking, tolls, etc., will be charged per interpreter. Sign Language interpreters are in high demand. We will do everything possible to find a local interpreter for your request, however it may be necessary for us to use interpreters outside your local area which will result in an increase in costs. We want to be good stewards of your budget and will do our best to keep your costs as low as possible.

**TRAVEL TIME: (For interpreters traveling over 100 miles round trip):** SLRS uses *Google Maps* to calculate the time necessary to travel to the assignment site and back. The booking request will include the entire block of time: (traveling to the site + 15 mins, the duration of interpreting time requested, and traveling home). If canceled in less than 24 hours (see CANCELLATION POLICY), the entire booked time will be charged.

**REGULAR RATE: 8:00 AM-5:00 PM, Monday-Friday [non-holidays]**

- \$145.00 minimum, \$60 hourly
- Short Notice:** \$155.00 minimum, \$65.00 hourly

**AFTER HOUR RATE: 5:00 PM-8:00 AM, Monday-Friday, or weekends [non- holidays]**

- \$205 minimum, \$90.00 hourly
- Short Notice:** \$215 minimum, \$95.00 hourly

**REGULAR LEGAL RATE: 8:00 AM- 5:00 PM, Monday-Friday [non holidays]**

- \$215.00 minimum, \$95.00 hourly
- Short Notice:** \$225.00 minimum, \$100.00 hourly

**AFTER HOUR LEGAL RATE: 5:00 PM-8:00 AM, Monday-Friday, weekends [non-holidays]**

- \$315.00 minimum, \$150.00 hourly
- Short Notice:** \$325 minimum, \$155.00 hourly

**EMERGENCY RATE: After hours/Urgent needs**

- \$300.00 minimum, \$120.00 hourly

**EMERGENCY LEGAL RATE: Emergency Rate orders which are legal in nature**

- \$440.00 minimum, \$190.00 hourly

**HOLIDAY RATE: (New Year, Easter, Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas)**

- \$360.00 minimum, \$150.00 hourly

**CONFIDENTIALITY (onsite):** All interpreters are required to keep all assignment related information strictly confidential and to abide by either the RID Code of Professional Conduct or the QAST Code of Ethics. All independent contractors have a Business Associate Agreement with SLRS.

**SPECIALTY INTERPRETING (onsite):** An additional amount of \$10.00 per hour will be added to all rates, per specialized interpreter, where specialized interpreting is necessary. Specialized services include: CDI/DI (Deaf interpreter), Tactile, Deaf-Blind, etc.

**NON COMPETITION & HIPAA:** The Company will not pursue hiring or contracting with SLRS interpreters directly. Interpreters sent by SLRS must be booked through SLRS. When necessary the Company will provide to SLRS a **Business Associate Agreement** according to and consistent with HIPAA regulations. Company is responsible for HIPAA compliance as is required by applicable laws and regulations. SLRS is responsible for compliance with the provisions and obligations set forth in the Business Associate Agreement executed by the parties. Each party will only be held responsible or liable for compliance with the requirements of HIPAA or the Business Associate Agreement obligations that apply to them. Neither will be held responsible for complying with the legal and regulatory obligations of the other party.

**Video Remote Interpreting (VRI):** SLRS and Vineya have partnered to provide you with seamless, uncomplicated VRI services. Video Remote Interpreting (VRI) is done through video conferencing software, is HIPAA and Joint Commission compliant, and needs no special equipment (see TECHNICAL REQUIREMENTS). VRI is done on a PC or laptop, connected to reliable internet source, using the computer's camera and microphone. When your appointment time is ready, simply open the interpreting link sent to the email you've provided, and communication begins. When ordering interpreting

services, you will need to know the date and time, beginning and ending, of the duration you will need services. Be mindful to order enough services to cover your needs, without ordering more than you will use. The amount of time ordered is the amount of time that will be billed unless it is exceeded. Not ordering enough time may result in rescheduling if the interpreter is unable to stay beyond the originally requested time, or a replacement is unavailable. All bookings will incur a minimum charge (see MINIMUM CHARGES). **Be sure to ask the Deaf person if they accept VRI. It is the Deaf person's choice, and they may not like or want to use it. Also, a Deaf person might be willing to use VRI until an onsite interpreter can arrive. Always check with the Deaf person to be sure you are providing effective communication.**

**MINIMUM CHARGES:** The minimum charge covers bookings up to 30 minutes. Bookings which exceed 30 minutes will be billing the minimum charge, plus the corresponding minute rate (calculated in 15 minute increments) for the portion exceeding 30 minutes. Example 1: A booking made for a Tuesday at 9:00 am until 10:00 am will be billed the minimum regular charge (\$75.00) plus 30 minutes of regular rate (\$2.50) totaling \$150.00.

**REGULAR RATE: 8:00 AM-5:00 PM, Monday-Friday [non-holidays]**

• \$75.00 minimum, \$2.50 per minute

**AFTER HOUR/WEEKEND RATE: 5:00 PM-8:00 AM, Monday-Friday, or weekends [non- holidays]**

• \$90.00 minimum, \$3.00 per minute

**SHORT NOTICE RATE: Less than 24 hour's notice**

• \$90.00 minimum, \$3.00 per minute

**HOLIDAY RATE:** (New Year's Day, Easter, Memorial Day (observed), Independence Day, Labor Day (observed), Thanksgiving, or Christmas)

• \$105.00 minimum, \$3.50 per minute

**QUALITY & CONFIDENTIALITY (VRI):** All VRI interpreters are nationally certified and are required to keep all assignment related information strictly confidential and to abide by the RID Code of Professional Conduct. All subcontractors have a Business Associate Agreement with SLRS.

**TECHNICAL REQUIREMENTS:** You can test your connection at <http://www.tokbox.com/tools/connectivity/>

**Bandwidth requirements:**

Minimum of 350 kb/s download and upload speed

**Video Specifications:**

VP8 video format (webRTC standard)

All media traffic is encrypted

**Operating Systems:**

Windows

OS X

Android

iOS: An app is available to download via Apple Store. Search for "Vineya". • Interpreter can login the app using their credentials to join the call.

Client will need to access their email and click on "Join Call" and the app will open for the video session.

**Supported Browsers (latest version supported):**

Google Chrome

Mozilla Firefox

**Connectivity Requirements (for firewall purposes):**

Minimum Requirement: TCP port 443 is open.

Better experience: In addition to the minimum requirements being met, we also recommend that UDP port 3478 is open

Best experience: For best possible experience, we recommend that UDP ports 1025-65535 be open.

**Additional Option:**

Allows up to 4 separate video screens

**QUANTITY:** (onsite & VRI) Most assignments longer than 1.5 hours (continuous language processing) will require 2 interpreters working together as a team. Some assignments will require a team of interpreters no matter the length based on the information being processed. SLRS will procure all necessary interpreters, but in the event SLRS does not provide all interpreters (the Company provides one of their own) and for whatever reason the "non-SLRS" interpreter(s) fails to provide services (or doesn't show up), and SLRS is not able to fill the void in service, the assignment will be considered "canceled," the SLRS interpreter(s) will leave the assignment, and the Company will be billed the entire booked time. Billing will be made individually for each interpreter.

**CANCELLATION POLICY:** SLRS incurs the cost of interpreting services once an interpreter is procured. For this reason, All assignments must be canceled during business hours. **Assignments canceled less than 24 hours from the assignment start time will be charged the entire booked time.**

This includes but is not limited to: Deaf person doesn't want to use, rescheduling, and time adjustments to the original assignment of any kind. NO

EXCEPTIONS. The cancellation policy goes into effect the moment an order is taken by SLRS. Canceling services must be done through SLRS office personnel only (not the interpreter), or by emailing us at [contact@SLRSinc.com](mailto:contact@SLRSinc.com) (retrieved during normal business hours). Office hours can be found at SLRSinc.com. This policy is strictly upheld.

**ON/OFF PEAK SEASONS:** During on peak season interpreters' availability is limited. Therefore, we cannot guarantee there will always be an interpreter available. Please provide as much notice as possible which increases the chance of having an interpreter on the date/time requested. ON PEAK periods are: January - May, and again September - mid November. Last minute requests may not be able to be filled.

**Payment:** For all services, SLRS processes accounts weekly and will send company an electronic invoice. Please provide a credit card and an accounts payable e-mail address. You will not be invoiced from the interpreter. SLRS accepts Visa, Master Card, Discover, PO's and checks. Payment is due upon receipt of invoice, made payable to "SLRS Inc." Invoices over 15 days late will be subject to a \$10.00 or 1.5% (whichever is greater), to the extent allowed by law. Late fees are applied per invoice, per 15 day period. There will be a \$30.00 fee for any returned checks or ACH. Credit card on file will be automatically charged for all outstanding invoices over 30 days past due, or if there is an indication of refusal to pay for services ordered per this agreement.

Credit Card Type: Visa  MC  Dis  Name, exactly as on card: \_\_\_\_\_

Credit Card Number: \_\_\_\_\_ Exp Date: \_\_\_\_\_ CVV: \_\_\_\_\_

Either party may cancel this agreement with 10 business day. The "Business Representative" being a person of authority representing this company and with the authority to carry out compliance of these terms has read and understands the above defined rates, policies & procedures and will abide by them as outlined.

Business Representative Signature

print name, and title

Date

## FREQUENTLY ASKED QUESTIONS (Does not need to be returned)

**Q: Am I required to provide Sign Language interpreting services?**

A: Yes: The Americans with Disabilities Act (ADA), passed in 1990, requires businesses, organizations, services, and other entities to make its services/programs/products accessible to persons who are deaf or hard of hearing. A reasonable accommodation can be a qualified Sign Language interpreter. Furthermore; Section 504 of the Rehabilitation Act of 1973, requires businesses, organizations, services, and other entities that receive federal funding (including contracts with the government i.e., Medicare, Medicaid providers) to make its services/programs/product accessible to persons who are deaf or hard of hearing. A company may be exemption if it can prove the accommodation is a financial hardship. This is not measured appointment by appointment, but rather by the entity's annual revenue and any federal assistance in which the entity might qualify.

**Q: Is this service the same as foreign language interpreters?**

A: No. Foreign language interpreting services, although good and necessary do not accommodate a disability as defined by the Americans with Disabilities Act. A Sign Language interpreter is accommodating a disability, and provides linguistic accessibility.

**Q: If I have less than 15 employees, do I still have to provide an interpreter if my goods/services are open to the public?**

A: Yes. Title I of the ADA requires EMPLOYERS to provide accommodations to a disabled employee (if they have more than 15 employees), but Title III requires organizations that provide services or goods to the public, to make communication accessible no matter how many employees the organization has. This is the same title and law, which requires hallways and bathroom stalls widened for wheelchair accessibility, regardless of the number of employees.

**Q: Can we charge the cost of the interpreter to the deaf person?**

A: No, this is forbidden by the ADA and other Federal and State laws. However, you can raise ALL your clients' fees to create revenue for disability accommodations. In addition, there are tax breaks and rebates available for small organizations that provide accommodations under the ADA.

**Q: Could I just write notes with the deaf person?**

A: Depends. If the deaf person says note writing is not appropriate, then note writing should not be used. Generally speaking, you will need a qualified interpreter to effectively communicate with a deaf person. Many deaf people do not have adequate English skills to effectively communicate by notes. If a deaf person does not understand English, no amount of printed English material will be effective. A skilled and qualified interpreter is able to assess the language needs of a deaf person, and match the mode of communication most readily used by the deaf person. Even when a deaf person's English skills are very good, writing is time-consuming and cumbersome, and notes tend to be brief and businesslike rather than conversational and interactive. An interpreter allows both the hearing and deaf consumers to speak freely and openly, thereby reducing the risk of misunderstandings.

**Q: I have a staff member who signs; can he/she interpret? What is a "qualified interpreter?"**

**National Association of the Deaf:** "Deaf and hard of hearing people deserve to have interpreters who know what they are doing and who do it well. A qualified interpreter is one who can, both receptively and expressively, interpret accurately, effectively, and impartially, using any necessary specialized vocabulary. Interpreters who struggle with their own expressive and receptive sign skills are difficult to understand, and cannot convey their clients' messages accurately. This situation benefits no one. Deaf and hard of hearing people get frustrated, hearing people (businesses, speakers, interviewers, etc.) form an unfavorable impression of the entire experience, and the interpreting profession gets shortchanged."

**Department of Justice** "Effective Communication- People with disabilities cannot participate in government-sponsored programs, services, or activities if they cannot understand what is being communicated. What good would it do for a deaf person to attend a city council meeting to hear the debate on a proposed law if there was no qualified sign language interpreter or real-time captioning (that is, a caption of what is being said immediately after the person says it)? Providing effective communication means offering auxiliary aids and services to enable someone with a disability to participate in the program, service, or activity."

A: Usually no. The law stipulates the individual providing the interpreting service must be a "qualified interpreter," able to impartially and accurately interpret spoken English into the equivalent of signed language most readily used by the deaf person. "Signing" and "interpreting" are completely different skills. A qualified and skilled interpreter is able to accomplish the legal requirements, unlike many signers. IF your staff member meets the ADA's requirements for a "qualified interpreter", and the deaf person considers them "qualified," then the signer may be used. Ask the deaf person if the accommodation is appropriate. The deaf person should have the final say on who is qualified for each situation, and should be asked each time.

**Q: Can I just tell the deaf person to bring his or her own interpreter?**

A: No. It is never the disabled person's responsibility to provide your company with an accommodation. You would never tell a wheel chaired person to "bring your own ramp." The same law governs both accommodations. The entity is responsible to provide, and coordinate the accommodation, not the disabled person.

**Q: Can I use a family member or friend of the deaf person?**

A: No. You should avoid using family members or friends. Rarely can these individuals remain impartial, and generally are not "interpreters." (see Q "I have a staff member...") You risk miscommunication because you have no way to measure the quality of interpreting skills. In many instances, case law determined a signing family member or friend was not a "reasonable accommodation," especially when the deaf person requested a qualified interpreter and the family member or friend was used instead.

Visit our web site resource page <http://SLRSinc.com/resources/> and FAQ page <http://srsinc.com/faq/> for more information

**ITEM FOR CONSIDERATION**  
**Board of Education Meeting**  
**May 6, 2019**

**TOPIC:** Renewal of Contractual Agreement with the Oklahoma Department of Rehabilitation Services

**ADMINISTRATIVE RECOMMENDATION:** The Administration recommends approval of a Contract between DRS and Yukon Public Schools.

**RATIONALE FOR RECOMMENDATION:** The purpose of this contract is to perform the services listed in the contract as part of the “Work Adjustment Training” (WAT).

**OPTIONS:**

1. Approve the contract with Department of Rehabilitation Services, Work Adjustment Training
2. Do not approve the contract with Department of Rehabilitation Services, Work Adjustment Training

**FISCAL NOTE:** In Consideration of the satisfactory performance of said services, the DRS agrees to pay the contractor as per the amounts set forth in the contract. (See Contract for details)

**CONTACT PERSON:** Amy Beams, Executive Director of Special Services



**STATE OF OKLAHOMA  
DEPARTMENT OF REHABILITATION SERVICES  
TRANSITION WORK ADJUSTMENT TRAINING**

This agreement, consisting of twenty-one (21) pages (the "Contract"), is hereby made between the Oklahoma Department of Rehabilitation Services ("DRS") and

**YUKON PUBLIC SCHOOLS  
600 MAPLE  
YUKON, OK 73099**

("Contractor"), and constitutes the entire agreement between the DRS and the Contractor, and no other representations are given or should be implied from written or oral agreements or negotiations that preceded the Contract.

**RECITALS**

**WHEREAS**, the Oklahoma Department of Rehabilitation Services is authorized to make and enter into all contracts necessary or incidental to the performance of its duties and may purchase or lease equipment, furniture, materials and supplies, and incur such other expenses as may be necessary to maintain and operate the Department, 74 O.S. § 166.1.C; and

**WHEREAS**, the Individuals with Disabilities Education Act (IDEA) and the Rehabilitation Act both provide for transition services for children with disabilities to facilitate the child's movement from school to post school activities including employment, 20 U.S.C. § 1401(34) and 29 U.S.C. § 721(a)(11)(D); and

**WHEREAS**, the Oklahoma Department of Rehabilitation Services is authorized by rules promulgated by the Oklahoma Commission for Rehabilitation Services, O.A.C. 612: 10-7-164 to provide work adjustment training; and

**WHEREAS**, the Oklahoma Department of Rehabilitation Services desires employment training for its individuals.

**NOW THEREFORE**, the parties agree as follows:

**I. Contract Period**

The Contract is effective from the latest date of signature of both parties or July 1, 2019, whichever is the latter, through June 30, 2020. The Contract may be renewed for two additional one-year periods upon written agreement of the DRS and the Contractor.

## II. Contract Services

### A. Contractor's Obligations

1. The Contractor agrees to submit a proposal initially to start a program or as requested by DRS staff. A proposal should include a description of the referral process, staff qualifications, admission criteria, individualized assessment tools, individualized training plan forms, curriculum, progress assessment and reporting methods and tools, a plan for post-training services, and information about facilities and equipment to be utilized. Upon approval, a contract will be issued to the Contractor. **The Transition Work Adjustment Training program is designed to prepare high school age youth with the most significant disabilities or equally significant barriers for competitive integrated employment in the community by developing important work habits, attitudes and personal and social adjustment skills.** Services such as these are made possible by the Workforce Innovation and Opportunity Act (WIOA) of 2014.
2. DRS clients preauthorized to participate in WAT may do so for up to 18 consecutive months, as approved on an individual basis by the DRS counselor. If the client requires more time to make additional progress, the DRS counselor may authorize additional time. Summer months spent in WAT count in the total consecutive 18 months if provided. **The Contractor agrees to fully inform the staff responsible for carrying out the duties set forth in the Contract. This includes providing all necessary staff with a copy of the Contract and pertinent documents.**

#### **Students eligible to participate include those DRS transition students:**

- a. with documented disabilities (includes IEP, 504 Plan, or other documents), who:
    - o Have been determined eligible for DRS services; or
    - o Are on a trial work plan as determined by the DRS counselor;
  - b. with an approved DRS case;
  - c. with an individualized plan for employment (IPE) in place;
  - d. with WAT as a line of service on the IPE;
  - e. who have been provided by DRS written authorization as to their start date; and
  - f. who are at least 16 years of age.
3. There are rare cases where students NOT on an IPE may participate in WAT under a Trial Work Plan, as approved by the DRS counselor. In either case, no services may begin without prior written authorization from DRS.
  4. Students who are completing high school at the end of the school year and who are participating in services through the Contract must cease participation upon

their last day of school/graduation. They may not continue to participate in WAT

beyond their last day of high school (unless in rare cases and only with DRS Counselor approval).

5. Work Adjustment Training provided under the provisions of the Contract must comply with the component parts as described:

## **B. Program Requirements**

### **1. Referral**

The Contractor agrees to provide Transition Work Adjustment Training to eligible individuals of the DRS who are referred to the Contractor by the DRS and pre-authorized in writing by the DRS Counselor. All services for DRS individuals will be pre-authorized in writing by the DRS Counselor as "Transition Work Adjustment Training". It is the Contractor's responsibility to market and educate others about its program.

### **2. Staff Qualifications**

The work adjustment training center will assure that all instructional staff and assistants are properly trained to perform their assigned functions. Minimum staff training and qualifications should include the following:

- a. complete DRS Employment Consultant Training within the first year of employment; or
- b. be a certified special education teacher; and
- c. have experience working with people with disabilities and knowledge of transition requirements under IDEA and the Pre-ETS of WIOA.

The instructional staff must also have access to technical assistance and receive update training as appropriate. The Contractor will document qualifications and ongoing training/professional development.

### **3. Admission Criteria**

The work adjustment training center shall provide specific admission criteria for individuals with the most significant disabilities or equally significant barriers expressing a desire to obtain competitive integrated employment in the community after completing work adjustment training. Admission criteria shall be made available in accordance with the DRS requirements. The Contractor shall make every effort to educate clients and parents about working toward competitive integrated community employment.

#### 4. Individualized Assessment

The work adjustment training center will assure that each individual is afforded, **on a monthly basis**, an individualized assessment of interpersonal and competitive work related skills. This will be documented on the DRS Monthly Progress Report form and any other assessments chosen by the Contractor. The individualized assessment shall be documented and must include:

- a. an assessment of the individual's interpersonal skills, including the ability to interact socially;
- b. capacity to understand verbal and written instructions;
- c. job skills, including the ability to meet both the physical and social aspects of competitive integrated employment;
- d. work speed and endurance;
- e. career interest and awareness;
- f. work behaviors, which include the ability to work independently; and
- g. physical capacities and psychomotor skills.

The Contractor will assist each client in developing a realistic vocational goal upon completion of one school year (i.e., 9 months) in the work adjustment training center program. This will include working with clients to identify strengths, interests, abilities, challenges, job matches and mismatches, and researching alternative jobs within various career fields. This vocational goal shall be shared with the DRS counselor upon development with the intent of aligning this goal with the IPE goal and jointly planning activities to reach the goal. The contractor shall share with the DRS concerns regarding client participation or lack of progress as soon as possible as well as a change in client's goal toward achieving competitive integrated employment.

#### 5. Individualized Training Plan (ITP)

- a. The work adjustment training center will assure that an individualized training plan be prepared for each individual served within 60 calendar days of admission. The goal of the individualized training plan shall be working towards independent competitive community integrated employment and will be based on input from the individual and his/her parent(s) or authorized representative. It should address areas of strength and needed services based on the individualized assessment, and provide the basis for periodic evaluation of progress towards competitive employment. ITPs for each client must be submitted to the DRS Counselor within 60 calendar days.
- b. This ITP shall be reviewed regularly (or at least every 3 months along with the DRS Progress Report) and shall also contain a detailed description of how each client will progress through work adjustment training and ultimately into a paid work experience through the Transition School-to

Work: Work Study contract, or other paid or unpaid work experience (e.g., job shadowing, on the job training). DRS counselors will work with the Contractor on an individual basis to determine when a client is ready to transition out of work adjustment training and into a work experience; however, the DRS counselor and the Contractor will be given the flexibility to allow for alternate plans for exceptional individual cases. The Contractor will also assist each DRS client with developing a transportation plan for employment upon completion of services (e.g., city bus, call-a-ride, taxi, walking, carpooling, parent driving, driving self, riding a bicycle, Uber). This may be included in the ITP or another document but must be in writing.

## 6. Curriculum

- a. The work adjustment training center will provide instruction and orientation to work practices which is tailored to individual needs and falls within the five core Pre-Employment Transition Services:
  - 1a. job Exploration Counseling;
  - 2a. work-based Learning Experiences;
  - 3a. counseling on opportunities for enrollment in postsecondary education (college, CareerTech, trade education, professional certification, etc.);
  - 4a. workplace Readiness, including social and independent living skills;  
and
  - 5a. self-advocacy, including peer mentoring.

and that encompasses:

- 6a. career interest/awareness and Job seeking skills (e.g., utilize resources for finding jobs, stating job interests, recognizes purpose for work and need to develop skills);
- 7a. work Behaviors (e.g., attendance, punctuality, working independently or in groups, dressing appropriately, demonstrating safety and maturity, and following work rules, using breaks wisely, cell phones and other electronic devices in the workplace, e-mail etiquette);
- 8a. job Skills (e.g., switching tasks, remaining on task, obtaining supplies, and cleaning up work area);
- 9a. work speed and endurance (e.g., completing tasks with accuracy, increasing time on task, asks for additional work, and adjusts to change);
- 10a interpersonal/communication skills (e.g., ability to interact socially, cooperate, ask for help, use appropriate manners, respond to criticism; initiate, maintain, and end conversations; appropriate conversation topics for the workplace; forms of harassment and how to respond/get help; what is NOT harassment);

11a independent living skills (e.g., value of money, how to organize money,

banking, setting a budget, money/identify safety, preparing for meals, grocery shopping, light meal preparation, kitchen safety, accessing and using various transportation options, transportation safety, community safety, sorting laundry, using washing machines/dryers, community resources, personal needs/medical, home safety, emergencies); Safety training may include real life practice, class discussion and activities, role playing, watching safety videos, having guest speakers, etc. Sample transportation topics may include, but are not limited to:

- Specific equipment and documentation to keep in vehicle or on your person;
- Emergency procedures for specific transportation options;
- Communication between program and driver before, during, and after transport;
- Maintenance and inspection of vehicles and bicycles;
- Safety in and around vehicles;
- School zones, railroad crossings;
- Unloading and double-checking vehicles after unloading;
- Knowing your surroundings and people around you;
- Seatbelts, car seats, booster seats, helmets, and other safety devices;
- Waiting on the curb;
- Crossing the street;
- Waiting at bus stops;
- Rules for bicycles;
- Strangers; and
- Being street smart.

12a understanding verbal and written instructions (e.g., following directions, responding to directions in a timely manner, remembering steps, and asking for help); and

13a work related skills (e.g., dealing with work pressures, counting, measuring, telling/managing time, travel and transportation, including planning around work schedules to arrive on time, what to do when you will be late or not able to go to work).

- b. Contractor will integrate the use of technology for clients and ensure clients are accessing technology in meaningful ways that will help better prepare them for ways to use technology for employment purposes (e.g., resume development, online applications, job searches, e-mail, and interest inventories). If a client has a cell phone or other electronic device and can be taught how to use it for reminders, lists or steps, video modeling, the Contractor is encouraged to make use of such opportunities for independence.

- c. The curriculum must also include real work observation and include a variety of work experiences in the community (e.g., ability to transfer work skills, learn new job tasks, and demonstrate appropriate behavior). The Contractor will ensure that each client is afforded the opportunity to experience at least six (6) different types of jobs in various community settings (e.g., retail, hotel, restaurant, manufacturing, industry, customer service, medical) throughout each school year. This must include at least 6 separate experiences in the community. Situations in which students would be performing tasks of a volunteer nature may count as only one of the 6 experiences. The DRS counselor and the Contractor will be given the flexibility to allow for alternate plans for **exceptional individual cases**.

## **7. Progress Assessment And Reporting**

The work adjustment training center shall have established procedures for evaluating the individual's progress toward independent competitive integrated employment and skills identified in items 4 and 5 above and must report results periodically in accordance with the DRS requirements. Evaluation of progress of individuals will be required every 30 days, and an additional evaluation of level of independence every 90 days, with work adjustment training not to exceed an 18 month period unless approved by the DRS staff. All progress reports and time sheets must be submitted to the DRS Counselor by the 15<sup>th</sup> of the following month for timely payment to the Contractor for students participating in work adjustment training.

## **8. Post-Training Services**

The work adjustment training center shall provide post-training referral services for each individual in accordance with the individual's needs. Such services should include but not be limited to referrals for job placement assistance and/or continuing education.

## **9. Facilities And Equipment**

The work adjustment training center shall have adequate equipment and facilities to facilitate the training services provided by the center. The equipment and facilities used for training purposes shall meet or exceed all appropriate safety standards. Additionally, the facilities must meet the ADA requirements for accessibility. The Contractor shall ensure adequate staff to supervise students in the various facilities utilized for work adjustment training. Staff assigned to implement WAT program requirements must have appropriate training and qualifications (e.g., employment consultant training).

## 10. Reporting

The Contractor agrees to maintain all appropriate training standards and provide monthly attendance and progress reports for each authorized individual. These reports will be processed through the assigned DRS Counselor. The DRS staff will conduct ongoing annual evaluations through visits, reviewing paperwork, and onsite auditing to ensure compliance with the DRS guidelines. Should the DRS find areas of noncompliance, the Contractor will be required to submit a corrective action plan (CAP) within 30 days. The DRS will do a follow-up visit within two months to ensure all areas on noncompliance are corrected. Final reporting and recommendation regarding competitive employment abilities or obstacles will be completed by the Contractor on each individual at the conclusion of the work adjustment training period. This final report shall include each client's plans for future employment.

### C. Additional Contractor Requirements

The designated Teacher/Transition Coordinator(s) will:

1. be knowledgeable about the contents and requirements of the Contract, especially the Key Points documented in Appendix A;
2. obtain written preauthorization from the DRS counselor before initiating services for students;
3. complete the DRS Student Case Sheet (if requested) for each client prior to participation in DRS services to ensure eligibility and other essential dates of the case;
4. maintain an updated copy of the DRS Student Case Sheet (if requested) in each client's folder;
5. be a part of the decision making process for community work experiences and transitioning students out of the WAT program;
6. provide information regarding the program to school personnel, students, and parents;
7. provide job readiness instruction and assistance to the students as outlined above that fall within the following five core Pre-Employment Transition Services:
  - a. job exploration counseling;
  - b. work-based learning experiences;
  - c. counseling on opportunities for enrollment in postsecondary education (college, CareerTech, trade education, professional certification, etc.);
  - d. workplace readiness, including social and independent living skills;
  - e. self-advocacy, including peer mentoring;
8. assist with regular assessment of the students' progress;
9. work with the DRS Counselor to maintain a list of all authorized participating students at least one time per semester or updated as new students join or exit;
10. assist with the coordination of the individualized education program (IEP) and the individualized plan for employment (IPE) to reflect the WAT services provided by DRS, including, but not limited to, present levels of performance, services, and

- annual education/training or employment goals on the IEP;
11. document such transition services or Pre-Employment transition services provided and completed by participating students on the progress report form or other documents developed by Contractor or required by DRS;
  12. provide monthly documentation to DRS counselor, such as progress reports and attendance reports;
  13. provide an ITP within 60 calendar days of admission to DRS counselor; and
  14. ensure the electronic copy of the contract is routed to the appropriate person for signature and returned electronically to DRS.

#### **D. DRS's Obligations**

The DRS Counselor will:

1. provide the Contractor written preauthorization prior to the initiation of services for each student approved for the WAT program;
2. provide to the Contractor a signed copy of each client's IPE within 30 days of beginning the WAT program;
3. accept referrals, process applications, and assist with the coordination of the IEP and the IPE and offer input to the IEP employment goals;
4. provide payment to the Contractor for Transition Work Adjustment Training as set forth in Paragraph III. A, in a timely manner when provided with progress reports and timesheets for processing;
5. serve as a member of the transition team and help make decisions regarding experiences and transition out of the WAT program;
6. organize his or her work schedule in order to be available to confer with the Contractor, the students in the program, parents, employers and other partners in the process;
7. arrange and provide services as needed, including vocational evaluations, and counseling and guidance;
8. provide technical assistance to the Contractor;
9. make regular visits to the WAT program, either at the facility or in the community to observe activities and client progress;
10. work with the school staff/teachers to maintain a list of all authorized participating students, the vocational goal, experiences, skills learned, and areas for further development, at least one time per semester or updated as new students join or vocational goals change; and
11. ensure the Contractor is submitting accurate monthly time sheets and progress reports, including documentation of transition services or Pre-Employment Transition Services (as completed).

### III. Compensation

#### A. Contract Amount

In consideration of the satisfactory performance of said services, the DRS agrees to pay the Contractor as per the amounts set forth below.

1. The DRS will pay a fixed rate to the Contractor up to \$375.00 per month for half day (3 hour) training periods, \$250.00 per month for 2 hour per day training periods, or \$125.00 per month for 1 hour per day training periods per individual client. The Contractor will be paid at the full amount for clients who participate in trainings for at least 61% of school days in each month. A school day is defined as a day in which school is in session and students are expected to be in attendance. Snow days do not count as school days. Participation of 60% or less must be prorated accordingly. For example, if a student was present 12 out of the 20 possible school days in a month (i.e., 60%) and was in the program daily for at least 2 hours (i.e., \$250), the Contractor would bill the DRS for \$150.00 (i.e., 60% of \$250). A school month begins effective the first day the student is authorized to attend. For example, if school starts August 1, but the student is not authorized to attend until August 15, the school days that month available to that student begin on August 15.
2. For all school months containing fewer than 10 school days, the DRS will pay to the Contractor on a prorated daily rate per individual client. The daily rates to be utilized are as follows.
  - Daily rate for clients participating for 3 hours at \$375.00 per month-- \$18.75 per day.
  - Daily rate for clients participating for 2 hours at \$250.00 per month-- \$12.50 per day.
  - Daily rate for clients participating for 1 hour at \$125.00 per month-- \$6.25 per day.
3. For example, if a student was present 9 out of the 9 school days for the month of December (100% of the days in the short month) and was in the program daily for at least 3 hours (which would be at the \$375.00 per month amount), the Contractor would bill the DRS at a daily rate of \$18.75 for each day (i.e., \$168.75, which is \$18.75 times 9 school days).
4. This daily rate is to account for the months in which a school incurs a long holiday or significant break of any kind in which the students would not be attending school the typical number of days in a month (i.e., an average of 20 school days), and to account for schools that go year-round.
5. A student is considered in attendance for the day if the student is present at least 50% of the time that day that they are designated to be in Work Adjustment Training. For example, if a student is enrolled in Work Adjustment Training for 3 hours per day, and they are present in the program for at least 1 ½ hours of the program that day, they are considered in attendance. If they are present less than that amount of time due to illness or other reason, they are considered not

- in attendance. If they are enrolled in 2 hours, they would need to be present for at least 1 hour that day, and for 1 hour of enrollment, they would need to be present for at least a half an hour that day to be counted in attendance. Billing invoices must be adjusted if a student averages less time during the month than which he or she was originally authorized (e.g., a student who is authorized 3 hours a day who really ends up averaging about 2 hours a day over the month shall only be billed at 2 hours that month).
6. Time in WAT begins when instruction or employment readiness/practice begins and ends when said instruction/readiness ends. Breaks are not allowable billed time for DRS WAT programs. Travel time to get to the WAT facility does not count toward billable time.
  7. There are no "free/excused" absences that may still be billed for by the Contractor. Daily student attendance must be counted.
  8. The School Contractor providing WAT for its students and the Community Rehabilitation Provider (CRP) providing WAT services to students are responsible for providing transportation for DRS transition clients to and from community employment activities (unless other arrangements are made between the school and CRP) and may not seek reimbursement from the DRS for travel expenses. Schools are responsible for transporting their students to and from the CRP who is providing the WAT program for their students.
  9. If an individual does not participate in training during any given month, payment will not be made for that month. Payment will be made upon submission of properly completed and approved progress reports and time sheets documenting services. By law the DRS cannot pay in advance. Neither the Contractor nor any other parties may rely upon any amount set by the DRS in the Contract, or otherwise, as a guaranty, warranty, or any other promise of receipt or payment of that amount, except for those goods and/or services provided and accepted by the DRS pursuant to the Contract.
  10. Contractor may use funds to develop, enhance, and implement the WAT program. All funds paid to Contractor by DRS must be put back into the program and used for implementing the program. Examples of ways in which funds may be spent include, but are not limited to:
    - a. WAT staff salaries and compensation package;
    - b. facility and maintenance costs;
    - c. substitutes to cover staff when at trainings;
    - d. training costs for WAT staff to attend the Annual Oklahoma Transition Institute (OTI), job coach training, and other training relevant to fulfilling the requirements of the WAT contract (and may include registration fees, hotel, per diem, mileage, and parking for WAT staff);
    - e. curriculum;
    - f. gas for transporting DRS clients to and from community businesses for the required minimum 6 community visits;
    - g. WAT vehicle maintenance, repairs, and depreciation;
    - h. program materials; and

- i. uniforms or protective clothing and equipment required by community business partners.
11. DRS funds shall NOT be used to purchase food without the written permission from the designated DRS contract monitor and solely for the purpose of teaching independent living skills. DRS will only authorize the use of funds for food in situations in which independent living skills are taught to DRS clients, and the clients have a role in planning the menu, preparing shopping lists, budgeting, shopping, preparing and cooking, serving, and cleaning after the skills instruction.
12. Upon request, Contractor will submit to DRS monitor an expenditure report or other proof of purchase/payment for expenditures of DRS funds.

## **B. Payment**

The State of Oklahoma has forty-five (45) days from receipt of a proper invoice/claim, timesheets, and progress reports documenting the provision of services to issue payment to the Contractor. Invoice/claims, time sheets and progress reports shall be sent to the DRS counselor who authorized services for each DRS client. The DRS counselor's name, address, and telephone number are shown on each DRS client's Authorization for Purchase. If the State of Oklahoma fails to make payment within the forty-five (45) days, the Contractor is eligible to receive interest on the unpaid balance due per State of Oklahoma Statutes. The Contractor is responsible for claiming the interest. DRS cannot make payment for services that are not preapproved in writing by the DRS Counselor.

All students who are placed in the Transition Work Adjustment Training program must be active VR/VS clients and have a trial work plan and/or an Individualized Plan of Employment (IPE) in place in order for the training facility to be paid a fixed rate.

## **C. Lapse Of Invoices/Claims**

Proper invoices/claims documenting the provision of services shall be submitted within ninety (90) calendar days of the provision of those services. Supporting encumbrances may be cancelled upon a lapse of six (6) months from the actual provision of services, unless specified otherwise in the Contract.

## **IV. Standard Terms**

### **A. Equal Opportunity/Non-Discrimination**

The Contractor shall at all times comply with all federal laws relating to nondiscrimination, including but not limited to, Presidential Executive Order 11246 as amended and the Civil Rights Act of 1964, 42 U.S.C. §2000 *et seq.*; Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §794; the Americans With Disabilities Act of 1990, 42 U.S.C. §12101 *et seq.*; Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 *et seq.*; the Age Discrimination in Employment Act, 42 U.S.C. §6101 *et seq.* and

all amendments to these acts, and all requirements imposed by the regulations issued pursuant to these acts, including, but not limited to, providing equal opportunity both to those seeking employment and those seeking services without regard to race, color, religion, sex, national origin, age, or handicap.

## **B. Lobbying Activities**

The Contractor certifies the following:

(1) No federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a member of Congress, an officer of Congress in connection with the making of any federal grant, the entering into of any cooperative agreement, and the extension, renewal, amendment or modification of any federal grant, or cooperative agreement;

(2) If any funds other than federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a member of Congress, an officer or employee of Congress, or an employee of a member of Congress in connection with this Federal grant or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.

## **C. Debarment And Suspension**

In accordance with Presidential Executive Orders 12549 and 12689, the Contractor certifies that neither it nor its principals are presently debarred, suspended or otherwise disqualified for participation in federal assistance programs.

## **D. Drug-Free Workplace**

The Contractor certifies compliance in providing or continuing to provide a drug-free workplace in accordance with the Drug-Free Workplace Act of 1988.

## **E. Modification**

The Contract may only be modified by mutual consent of the parties in writing.

## **F. Cancellation**

1. With Cause: In the event the Contractor fails to meet the terms and conditions of the Contract or fails to provide services in accordance with the provisions of the Contract, the DRS may upon written notice of default transmitted via Certified Mail to Contractor, cancel the Contract effective upon receipt of notice or at 5:00 PM on the fifth calendar day from the date DRS mailed the notice, whichever occurs first. Such cancellation shall not be an exclusive remedy, but shall be in addition to any other rights and remedies provided for by law. In the event a Notice of Cancellation is issued, the

Contractor shall have the right to request a review of such decision as provided by the rules and regulations promulgated by the State of Oklahoma, Office of Management and Enterprise Services.

2. Without Cause: It is further agreed that the Contract may be canceled by either party by providing thirty (30) days prior written notice.

#### **G. Access To And Retention Of Records**

The Contractor shall maintain adequate and separate accounting and fiscal records and account for all funds provided by any source to pay the cost of the Contract. Authorized personnel of the U.S. Department of Education, or other pertinent federal agencies, and authorized personnel of the Oklahoma Department of Rehabilitation Services, State Auditor and Inspector, and other appropriate state entities shall have the right of access to any books, documents, papers, or other records of contract which are pertinent to the performance or payment of the Contract in order to audit, examine, make excerpts, and/or transcripts. The Contractor shall be required to maintain all records for three (3) years after the DRS makes final payment and all other pending matters are closed.

#### **H. Subcontracting**

The services to be performed under the Contract shall not be subcontracted, in whole or in part, to any other person or entity without written approval by the DRS. The terms of the Contract, and such additional terms as the DRS may require, shall be included in any subcontract. Approval of the subcontract shall not relieve the Contractor of any responsibility for performing the Contract.

#### **I. Compliance With State And Federal Laws**

The Contractor shall comply with all applicable state and federal laws, rules and regulations relevant to the performance of the Contract. Compliance shall be the responsibility of the Contractor, without reliance on or direction by the DRS.

#### **J. Travel**

The travel expenses to be incurred by the Contractor pursuant to the Contract shall be included in the total amount of the contract award. The DRS will only pay travel expenses (including per diem) specified in and charged against the total amount of the contract award. In addition, the DRS will not reimburse travel expenses in excess of the rate established by the Oklahoma State Travel Reimbursement Act, 74 O.S. § 500.1-37. The Contractor shall be responsible for all travel arrangements, and provide supporting documentation for reimbursement.

#### **K. Client Confidentiality**

The Contractor assures compliance with DRS requirements pertaining to the protection, use, and release of personal information. The Contractor will hold confidential all

personal information regarding individuals, including lists of names, addresses, photographs, records of evaluation, and all other records of the DRS client. This information may not be disclosed, directly or indirectly, unless consent is obtained in writing or as otherwise required by law.

#### **L. Unallowable Costs**

In the event any audit, audit resolution, review, monitoring, or other oversight results in the determination that the Contractor has expended DRS funds on unallowable costs on this or any previous contract, the Contractor shall reimburse the DRS in full for all such costs on demand. The DRS may, at its sole discretion, deduct and withhold such amounts from subsequent payments to be made to the Contractor under this or other contracts.

#### **M. Audit**

##### **1. Federal Funds**

Organizations that expend \$750,000 or more in a year in federal funds from all sources shall have a certified independent audit conducted in accordance with 2 C.F.R. Part 200.

##### **2. State Funds**

Corporations both for-profit and non-profit, and governmental entities that receive \$50,000 or more in a year in State funds from DRS shall have a certified independent audit of its operations conducted in accordance with Government Auditing Standards. The financial statements shall be prepared in accordance with Generally Accepted Accounting Principles, and the report shall include a supplementary schedule of awards listing all state and federal funds by funding source.

##### **3. Auditor Approval and Audit Distribution**

The audit shall be performed by a certified public accountant or public accountant who has a valid and current permit to practice public accountancy in the State of Oklahoma, and who is approved by the Oklahoma Accountancy Board to perform audits according to Government Auditing Standards. The Contractor's fiscal managers and appropriate oversight bodies shall review the auditor's latest external quality control review report prior to the audit being conducted. DRS retains the right to examine the work papers of said auditor.

The Contractor shall submit two copies of the annual audit report to the Department of Rehabilitation Services - Contracts Unit 3535 N.W. 58<sup>th</sup> Street, Suite 300, Oklahoma City, Oklahoma 73112, plus a copy of the management letter, if applicable, and corrective action plan to all audit findings, and the auditor's latest external quality control review report within 120 days of the Contractor's fiscal year end. In the event the Contractor is unable to provide the audit report within the time specified,

the Contractor shall submit a written request to the address listed above for an extension citing the reason for delay. DRS reserves the right to suspend payment to the Contractor for costs owed pursuant to this Contract if DRS has not received the prior year audit.

#### **N. Clean Air Act**

The Contractor agrees to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act, as amended, 42 U.S.C. § 7401 *et seq.* The Contractor agrees to report each violation to DRS and understands and agrees that DRS will, in turn, report each violation as required to assure notification to the appropriate Environmental Protection Agency Regional Office.

#### **O. Employment Relationship**

The Contract does not create an employment relationship. Individuals performing services required by the Contract are not considered employees of the State of Oklahoma or the DRS for any purpose, and as such shall not be eligible for benefits accruing to state employees. The Contractor shall comply with all applicable laws regarding workers' compensation insurance.

#### **P. Insurance**

If the Contractor is not a self-insured governmental entity, the Contractor is hereby required to carry liability insurance adequate to compensate persons for injury to their person or property occasioned by an act of negligence by the Contractor, its agents or employees. Said policy must provide that the carrier may not cancel or transfer the policy without giving the DRS thirty (30) days written notice prior to the cancellation or transfer. The Contractor shall timely renew the policies to be carried pursuant to this section throughout the term of the Contract, and provide the DRS with evidence of such insurance and renewals upon request.

#### **Q. Punitive Actions**

The Contractor understands that payment for services to DRS clients pursuant to the Contract shall be made by the DRS. Accordingly, the Contractor shall not restrict or refuse services under the Contract to DRS clients based on nonpayment by the DRS. No actions shall be taken against the DRS client, including collection actions for any service covered under the Contract, or for any late payment for which the DRS has responsibility. In addition, the Contractor agrees that no punitive actions will be taken against any client of the DRS for late payment of any tuition, fees, books, supplies, etc. for which the DRS has responsibility. This includes, but is not limited to, withholding grades, Pell or other financial aids, or delaying enrollment.

## **R. Prior DRS Employment**

The Contractor hereby certifies that at the start of the contract period neither he/she, or if applicable, no member of its board or officers are former DRS employees who were employed by the DRS during the prior twelve (12) months.

## **S. Legal Employment Status Verification System**

The Contractor certifies that it and all proposed subcontractors, whether known or unknown at the time the Contract is executed or awarded, are in compliance with 25 O.S. §1313, and participate in the Status Verification System. The Status Verification System is defined in 25 O.S. §1312, and includes, but is not limited to, the free Employee Verification Program (E-Verify) available at [www.dhs.gov/E-Verify](http://www.dhs.gov/E-Verify).

## **T. Contract Jurisdiction**

The Contract will be governed in all respects by the laws of the State of Oklahoma. The State of Oklahoma, District Court of Oklahoma County will be the venue in the event any legal action is filed by the DRS or the Contractor to enforce or to interpret provisions of the Contract.

## **U. Severability**

If any provision under the Contract, or its application to any person or circumstance, is held invalid by any court of competent jurisdiction, such invalidity does not affect any other provision of the Contract or its application that can be given effect without the invalid provision or application.

**V. Signatures**

For the faithful performance of the terms of the Contract, the parties hereto, in their official capacities stated, affix their signatures.

Oklahoma Department of  
Rehabilitation Services

Contractor

\_\_\_\_\_  
Signature Date

Amy Beams 4/23/19  
Signature Date

Kathy Lowry, CPPB, CPO  
Print Name

Amy Beams  
Print Name

Manager Contracts & Purchasing  
Title

Exec. Director of Special Services  
Title

Approved as to Form:

Amy Beams 405.350.1341  
Contact Person Telephone

\_\_\_\_\_  
Assistant Attorney General  
Counsel for the Oklahoma  
Department of Rehabilitation Services

Amy.beams@yukonps.com  
Contractor's Email Address

## Appendix A

### Key Points of the DRS Transition Work Adjustment Training Contract

1. The contractor must obtain written preauthorization from the DRS counselor before initiating services for students.
2. Students may participate 1 hour per day (\$125 per month to Contractor), 2 hours per day (\$250 per month to Contractor), or 3 hours per day (\$375 per month to contractor).
3. Students may participate in WAT up to 18 total months, again as approved by the DRS Counselor.
4. The team must meet to determine when the student can transition out of WAT and into a less restrictive employment experience.
5. A minimum of 6 community employment experiences must be completed for each student.
6. DRS will reimburse the Contractor for the amount invoiced based on student attendance and prorated accordingly.
7. Documents required for payment:
  - a. The monthly timesheet; and
  - b. The progress report(s).
  - c. These documents should be sent to the DRS counselor on a monthly basis. Waiting until the end of the semester or the end of the year to submit them is not acceptable.
8. WAT Payment Process:
  - a. School sends individual student Progress Report and Time Sheet to DRS Counselor.
  - b. Counselor authorizes payment to Contractor.
  - c. Counselor enters payment amount.
  - d. State Office sends a check to the contractor.
  - e. The State of Oklahoma has forty-five (45) days from receipt of a proper timesheets and progress reports to make payment to the Contractor.

## Appendix B

### Resources to Assist in Program Implementation

#### **Free Resources**

1. Hired Hands and Associates  
<https://www.hired-hands.org/skills.htm>
2. Mountain State Center for Independent Living  
<http://www.mtstcil.org/skills/index.html>
3. Understood for Learning and Attention Issues  
<https://www.understood.org/en/school-learning/choosing-starting-school/leaving-high-school/5-key-skills-for-independent-living>
4. Autism Speaks (IL Skills)  
[https://www.autismspeaks.org/sites/default/files/docs/ttk2\\_independent\\_living.pdf](https://www.autismspeaks.org/sites/default/files/docs/ttk2_independent_living.pdf)
5. School On Wheels  
<http://www.schoolonwheels.org/pdfs/4010/RSHSLI.pdf>
6. United States Department of Labor (Soft Skills)  
<https://www.dol.gov/odep/topics/youth/softskills/>
7. Biz Kids (Money Management)  
<http://bizkids.com/>  
<http://bizkids.com/students>  
<http://moneytalks4teens.ucanr.edu/>  
<http://www.themint.org/teens/index.html>
8. Caseylifeskills (Money, Home, and Food Management)  
[http://www.casey.org/media/CLS\\_ResourceGuides\\_subdocs\\_PAYAModule1.pdf](http://www.casey.org/media/CLS_ResourceGuides_subdocs_PAYAModule1.pdf)
9. Caseylifeskills (Moving Out on Your Own)  
[http://www.casey.org/media/CLS\\_ResourceGuides\\_subdocs\\_imgettingready.pdf](http://www.casey.org/media/CLS_ResourceGuides_subdocs_imgettingready.pdf)
10. University of  
  - a. Self-Determination Assessments for Transition  
<http://www.ou.edu/content/education/centers-and-partnerships/zarrow/self-determination-assessment-tools.html>
  - b. Self-Determination Curriculum  
<http://www.ou.edu/content/education/centers-and-partnerships/zarrow/choicemaker-curriculum.html>
  - c. Transition Education Materials  
<http://www.ou.edu/content/education/centers-and-partnerships/zarrow/transition-education-materials.html>
  - d. Self-Directed Employment  
<http://www.ou.edu/content/education/centers-and-partnerships/zarrow/self-directed-employment.html>
  - e. Preference Indicators  
<http://www.ou.edu/content/education/centers-and-partnerships/zarrow/transition-assessment---severe-disabilities.html>
  - f. Timeline of Transition Activities developed by the Oklahoma Transition Council

- <http://www.ou.edu/content/education/centers-and-partnerships/zarrow/timeline-of-transition-activities.html>
11. Minnesota Literacy Council (Employment Readiness)  
<http://mnliteracy.org/tools/employment-readiness-curriculum>
  12. Applied Educational System  
<http://www.aeseducation.com/careercenter21/employability-skills-lesson-plans/>

### **Resources for Purchase**

13. Conover Company (Functional Skills)  
[https://www.conovercompany.com/downloads/fss\\_brochure.pdf](https://www.conovercompany.com/downloads/fss_brochure.pdf)
14. Impact Publications  
<http://www.impactpublications.com/lifeskillsforindependentlivingcdprogram.aspx>
15. University of Oklahoma Zarrow Center for Learning Enrichment Resources
  - a. Transition Assessments  
<https://tagg.ou.edu/tagg/>
16. Brigance Transition Skills  
<http://www.curriculumassociates.com/products/detail.aspx?title=BrigTSA>
17. Skills USA  
<http://www.skillsusa.org/programs/career-readiness-curriculum/>

### **Resources for Driving Readiness**

- <https://www.nadtc.org/resources-publications/transportation-education-curriculum/>
- [Montgomery College readiness checklist](#)
- [Children's Hospital of Philadelphia readiness](#)
- [Quizlet Driver Readiness flashcards](#)
- [DriveWell Info and Resources for Drivers](#)

**ITEM FOR INFORMATION**  
**Board of Education Meeting**  
**May 6, 2019**

**TOPIC: Renewal** of Contract with Jeana Parker, Speech Language Pathologist and Yukon Public Schools

**ADMINISTRATIVE RECOMMENDATION:** The Administration recommends approval of a **Renewal** contract between Jeana Parker, SLP and Yukon Public Schools

**RATIONALE FOR RECOMMENDATION:** The purpose of this agreement is to perform the services listed in the agreement as part of the "ESY Speech Language Program" a joint venture by the aforementioned parties to provide services through the Yukon Public Schools. Also to negotiate terms pertaining the use of space, utilities, telephone and internet within the YPS (Yukon Public Schools).

**OPTIONS:**

1. Approve the contract with Jeana Parker
2. Do not approve the contract with Jeana Parker

**FISCAL NOTE:** Maximum Fee \$65.00 per hour, for Speech Therapy.

**CONTACT PERSON:** Amy Beams, Executive Director of Educational Services  
Jalonda Bengs, Assistant Director of Special Services



ESY

## Contract Agreement for Speech-Language Pathology Services

This Agreement is entered into this 25<sup>th</sup> day of  
April, 2019 between Jeana Parker  
and Yukon Public Schools of Canadian County, Oklahoma.

1. Purpose of Agreement: District has need for Jeana Parker to provide Speech-Language Pathology services for District that cannot be performed by District's teachers and other employees.
2. Terms of Agreement: This Agreement shall commence on the date on which it is executed by the parties and shall continue in effect until July 25, 2019. The parties may renew the Agreement for subsequent fiscal years upon mutual ratification.
3. Provision Jeana Parker shall provide Speech-Language Pathology services for District. Provided Speech-Language Pathologist is not an employee of District. A Speech-Language Pathologist will perform duties for District according to the terms of this Agreement, the needs of the District, needs of students to be served, following OSDE policies and procedures.
4. Compensation and Status: Jeana Parker the is the providing a Speech-Language Pathologist. This Speech-Language Pathologist is not an employee of District. Speech-Language Pathologist will be responsible for all applicable taxes and withholdings. District will not provide health, life, dental, disability, life insurance, unemployment insurance, workers compensation insurance, or any other benefits. Jeana Parker shall be paid an hourly rate of \$65.00 an hour for time worked for District by Speech-Language Pathologist.
5. Calculation of Time Worked: Speech-Language Pathologist shall maintain time sheets and shall submit time sheets monthly to the person designated by District as

ESY

its representative. District's representative shall be responsible for verifying and approving hours worked.

6. Termination of Agreement: Either party may terminate this Agreement upon thirty (30) days written notice to the other. In the event services are terminated, District shall only be liable for those hours actually worked.
7. Policies and Procedures: While providing services to District's students, Speech-Language Pathologist will comply with any applicable regulations, and with District's policies and procedures.
8. Materials and equipment: Any materials/supplies/equipment( ie. Computers, phones, etc.)/test and test protocols related to compliance with OSDE policies and procedures are the responsibility of District.
9. Amount of Services Provided: Speech-Language Pathologist will provide services for ESY school days per week with additional hours to be provided on an as needed basis as speech pathologist is available effective from June 11, 2019 through July 25, 2019. Speech Pathologist will determine days therapy is provided. Therapy services will be provided on days school is in session. Therapist will follow school calendar and shall not make up or reschedule missed sessions. SLP is available to provide supervision for up to 2 CFYs and additional time/supervisory requirements should be considered and factored into workload during contracted days. Supervisory duties exclude Speech-Language Assistants.
10. Location services and population Speech therapist will provide Speech-language therapy services to students located at ESY locations School and shall conduct speech-language evaluations/observations at alternate sites as needed per contracted days and as clinician is available.
11. Miscellaneous: This Agreement shall be governed and interpreted according to the law of the State of Oklahoma.

DISTRICT:

ESY

**By:**

**Title:**

**Date:**

Jeana Parker, M.S. CCC-SLP

**By:** Jeana Parker

**Title:** Spanish-Language Paratologist

**Date:** 4/25/19

**ITEM FOR INFORMATION**  
**Board of Education Meeting**  
**May 6, 2019**

**TOPIC: Renewal** of Contract with Jeana Parker, Speech Language Pathologist and Yukon Public Schools

**ADMINISTRATIVE RECOMMENDATION:** The Administration recommends approval of a **Renewal** contract between Jeana Parker, SLP and Yukon Public Schools

**RATIONALE FOR RECOMMENDATION:** The purpose of this agreement is to perform the services listed in the agreement as part of the “Speech Language Program” a joint venture by the aforementioned parties to provide services through the Yukon Public Schools. Also to negotiate terms pertaining the use of space, utilities, telephone and internet within the YPS (Yukon Public Schools).

**OPTIONS:**

1. Approve the contract with Jeana Parker
2. Do not approve the contract with Jeana Parker

**FISCAL NOTE:** Maximum Fee \$65.00 per hour, for Speech Therapy.

**CONTACT PERSON:** **Amy Beams, Executive Director of Educational Services**  
**Jalonda Bengs, Assistant Director of Special Services**



## Contract Agreement for Speech-Language Pathology Services

This Agreement is entered into this 25<sup>th</sup> day of  
April, 2019 between Jeana Parker  
and Yukon Public Schools of Canadian County, Oklahoma.

1. Purpose of Agreement: District has need for Jeana Parker to provide Speech-Language Pathology services for District that cannot be performed by District's teachers and other employees.
2. Terms of Agreement: This Agreement shall commence on the date on which it is executed by the parties and shall continue in effect until May 31, 2020. The parties may renew the Agreement for subsequent fiscal years upon mutual ratification.
3. Provision Jeana Parker shall provide Speech-Language Pathology services for District. Provided Speech-Language Pathologist is not an employee of District. A Speech-Language Pathologist will perform duties for District according to the terms of this Agreement, the needs of the District, needs of students to be served, following OSDE policies and procedures.
4. Compensation and Status: Jeana Parker the is the providing a Speech-Language Pathologist. This Speech-Language Pathologist is not an employee of District. Speech-Language Pathologist will be responsible for all applicable taxes and withholdings. District will not provide health, life, dental, disability, life insurance, unemployment insurance, workers compensation insurance, or any other benefits. Jeana Parker shall be paid an hourly rate of \$65.00 an hour for time worked for District by Speech-Language Pathologist.
5. Calculation of Time Worked: Speech-Language Pathologist shall maintain time sheets and shall submit time sheets monthly to the person designated by District as

its representative. District's representative shall be responsible for verifying and approving hours worked.

6. Termination of Agreement: Either party may terminate this Agreement upon thirty (30) days written notice to the other. In the event services are terminated, District shall only be liable for those hours actually worked.
7. Policies and Procedures: While providing services to District's students, Speech-Language Pathologist will comply with any applicable regulations, and with District's policies and procedures.
8. Materials and equipment: Any materials/supplies/equipment( ie. Computers, phones, etc.)/test and test protocols related to compliance with OSDE policies and procedures are the responsibility of District.
9. Amount of Services Provided: Speech-Language Pathologist will provide services for \_\_\_\_\_ school days per week with additional hours to be provided on an as needed basis as speech pathologist is available effective from Aug 1, ~~2020~~ <sup>2019</sup> through May 31, ~~2020~~ <sup>2019</sup> Speech Pathologist will determine days therapy is provided. Therapy services will be provided on days school is in session. Therapist will follow school calendar and shall not make up or reschedule missed sessions. SLP is available to provide supervision for up to 2 CFYs and additional time/supervisory requirements should be considered and factored into workload during contracted days. Supervisory duties exclude Speech-Language Assistants.
10. Location services and population Speech therapist will provide Speech-language therapy services to students located at private schools School and shall conduct speech-language <sup>Therapy,</sup> evaluations/observations at alternate sites as needed per contracted days and as clinician is available.
11. Miscellaneous: This Agreement shall be governed and interpreted according to the law of the State of Oklahoma.

DISTRICT:

By:

Title:

Date:

Jeana Parker, M.S. CCC-SLP

By: Jeana Parker M.S. CCC-SLP

Title: Spanish-Language Pathologist

Date: 4-25-19

**ITEM FOR CONSIDERATION**  
**Board of Education Meeting**  
**May 6th, 2019**

**TOPIC:** Random Drug and Alcohol Testing Services for CDL License Holders

**ADMINISTRATIVE RECOMMENDATION:** The Administration recommends the approval of a contract between Compliance Resource Group and Yukon Public Schools.

**RATIONALE FOR RECOMMENDATION:** The purpose of this agreement is to comply with requirements to participate in a random drug and alcohol testing program for our bus drivers and also employees who meet all requirements to drive a school bus.

Currently, we contract with Integris Health Services to provide required physicals and random drug testing. Integris in turn contracts with a third party to administer our random pool. While the Integris team has been extremely helpful and supportive, our combined efforts have been unable to bring the third party administrator up to our standards and expectations.

In collaboration with Integris personnel, we have made a decision to contract with a different vendor for our drug and alcohol testing while remaining partnered with Integris Health for our physical exams. Currently, we already have to use Concentra to administer the alcohol tests, as Integris is only equipped to provide the urinalysis for drug testing. This contract with Compliance Resource Group will allow us to partner with one agency to administer our random pool while also administering both our urinalysis/drug testing and our alcohol testing. We considered competing bids from Saber and from Concentra prior to recommending CRG.

**OPTIONS:** (Note: we are seeking approval for the remainder of 2018-2019 school year and the 2019-2020 school year)

1. Do not approve this contract with Compliance Resource Group.
2. Approve this contract with Compliance Resource Group.

**FISCAL NOTE:** Compliance Resource Group will charge \$45 for a DOT Urine Drug Screen (we currently pay \$26 with Integris, but that price was a substantial discount provided to us). Compliance Resource Group will charge \$45 for each Breath Alcohol Test with Confirmation. The annual enrollment fee per driver, which is the administrative fee for managing the random pool, is \$7.50 per driver (approximately 96 drivers for a cost of \$720 annually - we currently pay \$400 annually). This fee will be prorated/discouted by 25% to complete the 2018-2019 year. The requirements from the Department of Transportation are to test 25% of your driver pool annually for drugs/urinalysis and 10% of the driver pool for alcohol. The former requirement was 50% of your pool for drugs/urinalysis and Yukon has maintained that same standard, despite the federal government lowering the standard.

Based on 96 drivers, the cost impact is as follows:

- \$7.50/driver random pool administration = \$ 720.00
- 50% of pool drug testing (48 drivers @ \$45) = \$ 2,160.00
- 10% of pool alcohol testing (10 drivers @ \$45) = \$ 450.00
- New hire drug testing (15 @ \$45) = \$ 675.00
  - Total Cost = \$ 4,005.00

**YPS GOALS:** Select the goal(s) that aligns with your item for consideration:

- **Personnel-** We will recruit, retain, and compensate highly motivated educators that are committed to professional growth and excellence.
- **Communication** – We will develop a communication plan that provides transparent, accurate, and timely information to meet the needs of our District stakeholders, including employees, parents, students, and community members.

**CONTACT PERSON: Dr. Jason Brunk, Assistant Superintendent of Human Resources**



**TERMS AND CONDITIONS FOR SERVICES**

This agreement is made as of the 22<sup>nd</sup> day of April 2019, by and between **THE COMPLIANCE RESOURCE GROUP, Inc.**, herein known as "CRG" and **YUKON PUBLIC SCHOOLS TRANSPORTATION DEPARTMENT** herein known as "Client".

**TERM.**

The Initial Term of this Agreement shall be for the 2018-19 school year. Thereafter, this Agreement will renew at the end of the Initial Term and will continue in effect on an Extended Term basis. Either party may cancel this Agreement on thirty (30)-days written notice to the other party by certified mail, return receipt requested, or personal delivery with a signed receipt from the other party.

**SERVICES.**

CRG is a "Third Party Administrator" (TPA) for substance abuse testing programs, and on behalf of the Client and when notified to do so by the Client or the Client's designee, will provide drug and alcohol testing services for clients of the named Client.

**PAYMENT SCHEDULE.**

All payments are due in Oklahoma County, OK, within thirty (30) days of the invoice date. Invoices are past due when payment is not received within thirty (30) days of the invoice date. All past due payments may be subject to an additional interest and service charge calculated at the rate of one and one-half percent (1.5%) per month from the date the invoice becomes past due until the payment is received by CRG. If it should become necessary to turn this account to a third party for collection, the client is liable for the cost of such collection, including any legal costs.

**CONFIDENTIALITY.**

CRG understands the confidential nature of substance abuse testing and agrees to take reasonable steps to ensure that information concerning tests shall be communicated **ONLY** to the persons listed in this Agreement without written authorization from Client.

**UNAVOIDABLE EVENTS.**

In no event shall CRG have any liability to the Client for any failure or delay in performance which results from or is due to, directly or indirectly and in whole or in part, any causes or circumstances beyond the reasonable control of CRG.

**GOVERNING LAW.**

This Agreement has been executed and delivered in, and shall be construed and enforced in accordance with the laws of the State of Oklahoma. This Agreement may be amended only by any instrument in writing signed by all parties.

**PRICES.**

DOT Urine Drug Screen.....	\$45.00 ea*
Breath Alcohol Test w/Confirmation.....	\$25.00 ea*
FMCSA Driver Fitness for Duty Exam.....	\$55.00 ea*
OK Dept. of Education Bus Driver Physical Exam.....	\$40.00 ea*
DOT Program Administration Service Annual Enrollment.....	\$7.50 per driver*

*\*Description of services detailed in Quotation 2019-1 (attached)*

**ENTIRE AGREEMENT.**

This Agreement supersedes all previous agreements between these parties and constitutes the entire agreement between the parties concerning the subject matter herein.

IN WITNESS WHEREOF, the parties hereto have executed this agreement as of this 22<sup>nd</sup> day of April 2019.

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
COMPANY REPRESENTATIVE (Printed, Typed Name)

\_\_\_\_\_  
TITLE

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
Jim Tedrow, MT (ASCP)  
The Compliance Resource Group, Inc.

\_\_\_\_\_  
President  
TITLE



**Compliance  
Resource Group**

**Quotation for Services**

To: YUKON PUBLIC SCHOOLS TRANSPORTATION DEPT.

Quotation #: 2019-1

Date: 04/22/2019

11043 NW 10th Street  
Yukon, OK 73099

Attn: Christy Clemon

Sales Rep.	Terms	Tax ID	Proposal Valid For
J. Tedrow	Net 30	73-1602553	90 DAYS

Description	UOM	Price
<b>DOT URINE DRUG SCREEN PACKAGE :</b> PACKAGE INCLUDES: -Specimen Collection at CRG Laboratories <i>1 Quarterly On-site collection event at no additional charge</i> -Overnight Shipping to Testing Laboratory -Screening and Confirmation Testing by SAMSHA Certified Laboratory <i>Screening results normally available in 24 hr, Confirmation results normally available in 48-72 hr</i> -Complete MRO Service -Result Reporting Options: E-mail / FAX -Monthly Statistical Summary -Single Monthly Invoice Itemized per Client Request	EA	\$45.00
<b>PROGRAM ADMINISTRATION SERVICE (PAS) :</b> PACKAGE INCLUDES: -Certificate of Enrollment -Donor Pool Management -Random Donor Selection w/ Complete Audit Trails -Quarterly Statistical Summaries -Annual DOT MIS Reports  *Will prorate 25% of 2019 enrollment fee.	Per DOT Covered Employee	\$7.50*
<b>PHYSICAL EXAM SERVICES:</b> - OK Department of Education Bus Driver Physical Exam..... - FMCSA Driver Fit For Duty (DOT) Exam.....	EA EA	\$40.00 \$55.00
<b>BREATH ALCOHOL TEST</b> - Includes screening and confirmation testing by a DOT Certified Breath Alcohol Technician	EA	\$25.00

Quoted By: Jim Tedrow, MT(ASCP)

Date: 4/22/2019

**SERVICES AGREEMENT  
BETWEEN  
INTEGRIS AMBULATORY CARE CORPORATION  
D/B/A INTEGRIS MEDICAL GROUP  
AND  
YUKON PUBLIC SCHOOLS**

THIS SERVICES AGREEMENT (“Agreement”) is effective as of February 28, 2019 (“Effective Date”), by and between INTEGRIS Ambulatory Care Corporation, d/b/a INTEGRIS Medical Group (“INTEGRIS”) and Yukon Public Schools (“YPS”).

WHEREAS, YPS desires to provide its employees with certain health benefits.

WHEREAS, INTEGRIS desires to provide such services subject to the terms and conditions of this Agreement.

NOW, THEREFORE, in consideration of these premises and the mutual covenants and agreements herein contained, the receipt and adequacy of which are hereby acknowledged, the parties hereby agree as follows:

1. Services. Subject to the terms and conditions set forth in this Agreement, YPS hereby retains INTEGRIS to provide employee physicals (“Services”) to YPS employees (“Participants”) as more particularly described on **Exhibit A**, which is attached hereto and made a part hereof, and INTEGRIS agrees to provide such Services to YPS.
2. Policies. INTEGRIS shall provide physicals in accordance with YPS policies and the Oklahoma Standards for Workplace Drug and Alcohol Testing Act. YPS is responsible for ensuring employees receive copies of applicable regulations and/or policies.
3. Compensation and Expenses. In exchange for performance of Services, YPS shall pay the amounts described in **Exhibit A**. YPS shall remit amounts due and payable to INTEGRIS within thirty (30) days of receipt of INTEGRIS’ invoice following the completion of each of the Services listed in **Exhibit A**.
4. Term. The term of this Agreement shall commence on the date hereof and continue for a period of one (1) year, unless sooner terminated as provided herein. This Agreement will automatically renew for additional one (1) year terms unless 30 days’ written notice is provided by the parties. This Agreement may be terminated by either party at any time without cause upon thirty (30) days’ written notice of termination to the other party. Upon termination of this Agreement, YPS shall pay INTEGRIS for Services actually provided by INTEGRIS up to the effective date of the termination.
5. Standard of Care. INTEGRIS will perform all Services in accordance with generally accepted professional standards in effect at the time such Services are performed, in strict conformity with the specifications and requirements of this Agreement and in compliance with all applicable laws, rules, and regulations.

6. Confidentiality. INTEGRIS shall provide to YPS the results of physical examinations involving Participants only when Participant consent for such release of information has been obtained and verified and such disclosure is permitted by applicable laws.

7. Independent Contractor. YPS and INTEGRIS expressly agree that they are independent contractors as to all Services performed under this Agreement. YPS and INTEGRIS shall be solely responsible for any and all salaries, employee benefit plans, taxes, insurance, and any and all other compensations and responsibilities for their respective employees. This Agreement does not create, and shall not be construed by the parties hereto or any third party as creating, any agency, partnership, joint venture, or employment relationship between the parties hereto.

8. Indemnification. To the extent permitted by applicable law, each party will indemnify, defend and hold the other party, its employees, agents, officers, directors and shareholders, harmless from any and all loss or liability, directly arising out of any failure to perform this Agreement in accordance with its terms or arising out of any intentional act, willful misconduct, negligence, medical or professional malpractice, or other act or omission of such party, its employees or agents in connection with this Agreement.

9. Insurance. INTEGRIS agrees that it shall maintain in full force and effect, and at its sole expense, policies of general and professional liability insurance with minimum separate limits of one million dollars (\$1,000,000) per occurrence and three million dollars (\$3,000,000) in the aggregate to cover claims arising or resulting from the acts or omissions of such party, its employees or agents, in connection with this Agreement. Each party shall maintain at its sole expense worker's compensation insurance as required by law. Each party shall supply the other party, upon that party's request, with evidence of the above coverage and stating that such coverage will not be canceled or reduced without thirty (30) days prior written notice to the other party.

10. HIPAA. Both parties agree to maintain the privacy and security of individually identifiable health information as required by regulations promulgated pursuant to the Health Insurance Portability and Accountability Act of 1996 ("HIPAA"), as such rules may be amended or modified from time to time. Each party acknowledges that it may have access to confidential protected health information ("PHI"), including, but not limited to, patient identifying information. Each party agrees that it (a) will not use or further disclose PHI other than as permitted by this Agreement or required by law; (b) will protect and safeguard from any oral and written disclosure all confidential information regardless of the type of media on which it is stored (e.g., paper, fiche, etc.) with which it may come into contact; (c) use appropriate safeguards to prevent use or disclosure of PHI other than as permitted by this Agreement or required by law; (d) will ensure that all of its subcontractors and agents to which it provides PHI pursuant to the terms of this Agreement shall agree to all of the same restrictions and conditions to which INTEGRIS and YPS are bound; (e) will report to the other party any unauthorized use or disclosure immediately upon becoming aware of it; (f) will indemnify and hold the other party harmless from all liabilities, costs and damages arising out of or in any manner connected with the disclosure by such party of any PHI; (g)

make available PHI in accordance with 45 CFR § 164.254; (h) make available PHI for amendment and incorporate any amendments to PHI in accordance with 45 CFR § 164.526; (i) make available the information required to provide an accounting of disclosures in accordance with 45 CFR § 528; (j) make its internal practices, books and records relating to the use and disclosure of PHI received from, or created or received by one party on behalf of the other available to the Secretary of Health and Human Services, governmental officers and agencies and the other party for purposes of determining compliance with 45 CFR §§ 164.500 - 534; (k) upon termination of this Agreement, for whatever reason, it will return or destroy all PHI, if feasible, received from, or created or received by it on behalf of the other party which such party maintains in any form, and retain no copies of such information, or if such return or destruction is not feasible, to extend the precautions of this Agreement to the information and limit further uses and disclosures to those purposes that make the return or destruction of the information infeasible; and (l) will comply with all applicable laws and regulations, specifically including the private and security standards of the Health Insurance Portability and Accountability Act of 1996 ("HIPAA"), as amended from time to time. Each party recognizes that any breach of confidentiality or misuse of information found in and/or obtained from records may result the termination of this Agreement and/or legal action. Unauthorized disclosure may give rise to irreparable injury to the patient or to the owner of such information and accordingly the patient or owner of such information may seek legal remedies against the disclosing party.

11. Equal Employment Opportunity. YPS recognizes that INTEGRIS is a federal contractor and an equal opportunity and affirmative action employer. As a subcontractor for INTEGRIS, YPS agrees that it will not discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or protected veteran status and that it will implement the equal employment opportunity provisions of federal law as more fully set out in Executive Order 11246 and its attendant regulations, in particular 41 C.F.R. §§ 60-1.4(a), 60-250.5(a), 60-741.5(a), and 60-300.5(a). As applicable, YPS also agrees to take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or protected veteran status and to implement the affirmative action provisions of federal law as more fully set out in Executive Order 11246 and its attendant regulations. As applicable, YPS also agrees to comply with Executive Order 13496 and its attendant regulations, 29 C.F.R. Part 471, Appendix A to Subpart A. **YPS and INTEGRIS shall abide by the requirements of 41 CFR 60.300.5(a). This regulation prohibits discrimination against qualified protected veterans, and requires affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified protected veterans.**

12. Notices. All notices, statements or other communications required or permitted between YPS and INTEGRIS shall be in writing and shall be considered as having been given if delivered by mail, courier, hand delivery or facsimile to the other party at the designated physical address or facsimile number. Notices shall be delivered as follows:

**If to YPS:**

Yukon Public Schools  
Attn: Jason Brunk  
600 Maple  
Yukon, OK 73099

**If to INTEGRIS:**

INTEGRIS Ambulatory Care Corporation  
d/b/a INTEGRIS Medical Group  
3366 Northwest Expressway, Suite 800  
Oklahoma City, OK 73112

13. Assignment. Neither party may assign any rights or delegate any duties or obligations under this Agreement without the prior written consent of the other party. Any assignment made in contravention of this section shall be null and void for all purposes. To the extent that there are successors or assigns permitted under this Section, this Agreement shall be binding on and inure to the benefit of the parties and their respective successors and assigns.

14. Entire Agreement. This agreement sets forth the entire agreement between INTEGRIS and YPS with respect to its subject matter. All prior negotiations and dealings regarding the subject matter hereof are superseded by and merged into this agreement. No amendment, modification or revision of this Agreement shall be effective unless made in writing and signed by authorized representatives of both parties who have actual authority to amend, modify or revise this Agreement.

15. Governing Law. Except as otherwise provided herein, this Agreement shall be governed by, and interpreted in accordance with, the internal laws of the State of Oklahoma, without giving effect to its conflict of laws provisions.

16. Compliance with Terms. Failure to insist upon strict compliance with any of the terms herein by any of the parties hereto shall not be deemed to be a continuous waiver in the event of any future breach or waiver of any condition hereunder.

17. Execution. This Agreement may be executed in multiple counterparts, each of which shall constitute an original and all of which shall constitute but one Agreement.

18. Force Majeure. The parties to this Agreement shall be excused from performance of their obligations under this Agreement where they are prevented from so performing by wars, acts of enemies, strikes, fires, floods, acts of God or, without limiting the foregoing, by any cause not within the control of the party whose performance is interfered with, and which by the exercise of reasonable diligence, the party is unable to prevent. All parties shall perform such parts or aspects of their obligations that are not interfered with by these causes.

19. Waiver of damages. NOTWITHSTANDING ANY OTHER PROVISION OF THIS AGREEMENT OR LAW TO THE CONTRARY, NEITHER THE PARTY SHALL BE LIABLE TO THE OTHER FOR ANY INDIRECT, EXEMPLARY, PUNITIVE, INCIDENTAL OR CONSEQUENTIAL DAMAGES SUFFERED BY SUCH PARTY, INCLUDING LOSS OF PROFITS DUE TO BUSINESS INTERRUPTIONS OR OTHERWISE, IN CONNECTION WITH THIS AGREEMENT.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective duly authorized representatives.

**INTEGRIS:**

**INTEGRIS Ambulatory Care Corporation  
d/b/a INTEGRIS Medical Group**

By: \_\_\_\_\_  
Tommy Ibrahim, M.D.  
Executive VP & Chief Physician Executive

**YPS:**

**Yukon Public Schools**

By: \_\_\_\_\_  
Name:  
Title:

**Exhibit A**

**Services to be Provided by INTEGRIS**

1. **New Hire Physicals.** INTEGRIS shall provide physical examinations to applicants upon a conditional offer of employment by YPS in accordance with YPS policies and procedures. The physical examinations will be scheduled individually upon request by YPS and will take place in the INTEGRIS Medical Group Clinic at INTEGRIS Canadian Valley Hospital.
2. **Annual Bus Driver Physicals.** INTEGRIS shall provide annual physical examinations for YPS bus drivers. The physical examinations will be scheduled individually upon request by YPS and will take place in the INTEGRIS Medical Group Clinic at INTEGRIS Canadian Valley Hospital.
3. **Mid-Year Employee Physicals.** YPS may request mid-year physical examinations for select employees. The physical examinations will be scheduled individually upon request by YPS and will take place in the INTEGRIS Medical Group Clinic at INTEGRIS Canadian Valley Hospital.
4. **Release.** Each Participant will sign an informed consent which releases INTEGRIS and all of its subsidiaries from any and all liability connected to any procedure necessary to conduct the physical. Each Participant will also be required to sign a release of information authorizing INTEGRIS to release results of the physical examinations to YPS. Records will be maintained by YPS in accordance with YPS policy and applicable federal and state regulations.
5. **Confidentiality.** INTEGRIS shall provide to YPS the results of physical examinations involving Participants only when Participant consent for such release of information has been obtained and verified and such disclosure is permitted by applicable laws.
6. **Fees.** The following fee schedule shall apply:
  - a. NEW HIRE PHYSICAL: \$49
  - b. ANNUAL BUS DRIVER PHYSICALS: \$49
  - c. MID-YEAR PHYSICALS: \$49

# **Yukon Public Schools**

## **PROCUREMENT PLAN CHILD NUTRITION PROGRAMS**

This procurement plan contained on the following pages 2 through 13 will be implemented on July 1,2019, from that date forwarded until amended. All procurements must adhere to free and open competition. Source documentation must be available to determine open competition, the reasonableness, the allow ability, and the allocation of costs.

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Chairman, Board of Education

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Date

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Superintendent of Schools

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Date

# Yukon Public Schools

## SECTION I - PROCUREMENT PLAN GENERAL REQUIREMENTS

The Yukon Public Schools plan for procuring items for use in the Child Nutrition Program is as follows:

1. The procurement plan provides for free and open competition, transparency in transactions, comparability, and documentation of all procurement activities.
2. The following **Code of Conduct** will be expected of all persons who are engaged in the awarding and administration of contracts supported by Child Nutrition reimbursement funds. These written standards of conduct include:
  - a. No employee, officer, or agent shall purchase or establish a contract if a conflict of interest, real or apparent, would be involved. Conflicts of interest arise when one of the following has a financial or other interest in the firm selected for the award:
    1. The employee, officer, or agent;
    2. Any member of the immediate family;
    3. His or her partner;
    4. An organization which employs or is about to employ one of the above.
  - b. Employees, officers, or agents shall neither solicit nor accept gratuities, favors, or anything of monetary value from contractors, potential contractors, or parties to sub-agreements.
  - c. The purchase during the school day of any food or service from a contractor for individual use is prohibited.
  - d. No item, food, or beverage purchased with nonprofit school food service funds will be removed from the school premises by school personnel.
  - e. Penalties for violation of the standards of code of conduct of the Yukon Public Schools Child Nutrition Program (CNP) should be:
    1. Reprimand by Board of Education
    2. Dismissal by Board of Education
    3. Any legal action necessary
3. Regardless of procurement method, the following factors will be determined regarding the allowability of costs:
  - a. Be necessary and reasonable for proper and efficient administration of the program(s)
  - b. Be allocable to federal awards applicable to the administration of the programs(s)
  - c. Be authorized and not prohibited under state and local laws
4. Purchasing will be conducted at the most restrictive procurement threshold:

	<b>Federal Procurement Thresholds</b>	<b>SFA/Sponsor Procurement Thresholds (input)</b>
<b>Micro-purchasing</b>	Less than \$10,000	Less than \$10,000
<b>Equipment</b>	Over \$5,000	Over \$5,000
<b>Small/Informal</b>	Less than \$250,000	Less than \$250,000
<b>Formal</b>	Greater than \$250,000 or any total Food Service Management Contract	Greater than \$250,000 or any total Food Service Management Contract

5. All staff conducting purchasing will be trained on the procurement procedures.
6. All purchasing records will be maintained no less than the current year plus 3 additional years.

7. **Buy American Provision**

Section 104(d) amended Section 12(n) of the National School Lunch Act (NSLA) (42 U.S.1760) to require SFAs participating in the National School Lunch Program (NSLP) and School Breakfast Program (SBP) in the United States *to purchase for those programs, to the maximum extent practicable, domestic United States Department of Agriculture (USDA) Foods or products.* For purposes of this provision, the term *domestic food commodity or product* means agricultural USDA Foods produced in the United States, including Guam, American Samoa, the Virgin Islands, Puerto Rico, and the Northern Mariana Islands, and food products processed in the United States **SUBSTANTIALLY** using agricultural USDA Foods that are produced in the United States. The Conference Report accompanying Public Law 105-336 makes it clear that the term **SUBSTANTIALLY** means that over 51 percent of the processed food comes from American-produced products. (SD-24-2016)

8. **Geographical Preference**

The use of statutorily or administratively imposed in-state or local geographic preferences for procurements under USDA entitlement programs is prohibited, except for unprocessed locally grown or locally raised agricultural products. The Food, Conservation, and Energy Act of 2008 (Public Law 110-246, Section 4302), amended Section 9(j) of the National School Lunch Act (NSLA) to allow institutions receiving funds through CNP to apply a geographic preference when procuring unprocessed locally grown or locally raised agricultural products.

When geographic preference is used, an SFA must still get quotes from several farmers when procuring unprocessed locally grown or locally raised agricultural products so that competitors have an opportunity to compete for the bid.

9. **Protest procedures are required.** SFAs will have protest procedures to handle and resolve disputes

relating to their procurements and shall in all instances disclose information regarding the protest to the awarding agency. A protestor must exhaust all administrative remedies with the SFA before pursuing a protest with a federal agency. Reviews of protests by the federal agency will be limited to: (Reference USDA Policy Memo2006-SNP-06)

- a. Violations of federal law or regulations and the standard of 2 CFR §200 (violations of state or local law will be under the jurisdiction of state or local authorities).  
AND
- b. Violations of the SFA's protest procedures for failure to review a complaint or protest. Protests received by the federal agency other than those specified above will be referred to the SFA.

10. **Beverage and Snack Agreements** (Reference USDA Policy Memo 99-SP-09)

In some cases, the exclusive contracts do not involve nonprofit school food service account (SFSA) funds, in which case there are no federal FNS procurement issues involved. However, if any nonprofit school food service products are purchased via the exclusive contract, then all federal procurement requirements must be met. If small purchase procedures are used for a procurement of \$250,000 or less, price or rate quotations must be obtained from an adequate number of qualified sources. Additionally, if nonprofit school food service products are included in the contract, any rebates, commissions, scholarship fund contributions, or any other payments back to the SFA or SFA-related organizations must be reimbursed to the nonprofit SFA on a prorated basis.

- a. No federal prohibition on multiyear contracts other than for FSMCs. It is suggested, however, that school procurement officials consider the impact of multiyear contracts, as opposed to one-year contracts, on beverages and snacks. Long-term contracts would appear to be more appropriate for nonperishable products and services such as warehousing and equipment rental. As noted above, however, there is no federal prohibition on these longer-term contracts.
- b. Public Law 108-265, Section 102, requires a school participating in the NSLP shall not directly or indirectly

restrict the sale or marketing of fluid milk products by the school (or by a person approved by the school) at any time or any place on the school premises or at any school-sponsored event.

- c. Schools participating in the NSLP must check all beverage contracts for language that may limit the sale of milk on school grounds. The sale of milk cannot be limited at any time during the school day or at any place on the school premises. Contracts may have language that is hard to understand. Look for the term ***Exclusive Pouring Rights***. Every school district must have amended their beverage contracts that limit the sale of milk should such language exist. The primary effect of this provision is to prevent contract limitations on the sale of fluid milk in competition with other beverages.
11. The SFA will take all necessary affirmative steps to assure that **minority firms, women's business enterprises, and labor surplus area firms** are used when possible. Affirmative steps shall include:
1. Placing qualified small and minority businesses and women's business enterprises on solicitation lists.
  2. Assuring that small and minority businesses and women's business enterprises are solicited whenever they are potential sources.
  3. Dividing total requirements, when economically feasible, into smaller tasks or quantities to permit maximum participation by small and minority businesses and women's business enterprises.
  4. Establishing delivery schedules, where the requirement permits, which encourage participation by small and minority businesses and women's business enterprises.
  5. Using the services and assistance of the Small Business Administration (SBA) and the Minority Business Development Agency of the Department of Commerce.
  6. Requiring the prime contractor, if subcontracts are to be let, to take the affirmative steps listed above.

## Certifications

1. **Non-Kickback Affidavit** - Please note that Oklahoma statute 62 O.S. §310.9 requires a signed and notarized non-kickback affidavit on every purchase order of \$25,000 or more. The affidavit is to be signed by the person or persons authorized to accept payment on behalf of the architect, contractor, engineer, or supplier.
2. **Lobbying Certification** (Reference 200.326[1])
  - a. Lobbying certification must be obtained for procurement contracts of more than \$100,000. Any vendor whose contract award is for more than \$150,000 must complete a Certification Regarding Lobbying form located on **page P-55**. The SFA must keep this signed certification statement on file with a copy of the vendor's contract.
  - b. Any SFA or its vendors who participate in lobbying activities must complete a Disclosure of Lobbying Activities form on **page P-57**. SFAs must submit this completed form to the State Agency. A vendor would submit its completed form to the SFA.
3. **Debarment or Suspension**. An SFA is prohibited from contracting with an individual or company that has been debarred or suspended in accordance with 2 CFR §180, as adopted and modified by USDA regulations at 2 CFR §417. This prohibition does not extend to contracts in existence at the time of the debarment or suspension or to most contracts under \$25,000. Rather, it applies to new contracts and extensions or renewals of existing contracts of \$25,000 or more and to contracts for audit services, regardless of amount. **(FORMAL CONTRACTS)**
4. **Contract Work Hours and Safety Standards Act** (40 U.S.C. 3701-3708). Where applicable, ***all contracts*** awarded by the nonfederal entity in excess of \$100,000 that involve the employment of mechanics or laborers must include a provision for compliance with 70 U.S.C. 3702 and 3704, as supplemented by Department of

Labor regulations (29 CFR Part 5). Under 40 U.S.C. 3702 of the Act, each contractor must be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. The requirements of 40 U.S.C. 3704 are applicable to construction work and provide that no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous, or dangerous. These requirements do not apply to the purchases of supplies or materials or articles ordinarily available on the open market or contracts for transportation or transmission of intelligence.

5. **Equal Opportunity and Discrimination.** The vendor certifies it is an Equal Opportunity Employer, a provider of services and/or assistance, and is in compliance with the 1964 Civil Rights Act, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, as amended, and Executive Orders 11246 and 11375. The vendor assures compliance with the Americans With Disabilities Act of 1990 (Public Law 101-336), all amendments to, and all requirements imposed by the regulations issued pursuant. **(FORMAL CONTRACTS OF \$10,000 OR MORE)**
1. Contracts in excess of \$150,000 shall contain provisions that require compliance with all applicable standards, orders, or requirements issued under Section 306 of the **Clean Air Act** (42 U.S.C. 1857[h]), Section 508 of the **Clean Water Act** (33 U.S.C. 1368), Executive Order 11738, and **Environmental Protection Agency (EPA) Regulation** (40 CFR §15), which prohibit the use of nonexempt federal contracts, grants, or loans of facilities included on the EPA list of violating facilities. The provision shall require reporting of violations to the grantor agency and to the EPA Assistant Administrator for Enforcement (EN-329). 23. The contract must recognize mandatory standards and policies relating to energy efficiency that are contained in the State Agency conservation plan issued in compliance with the Energy Policy and Conservation Act (Public Law 94-163).

## **SECTION II – MICRO PURCHASING**

If the amount of purchases for items is less than \$10,000 and less than the SFA/Sponsors' small purchase threshold, the following procedure will be used.

1. Purchases will not be separated into 2 or more purchases to meet or be below the \$10,000 threshold.
2. The price quotes will not be required. Competition is not required.
3. When practicable, micro-purchases will be distributed equitably among qualified suppliers.
4. Documentation of purchases will be kept and maintained for 3 years plus the current year.
5. The Chief Financial Officer will be responsible for documentation of purchase.

*Note: Federal threshold of \$2,000 is applicable in the case of acquisitions for construction subject to the Davis-Bacon Act*

## **SECTION III –PURCHASING EQUIPMENT**

**\*Title of those responsible for Purchasing Equipment: Chief Financial Officer, Director of Maintenance, Director of Information & Technology, and/or Director of Child Nutrition**

If the amount of purchases for equipment is greater than \$5,000, the following procedure will be used.

1. Written specifications will be prepared and provided to vendors.

2. Each vendor will be contacted and given an opportunity to provide a price quote on the same specifications. A minimum of two vendors shall be contacted.
3. The price quotes will receive appropriate confidentiality before award.
4. If using USDA funding for the purchase, the SFA/Sponsor will seek prior approval from Oklahoma Child Nutrition Programs unless the equipment is placed on the Equipment Pre-Approval list located in the Child Nutrition Manual.
5. Quotes will be awarded by the person(s) listed in Section III. Quotes awarded will be to the lowest and best quote based upon quality, service availability, price, and/or product specifications.
6. The person(s) listed in Section III will be responsible for documentation of records to show selection of vendor, reasons for selection, names of all vendors contacted, price quotes from each vendor, and *written specifications*.
6. The person(s) listed in Section III will be responsible for documentation that the actual product specified is received.

*Equipment* means tangible personal property (including information technology systems) having a useful life of more than one year and a per-unit acquisition cost which equals or exceeds the lesser of the capitalization level established by the non-Federal entity for financial statement purposes, or \$5,000. See also §§200.12 Capital assets, 200.20 Computing devices, 200.48 General purpose equipment, 200.58 Information technology systems, 200.89 Special purpose equipment, and 200.94 Supplies.

#### SECTION IV – SMALL PROCUREMENT

**\*Name and Title of those responsible for Small Purchase Procedures: Chief Financial Officer, Director of Maintenance, Director of Information & Technology, and/or Director of Child Nutrition**

If the amount of purchases for items is greater than \$10,000 and less than \$250,000 (*or the SFA/Sponsor's small purchase threshold*), Small Purchase Procedures must be followed. There are two methods of Small Purchasing allowed, either Quotes and/or a Market Basket Study. Quotes documented from an adequate number of qualified sources will be required.

Select one

- Purchases over \$10,000 but below \$250,000
- Purchases over \$10,000 but below \_\_\_\_\_ (*Sponsor input if threshold is below federal limit of \$250,000, must use most restrictive*)

1. Small Purchase procedures will be applied on *the basis of a:*

- District-wide
- Each Individual Site
- Food-Buying Group/Co-op (specify): \_\_\_\_\_
- Combination of above (specify): \_\_\_\_\_

#### Method 1: Quotes

1. Written specifications will be prepared and provided to the vendor.
2. Each vendor will be contacted and given an opportunity to provide a price quote on the same specifications. A minimum of two vendors shall be contacted.

3. The person(s) stated in Section IV will be responsible for contacting potential vendors when price quotes are needed.
4. The price quotes will receive appropriate confidentiality before award.
5. Quotes will be awarded by person(s) stated in Section IV. Quotes awarded will be to the lowest and best quote based upon quality, service availability, price, and/or product specifications.
6. The person(s) stated in Section IV will be responsible for documentation of records to show selection of vendor, reasons for selection, names of all vendors contacted, price quotes from each vendor, and **written specifications**.
7. The person(s) stated in Section IV **will be** responsible for documentation that the actual product specified is received.
8. Any time an accepted item is not available, the person(s) stated in Section IV will select the acceptable alternate. Full documentation will be made available as to the selection of the acceptable item. Substituted items will not be made at the vendor's discretion.
9. Purchasing will be based on the following criteria:
  - a) Price
  - b) Quality
  - c) Service

## SECTION V – FORMAL PROCUREMENT

**\*Name and Title of those responsible for Formal Procurement Procedures: Chief Financial Officer, Director of Information & Technology, and/or Director of Child Nutrition**

Select one or more as applicable

- Purchases over \$250,000 (or change amount if SFA/Sponsor approved threshold if less)  Food Service Management Contracts at any total cost (does not include vended meal agreements)
- n/a, no purchases over \$250,000 or Food Service Management Contracts
2. If the amount of purchases is \$250,000 (or change amount if SFA/Sponsor approved threshold if less), or for a Food Service Management Contract, formal procurement procedures will be used as required by 2 CFR Part 200.318-326, formerly 7 CFR §3016.36.
  3. Formal bid procedures will be applied on the basis of the attached **CHART OF PROCEDURES**
  4. Formal bid procedures will be applied on **the basis of a:**
    - District-wide
    - Each Individual Site
    - Food-Buying Group/Co-op (specify): \_\_\_\_\_
    - Combination of above (specify): \_\_\_\_\_
  5. Because of the potential for purchasing more than \$250,000, it will be the responsibility of person(s) stated in Section V to document the amounts to be purchased so the correct method of procurement will be followed.

When a formal procurement method is required, the following **COMPETITIVE SEALED BID or an Invitation for Bid (IFB) or COMPETITIVE PROPOSAL in the form of a Request for Proposal (RFP)** procedures will apply:

1. An announcement of an **Invitation for Bid (IFB) or a Request for Proposal (RFP)** will be placed on the district website ([www.yukonps.com](http://www.yukonps.com)) to publicize the intent to purchase needed items. The advertisement for bids/proposals or legal notice will be run for a minimum of 14 days.
2. An advertisement is required for all purchases over the districts shall purchase threshold of \$10,000.00. The announcement will contain a:
  - A general description of items to be purchased.
  - A deadline for submission of questions and the date written responses will be provided including any addenda to bid specifications, terms and conditions as needed.
  - A date of pre-bid meeting, if provided, and if attendance is a requirement for bid award.
  - A deadline for submission of sealed bids or proposals, and address of location where complete specifications and bid forms may be obtained.
3. In an IFB or RFP, each vendor will be given an opportunity to bid on the same specifications.
4. The developer of written specifications or descriptions for procurements will be prohibited from submitting bids or proposals for such products or services.
5. The IFB or RFP will clearly define the purchase conditions. The following list includes requirements, not exclusive, to be addressed in the procurement document:
  - Contract period.
  - SFA/Sponsor is responsible for all contracts awarded (statement).
  - Date, time, and location of bid opening.
  - How vendor is to be informed of bid acceptance or rejection.
  - Delivery schedule.
  - Set forth requirements (terms and conditions) which bidder must fulfill in order for bid to be evaluated.
  - Benefits to be entitled if the contractor cannot or will not perform as required.
  - Statement assuring positive efforts will be made to involve minority and small business.
  - Statement regarding the return of purchase incentives, discounts, rebates, and credits to the non-profit Child Nutrition account.
  - Contract provisions as required in Appendix II for 2 CFR Part 200, formerly 7 CFR Part 3016.36(i).
  - Contract provisions as required in 7 CFR Part 210.21(f) for all cost reimbursable contracts.
  - Contract provisions as required in 7 CFR Part 210.16(a)(1-10) for Food Service Management Company contracts.
  - Procuring instrument to be used are purchase orders from firm fixed prices after formal bidding.
  - Price adjustment clause (escalation/de-escalation) based on appropriate standard or cost index (Consumer price index, or other as stated in terms and conditions for pricing and price adjustments).
  - Method of evaluation and type of contract to be awarded.
  - Method of award announcement and effective date (if intent to award is required by State or local procurement requirements).
  - Specific bid protest procedures including contact information of person and address and the date by which a written protest must be received.

- Provision requiring access by duly authorized representatives of the SFA/Sponsor, State Agency, United State Department of Agriculture, or Comptroller General to any books, documents, papers and records of the contractor which are directly pertinent to all negotiated contracts
- Method of shipment or delivery upon contract award.
- Provision requiring contractor to maintain all required records for *three* years after final payment and all other pending matters (audits) are closed for all negotiated contracts.
- Description of process for enabling vendors to receive or pick up orders upon contract award.
- Provision requiring the contractor to recognize mandatory standards/policies related to energy efficiency contained in the State Energy Plan issued in compliance with the Energy Policy and Conservation Act (PL 94-165).
- Signed statement of non-collusion.
- Signed Debarment/Suspension Certificate or statement included in contract or copy of Excluded Parties List System (EPLS).

6. Specifications and estimated quantities of products and services prepared by SFA/Sponsor and provided to potential contractors desiring to submit bids/proposals for the products or services requested.
7. If any potential vendor is in doubt as to the true meaning of specifications or purchase conditions, interpretation will be provided in writing to all potential bidders by the person(s) stated in Section V and date specified.
8. The person(s) stated in Section V will be responsible for securing all bids or proposals.
9. The person(s) stated in Section V will be responsible to ensure all SFA/Sponsor procurements are conducted in compliance with applicable Federal, State, and local procurement regulations.
10. The following criteria will be used in awarding contracts as a result of bids/proposals.
  - Price
  - Quality
  - Service

In awarding a competitive negotiation (RFP), a set of award criteria in the form of a weighted evaluation sheet will be provided to each bidder in the initial bid document materials. Price alone is not the sole basis for award, but remains the primary consideration when awarding a contract. Following evaluation and negotiations a firm fixed price or cost reimbursable contract is awarded.

1. The contracts will be awarded to the responsible bidder/proposer whose bid or proposal is responsive to the invitation and is most advantageous to the SFA/Sponsor, price, and other factors considered. Any and all bids or proposals may be rejected in accordance with law.
2. It is required to sign on the bid tabulation of competitive sealed bids or the evaluation criterion score sheet of competitive proposals signifying a review and approval of the selections.
3. The person(s) stated in Section V reviewing the procurement system to ensure compliance with applicable laws.
4. The person(s) stated in Section V responsible for documentation the actual product specified is received.
5. Any time an accepted item is not available, the Chief Financial Officer will select the acceptable alternate. The contractor must inform the Chief Financial Officer within seven days (one week) a product is not available. In the event a non-domestic agricultural product is to be provided to the SFA/Sponsor, the contractor must obtain, in advance, the written approval of the product. The district must comply with the Buy American Provision.
6. Full documentation as to the reason an accepted item was unavailable, and to the procedure used in determining acceptable alternates, will be available for audit and review. The person responsible for this documentation is the person(s) stated in Section V.

7. The person(s) stated in Section V responsible for maintaining all procurement documentation.

## SECTION VI - NON-COMPETITIVE NEGOTIATION

**Name and Title of those responsible for Non-Competitive Negotiations: Chief Financial Officer, Director of Information & Technology, and/or Director of Child Nutrition**

If items are available only from a single source *when the award of a contract is not feasible under small purchase, sealed bid or competitive negotiation*, NON-COMPETITIVE NEGOTIATION procedures will be used:

1. Written Specifications will be prepared and provided to the vendor.
2. The person(s) stated in Section VI will be responsible for the documentation of records to fully explain the decision to use the non-competitive negotiation. The records will be available for audit and review.
3. The person(s) stated in Section VI will be responsible for documentation that the actual product or service specified was received.
4. The person(s) stated in Section VI will be responsible for reviewing the procedures to be certain all requirements for using single source or non-competitive negotiation are met.
5. Non-competitive negotiations shall be used for one-time purchases of a new food item in order to determine food acceptance by students and for samples for testing purposes. A record of non-competitive negotiation purchase shall be maintained by the Chief Financial Officer. The record of non-competitive purchases shall include, at a minimum, the following:
  - item name
  - dollar amount
  - vendor, and
  - reason for non-competitive procurement

**\*\* Due to the rural location of the district, it is feasible the school will only receive one responsible and responsive response.**

## SECTION VII – EMERGENCY PURCHASING

1). If it is necessary to make a one-time emergency procurement to continue service or obtain goods, the purchase shall be made, and a log of all such purchases shall be maintained by the district. The following emergency procedures shall be followed. All emergency procurements shall be approved by the Chief Financial Officer. At a minimum, the following emergency procurement procedures shall be documented:

- item name
- dollar amount
- vendor, and
- reason for emergency

2) If the emergency purchasing need requires a contract, all books, records and other documents relative to the award of the contract must be retained for three (3) years after final payment. Specifically, the SFA/Sponsor shall maintain, at a minimum, the following documents:

- Written rationale for the method of procurement;
- A copy of the original solicitation;
- The selection of contract type;
- The bidding and negotiation history and working papers;
- The basis for contractor selection;
- Approval from the State agency to support a lack of competition when competitive bids or offers are not obtained;
- The basis for award cost or price;
- The terms and conditions of the contract;
- Any changes to the contract and negotiation history;
- Billing and payment records;
- A history of any contractor claims; and
- A history of any contractor breaches.

**INFORMAL PROCUREMENT LOG**  
**TO BE USED FOR PURCHASES OF \$250,000 OR LESS**

Check the box next to the supplier that you choose. If chosen supplier does not provide the lowest overall price, explain decision on attached sheet. Document contact with 2 or more vendors.

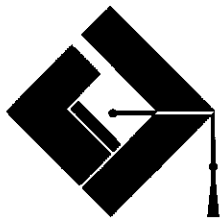
Items to be purchased and specifications:

	Date & Method of Contact	Bid Price	Negotiated Price	Notes
Supplier #1				
Supplier #2				
Supplier #3				

## CHART OF PROCEDURES

Yukon Public Schools (SFA) will purchase the following products or group of products and services as per the stated purchase period using the identified procurement method. **Price quote time frame** period is defined as the time frame for which bids or quotes are obtained and awarded.

PRODUCT	HOW OFTEN ARE PRICE QUOTES OBTAINED	PROCUREMENT METHOD USED
Milk	<u>NA</u>	
Bread	<u>NA</u>	
Canned fruits	<u>NA</u>	
Canned Vegetables	<u>NA</u>	
Frozen vegetables	<u>NA</u>	
Pre-prepared fruits and vegetables	<u>NA</u>	
Fresh fruits	<u>NA</u>	
Fresh vegetables	<u>NA</u>	
Meats	<u>NA</u>	
Paper products	<u>NA</u>	
Chemicals	<u>NA</u>	
Small equipment	<u>As Needed</u>	<u>Section II – Micro Purchasing</u>
Large equipment	<u>As Needed</u>	<u>Section III–Purchasing Equipment</u>



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## STATUTORY WAIVER/DEREGULATION APPLICATION INSTRUCTIONS

(Oklahoma Deregulation Act, 70 O.S. § 3-124, et seq.)

### Accreditation Standards Division

2500 North Lincoln Boulevard, Suite 210 • Oklahoma City, Oklahoma 73105-4599

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Statutory Waivers/Deregulations for the next year will be accepted from April 1 through October 1, with the following exceptions:

- Resignation of staff causing changes in library media service requirements after October 1.

Other waivers/deregulations such as teachers attending school to obtain library media specialist certificates, alternative school abbreviated days, and waivers of alternative school coop agreements, should all be decided and applied for by October 1st of the current school year.

(For submission of a Statutory Waiver/Deregulation after October 1, call Accreditation, (405) 521-3335.)

**NOTE: Beginning July 1, 2018, waivers and deregulations can be requested for three years. (Library Media Specialist Certificate Exemption must provide proof of enrollment for the applicant every year. Library Media Services must provide a schedule of operation every year.)**

If you need technical assistance, please discuss the application with the Accreditation Division, (405) 521-3335.

### Preparing the Statutory Waiver/Deregulation

- 1 **Submit a cover letter on school letterhead**, with the superintendent's signature, with a brief explanation of the request for a statutory waiver/deregulation.
- 2 Complete entire cover page.
  - Original signatures of the Superintendent, Principals, Board President and notary with a stamp/seal are required.
  - Cite the statute/OAC number in Title 70 or the Oklahoma Administrative Code to be waived (See below).
  - **The questionnaire following the cover sheet must be answered in order to process the application.**
  - **For Library Media Specialist** (teacher obtaining their LMS degree & certification), the teacher affected must include a letter of their intent to obtain the degree/certificate and proof of their enrollment in classes at a qualified university/college for the area of study.
  - **For adjunct teacher waivers:** Application must include board minutes approving the teacher as an adjunct (For those teaching more than three hours per day, 270 hours per semester).
  - **For abbreviated day deregulation:** Application must include a schedule of hours of instruction and numbers of days taught per week.
  - **For library media services deregulation:** Application must include a schedule of operation for the library, hours the library is open and a list of who is scheduled to cover those hours.

③ A Statutory Waiver/Deregulation can be requested for the following statutes and Oklahoma Administrative Codes:

### **STATUTORY WAIVERS**

- 70 O.S. § 1-112 - **Saturday School**
- 70 O.S. § 6-122.3 - **Adjunct Teachers** - teaching for more than three hours a day or 270 clock hours per semester.
- 70 O.S. § 3-126 - **Library Media Specialist/waive certification only** - teacher attending college/university to obtain Library Media Specialist certification.
- 70 O.S. § 1210.568 - **COOP Agreement** - When a public school wants to serve fewer than 10 students in the alt ed program instead of COOPing with other districts.

**NOTE: Statute 70 O.S. § 1-111 - Two Instructional Days in a 24 Hour Period (Parent Teacher Conference) and 70 O.S. § 1-109 - Extended/Flexible Day no longer requires a statutory waiver.**

### **DEREGULATIONS**

- OAC 210:35-5-71 - **Library Media Services Elementary School** - School is changing the standard of library services for their size school.
- OAC 210:35-7-61 - **Library Media Services Middle School** - School is changing the standard of library services for their size school.
- OAC 210:35-9-71 - **Library Media Services Secondary School** - School is changing the standard of library services for their size school.
- OAC 210:35-29-2 - **Abbreviated Day Alternative Education** - Use both citations for an alternative school to operate with abbreviated hours, less than four hours and 12 minutes of instruction per day, five days a week, or 756 hours per year.
- OAC 210:35-3-46 - **Superintendent, Elementary & Secondary Principal certificate** - serve as High School and Elementary School Principal with a school enrollment more than 500 (requires a dereg.)

**NOTE: OAC 210:35-5-42 & 210:35-9-43 - Planning Period Deregulations, no longer requires a deregulation.**

In addition, the ***School District Empowerment Program***, 70 O.S. § 3-129.11, allows a local school district to request to the State Board of Education an exemption from all statutory requirements and State Board of Education rules from which charter schools are currently exempt.

# SCHOOL SITE STATUTORY WAIVER/DEREGULATION APPLICATION

## for 20 19 - 20 20 school year

Canadian COUNTY Yukon Public Schools SCHOOL DISTRICT

600 Maple SCHOOL DISTRICT MAILING ADDRESS Yukon CITY 73099 ZIP CODE

Yukon Middle School NAME OF SITE

PRINCIPAL SIGNATURE\* \_\_\_\_\_ DATE 05/06/2019

PRINCIPAL SIGNATURE\* \_\_\_\_\_ DATE \_\_\_\_\_

PRINCIPAL SIGNATURE\* \_\_\_\_\_ DATE \_\_\_\_\_

Dr. William J. Simeroth SUPERINTENDENT NAME (PLEASE PRINT)

jason.simeroth@yukonps.com SUPERINTENDENT E-MAIL ADDRESS

SUPERINTENDENT SIGNATURE\* \_\_\_\_\_ DATE 05/06/2019

I hereby certify that this waiver/deregulation application was approved by our local board of education at the meeting on May 6th, 20 19

BOARD PRESIDENT SIGNATURE\* \_\_\_\_\_

**NOTARY SEAL →**

NOTARY \_\_\_\_\_ DATE \_\_\_\_\_

COMMISSION EXPIRATION DATE \_\_\_\_\_

Statute/Oklahoma Administrative Code to be Waived: OAC 210:35-5-7  
(specify statute or OAC (deregulation) number: (see instructions))

\*Original signatures are required. The attached questionnaire must be answered to process.\*\*

### THE WAIVER/DEREGULATION IS REQUESTED FOR:

One Year Only  
 Three Years\*

\*Please see instruction page for additional requirements for a three year request

### SDE USE ONLY

PROJECT YEARS  
\_\_\_\_\_ of \_\_\_\_\_

#### ENROLLMENT

\_\_\_\_\_ High School  
\_\_\_\_\_ Jr./Middle High  
\_\_\_\_\_ Elementary  
0 District Total

DATE RECEIVED \_\_\_\_\_

70 O.S. \_\_\_\_\_

OAC \_\_\_\_\_

NAME OF WAIVER \_\_\_\_\_

**A. Reason for the waiver/deregulation request (be specific).**

Please see attached.

**B. List alternate strategies/plans which the district/site proposes, and how this plan will best serve the students of your district, i.e., a description of the educational benefits to the students and learning achievement.**

Please see attached.

**C. Educational impact to the district: Results of the Statutory Waiver/Deregulation, i.e., effect on student performance levels, impact of plan on other sites in the district.**

Please see attached.

**D. Timeline: Please submit class schedule, calendars, assessment forms and other attachments as necessary, or described in instructions.**

A waiver/deregulation can be granted for up to 3 years. (Please see instructions for additional requirements)

Please see attached.

**E. Any financial impact to the District (positive or negative) for the proposed waiver/deregulation.**

Please see attached.

**F. Describe method of assessment or evaluation of effectiveness of the plan.**

Please see attached.

**2019-2020 Application for Deregulation for Yukon Middle School  
Pursuant to OAC 210:35-7-61**

*A. Reason for the waiver/deregulation request (be specific).*

Four years ago (2015-2016), in an attempt to focus every possible resource in the classroom, with a particular concern about looming class sizes as a result of our state's budget crisis, we conducted an exhaustive process of every possible program and expenditure related to personnel, which of course, constitutes the overwhelming majority of our expenditures. During this process, we consulted with three different schools. We consulted with our principal at Surrey Hills Elementary, our principal at Yukon Middle School, and our principal at Yukon High School. In relation to our conversations with both our middle school principal and our high school principal, our very first question we asked of both of them centered around student services. Specifically, we asked them if we were to have to move a librarian from their building, would students suffer a loss of services. Upon posing the question, we discovered we had to do some clarification on what services we expected from the library, as there were some ancillary services that should not necessarily have been associated with the "library". We determined that from a library services perspective, we could move one librarian from each of our secondary schools and still ensure our students not lose the support of our library services.

*B. List alternate strategies/plans which the district/site proposes, and how this plan will best serve the students of your district, i.e. a description of the educational benefits to the students and learning achievement.*

As a result of the extensive budget cuts and the difficult decisions we had to make in regard to the allocations of our staff to endure the budget cuts while also maintaining a steadfast commitment to student achievement, we made the decision to move one of our librarians in to an elective teacher position. The elective teacher position we moved her to is a research based reading intervention program.

In addition to the move of our librarian, we also added an additional library aide position. Yukon Middle School is housed on the former Yukon High School Campus. Though we are listed as one site, we have our 6th grade students "insulated, not isolated" on the campus. During the 2015-2016 school year, and for several years prior, we had one librarian in what we call our "6th grade library" and one librarian in what we call our "7th & 8th grade library". We had one library aide rotating between the two library spaces, both on the same middle school campus.

For the 2016-2017 school year, we reorganized to place our remaining veteran librarian over both library "spaces". In addition, we hired an additional library aide so that there is always an

aide in each library to provide services to both our students and our teachers. Our library is open from 7:25 am until 3:00 pm each day, and does not close for lunch. We plan to continue this same schedule for 2018-2019, but at the same time, we begin to look to 2020-2021 which along with the opening of a new school will bring the addition of a new librarian to serve the new school of 4th, 5th & 6th graders and one librarian to serve Yukon Middle School 7th & 8th graders.

*C. Educational impact to the district: Results of the Statutory Waiver/Deregulation, i.e. effect on student performance levels, impact of plan on other sites in the district.*

As mentioned in a previous response, we believe that our decision will not have any type of negative educational impact in regards to the relationship between our library media services and student achievement. However, we do believe that the movement of our second librarian in to a position teaching a research based reading intervention program and working with struggling readers, as well as the additional burden it allowed us to remove from overall class-size loads across the building, will absolutely have a positive impact on student achievement.

*D. Timeline: (Please submit class schedule, calendars, assessment forms and other attachments as necessary. A waiver/deregulation can only be granted for a one school year period). Note: A School District Empowerment Waiver can be for up to 3 years.*

We begin our staffing meetings in early January each year, with the goal of having final staffing decisions and allocations completed prior to Spring Break. This is an exhaustive process, which unfortunately results in identifying more needs across the District that what we can provide resources to meet. This past year was especially difficult. As a result, after extensive consideration of so many needs, the reallocation of our library positions, one at Yukon Middle School and one at Yukon High School, was determined to be the best use of our available resources.

Because our middle school is somewhat spread out, we did make the decision to hire the additional aide, so that even though we had one Nationally Board Certified librarian overseeing the educational emphasis in both library spaces, we did not want to create a situation to where one space was not being served while the librarian was in the other space. So, after much consideration, even though it impacted our total costs savings we had hoped to generate, we did make the decision to hire an additional aide to provide full-time support aide in each library space at Yukon Middle School.

*E. Any financial impact to the District (positive or negative) for the proposed waiver/deregulation.*

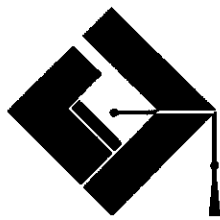
The difference in our total personnel costs associated with the library in 2015-2016 with two certified librarians and one library aide, compared to our total personnel costs associated with the library in 2016-2017 with one certified librarian and two library aides resulted in a net savings of nearly \$35,000 for the 2016-2017 school year at the middle school. The net cost savings at Yukon High School were approximately \$53,000, for a total cost savings of approximately \$88,000 associated with our library services. These savings increased this year with the implementation of the state-wide raises. All of the money saved was and is being reallocated to offset the large class sizes we face.

*F. Describe method of assessment or evaluation of effectiveness of the plan.*

We will monitor and evaluate the performance of our library at Yukon Middle School, with the focus on whether or not the needs of our students are being met on a daily basis. Our librarian is evaluated using a growth model, based on the Marzano Instructional Support evaluation framework. Our District supports monthly collaboration meetings between our librarians, our Executive Director of Educational Services, and our dynamic curriculum team. In addition, our librarians have recently completed a collaborative effort centered around the standards for the American Association of School Librarians, which involved breaking down the standards/strands to determine at which grade levels the different strands/standards should be emphasized.

Our circulations numbers, as of April 24th, 2018 were as follows: 2015-2016 - 6th grade-13,113 and 7th/8th grade- 12,558; and 2016-2017 - 6th grade 16,243 and 7th/8th grade-13,368; 2017-2018 - 6th grade 7,480 and 7th/8th grade - 7,976 plus 916 accounted for in a different system. When we started this process, we deemed this to be a very important number. While it remains a pertinent piece of data, it is important to note with the integration of technology, circulation numbers are no longer as relevant in terms of evaluating access to the library, especially at the secondary level.

Finally, as with everything we do, we will participate in ongoing monitoring and evaluation. We use our District Strategic Plan as well as extensive data tools to measure our effectiveness in regards to student achievement.



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## STATUTORY WAIVER/DEREGULATION APPLICATION INSTRUCTIONS

(Oklahoma Deregulation Act, 70 O.S. § 3-124, et seq.)

### Accreditation Standards Division

2500 North Lincoln Boulevard, Suite 210 • Oklahoma City, Oklahoma 73105-4599

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Statutory Waivers/Deregulations for the next year will be accepted from April 1 through October 1, with the following exceptions:

- Resignation of staff causing changes in library media service requirements after October 1.

Other waivers/deregulations such as teachers attending school to obtain library media specialist certificates, alternative school abbreviated days, and waivers of alternative school coop agreements, should all be decided and applied for by October 1st of the current school year.

(For submission of a Statutory Waiver/Deregulation after October 1, call Accreditation, (405) 521-3335.)

**NOTE: Beginning July 1, 2018, waivers and deregulations can be requested for three years.** (Library Media Specialist Certificate Exemption must provide proof of enrollment for the applicant every year. Library Media Services must provide a schedule of operation every year.)

If you need technical assistance, please discuss the application with the Accreditation Division, (405) 521-3335.

### Preparing the Statutory Waiver/Deregulation

- 1 **Submit a cover letter on school letterhead**, with the superintendent's signature, with a brief explanation of the request for a statutory waiver/deregulation.
- 2 Complete entire cover page.
  - Original signatures of the Superintendent, Principals, Board President and notary with a stamp/seal are required.
  - Cite the statute/OAC number in Title 70 or the Oklahoma Administrative Code to be waived (See below).
  - **The questionnaire following the cover sheet must be answered in order to process the application.**
  - **For Library Media Specialist** (teacher obtaining their LMS degree & certification), the teacher affected must include a letter of their intent to obtain the degree/certificate and proof of their enrollment in classes at a qualified university/college for the area of study.
  - **For adjunct teacher waivers:** Application must include board minutes approving the teacher as an adjunct (For those teaching more than three hours per day, 270 hours per semester).
  - **For abbreviated day deregulation:** Application must include a schedule of hours of instruction and numbers of days taught per week.
  - **For library media services deregulation:** Application must include a schedule of operation for the library, hours the library is open and a list of who is scheduled to cover those hours.

③ A Statutory Waiver/Deregulation can be requested for the following statutes and Oklahoma Administrative Codes:

### **STATUTORY WAIVERS**

- 70 O.S. § 1-112 - **Saturday School**
- 70 O.S. § 6-122.3 - **Adjunct Teachers** - teaching for more than three hours a day or 270 clock hours per semester.
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- 70 O.S. § 1210.568 - **COOP Agreement** - When a public school wants to serve fewer than 10 students in the alt ed program instead of COOPing with other districts.

**NOTE: Statute 70 O.S. § 1-111 - Two Instructional Days in a 24 Hour Period (Parent Teacher Conference) and 70 O.S. § 1-109 - Extended/Flexible Day no longer requires a statutory waiver.**

### **DEREGULATIONS**

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- OAC 210:35-9-71 - **Library Media Services Secondary School** - School is changing the standard of library services for their size school.
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**NOTE: OAC 210:35-5-42 & 210:35-9-43 - Planning Period Deregulations, no longer requires a deregulation.**

In addition, the ***School District Empowerment Program***, 70 O.S. § 3-129.11, allows a local school district to request to the State Board of Education an exemption from all statutory requirements and State Board of Education rules from which charter schools are currently exempt.

# SCHOOL SITE STATUTORY WAIVER/DEREGULATION APPLICATION

## for 20 19 - 20 20 school year

Canadian

COUNTY

Yukon Public Schools

SCHOOL DISTRICT

600 Maple

SCHOOL DISTRICT MAILING ADDRESS

Yukon

CITY

73099

ZIP CODE

Yukon High School

NAME OF SITE

05/06/2019

PRINCIPAL SIGNATURE\*

DATE

PRINCIPAL SIGNATURE\*

DATE

PRINCIPAL SIGNATURE\*

DATE

Dr. William J. Simeroth

SUPERINTENDENT NAME (PLEASE PRINT)

jason.simeroth@yukonps.com

SUPERINTENDENT E-MAIL ADDRESS

05/06/2019

SUPERINTENDENT SIGNATURE\*

DATE

I hereby certify that this waiver/deregulation application was approved by our local board of education at the meeting on May 6th, 20 19

BOARD PRESIDENT SIGNATURE\*

NOTARY SEAL →

NOTARY

DATE

COMMISSION EXPIRATION DATE

Statute/Oklahoma Administrative Code to be Waived: OAC 210:35-5-7  
 (specify statute or OAC (deregulation) number: (see instructions))

\*Original signatures are required. The attached questionnaire must be answered to process.\*\*

### THE WAIVER/DEREGUALTION IS REQUESTED FOR:

One Year Only

Three Years\*

\*Please see instruction page for additional requirements for a three year request

### SDE USE ONLY

PROJECT YEARS

\_\_\_\_\_ of \_\_\_\_\_

#### ENROLLMENT

\_\_\_\_\_ High School

\_\_\_\_\_ Jr./Middle High

\_\_\_\_\_ Elementary

0 District Total

DATE RECEIVED

70 O.S. \_\_\_\_\_

OAC \_\_\_\_\_

NAME OF WAIVER

**A. Reason for the waiver/deregulation request (be specific).**

Please see attached.

**B. List alternate strategies/plans which the district/site proposes, and how this plan will best serve the students of your district, i.e., a description of the educational benefits to the students and learning achievement.**

Please see attached.

**C. Educational impact to the district: Results of the Statutory Waiver/Deregulation, i.e., effect on student performance levels, impact of plan on other sites in the district.**

Please see attached.

**D. Timeline: Please submit class schedule, calendars, assessment forms and other attachments as necessary, or described in instructions.**

A waiver/deregulation can be granted for up to 3 years. (Please see instructions for additional requirements)

Please see attached.

**E. Any financial impact to the District (positive or negative) for the proposed waiver/deregulation.**

Please see attached.

**F. Describe method of assessment or evaluation of effectiveness of the plan.**

Please see attached.

**2019-2020 Application for Deregulation for Yukon High School**  
**Pursuant to OAC 210:35-7-61**

**A. Reason for the waiver/deregulation request (be specific).**

Four years ago, in an attempt to focus every possible resource in the classroom, with a particular concern about looming class sizes as a result of our state's budget crisis, we conducted an exhaustive process of every possible program and expenditure related to personnel, which of course, constitutes the overwhelming majority of our expenditures. During this process, we consulted with three different schools. We consulted with our principal at Surrey Hills Elementary, our principal at Yukon Middle School, and our principal at Yukon High School. In relation to our conversations with both our middle school principal and our high school principal, our very first question we asked of both of them centered around student services. Specifically, we asked them if we were to have to move a librarian from their building, would students suffer a loss of services. Upon posing the question, we discovered we had to do some clarification on what services we expected from the library, as there were some ancillary services that should not necessarily have been associated with the "library". We determined that from a library services perspective, we could move one librarian from each of our secondary schools and still ensure our students not lose the support of our library services.

**B. List alternate strategies/plans which the district/site proposes, and how this plan will best serve the students of your district, i.e. a description of the educational benefits to the students and learning achievement.**

As a result of the extensive budget cuts and the difficult decisions we had to make in regard to the allocations of our staff to endure the budget cuts while also maintaining a steadfast commitment to student achievement, we made the decision to move one of our librarians to better fill the needs at Surrey Hills Elementary in 2015-2016, while also reducing the number of certified librarians at Yukon High School from two to one resulting in substantial costs savings to be reallocated at the classroom level.

Yukon High School is 9 years old. Our library design is the result of multiple visits to libraries across Oklahoma, as well as extensive consultation with leading architects in regards to the design and layout of a high school. Our library has substantial digital resources, further enhanced by multiple computer labs in every wing of the building and on every level of the building. A well organized IT staff provides timely support for all of our digital resources. We also ensure the library remains open from 7:30am-3:30pm each day, and does not close for lunch.

Our high school librarian is a veteran librarian who is very familiar with the procedures and routines of managing a library. Her strengths certainly lie in this area, and as a result, the supports our students and teachers receive from a resource standpoint are met in a timely and sufficient manner. Unfortunately, our current librarian does not really possess the ability to provide as much support in the area of technology and digital resources, and should we get to a point to return a second librarian to our high school library, the current belief is that this would be a position leaning more significantly on the "media" side vs the "library" side, a move we believe would be more conducive to meeting the needs of today's students and teachers, especially at the secondary level in relation to preparing students to be college and career ready.

In addition to the services our high school librarian and library aide provide, we have an extensive program for volunteers. Helping Hands is a longstanding tradition in Yukon Public Schools, and our coordinator and her staff do a tremendous job of securing and allocating volunteer resources to provide additional support to our staff and students.

**C. Educational impact to the district: Results of the Statutory Waiver/Deregulation, i.e. effect on student performance levels, impact of plan on other sites in the district.**

As mentioned in a previous response, we believe that our decision will not have any type of negative educational impact in regards to the relationship between our library media services and student achievement. Our library remains staffed at all times between our certified librarian and our library aide.. Our library operates very similar to a “self-service” concept if you will. Students and teachers alike are welcomed into the library to access resources. We have a large Apple computer station with over 30 computers, serviced by our IT staff. We have student congregating areas, an open classroom space often occupied by a teacher during the day, and of course, we have our librarian and aide prepared to assist with both student and teacher needs. We maintain a continuous focus to improve our ability to provide curriculum and technology integration, striving toward more co-teaching opportunities and more opportunities to enhance student learning by enhancing the traditional classroom teacher’s primary lesson with resources provided from our library..

**D. Timeline: (Please submit class schedule, calendars, assessment forms and other attachments as necessary. A waiver/deregulation can only be granted for a one school year period). Note: A School District Empowerment Waiver can be for up to 3 years.**

We begin our staffing meetings in early January each year, with the goal of having final staffing decisions and allocations completed prior to Spring Break. This is an exhaustive process, which unfortunately results in identifying more needs across the District that what we can provide resources to meet. The 2015-2016 school year was especially difficult. As a result, after extensive consideration of so many needs, the reallocation of our library positions, one at Yukon Middle School and one at Yukon High School, was determined to be the best use of our available resources.

Because of the design of our high school library, the extensive digital resources we have spread throughout the building, and the experience level of our current library and library aide, we believe we are able to immediately provide substantial resources and support to students and teachers in relation to our library services. We believe our high school library truly does “function as the heart of the school” as referenced in the white paper prepared by the Oklahoma State Department of education. It maximizes space for reading and collaboration, supported by ample learning tools. With that said, our timeline for review of the success of this change will be ongoing, however from a staffing perspective, it will begin review in January, as a part of our annual staffing process, a process which attempts to consider financial resources available from our state as well as the needs of students and teachers at both the site and District level.

**E. Any financial impact to the District (positive or negative) for the proposed waiver/deregulation.**

The difference in our total personnel costs associated with the library in 2015-2016 with two certified librarians and one library aide, compared to our total personnel costs associated with the library in 2016-2017 and 2017-2018 with one certified librarian and one library aide resulted in a net savings of approximately \$53,000 for each school year at the high school. The net cost savings at Yukon Middle School was approximately \$35,000, for a total of \$88,000 in savings associated with our library services. These savings grew this current year with the implementation of the state-wide raises for certified staff. All of the money saved was and is being reallocated to offset the large class sizes we are facing this year.

**F. Describe method of assessment or evaluation of effectiveness of the plan.**

We will monitor and evaluate the performance of our library at Yukon High School, with the focus on whether or not the needs of our students are being met on a daily basis. Our librarian is evaluated using a growth model, based on the Marzano Instructional Support evaluation framework. Our District supports monthly collaboration meetings between our librarians, our Executive Director of Curriculum and Instruction, and our dynamic curriculum team. In addition, our librarians completed in 2015-2016, a collaborative effort centered around the standards for the American Association of School Librarians, which involved breaking down the standards/strands to determine at which grade levels the different strands/standards should be emphasized. There were 7,598 circulations from the Yukon High School Library in 18-19. Circulation numbers in 15-16 were 10,183; 16-17 numbers were 8,948. When we started this process, we deemed this to be a very important number. While it remains a pertinent piece of data, it is important to note with the integration of technology, circulation numbers are no longer as relevant in terms of evaluating access to the library, especially at the secondary level.

Finally, as with everything we do, we will participate in ongoing monitoring and evaluation. We use our District Strategic Plan as well as extensive data tools to measure our effectiveness in regards to student achievement.

**ITEM FOR INFORMATION**  
**Board of Education Meeting**  
**May 6, 2019**

**TOPIC: Renewal** of Contract with Nikki Keck, TVI, Com. and Yukon Public Schools

**ADMINISTRATIVE RECOMMENDATION:** The Administration recommends approval of a **Renewal** Contract between Nikki Keck, TVI and Yukon Public Schools

**RATIONALE FOR RECOMMENDATION:** The purpose of this agreement is to perform the services listed in the agreement as part of the "Vision Impaired Program" a joint venture by the aforementioned parties to provide services through the Yukon Public Schools. Also to negotiate terms pertaining the use of space, utilities, telephone and internet within the Yukon Public Schools.

**OPTIONS:**

1. Approve the contract with Nikki Keck
2. Do not approve the contract with Nikki Keck

**FISCAL NOTE:** Maximum Fee \$65.00 per hour for Vision Therapy

**CONTACT PERSON:** Amy Beams, Executive Director of Educational Services  
Jalonda Bengs, Assistant Director of Special Services



## **Contract Agreement**

This agreement is established between Yukon Public Schools and Visual Senses (a consulting firm owned by April "Nikki" Keck), educational consultants. It is mutually agreed that Yukon Public Schools will pay Nikki Keck for specialized services as follows:

Consultation and assistance to educational staff with duties relating to the provision of special education for students who present a visual impairment – such services may include, but not be limited to, the review and study of education/confidential records, participation in IEP meetings and other staffings, completing of forms/reports, classroom observations, functional assessments, direct intervention, procurement of materials, assistive technology recommendations, team member contact, progress monitoring of student programs, and Orientation and Mobility training/consultation.

***The fee for these services is agreed upon at \$65 per hour with time billed at 15 minute minimums. Fees are calculated from starting points of origin to site of service (Yukon) and return to point of origin.***

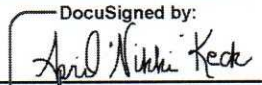
To achieve these purposes, the following general provisions apply:

1. The scope of these services will be determined by the LEA team.
2. Consultation may include review of/access to individual student records as deemed necessary by the LEA team. Nikki Keck and any affiliations hereby agree to abide by all state and federal laws and district policies regarding confidentiality and other procedural safeguards.
3. A monthly itemized billing will be furnished by Nikki Keck to Yukon Public Schools following rendering of services. **Payment shall be remitted within 30 days of date of statement to Nikki Keck, PO Box 204, Blanchard, OK 73010.**
4. If scheduled meeting or consults are canceled for any reason, a reasonable notice or 24 hours must be given to Nikki Keck or servicing consultant. A one hour minimum plus drive time will be charged for lack of notice.
5. This agreement may be modified at any time by mutual consent of both parties. Services may be canceled by either party, if a request is put in writing, giving thirty (30) day notice.
6. Yukon Public Schools declares that there are no current litigations, due processes, or any other legal actions involving any of the current students being served with a visual impairment that Nikki Keck and/or Visual Senses consultants will be servicing.
7. This agreement becomes effective when the proper signatures are affixed below.

***This agreement shall expire on June 30, 2020 unless review and renewed by both parties prior to that date.***

  
 \_\_\_\_\_  
**Authorized Representative**

4-29-19  
 \_\_\_\_\_  
**Date**

**Yukon Public Schools**  
 DocuSigned by:  
  
 \_\_\_\_\_  
**Nikki Keck, TVI, COMS**  
**Certification # 187290 EXP: 6/30/2023**  
**National O&M # 4086 EXP: 9/30/2021**

4/29/2019  
 \_\_\_\_\_  
**Date**

**Out of State Travel Request**

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*School employee requesting trip.*

*Full Name* Gayla Howell  
*Date of Request* 06/24/2019  
*Name of Organization, Grade* PLTW Launch, Shedeck STEM K-3  
*Departure Date of Trip* 06/23/2019  
*Return Date of Trip* 06/26/2019  
*Departure Time* 9:00 am  
*Departure Location* Yukon, OK  
*Number of Days* 4

*Means of Transportation*

- Airline
- School Vehicle
- Private Vehicle

*Number of Students Participating* 0

*Number of Parents/Guardians Attending* 0

*Age of Students* NA

*Place, Purpose, and Nature of the Trip*

PLTW Launch, Kansas City, MO ~ STEM Training

*If booster club is paying an amount is required. If activity fund is being used, a PO number and amount is required.*

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**Cost Analysis**

*Registration Costs /PO Number:* 191727

*Lodging Cost/PO Number:* 191732

*Airfare or Personal or District Vehicle*

*Transportation Costs/PO Number:* Private Vehicle

*Per diem (meals, taxi/uber, parking):* \$200

*Cost of a Substitute:* NA

*Will Participation Lead to Further Competition?*

- Yes
- No

*If Yes, Explain*

*Educational Benefits*

PLTW will be STEM training for my upcoming position as the STEM teacher at Shedeck Elementary.

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*Attachments:*

Upload Schedule of Events: PLTW Schedule.docx

Upload Itinerary: PLTW Itinerary.pdf

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*Attached Workflow*

Out of State Travel Request

*Current Status*

Submitted

*Workflow Steps*

- |   |   |           |
|---|---|-----------|
| 1 | Signed by Gayla Howell on 04/15/2019 at 0:28 PM | Teacher   |
|   | Signature: Gayla Howell                         |           |
| 2 | Approved by Scott Hein on 04/24/2019 at 7:00 PM | Principal |
| 3 | Review  | Group:    |
| 4 | TBD   |           |
| 5 | Approval  |           |
| 6 | Review  | Group:    |



Hello Gayla Howell,

Thank you for contacting Project Lead The Way.

The training will begin at 8am on Monday, June 24, 2019, and end on Tuesday, June 25, 2019 at 5pm. Check in will begin on Sunday June 23, 2019 from 2pm to 6pm, and again on Monday, June 24, 2019 from 7am to 8am. All times are local to the Core Training facility.

If you have any questions related to this case, please respond to this email or call 877.335.7589. For your reference, your case number is CN-04190465479.

Thank you,  
Giselle

# Welcome

**Welcome to the PLTW Launch classroom teacher community! We're thrilled to have you join us in our mission to empower students to thrive in our evolving world. PLTW believes that teachers play an immeasurable role in inspiring students. In your upcoming training, you will receive the support and resources you need to bring the PLTW Launch curriculum to life in your classroom. We look forward to working together with you!**

## What is Classroom Teacher Training?

PLTW Launch (K-5) Classroom Teacher training is a synchronous 2-day (16-hour) immersive, face-to-face learning experience designed to develop the knowledge, skills, and understanding that teachers need to engage students in the real-world learning experiences embedded in PLTW Launch modules. This collaborative cohort experience offers hands-on learning with the PLTW Activity-, Project-, Problem-based (APB) instructional approach and the curricular resources used in all PLTW Launch modules, which you will then apply to the modules you will implement with students.

## Training Overview

### Day 1

The first step in your journey to become a PLTW Launch classroom teacher is designed to help you build a solid foundation as you prepare to lead students through PLTW Launch modules. On Day 1, you will develop an understanding of the Activity-, Project-, Problem-based (APB) instructional approach used in all 24 PLTW Launch modules. Situating your learning within the context of PLTW Launch student modules provides hands-on experience in the scaffolded learning that leads students to solve real-world, open-ended problems.

You will explore how the instructional use of tablets, following a design process for solving problems and recording learning progress with Launch Logs, contributes to the student learning experience. Additionally, you will gain an understanding of how the PLTW K-12 pathways—Biomedical Science, Computer Science, and Engineering—are woven among the 24 Launch modules. You will have opportunities to network with other teachers as you work in small groups throughout the training.

### Day 2

Because the APB instructional approach calls for teachers to be facilitators of learning, Day 2 provides experience with this role as you explore a selected PLTW Launch module from the teacher's perspective. You will discover what it's like to facilitate APB learning experiences, consider ways to establish a classroom culture to nurture collaboration and problem-solving mindsets, and learn how to use a balanced assessment approach to assess student learning.

Preparation for your own PLTW Launch teaching experience includes exploring the grade-level professional development resources available to guide you through your own modules. Another valuable experience includes building your knowledge of the organization of the PLTW Launch program, connections to national standards, and the integration of STEM disciplines with ELA and mathematical thinking.

## Five Concepts and Learning Outcomes

There are five main concepts developed throughout the training. Conceptual understanding will be built through the guided exploration of selected PLTW Launch modules and then applied to planning for your own implementation. The five concepts are:

1. **The PLTW Launch Experience** You will develop a comprehensive understanding of the PLTW Launch program including program offerings, connections to national standards, the integration of STEM disciplines and ELA thinking, and an understanding of the organization of and how to access module resources.
2. **The APB Instructional Approach** Throughout the training you will build conceptual understanding of the PLTW APB instructional design, as you experience the components of APB learning, explore the scaffolded approach, and build facilitation skills necessary for active, engaged student learning.
3. **The PLTW Launch Student Experience** You will develop an understanding of the student experience through hands-on exploration of selected student modules and resources.
4. **The PLTW Launch Classroom Teacher** You will develop knowledge and understanding of the teacher as a facilitator of learning as you consider strategies for leading students in active, engaged APB learning.
5. **Preparing for Implementation** You will gain experience in how to plan and implement PLTW Launch in your classroom as you become familiar with your grade-level modules and resources.

## Getting Started With PLTW Launch: Resources to Review

Through **PLTW Launch**, students become problem solvers. Students use structured approaches, like the engineering design process, and employ critical thinking. They apply STEM knowledge, skills, and habits of mind, learning that it's okay to take risks and make mistakes. As teachers and students learn and discover together, learning becomes far more engaging.

The following resources offer overviews of the PLTW Launch program, additional information about the PLTW instructional approach, and an introduction to the engineering design process that students use for problem solving. Please become familiar with these resources before you attend training, so you can hit the ground running after you arrive.

### An Introduction to PLTW Launch

The following resources offer introductory information about PLTW Launch:

- [PLTW Launch: Animated Video](#)
- [PLTW Launch: Amazing Discoveries Start Here](#)
- **PLTW Launch Module descriptions**  
(<https://lms-content.pltw.org/curriculum/PLTWLaunchModuleDescriptions.pdf>)

### APB Instructional Approach

The APB instructional approach calls for a shift in the traditional paradigm of classroom instruction. Rather than relying primarily on the teacher to present information through direct instruction, teachers facilitate student learning through active student engagement in developing knowledge and skills that they can apply in diverse settings. The APB classroom is learner-centered with the teacher in the role of facilitator of learning. To get started with learning about APB instruction, view the following video.

[APB Instructional Approach video](#)

## The Engineering Design Process

As students develop solutions to open-ended problems, they use a step-by-step design process for solving problems. To learn more about the engineering design process, view this video (K-2 focus).

[Design Process \(K-2\)](#)

## What Should I Bring to Training?

As you prepare for training, use this list for what you need to bring and pre-training tasks that you need to complete.

- 1. An idea of what grade level(s) you will be teaching**  
During the two-day training, you will focus your work on the grade level you will teach. You don't need to know the specific module(s). If you will teach multiple grades, you will work through the process with the grade level of your choice.
- 2. A laptop**  
PLTW curricula employ powerful, industry-based software. Make sure your computer hardware meets or exceeds the specifications established by PLTW (<https://www.pltw.org/mypltwresources>).
- 3. A tablet**  
Students engage in their learning experiences by accessing resources on either an iPad® or Android™ tablet. Make sure that your tablet meets the PLTW device specifications [\\_ \(https://www.pltw.org/mypltwresources\)](https://www.pltw.org/mypltwresources).
- 4. Required tablet applications installed**  
Find the required tablet applications that you need to install before you come to training (<https://www.pltw.org/pltw-software>). You do not have to install the apps listed as "optional".
- 5. Headphones/earbuds**  
to plug into your laptop to listen to audio/video resources
- 6. Optional equipment:**
  - Camera or camera app on a cell phone to take pictures of your designs
  - External mouse
  - USB Flash drive

## What Is Expected of Me?

- Before the start of training, review all of the resources mentioned in this preparation document.
- Beyond the time spent during the in-class instruction, be prepared to complete an outside class assignment before Day 2 of training.
- Arrive on time to each class session. The days will be full of learning opportunities that build upon each other. Attendance is required for the full 16 hour training.
- Actively participate in all learning experiences and submit all assignments.
- Turn off all cell phones during classroom instruction unless absolutely necessary. If critical, attend to necessary calls outside of the classroom.
- Come to training ready to learn and develop a network of PLTW Launch colleagues.



**BID SUMMARY**  
**Independence Re-Roof**  
**Bid Date: April 30, 2019 2:30 PM**

the.stacy.group  
architecture.interiors

Bidder	Addendums	Bid Bond/ Affidavits	Base Bid	
ALVA Roofing	Y	Y	\$2,225,500.00	
Oklahoma Roofing	Y	Y	\$1,769,277.00	
Sooner Recon	Y	Y	\$1,145,000.00	



**BID SUMMARY**  
**Middle School Track**

**Bid Date: April 30, 2019 2:00 PM**

the.stacy.group  
architecture.interiors

Bidder	Addendums	Bid Bond/ Affidavits	Base Bid	Alternate #1 Additional Curb	Total
General Sports Surfaces	Y	Y	<b>\$248,440.00</b>	<b>\$20,502.00</b>	<b>\$268,942.00</b>
Hellas	Y	Y	\$389,000.00	\$32,138.00	\$421,138.00
PCC	Y	Y	\$410,700.00	\$29,000.00	\$439,700.00
Vibra-Whirl	Y	Y	\$375,830.00	\$31,200.00	\$407,030.00

**ITEM FOR INFORMATION**  
**Board of Education Meeting**  
**May 6, 2019**

**TOPIC: Renewal** of Contract with Shannan Frohock and Yukon Public Schools

**ADMINISTRATIVE RECOMMENDATION:** The Administration recommends approval of a **Renewal** Contract between Shannan Frohock and Yukon Public Schools

**RATIONALE FOR RECOMMENDATION:** The purpose of this agreement is to perform the services listed in the agreement as part of the “The Special Education Deaf/Hard of Hearing Program” a joint venture by the aforementioned parties to provide services through the Yukon Public Schools. Also to negotiate terms pertaining the use of space, utilities, telephone and internet within the Yukon Public Schools.

**OPTIONS:**

1. Approve the contract with Shannan Frohock
2. Do not approve the contract with Shannan Frohock

**FISCAL NOTE:** Maximum Fee \$65.00 per hour for Hearing Consult services

**CONTACT PERSON:** **Amy Beams, Executive Director of Educational Services**  
**Jalonda Bengs, Assistant Director of Special Services**



Contractual Agreement  
Yukon Public Schools and  
Shannan Frohock, Special Education Deaf/Hard of Hearing Consultant

This agreement is entered into by Yukon Public Schools (hereinafter referred to as "Y.P.S.") and Shannan Frohock, Special Education Deaf Hard of Hearing Consultant (hereinafter referred to as "Shannan Frohock"). The terms of this contract shall be for the period of July 1, 2019 to June 30, 2020 for the purpose of educational consultation for providing assistance to the Y.P.S. Deaf/Hard of Hearing program as here stipulated:

On-site education consultation services by Shannan Frohock may include, but are not limited to, the following:

- a) Review of confidential special education student records;
- b) Placement and categorization of new and current Deaf/Hard of Hearing students, including attendance at IEP meetings;
- c) Collaboration with IEP preparation;
- d) Monitoring of student progress toward IEP goals;
- e) Consultation with special and regular education teachers, educational interpreters and district administrators regarding service delivery and/or areas of concern regarding Deaf/Hard of Hearing students;
- f) Consultation with special and regular education teachers and staff regarding listening equipment (hearing aids, FM/DM systems, and other assistive listening devices) and its use;
- g) Telephone consultation as needed by district personnel, Director of Special Services, and superintendent;
- h) Preparation of detailed record of hour(s) worked, to be submitted to the Director of Special Services for approval for compensation.

Yukon Public Schools agrees to:

- a) Provide access to student records in accordance with state and federal law;
- b) Provide district personnel access to the educational consultant for the purpose of discussion of service delivery and case review;
- c) Provide a working space for the on-site activities of the educational consultant;
- d) Provide compensation fee of \$65 per hour. Consultation hours begin when consultant leaves Stillwater office and ends upon returning to office.

The parties agree that no more than 30 hours of educational consultation will be provided per month. Additional educational consultation hours beyond 30 hours per month must be negotiated with a contractual amendment denoting agreement between both parties.

The school district assumes all responsibility for programs in operation and the action and placement decisions of personnel. Recommendations by the educational consultant are not binding and will be reviewed by both parties as suggestions. It is agreed by both parties that the educational consultant will assume no liability.

It is further agreed that either party may cancel this agreement given 30 days prior written notice of intent.

In witness thereof the parties through authorized representatives accept the terms of this agreement.

 date 5.1.19

Shannan Frohock  
Deaf/Hard of Hearing Consultant

\_\_\_\_\_  
Superintendent  
Yukon Public Schools

Name	DAC	Description
Adams, Jessica	Central Elementary	Media Consultant
Ankrom, Shannon	Central Elementary	Teacher
Boswell, Debra	Central Elementary	Teacher
Burner, Ryann	Central Elementary	Teacher
Cheek, Branka Lyn	Central Elementary	Teacher
Crim, Emilee R	Central Elementary	Teacher
Duncan, Jinjer	Central Elementary	Teacher
Griffin, Tannara	Central Elementary	SPED Teacher
Hawk, Cheriden N	Central Elementary	Teacher
Hoppe, Anna	Central Elementary	Teacher
Horvath, Jacqueline	Central Elementary	Teacher
Jackson, Brandy	Central Elementary	Teacher
Layton, Kristine	Central Elementary	Teacher
Logan, Sally Elaine	Central Elementary	Teacher
McRae, Melissa	Central Elementary	SPED Teacher
Neill, Lynn	Central Elementary	Teacher
Okot, Megan	Central Elementary	Teacher
Parks, Lori	Central Elementary	Teacher
Pesina, Tylar K	Central Elementary	Remedial Specialist
Pierce, Cynthia	Central Elementary	Counselor
Pounds, Gayla	Central Elementary	Teacher Trainer
Smith, Candice	Central Elementary	Teacher
Bucher, Bryan	Curriculum & Instruction	Teacher Trainer
Hawk, Evelyn	Curriculum & Instruction	EL Facilitator
Wingard, Amy LeAnn	Curriculum & Instruction	Gifted and Talented Facilitator
Bangs, Ashley	Independence Elementary	Teacher
Bruton, Whitney	Independence Elementary	SPED Teacher
Carlson, Delaney Joyce	Independence Elementary	Teacher
Copeland, James Douglas	Independence Elementary	SPED Teacher
Cox, Kimberly	Independence Elementary	Teacher
Cromwell, Heather	Independence Elementary	Teacher
Dobbins, Shila	Independence Elementary	Teacher Trainer
Gibbons, Brandi Sears	Independence Elementary	Teacher
Hensley, Hanna	Independence Elementary	Teacher
Jeffrey, Kendra	Independence Elementary	Teacher
Lunsford, Audrey	Independence Elementary	Teacher
Magnus, Tonya	Independence Elementary	Teacher
McAlister, Kelsey	Independence Elementary	Teacher
McCarthy, Cassie	Independence Elementary	Teacher
Meeker, Dana	Independence Elementary	Teacher
Morris, Nicole	Independence Elementary	Teacher
Myers, Jacqueline	Independence Elementary	Teacher
Nunley, Linda	Independence Elementary	Counselor

Name	DAC	Description
Payne, Kim	Independence Elementary	Teacher
Punneo, Rachel	Independence Elementary	Teacher
Rippetoe, Jordan C	Independence Elementary	Teacher
Roberts, Jeffrey	Independence Elementary	Teacher
Schneider, Neil	Independence Elementary	Teacher
Sisney, Shannon	Independence Elementary	Teacher
Smith, Keri D	Independence Elementary	Teacher
Thompson, Tamara	Independence Elementary	Teacher
Trosper, Zachary	Independence Elementary	Teacher
VanDeventer, Alana	Independence Elementary	Teacher
Welch, Sarah	Independence Elementary	SPED Teacher
Zeier, Clarinda Joy	Independence Elementary	Media Consultant
Alvarez, Sierra	Lakeview Elementary	Speech Language Pathologist
Baker, Connie	Lakeview Elementary	Teacher
Bayer, Megan	Lakeview Elementary	Teacher
Belanger, Barbara	Lakeview Elementary	Teacher Trainer
Bonny, Vicki	Lakeview Elementary	Teacher
Chaffee, Lori Janae	Lakeview Elementary	SPED Teacher
Clingerman, Deana G	Lakeview Elementary	Teacher
Cluff, Carrie	Lakeview Elementary	Teacher
Conklin, Kimberly	Lakeview Elementary	Counselor
Cooper, Mathew	Lakeview Elementary	Teacher
Dobrinski, Debra	Lakeview Elementary	Teacher
Ellis, Taryn S	Lakeview Elementary	Teacher
Flores, Marissa	Lakeview Elementary	Teacher
Gossen, Lori	Lakeview Elementary	Media Consultant
Gregory, Ginger	Lakeview Elementary	Teacher
Hardin, Jamie	Lakeview Elementary	SPED Teacher
Howell, Gayla	Lakeview Elementary	Teacher
Kofoed, Lena	Lakeview Elementary	Teacher
Kropf, Lezlie	Lakeview Elementary	Teacher
Latham, Kristen	Lakeview Elementary	Teacher
Loeffelholz, Amy	Lakeview Elementary	Teacher
Mann, Shannon	Lakeview Elementary	Counselor
Olsen, Jill	Lakeview Elementary	SPED Teacher
Parker, Stephanie	Lakeview Elementary	Teacher
Rundel, Rhonda	Lakeview Elementary	Teacher
Sisney, Shannon	Lakeview Elementary	Teacher
Smalling, Sandra	Lakeview Elementary	SPED Teacher
Stallings, Brenda	Lakeview Elementary	SPED Teacher
Watson, Lori	Lakeview Elementary	Teacher
Winfrey, Justin	Lakeview Elementary	Teacher

Name	DAC	Description
York, Barbi	Lakeview Elementary	Teacher
Allen, Tamara	Myers Elementary	Teacher
Burris, Emily	Myers Elementary	Teacher
Ealey, Kathleen K	Myers Elementary	Teacher
Estep, Amanda	Myers Elementary	Teacher
Gartman, Angela	Myers Elementary	Teacher
Gilchrest, Sherri	Myers Elementary	Teacher
Gonzales, Ashley	Myers Elementary	Counselor
Green, Wendy	Myers Elementary	Teacher
Griffin, Tannara	Myers Elementary	SPED Teacher
Haun, Mykal Victoria	Myers Elementary	Remedial Specialist
Loud, Jennifer	Myers Elementary	Teacher
Manjarrez, Judith	Myers Elementary	Teacher
Milner, Rachel	Myers Elementary	Teacher
Ogletree, Amy	Myers Elementary	Teacher
Owens, Karly	Myers Elementary	Teacher
Phillips, Kimberly	Myers Elementary	Teacher
Pierce, Samantha	Myers Elementary	Teacher Trainer
Pittman, Rachel Elizabeth	Myers Elementary	SPED Teacher
Schick, Anna	Myers Elementary	Media Consultant
Simpson, Paula	Myers Elementary	Remedial Specialist
Tozzi, Victoria	Myers Elementary	Teacher
Woodruff, Audrey	Myers Elementary	SPED Teacher
Adkisson, Shannon	Parkland Elementary	Teacher
Bounds, Deborah	Parkland Elementary	Teacher
Boyanton, Kristi J	Parkland Elementary	Teacher
Byerly, Kimberly	Parkland Elementary	Teacher
Deckard, Meagan	Parkland Elementary	Teacher
Doggett, Deborah	Parkland Elementary	Speech Language Pathologist
Ealey, Kathleen K	Parkland Elementary	Teacher
Eskew, Christina	Parkland Elementary	Media Consultant
Fowler, Amber	Parkland Elementary	Teacher
Geis, Dana	Parkland Elementary	Teacher
Hirschler, Jamai	Parkland Elementary	Teacher Trainer
Johnson, Carolyn	Parkland Elementary	Teacher
Lee, Chris	Parkland Elementary	Remedial Specialist
Miranda, Amanda	Parkland Elementary	Teacher
Murrow, Emily	Parkland Elementary	Teacher
Ray, Gina	Parkland Elementary	Teacher
Redway, Jennifer	Parkland Elementary	Teacher
Shane, Gayle	Parkland Elementary	Teacher
Stone, Sheri	Parkland Elementary	Teacher

Name	DAC	Description
Vaught, Lisa	Parkland Elementary	Teacher
Williams, Heather	Parkland Elementary	Counselor
Argaves, Jake	Ranchwood Elementary	Teacher
Biggs, Suzanne	Ranchwood Elementary	Counselor
Davis, Kayce	Ranchwood Elementary	Teacher
Erdman, Shelley	Ranchwood Elementary	Teacher
Grba, Stacia	Ranchwood Elementary	Teacher
Huffman, Amanda C	Ranchwood Elementary	Teacher
Konruff, Marjorie	Ranchwood Elementary	Speech Language Pathologist
Long, Marty	Ranchwood Elementary	Teacher
Long, Marty	Ranchwood Elementary	Teacher
Metzler, Glenna	Ranchwood Elementary	Teacher
Miller, Marcy	Ranchwood Elementary	Teacher Trainer
Myers, Kandy	Ranchwood Elementary	Teacher
Oglesby, Rebecca J	Ranchwood Elementary	Teacher
Ross, Morgan	Ranchwood Elementary	Remedial Specialist
Stennis, Kellie	Ranchwood Elementary	Teacher
Thrash, Christina Ann	Ranchwood Elementary	Media Consultant
White, Marcia	Ranchwood Elementary	Remedial Specialist
Wilkening, Ashlee	Ranchwood Elementary	Teacher
Willetts, Lindsey	Ranchwood Elementary	Teacher
Williams, Deborah	Ranchwood Elementary	SPED Teacher
Wilson, Elizabeth	Ranchwood Elementary	Teacher
Yeagley, Debra	Ranchwood Elementary	Teacher
Gentis, Julie	Shedeck Elementary	Teacher
Grulkey, Shaila D	Shedeck Elementary	Teacher
Hanscom, Karen	Shedeck Elementary	Teacher
Langley, Chase	Shedeck Elementary	Teacher
McLain, Sarah	Shedeck Elementary	Teacher
Rudkin, Ashley	Shedeck Elementary	Teacher Trainer
Scavitto, Susan	Shedeck Elementary	Teacher
Taylor, Tonya	Shedeck Elementary	Teacher
Teszlewicz, Jessica	Shedeck Elementary	Teacher
Tully, Mollie	Shedeck Elementary	Teacher
Wallin, Sara	Shedeck Elementary	Teacher
Williamson, Renae	Shedeck Elementary	Teacher
Willingham, Crystal Dawn	Shedeck Elementary	Teacher
Wilmes, Jennie	Shedeck Elementary	Media Consultant
Zerby, Sheila	Shedeck Elementary	Teacher
Adomyetz, Timothy	Skyview Elementary	Teacher
Blystone, Erica	Skyview Elementary	Teacher
Brinkley, Linda	Skyview Elementary	Teacher

Name	DAC	Description
Butcher, Crystal	Skyview Elementary	Teacher
Devault, Lea Nicole	Skyview Elementary	Teacher
Drake, Cheryl	Skyview Elementary	Teacher
Duncan, Jacki	Skyview Elementary	SPED Teacher
Green, Frances Elaine	Skyview Elementary	Teacher
Kramp, Christy	Skyview Elementary	Teacher
Lee, Julie	Skyview Elementary	Teacher
Leonard, Jill	Skyview Elementary	Teacher
Manney, Alice	Skyview Elementary	Teacher
Mashaw, Dawn	Skyview Elementary	SPED Teacher
McDaniel, Amanda M	Skyview Elementary	Remedial Specialist
Moon, Jennifer	Skyview Elementary	Teacher
Moore, Mary	Skyview Elementary	Media Consultant
Newton, Sara	Skyview Elementary	Teacher
Oxford, Eugene	Skyview Elementary	Teacher
Purdum, Jessica	Skyview Elementary	Teacher
Robinson, Lisa	Skyview Elementary	Teacher
Rundle, Jamie	Skyview Elementary	Counselor
Shockley, Kayla	Skyview Elementary	Teacher
Smith, Catherine	Skyview Elementary	Teacher
Smith, Meredith	Skyview Elementary	Teacher Trainer
Sparkman, Tracy	Skyview Elementary	Teacher
Spruill, Charissa	Skyview Elementary	Teacher
Walters, Amy	Skyview Elementary	Remedial Specialist
White, Emily	Skyview Elementary	Teacher
Wright Wood, Autumn	Skyview Elementary	Teacher
Browder, Christina	Special Education	Teacher Trainer
Edwards, Kristine	Special Education	Education Diagnostician
Fletcher, Angela	Special Education	Education Diagnostician
Fuller, Amber	Special Education	Speech Language Pathologist
Henderson, Krista	Special Education	Speech Language Pathologist
Johnston, Chelsea	Special Education	Speech Language Pathologist
Koelsch, Lindsey	Special Education	Speech Therapist
LoBaugh, Makenzie	Special Education	Education Diagnostician
Mingura, Margarita	Special Education	Education Diagnostician
Paddock, Stacey	Special Education	Education Diagnostician
Sagar-Smith, Kaitlin	Special Education	BCA Facilitator
Brush, Sarah Elaine	Student Health	Registered Nurse
Mitchell, Paula	Student Health	Registered Nurse
Blair, Kady	Surrey Hills Elementary	Teacher
Bryant, Ashley	Surrey Hills Elementary	Teacher
Cravens, Ashley	Surrey Hills Elementary	Media Consultant

Name	DAC	Description
Duncan, Golda	Surrey Hills Elementary	Teacher
Graham, Rachelle	Surrey Hills Elementary	Teacher
Lower, Blake	Surrey Hills Elementary	Teacher
Perdue, Julie	Surrey Hills Elementary	Teacher
Proctor, Amy	Surrey Hills Elementary	Teacher
Stults, Whitney	Surrey Hills Elementary	Teacher
Thomas, Laci	Surrey Hills Elementary	Teacher Trainer
Yarbro, Jayla	Surrey Hills Elementary	Teacher
Andis, Jocelyn	YALE - Alternative Education	Teacher
Grachik, Emma	YALE - Alternative Education	Teacher
Ray, Cecilia	YALE - Alternative Education	Teacher
Adams, Rachel	Yukon High School	Teacher
Allred, Rachel	Yukon High School	SPED Teacher
Andrews, Darryl	Yukon High School	Teacher
Austin, Patti	Yukon High School	Teacher
Bauder, Wendy	Yukon High School	Teacher
Beaman, Ryan	Yukon High School	Teacher
Beams, Dustin	Yukon High School	Teacher
Bedell, Belinda	Yukon High School	Teacher
Block, Thomas	Yukon High School	Teacher
Bostic, Rachel	Yukon High School	Teacher
Boyd, Robert	Yukon High School	Teacher
Brown, Rachel	Yukon High School	Teacher
Bullock, Billie	Yukon High School	SPED Teacher
Burnett, Regan	Yukon High School	Teacher
Chapin, Darin	Yukon High School	Teacher
Chapin, Derek	Yukon High School	Teacher
Clifton, Borden Bruce	Yukon High School	Teacher
Cole, Keith	Yukon High School	Teacher
Cook, Matthew	Yukon High School	Teacher
Cox, Jayna L	Yukon High School	Teacher
Crabtree, Dusty	Yukon High School	Teacher
Davis, Jasmine	Yukon High School	Teacher
Dirickson, Savannah	Yukon High School	Teacher
Duty, Whitney	Yukon High School	Teacher
Ediger, Jared	Yukon High School	Teacher
Foster, Michael	Yukon High School	Teacher
Fuerstenau, Kelly	Yukon High School	Teacher
Garner, Kimberly	Yukon High School	SPED Teacher
Green, Holly	Yukon High School	Teacher
Harrison, Henry	Yukon High School	Teacher
Heimbach, Katherine	Yukon High School	Teacher

Name	DAC	Description
Hilton, Neil	Yukon High School	SPED Teacher
Hoke, Katy	Yukon High School	Teacher
Houston, Matthew	Yukon High School	Teacher
Hutter, Carey	Yukon High School	Counselor
James, Kevin	Yukon High School	Teacher
Kale, Jamie	Yukon High School	Counselor
Kirkpatrick, Katy Brett	Yukon High School	Teacher
Legako, Victor	Yukon High School	Teacher
Lucas, Brooke Erin	Yukon High School	Teacher
Maki, Deanna	Yukon High School	Teacher
Manke, Samantha	Yukon High School	Teacher
Martin, Gay Carroll	Yukon High School	SPED Teacher
Mashaw, Anthony	Yukon High School	Teacher
Middendorf, Kelly Ann	Yukon High School	Teacher
Moon, Barney	Yukon High School	Teacher
Mowery, Delora	Yukon High School	Teacher
Myers, Antosia	Yukon High School	Teacher
Nigro, Ralph	Yukon High School	Teacher
Parent, Matthew	Yukon High School	Teacher
Parker, Jessica	Yukon High School	Teacher
Payne, Brian	Yukon High School	Teacher
Phillips, Bruce	Yukon High School	Teacher
Poarch, Megan	Yukon High School	Teacher
Prentice, Linda	Yukon High School	Media Consultant
Raper, Justin	Yukon High School	Teacher
Reape, Rebecca	Yukon High School	Teacher
Regier, Erin	Yukon High School	Teacher
Rippetoe, Brenna	Yukon High School	Teacher
Ritter, Kevin	Yukon High School	Teacher
Rogers, Nancy	Yukon High School	Counselor
Ruiz, Brandon	Yukon High School	Teacher
Schneider, Joseph	Yukon High School	Teacher
Scott, Courtney	Yukon High School	Teacher
Scott, Richard	Yukon High School	Teacher
Shannon, Emilie	Yukon High School	Teacher
Shantz, Patty	Yukon High School	Teacher
Shoaf, Renee	Yukon High School	SPED Teacher
Sigle, Mical	Yukon High School	Teacher
Sowards, Michael	Yukon High School	Teacher
Stevens, Scott	Yukon High School	Teacher
Tate, Jamieson Alan	Yukon High School	Teacher
Torres-Lomba, William	Yukon High School	Teacher

Name	DAC	Description
Troxell, Craig	Yukon High School	Teacher
Walker, Teri	Yukon High School	Teacher
Walker, William	Yukon High School	Teacher
Webb, Tiffany	Yukon High School	Teacher
Wilkins, Juli	Yukon High School	SPED Facilitator
Williams, Misty	Yukon High School	Teacher
Zimmerman, Tacey	Yukon High School	SPED Teacher
Zook, Darnell	Yukon High School	Teacher
Anderson, Rachel	Yukon Middle School	Teacher
Ankrom, Wesley	Yukon Middle School	Teacher
Baker, Leslie S	Yukon Middle School	Teacher
Bechtol, Jeanette	Yukon Middle School	Teacher
Bellamy, Deeann	Yukon Middle School	SPED Teacher
Bunch, Gregory	Yukon Middle School	Teacher
Bynum, Darin	Yukon Middle School	Teacher
Campbell, Timothy	Yukon Middle School	Teacher
Canon, Clayton Matthew	Yukon Middle School	Teacher
Chaney, Mark	Yukon Middle School	Teacher
Chaparro, Sherry	Yukon Middle School	SPED Teacher
Charvat, Pamela	Yukon Middle School	Teacher
Conner, Caley	Yukon Middle School	SPED Teacher
Corn, Lisa	Yukon Middle School	Teacher
Cromwell, Brandon	Yukon Middle School	Teacher
Davidson, Mike	Yukon Middle School	Teacher
Davis, Kimberly J	Yukon Middle School	Teacher
DeKinder, Lucus	Yukon Middle School	SPED Teacher
Dinkel, Judith	Yukon Middle School	Teacher
Doxey, Monica	Yukon Middle School	Counselor
Dupriest, Megan	Yukon Middle School	Teacher
Easter, Jennifer	Yukon Middle School	Teacher
Feddersen, Marci	Yukon Middle School	Counselor
Griswold, Daniel	Yukon Middle School	Teacher
Hall, Christin Marie	Yukon Middle School	SPED Teacher
Hamilton, Jenah	Yukon Middle School	Media Consultant
Hammitt, Jason	Yukon Middle School	Teacher
Hardie, Joshua	Yukon Middle School	Teacher
Jarrett, Bryan	Yukon Middle School	Teacher
Jarvis, Bryan	Yukon Middle School	Teacher
Jeffrey, Jacob	Yukon Middle School	Teacher
Jenison, Judy	Yukon Middle School	Teacher
Jones, Dakota	Yukon Middle School	Teacher
Kaufman, William	Yukon Middle School	Teacher

Name	DAC	Description
Keathley, Amy	Yukon Middle School	Teacher
Lackey, Jon	Yukon Middle School	SPED Teacher
Lambakis, Duston	Yukon Middle School	Counselor
Laverty, Carey	Yukon Middle School	Teacher
Loveless, Courtney	Yukon Middle School	Teacher
Lynch, Sarah	Yukon Middle School	Teacher
Martin, Amber	Yukon Middle School	Teacher
Marvin, Jannett	Yukon Middle School	Teacher
Massey, Tami	Yukon Middle School	Teacher
McConnell, Randy	Yukon Middle School	SPED Teacher
McCormick, Andrya	Yukon Middle School	Counselor
Melton, Brent	Yukon Middle School	Teacher
Meziere, Sharon	Yukon Middle School	Teacher
Mickelson, Levata	Yukon Middle School	Teacher
Milatz, Erin Michelle	Yukon Middle School	Teacher
Miller, Amy	Yukon Middle School	Teacher
Mitchell, Sharon	Yukon Middle School	SPED Facilitator
Monroe, Julia	Yukon Middle School	Teacher
Morey, Amy	Yukon Middle School	Counselor
Neal, Cheryl	Yukon Middle School	Teacher
Nelson, Nancy	Yukon Middle School	Teacher
Niles, Glenda Nolene	Yukon Middle School	Teacher
Orth, Patsy	Yukon Middle School	Teacher
Partlow, Patricia	Yukon Middle School	Teacher
Phillips, Lori	Yukon Middle School	Teacher
Redpath, Kristin	Yukon Middle School	Teacher
Renaud, Stephanie	Yukon Middle School	SPED Teacher
Robertson, Ricki	Yukon Middle School	Teacher
Schneider, Wendy M	Yukon Middle School	Teacher
Singleton, Ashley Susanne	Yukon Middle School	Teacher
Smith, Hannah M	Yukon Middle School	Teacher
Stamp, Donna	Yukon Middle School	SPED Teacher
Stevens, Scott	Yukon Middle School	Teacher
Thompson, Kyle	Yukon Middle School	Teacher
Truelove, Shannon	Yukon Middle School	Remedial Specialist
Villaflor, Ricardo	Yukon Middle School	Teacher
Ward, Phillip	Yukon Middle School	Teacher
Wells, Kara	Yukon Middle School	Teacher
Whetzel, Robert	Yukon Middle School	Teacher
Wilbanks, Kadee	Yukon Middle School	SPED Teacher
Wingard, Anthony	Yukon Middle School	Teacher
Wootton, Jeff	Yukon Middle School	Teacher

Name	DAC	Description
Worrell, Deedra	Yukon Middle School	SPED Teacher
Yost, Matthew G	Yukon Middle School	Teacher
Zimmerman, Rodney	Yukon Middle School	Teacher

Name	DAC	Description
Esparza, John Paul	Athletics	Custodian
Hunter, Donna	Athletics	Secretary
Nave, Elizabeth	Athletics	Secretary
Bradley, Pamela	Business & Human Capital	Benefits Specialist
Haberzettle, Amy Nicole	Business & Human Capital	Human Resource Specialist
Jones, Dayna	Business & Human Capital	Accounts Payable Coordinator
Nichols, Morgan	Business & Human Capital	Secretary
Rowe, Deanne Lynn	Business & Human Capital	Superintendent's Secretary
Smith, Brenda S	Business & Human Capital	Secretary
Vaughn, Rachel	Business & Human Capital	Custodian
Wake, Terri Lynn	Business & Human Capital	Payroll Specialist
Akerman, Crystal Gail	Central Elementary	Para Professional
Bashlor, Tina N	Central Elementary	Para Professional
Beals, Vicki Colette	Central Elementary	Para Professional
Beuchaw, Gloria O	Central Elementary	Cafeteria Manager
Fate, Nikki L	Central Elementary	Cafeteria Monitor
Pierson, Kassidy Ilean	Central Elementary	Para Professional
Raynor, Shelly Denise	Central Elementary	Classroom Aide
Rea, Suzanne	Central Elementary	Secretary
Sperry, Staci	Central Elementary	Para Professional
Swingle, Misty	Central Elementary	Para Professional
Wavada, Donald	Central Elementary	Custodian
Wavada, Sabrina Renae	Central Elementary	Monitor/Prefect
Williams, Tina	Central Elementary	Secretary
Rinebarger, Vickie	Child Nutrition Services	Secretary
Fate, Nikki L	Community Education	MAS Supervisor
Foley, Valerie Marie	Community Education	MAS Supervisor
Klukas, Donna	Community Education	Secretary
Long, Stacey	Community Education	MAS Supervisor
Mann, Dianna	Community Education	Volunteer Programs Coordinator
Mars, Crystal	Community Education	MAS Supervisor
McClure, Alisha	Community Education	Extended Childcare Provider
Owens, Bobbie Lynn	Community Education	MAS Supervisor
Owens, Lena G	Community Education	MAS Supervisor
Powers, Jennifer	Community Education	Secretary
Serrano, Amparo	Community Education	MAS Supervisor
Switzer, Tara N	Community Education	MAS Supervisor
VanHoutan, Morissa Mechelle	Community Education	Secretary
Ward, Mary	Community Education	Extended Childcare Provider
Wavada, Sabrina Renae	Community Education	MAS Supervisor
Brake, Leah	Curriculum & Instruction	Secretary
Edwards, Tammi	Enrollment Center	Secretary
Williams, Mary	Enrollment Center	Registrar
McAtee, Wesley	Fine Arts Center	Manager

Travis, Anthony	Fine Arts Center	Assistant Manager
Blevins, Cynthia	Independence Elementary	Para Professional
Brazell, Starlett	Independence Elementary	Secretary
Coley, Lauren E	Independence Elementary	Para Professional
Dungy, Jennifer Marie	Independence Elementary	Library Aide
Gaston, Barbara Joan	Independence Elementary	Para Professional
Hart, Erin A	Independence Elementary	Para Professional
Henning, Otis	Independence Elementary	Custodian
James, Carolyn	Independence Elementary	Para Professional
Kennedy, Stephanie	Independence Elementary	Para Professional
Liggett, Alma Abigail	Independence Elementary	Bilingual Assistant
Parker, Theodora	Independence Elementary	Secretary
Stroud, Sondra Sue	Independence Elementary	Para Professional
Switzer, Tara N	Independence Elementary	Playground Monitor
Acosta, Cruz	Lakeview Elementary	Cook
Busby, Logenia	Lakeview Elementary	Cafeteria Manager
Cosby, Tara	Lakeview Elementary	Secretary
Dixon, Trudy A	Lakeview Elementary	Para Professional
Drake, Linda	Lakeview Elementary	Para Professional
Ford, Kasandra Nicole	Lakeview Elementary	Library Aide
Frewaldt, Melissa	Lakeview Elementary	Para Professional
Harrison, Eugenia	Lakeview Elementary	Para Professional
Long, Stacey	Lakeview Elementary	Monitor/Prefect
Mars, Crystal	Lakeview Elementary	Monitor/Prefect
Newhardt, Marcia	Lakeview Elementary	Para Professional
Pybas, Charlie Monroe	Lakeview Elementary	Custodian
Smith, Natasha	Lakeview Elementary	Para Professional
Wilmuth, Alisa B	Lakeview Elementary	Secretary
Al-Mufleh, Nazih	Maintenance & Facilities	Plumber
Bley, Gilbert	Maintenance & Facilities	HVAC Mechanic
Brehm, Greg	Maintenance & Facilities	Groundskeeper
Griffin, Christopher Aaron	Maintenance & Facilities	Apprentice HVAC
Hinson, Joseph	Maintenance & Facilities	Electrician
Kearby, John	Maintenance & Facilities	Grounds Keeper/Bus Driver
Logan, Trenton	Maintenance & Facilities	HVAC Mechanic
Parker, James	Maintenance & Facilities	HVAC Mechanic
Rose, Brandon	Maintenance & Facilities	Facilities Manager
Teague, Jason M	Maintenance & Facilities	Carpenter
Vaughn, Russell	Maintenance & Facilities	Warehouse Manager
Wolf, David	Maintenance & Facilities	Carpenter
Alston, Kerri D	Myers Elementary	Library Aide/Secretary
Andrade, Alma Delia	Myers Elementary	Bilingual Assistant
Barnes, Candyce	Myers Elementary	Classroom Aide
Bashlor, Tina N	Myers Elementary	Para Professional
Bittle, Cindy	Myers Elementary	Secretary

Boling, Nikki	Myers Elementary	Para Professional
Brown, Sabrina Jc	Myers Elementary	Para Professional
Caudle, Marlene	Myers Elementary	Para Professional
Coonce, Walter	Myers Elementary	Custodian
Coy, Amy	Myers Elementary	Para Professional
Henry, Alyson Nicole	Myers Elementary	Para Professional
Martens, Erica K	Myers Elementary	Classroom Aide
Winston, Misty Ann	Myers Elementary	Para Professional
Carr, Diane	Parkland Elementary	Para Professional
Clanton, Robyn Rene	Parkland Elementary	Classroom Aide
Edgmon, Christina	Parkland Elementary	Library Aide/Secretary
Edmonds, Ginger Elizabeth	Parkland Elementary	Classroom Aide
Houle, Lili	Parkland Elementary	Cook
Kiefer, Melinda	Parkland Elementary	Classroom Aide
Stark, Thomas	Parkland Elementary	Custodian
Statser, Debbie	Parkland Elementary	Secretary
Cring, Tiffany	Ranchwood Elementary	Classroom Aide
Davis, Lacey B	Ranchwood Elementary	Library Aide/Secretary
Elswick, Robbie D	Ranchwood Elementary	Para Professional
Fanning, Ronald	Ranchwood Elementary	Custodian
McCalmont, Kacie	Ranchwood Elementary	Para Professional
Novosad, Nancy	Ranchwood Elementary	Classroom Aide
Owens, Bobbie Lynn	Ranchwood Elementary	Monitor/Prefect
Perry, Jo-Anne	Ranchwood Elementary	Cook
Rosa, Leslie Erin	Ranchwood Elementary	Para Professional
Steward, Joanne	Ranchwood Elementary	Secretary
Asmussen, Vickie Ann	Shedeck Elementary	Para Professional
Eaves, Aubrie S	Shedeck Elementary	Library Aide/Secretary
Erickson, Kassandra Danielle	Shedeck Elementary	Para Professional
Fults, Joy	Shedeck Elementary	Para Professional
Hernandez, Sonia Abigail	Shedeck Elementary	Bilingual Assistant
Higuera, Avelina	Shedeck Elementary	Cook
Hollowell, Rachel Elizabeth	Shedeck Elementary	Classroom Aide
Jech, Gaye	Shedeck Elementary	Secretary
Lesperance, Angela Nicole	Shedeck Elementary	Interpreter
Olvera, Roque	Shedeck Elementary	Custodian
Plumb, Kathryn	Shedeck Elementary	Para Professional
Sample, Christy	Shedeck Elementary	Cook
Swaim, Jennifer D	Shedeck Elementary	Classroom Aide
Baldwin, Antoinette	Skyview Elementary	Secretary
Cosgrove, Dana	Skyview Elementary	SLPA
Dowdy, Michele D	Skyview Elementary	Library Aide
Foley, Valerie Marie	Skyview Elementary	Playground Monitor
Harder, Katie L	Skyview Elementary	Secretary
Hughes, Barbara	Skyview Elementary	Cafeteria Assistant Manager

Hutchinson, Lorie	Skyview Elementary	Para Professional
Huysamen, Linda	Skyview Elementary	Para Professional
Lohman, Lisa	Skyview Elementary	Para Professional
Mckee, Stevi Marie	Skyview Elementary	Para Professional
Miller, Karen	Skyview Elementary	Monitor/Prefect
Owens, Lena G	Skyview Elementary	Cafeteria Monitor
Owens, Lena G	Skyview Elementary	Crossing Guard
Puckett, Timothy	Skyview Elementary	Custodian
Rhodes, Erin	Skyview Elementary	Classroom Aide
Ryburn, Pamela	Skyview Elementary	Cafeteria Manager
Serrano, Amparo	Skyview Elementary	Cafeteria Monitor
Steele, Daniele	Skyview Elementary	Classroom Aide
Witte, Malissa	Skyview Elementary	Classroom Aide
Bowles, Lauri	Special Education	Occupational Therapist
McGee, Donna	Special Education	Secretary
Mowers, Toni	Special Education	Secretary
Rooney, Megan	Special Education	Occupational Therapist
Wann, Beth	Special Education	Physical Therapist
Eisenman, Kaitlyn	Student Health	Licensed Practical Nurse
Schmidt, Alicia Renee	Student Health	Licensed Practical Nurse
Stell, Sydney	Student Health	Licensed Practical Nurse
Bottom, Francesca	Surrey Hills Elementary	Secretary
Cole, Brittany Autumn	Surrey Hills Elementary	Classroom Aide
Falwell, Margaret	Surrey Hills Elementary	Cafeteria Manager
Gray, JaKenzee	Surrey Hills Elementary	Para Professional
Humphrey, Kimberly	Surrey Hills Elementary	Para Professional
Lackey, Jessica elizabeth	Surrey Hills Elementary	Classroom Aide
Malone, Michael	Surrey Hills Elementary	Custodian
Marion, Jana	Surrey Hills Elementary	Para Professional
Miller, Stacey A	Surrey Hills Elementary	Classroom Aide
Moore, Brooke	Surrey Hills Elementary	Para Professional
Noriega, Patricia	Surrey Hills Elementary	Cafeteria Assistant Manager
Rightmire, Stephanie	Surrey Hills Elementary	Classroom Aide
Sparks, Davina	Surrey Hills Elementary	Secretary
Wright, Mitzi	Surrey Hills Elementary	Library Aide
Branstool, Valorie	Technology	Database Administrator
Coleman, Alexander	Technology	Assistant Director of Information Technology
Jackson, Terry	Technology	IT Support Specialist I
Lockwood, Larrissa Larrissa	Technology	Communications Specialist
Lowry, Matthew	Technology	IT Support Specialist II
Stinnett, Jeremy	Technology	Network Administrator
Thompson, Vernie Kyle	Technology	IT Support Specialist I
Welch, Irene	Technology	Secretary
Bowen, Glenda	Title VI Indian Education	Tutor Facilitator
Foxx, Natalie	Title VI Indian Education	Tutor

McCathern, Kim	Title VI Indian Education	Indian Ed Facilitator
Berard, Robert	Transportation	Bus Driver -FBA/+TRS
Brooke, Matthew B	Transportation	Bus Driver +FBA/+TRS
Cannon, Bill Frank	Transportation	Bus Driver +FBA/+TRS
Cano, Maria V	Transportation	Bus Driver +FBA/-TRS
Crites, Stacy	Transportation	Bus Aide
Falwell, Bruce	Transportation	Bus Driver +FBA/-TRS
Fogle, John Britton	Transportation	Bus Driver -FBA/-TRS
Fowler, Kimberly	Transportation	Bus Driver +FBA/+TRS
Hardie, Leo	Transportation	Bus Driver -FBA/-TRS
Jordan, Chase Dalton	Transportation	Bus Driver +FBA/-TRS
Karber, Gordon	Transportation	Bus Driver -FBA/+TRS
Kowalski, Sharon	Transportation	Bus Driver +FBA/+TRS
Lewis, Raymond	Transportation	Bus Driver +FBA/-TRS
Lewis, Tamitha	Transportation	Bus Aide
Miller, Karen	Transportation	Bus Driver +FBA/+TRS
Mitchell II, Leland B	Transportation	Vehicle Mechanic
Neely, Billie	Transportation	Bus Driver -FBA/-TRS
Neely, Doris	Transportation	Bus Driver -FBA/+TRS
Perdue, Jo Ann	Transportation	Bus Driver +FBA/+TRS
Pyle, Gerralee	Transportation	Bus Driver +FBA/+TRS
Rivera, Pamela	Transportation	Bus Driver +FBA/-TRS
Scott, Roger	Transportation	Bus Driver +FBA/-TRS
Smith, Marvin Van	Transportation	Bus Driver +FBA/+TRS
Stanley, Sharon R	Transportation	Bus Aide
Swaim, Robert	Transportation	Bus Driver -FBA/-TRS
Tribble, Caleb	Transportation	Bus Driver +FBA/+TRS
Wagner, Michelle	Transportation	Bus Driver +FBA/+TRS
Ward, Charles Dudley	Transportation	Bus Driver -FBA/-TRS
Ware, Sydney	Transportation	Bus Driver +FBA/+TRS
Webb, Carol	Transportation	Bus Aide
Whelpley, Anita	Transportation	Bus Driver +FBA/+TRS
White, Roberta Jo	Transportation	Bus Aide
Williams, Orville	Transportation	Bus Driver +FBA/-TRS
Yarbor, Bruce	Transportation	Bus Driver -FBA/+TRS
Adams, Paula	YALE - Alternative Education	Lead Secretary
Chambers, Lora L	YALE - Alternative Education	Classroom Aide - YALE
Childers, Sue	YALE - Alternative Education	Classroom Aide - YALE
Colvin, Marvin Lynne	YALE - Alternative Education	Classroom Aide - YALE
Blurton, Pam	Yukon High School	Library Aide
Boylan, Misty	Yukon High School	Cook
Butterfield, Kristy	Yukon High School	Para Professional
Choate, Brenda	Yukon High School	Secretary
Cockrum, Kelly Marie	Yukon High School	Para Professional
Daves, Chad	Yukon High School	Custodian

Delaney, Alicia	Yukon High School	Para Professional
Dicks, Ronald	Yukon High School	Custodian
Duarte, Maria	Yukon High School	Cook
Franklin, Jaime	Yukon High School	Secretary
Gaston, Larry Allen	Yukon High School	Para Professional
Godino, Kelli Jo	Yukon High School	Para Professional
Hudson, Lora	Yukon High School	Cook
Jinkens, Erin M	Yukon High School	Para Professional
Knudsen, Dawn Marie	Yukon High School	Para Professional
Littleton, Sara Kristine	Yukon High School	Para Professional
Logan, Sally A	Yukon High School	Para Professional
Mass, Marcy	Yukon High School	Registrar
McClellan, Kirstie Marla	Yukon High School	Para Professional
McConahay, Christina LeeAnn	Yukon High School	Para Professional
McDonald, Jessica	Yukon High School	Interpreter
McGuire, Tamara	Yukon High School	Secretary
Moore, Ericka M	Yukon High School	Interpreter
Newkirk, Valerie	Yukon High School	Para Professional
Nguyen-Mai, Thuy	Yukon High School	Para Professional
Perry, Corey	Yukon High School	Para Professional
Rutherford, Amelia	Yukon High School	Secretary
Ward, Alyssa S	Yukon High School	Attendance Secretary - HS
Williams, Crystal	Yukon High School	Secretary
Wilson, Sandy	Yukon High School	Cafeteria Manager
Woolf, Paula	Yukon High School	Financial Secretary
Anson, Tamara	Yukon Middle School	Para Professional
Bakke, David	Yukon Middle School	Custodian
Baumann, Carlene	Yukon Middle School	Secretary
Bogle, Riley Kay	Yukon Middle School	Para Professional
Carter, Debra	Yukon Middle School	Cook
Chaparro, Caitlynn Ame	Yukon Middle School	Para Professional
Cox, Jaycie Michele	Yukon Middle School	Para Professional
Crites, Stacy	Yukon Middle School	Cafeteria Monitor
Dupriest, Rhonda	Yukon Middle School	Para Professional
Elder, Pamela	Yukon Middle School	Secretary
Elizardo, DeAnn	Yukon Middle School	Library Aide
Ely, Angela	Yukon Middle School	Cafeteria Manager
Foster, Justin	Yukon Middle School	Custodian
Gadberry, Connie	Yukon Middle School	Para Professional
Heitzman, Marcia	Yukon Middle School	Para Professional
Hendricks, Susan Lynn	Yukon Middle School	Secretary
Holmes, Jessica	Yukon Middle School	Para Professional
Horst, Andrea J	Yukon Middle School	Secretary
Jacobs, Stephanie	Yukon Middle School	Para Professional
Jacoby, Amy Jean	Yukon Middle School	Secretary

Jordahl, Janis	Yukon Middle School	Para Professional
Kaufman, Melanie	Yukon Middle School	Para Professional
King, Charla	Yukon Middle School	Library Aide
Larsen, Kaye	Yukon Middle School	Cook
Linduff, Linda	Yukon Middle School	Secretary
Martin, Angela Jeanette	Yukon Middle School	Para Professional
Perry, Thomas	Yukon Middle School	Custodian
Ruddle, Pamela	Yukon Middle School	Cook
Rudisill, Lisa Renee	Yukon Middle School	Para Professional
Snowden, Shelby Lee	Yukon Middle School	Student Assistance Program Specialist

Name	DAC	Description
Taylor, Kyle Mathew	Athletics	Adjunct Coach
George, Tracy V	Business & Human Capital	Office Asst
Andrade, Mayra	Community Education	MAS Aide
Awbrey, Michelle	Community Education	MAS Supervisor
Bates, Thomas B	Community Education	YCE Supervisor
Buller, Haley Denise	Community Education	MAS Aide
Cavin, Hannah M	Community Education	MAS Aide
Coleman, Kayla Marie	Community Education	MAS Aide
Cring, Tiffany	Community Education	MAS Supervisor
Dillard, Zach Tyler	Community Education	MAS Aide
Drake, Megan Breanne	Community Education	MAS Aide
Gamble, Wanda F	Community Education	MAS Supervisor
Gentry, Laura	Community Education	MAS Supervisor
Gregory, Sarah Elizabeth	Community Education	MAS Aide
Johnson, Kellie L	Community Education	MAS Supervisor
Jones, Cassandra Lee	Community Education	MAS Supervisor
Lambert, Victoria	Community Education	MAS Supervisor
Lambert, Victoria	Community Education	Mini Millers Nursery
Lopez, James	Community Education	Drivers Education
Means, Payton Wesley	Community Education	MAS Aide
Monroe, Aaron Taylor	Community Education	MAS Aide
Monroe, Heath Edwin	Community Education	MAS Aide
Moore, Kimberly Faye	Community Education	MAS Aide
Morales, Destanii Schy	Community Education	MAS Aide
Morris, Emma Grace	Community Education	MAS Aide
Myers, McKinzie	Community Education	MAS Supervisor
Norris, Katharine	Community Education	MAS Supervisor
Owens, Ryley Gene	Community Education	MAS Aide
Rung, Torin	Community Education	MAS Supervisor
Smith, Rachel L	Community Education	MAS Supervisor
Sowards, Bridget Maree-Ann	Community Education	MAS Aide
Sproul, Erik Michael	Community Education	MAS Aide
Stanaszek, Skyler Renee	Community Education	MAS Aide
Stepp, Justin D	Community Education	Rt 333 Instructor
Weaver, Lacey Lynn	Community Education	MAS Aide
Whetzel, Robert	Community Education	MAS Supervisor
Wiles, Ashleigh Nicole	Community Education	MAS Supervisor
Wiles, Vanessa	Community Education	MAS Supervisor
Zerby, Hope Katherine	Community Education	MAS Aide
Currey, Steven Ray	Independence Elementary	Playground Monitor
Dennis, Sammie Ann	Independence Elementary	Cafeteria Monitor
Maar, Erica Nicole	Independence Elementary	Playground Monitor
Spear, Wendy	Independence Elementary	Cafeteria Monitor

Name	DAC	Description
Tapia, Lorien Alexandria	Independence Elementary	Playground Monitor
Corley, Sarah Renee	Lakeview Elementary	Playground Monitor
Hyatt, Jim Ray	Lakeview Elementary	Crossing Guard
Kindrick, Heather	Lakeview Elementary	Playground Monitor
Maniatakes, Rose Magdalena	Lakeview Elementary	Playground Monitor
Andrade, Mayra	Myers Elementary	Playground Monitor
Holston, Lucinda Dawn	Myers Elementary	Cafeteria Monitor
Berry, Amber Nicole	Parkland Elementary	Cafeteria Monitor
Dixon, Elijah Jennings	Parkland Elementary	Playground Monitor
Welch, Charles	Parkland Elementary	Crossing Guard
Welch, Charles	Parkland Elementary	Playground Monitor
Barton, Freedom	Ranchwood Elementary	Monitor/Prefect
Holliday, Chong M	Ranchwood Elementary	Cafeteria Monitor
Spicer, Shannon Jean	Ranchwood Elementary	Monitor/Prefect
Erickson, Cassandra Danielle	Shedeck Elementary	Cafeteria Monitor
Parker, Nicole	Shedeck Elementary	Cafeteria Monitor
Shipley, Angela Marie	Shedeck Elementary	Cafeteria Monitor
Pascual, Sofia C	Skyview Elementary	Cafeteria Monitor/Crossing Guard
Pascual, Sofia C	Skyview Elementary	Crossing Guard
Ramos, Tosha Louise	Skyview Elementary	Playground Monitor
O'Hearn, Heather Maire	Surrey Hills Elementary	Cafeteria Monitor
O'Hearn, Heather Maire	Surrey Hills Elementary	Crossing Guard
Porter, Melvina	Surrey Hills Elementary	Cafeteria Monitor
Lopez, James	Transportation	Bus Driver
Robinson, Shawn	Transportation	Bus Driver
Tapia, Laura Ann	Transportation	Bus Driver
Wilkerson Jr, Clifford C	Transportation	Bus Driver
Scouten, Sandra K	Yukon High School	Registrar
Shea, Heather Renee	Yukon High School	Event Coordinator
Sleem, Jill L	Yukon High School	Support Group Counselor

Name	DAC	Description
Martin, Kristen Ann	Central Elementary	Teacher
Taylor, Taryn	Central Elementary	Teacher
Walker, Shauna	Central Elementary	SPED Teacher
Allen, Susan	Independence Elementary	SPED Teacher
Hassall, Kendall	Independence Elementary	Teacher
Kean, Lyndsey	Independence Elementary	Teacher
Olander, Patricia	Independence Elementary	Teacher
Rice, Amy	Independence Elementary	Teacher
Snodgrass, Lacy	Independence Elementary	Teacher
Taylor, Nathella	Independence Elementary	Teacher
Ward, Melanie	Independence Elementary	SPED Teacher
Winn, Sandra	Independence Elementary	Teacher
Barnhill, Gena	Lakeview Elementary	Teacher
Brown, Charmaine	Lakeview Elementary	Teacher
Bustos, Jourdan D	Lakeview Elementary	Teacher
Peek, Elizabeth	Lakeview Elementary	Teacher
Randle, Kelly	Lakeview Elementary	Teacher
Abernethy, Jessica	Myers Elementary	Teacher
McDonough, Gabrielle Kay	Myers Elementary	Teacher
Segawa, Hana	Myers Elementary	SPED Teacher
Trenary, Lindsey	Myers Elementary	Teacher
Rankin, Rylee	Parkland Elementary	SPED Teacher
Sullivan, Mariah	Parkland Elementary	Teacher
Bailey, Teresa K	Ranchwood Elementary	SPED Teacher
Dobrinski, Shelby	Ranchwood Elementary	Teacher
Howell, Danielle	Ranchwood Elementary	Teacher
Morgan, Tashina	Ranchwood Elementary	Teacher
Nummy, Kaitlin L	Ranchwood Elementary	Teacher
Thrash, Delaney	Ranchwood Elementary	Teacher
Buchholz, Jennifer	Shedeck Elementary	Teacher
Garcia, Jenna M	Shedeck Elementary	Teacher
Schmitz, Patricia	Shedeck Elementary	Speech Language Pathologist
Stewart, Khristy D	Shedeck Elementary	Remedial Specialist
Swanson, Laurel	Shedeck Elementary	Counselor
Tiede, Caity Anderson	Shedeck Elementary	Teacher
Moy, Candice R	Skyview Elementary	Teacher
Nick, Ann	Skyview Elementary	SPED Teacher
Osgood, Talitha	Skyview Elementary	Speech Language Pathologist
Pestingier, Kiffany	Skyview Elementary	Counselor
Singletary, Kristi	Skyview Elementary	Teacher
Miller, Natalie	Special Education	Education Diagnostician
Peach, Megan	Student Health	Registered Nurse

Name	DAC	Description
Chambers, Jillian	Surrey Hills Elementary	SPED Teacher
Dorrough, Kendra	Surrey Hills Elementary	Teacher
Elias, Nicole	Surrey Hills Elementary	Teacher
Gustafson, Callyn Ann Marie	Surrey Hills Elementary	Teacher
Holliday, Sharon Kay Lynn	Surrey Hills Elementary	Teacher
Moore, Phyllis	Surrey Hills Elementary	SPED Teacher
Moore, Sarah	Surrey Hills Elementary	Teacher
Morris, Rani	Surrey Hills Elementary	Teacher
Perry, Lucy	Surrey Hills Elementary	Teacher
Rapp, Tonya	Surrey Hills Elementary	Teacher
Simonson, Rhonda R	Surrey Hills Elementary	Teacher
Wallace, Rachel Olivia	Surrey Hills Elementary	Teacher
Bean, Jennifer	Yukon High School	Teacher
Beck, Megan	Yukon High School	SPED Teacher
Bjerk, Joy Susannah	Yukon High School	Teacher
Broadbent, Amy	Yukon High School	Teacher
Chastain, Linda Diane	Yukon High School	Teacher
Culwell, Bobbi	Yukon High School	SPED Teacher
Gamsjager, Bryan David	Yukon High School	Teacher
Graft, Dian	Yukon High School	Teacher
Hacker, Susan Rachel	Yukon High School	Counselor
Hackett, Brandy Nicole	Yukon High School	Teacher
Haisten, Tyler Drew	Yukon High School	Teacher
Hannon, Miranda	Yukon High School	Teacher
Jones, Julie	Yukon High School	Teacher
Kock, Caroline Mae	Yukon High School	Teacher
Landry, Daryl	Yukon High School	Teacher
Loupe, Shelbi	Yukon High School	Teacher
McClain, Jason D	Yukon High School	Teacher
Niemyer, Charles Gavin	Yukon High School	Career Specialist
Nones, Amanda Satcher	Yukon High School	SPED Teacher
Pearson, Dale	Yukon High School	Teacher
Perman, Abbey	Yukon High School	Teacher
Raper, Jamie	Yukon High School	SPED Teacher
Ray, Donnieta	Yukon High School	Teacher
Ray, Kevin J	Yukon High School	Teacher
Rennels, Ryan	Yukon High School	Teacher
Salgado, Karen	Yukon High School	Teacher
Smith, Christopher	Yukon High School	Teacher
Sowards, Michael	Yukon High School	Teacher
Stogner, Sarah	Yukon High School	Teacher
VanAlphen, Brandi	Yukon High School	Teacher

Name	DAC	Description
Aubrey, Leslie	Yukon Middle School	Teacher
Beasley, Sabrina M	Yukon Middle School	Teacher
Blankinship, Gina L	Yukon Middle School	SPED Teacher
Buxton, Jennifer	Yukon Middle School	Teacher
Crane, Donald	Yukon Middle School	SPED Teacher
Dallis, Blaire	Yukon Middle School	Teacher
Donaldson, Amber Danielle	Yukon Middle School	Teacher
Holland, Amy E	Yukon Middle School	Teacher
Jackson, Ty	Yukon Middle School	Teacher
James, Kelli	Yukon Middle School	Speech Language Pathologist
Kerner, Kylie	Yukon Middle School	Teacher
Krejci, Lenita	Yukon Middle School	Teacher
Lane, Britny Nicole	Yukon Middle School	Teacher
Lankford, Timothy Michael	Yukon Middle School	SPED Teacher
Loeffelholz, Lisa	Yukon Middle School	Teacher
Loy, Tamatha	Yukon Middle School	Teacher
Meek, Emily	Yukon Middle School	Teacher
Pingry, Darin Bryce	Yukon Middle School	Teacher
Pingry, Jessie	Yukon Middle School	Teacher
Rodgers, LuCinda Ann	Yukon Middle School	Teacher
Sparks, Cristopher Dylan	Yukon Middle School	Teacher
Starkey, Brittany	Yukon Middle School	Teacher
Sullivan, Elizabeth	Yukon Middle School	Teacher
Tirogiannis, Heather R	Yukon Middle School	Teacher

Name	DAC	Description
Carter, Paula	Central Elementary	SPED Teacher
Dowdy, Natasha	Central Elementary	Teacher
Dowdy, Natasha	Central Elementary	Teacher
Heston, Cory	Central Elementary	Speech Language Pathologist
Wright, Jesica	Central Elementary	Teacher
Bucher, Melodie	Independence Elementary	SPED Teacher
Crowe, Donna	Independence Elementary	Speech Language Pathologist
Frisbee, Melanie	Independence Elementary	Teacher
Holcomb, Melissa	Independence Elementary	Counselor
McKeever, Amber	Independence Elementary	Teacher
Quintana, Mary E	Independence Elementary	Teacher
Bloom, Ginna B	Lakeview Elementary	Teacher
Lee, Angela D	Lakeview Elementary	Teacher
Simmons, Casey	Lakeview Elementary	Teacher
Duthile, Charlotte	Myers Elementary	SPED Teacher
Russell, Melanie	Myers Elementary	Teacher
Shafer, Kathryn	Myers Elementary	Teacher
Hernandez, Kelsi	Parkland Elementary	Teacher
Smith, Megan	Parkland Elementary	Teacher
Birdwell, Morgan	Ranchwood Elementary	Teacher
King, Jill Nicole	Ranchwood Elementary	Teacher
Gilreath, Bethany	Shedeck Elementary	Teacher
Kellett, Lauren	Shedeck Elementary	Teacher
Thompson, Caylan	Shedeck Elementary	SPED Teacher
Drain, Ashley M	Skyview Elementary	Teacher
Jandebour, Amy	Skyview Elementary	Teacher
Rios, Aaron	Skyview Elementary	Teacher
Simpson, Megan D	Skyview Elementary	Teacher
Williams, Loy	Skyview Elementary	SPED Teacher
Baker, Nina	Special Education	Speech Language Pathologist
Kilhoffer, Elanda	Special Education	Education Diagnostician
Haxton, Melissa	Surrey Hills Elementary	Teacher
Ketner, Jana	Surrey Hills Elementary	Remedial Specialist
Manning, Katie	Surrey Hills Elementary	Teacher
Oruru, Yeneer	Surrey Hills Elementary	SPED Teacher
Oneth, Amanda	Technology	Instructional Technology Coach
Liles, Kaylan Joye	YALE - Alternative Education	Counselor
Schoen, Maria	YALE - Alternative Education	Teacher
Stone, Russell	YALE - Alternative Education	Teacher
Becker, Terri	Yukon High School	Teacher
Brooks, Timothy	Yukon High School	Teacher
Kent, Marsha Ann	Yukon High School	Teacher
Lockwood, Cole Steven	Yukon High School	SPED Teacher

Name	DAC	Description
Marchino, Stacey K	Yukon High School	Counselor
Pipkin, Tyler	Yukon High School	Teacher
Rush, Tiffany S	Yukon High School	SPED Teacher
Seiger, Melissa	Yukon High School	Teacher
Sicairos, Gloria	Yukon High School	Teacher
Ward, Renee	Yukon High School	Teacher
Wyckoff, Roy	Yukon High School	Teacher
Cline, Hannah	Yukon Middle School	Teacher
Davis, Kenyada	Yukon Middle School	Teacher
Dillard, Jordan Paige	Yukon Middle School	Teacher
Hookstra, Kody	Yukon Middle School	Teacher
Kellett, Keenan	Yukon Middle School	Teacher
Martindale, Steve	Yukon Middle School	Teacher
Mayfield, Kristina Marie	Yukon Middle School	Teacher
Morey, Michael Wayne	Yukon Middle School	Teacher
Taylor, Kimberly	Yukon Middle School	Teacher
Vroman, Tiffany Marie	Yukon Middle School	Teacher
Yoes, Kacera	Yukon Middle School	Teacher



**PERSONNEL REPORT FOR:**

May 6, 2019

**YPS**

**EXHIBIT A**

**RECOMMENDATION TO HIRE:**

**ADMINISTRATIVE CONTRACT:**

Name	Position	Site/Dept	Effective
BODELL, TYLER	ASST. PRINCIPAL	IES	7/11/2019
TOZZI, VICTORIA	ASST. PRINCIPAL	LES	7/11/2019
WARD, KENNETH	MIDDLE SCHOOL PRINCIPAL	YMS	6/28/2019

**RECOMMENDATION TO HIRE:**

**CERTIFIED: TEMPORARY CONTRACT**

Name	Position	Site/Dept	Effective
AHRENS, SAVANNAH	SPED TEACHER	YMS	8/8/2019
BISHOP, KAYLA	AT RISK COUNSELOR	YHS	7/18/2019
BROWER, JESSICA	KINDERGARTEN TEACHER	SHEDECK ES	8/8/2019
BRYIANT, ALLISON	MOVE/YALE SPED TEACHER	YALE	8/8/2019
BURRIS, EMILY	INSTRUCTIONAL SPECIALIST	IES	8/8/2019
BYNUM, GLENN "DAVID"	SPED TEACHER	YHS	8/8/2019
COCHRAN, BROOKE	KINDERGARTEN TEACHER	PARKLAND ES	8/8/2019
FLETCHER, MADDISON	2ND GRADE	SURREY HILLS ES	8/8/2019
GARDNER, CATILIN	7TH GRADE ELA	YMS	8/8/2019
HADDEN, TIFFANY	3RD GRADE TEACHER	SHEDECK ES	8/8/2019
KUYKENDALL, KORY	PE/HEALTH TEACHER	YHS	8/8/2019
LACY-POWELL, MINDY	KINDERGARTEN TEACHER	MYERS ES	8/8/2019
LEE, ROBERT	HISTORY TEACHER	YHS	8/8/2019
MCGUIRE, AKIRA	STEM	IES	8/8/2019
MORRIS, JUNEL	SPANISH TEACHER	YHS	8/8/2019
MYERS, TINA	5TH GRADE MATH/SCI	IES	8/8/2019
NICKLES, DAN	MATH TEACHER	YHS	8/8/2019
PARIS-NAVE, EMILY	MILD/MODERATE TEACHER	YMS	8/8/2019
PATRIC, ALEXIS	6TH GRADE MATH TEACHER	YMS	8/8/2019
PATRICK, ROSLYN	ENGLISH TEACHER	YHS	8/8/2019
PEPPER, LIBERTY	3RD GRADE TEACHER	SURREY HILLS ES	8/8/2019
PORTER, ERIC	7TH GEOGRAPHY	YMS	8/8/2019
RASURE, SARAH	READING SPECIALIST	SHES	8/8/2019
ROBERT, JENNA	6TH GRADE PE	YMS	8/8/2019
SCHMIDT, ASHLEY	1ST GRADE TEACHER	MYERS ES	8/8/2019
SCHOCK, SHANE	ISI TEACHER	YHS	8/8/2019
SHOVAH, KIM	SPED TEACHER	YHS	8/8/2019
STRICKER, CORI	2ND GRADE TEACHER	RANCHWOOD ES	8/8/2019
STURGEON, CASSIE	2ND GRADE TEACHER	PARKLAND ES	8/8/2019

**RECOMMENDATION TO HIRE:****SUPPORT:**

Name	Position	Site/Dept	Effective
BROWN, BELINDA	SUBSTITUTE	ADMINISTRATION	4/4/2019
GILL, WHITNEY	SUBSTITUTE	ADMINISTRATION	4/16/2019
GONZALES, ANNIK	SUBSTITUTE	ADMINISTRATION	4/30/2019
HOGLAND, ANDREA	SUBSTITUTE	ADMINISTRATION	4/24/2019
IRFAN, DAWN	SUBSTITUTE	ADMINISTRATION	4/11/2019
KLASSEN, MARLA	SUBSTITUTE	ADMINISTRATION	4/5/2019
LIVELY (SMITH), WANDA	SUBSTITUTE	ADMINISTRATION	4/10/2019
MARSTON, TAMMY	SUBSTITUTE	ADMINISTRATION	4/4/2019
OGLETREE, CHEYENNE	SUBSTITUTE	ADMINISTRATION	4/23/2019
WELU, LIESL	CAFETERIA MONITOR	SURREY HILLS ES	5/1/2019

**SEASONAL STUDENT AND/OR ADULT**

Name	Position	Site/Dept	Effective
BEAMAN, RYAN	MOWING ATHLETIC FACILITIES	ATHLETICS	4/11/2019
HARDIE, JOSHUA	MOWING ATHLETIC FACILITIES	ATHLETICS	4/11/2019
HUBBARD, CRAIG	MOWING ATHLETIC FACILITIES	ATHLETICS	4/11/2019
KAUFMAN, WILLIAM	MOWING ATHLETIC FACILITIES	ATHLETICS	4/11/2019
MILLER, MARCY	SUMMER READING ACADEMY FACILITATOR	ADMINISTRATION	6/3/2019
PALACIOS, RITO	ASST. GOLF COACH	ATHLETICS	1/1/2019
POUNDS, GAYLA	SUMMER READING ACADEMY FACILITATOR	ADMINISTRATION	6/3/2019
STEELE, SIERRA	PLAYGROUND ATTENDANT	SKYVIEW ES	4/12/2019
WAVADA, DONALD	CUSTODIAN	CENTRAL ES	6/21/2019
YOST, MATT	MOWING ATHLETIC FACILITIES	ATHLETICS	4/11/2109

**CHANGE POSITION/HOURS/LOCATION/RATE OF PAY**

Name	Position	Site/Dept	Effective	Explanation of Change
ALLEN, ADRIENNE	1ST GRADE TEACHER	PARKLAND ES	8/8/2019	FROM FUTURE TEACHER
BAKER, LES	OUTDOOR EDUCATION	YMS	8/8/2019	FROM 8TH SCIENCE
BIRDWELL, MORGAN	2ND GRADE TEACHER	RANCHWOOD ES	8/8/2019	SHES
DOBRINSKI, SHELBY	KINDERGARTEN TEACHER	RANCHWOOD ES	8/8/2019	FROM 2ND GRADE
KOCK, CAROLINE	ENGLISH & FAST TRACK TEACHER	YHS	8/8/2019	FROM BUSINESS TEACHER
MCCONNELL, RANDY	6TH GEOGRAPHY	YMS	8/8/2019	FROM SPED 7/8
MITCHELL, HEATHER	ASSISTANT PRINCIPAL	YMS	7/11/2019	FROM LAKEVIEW ES
MOORE, SARAH	PE TEACHER	SHES	8/8/2019	FROM KINDERGARTEN
RICE, JORDANA	PRE-K AIDE	SKYVIEW	8/14/2019	FROM MILLERS AFTER SCHOOL
WILKERSON, CLIFF	BUS DRIVER	TRANSPORTATION	4/1/2019	CHANGE HOURS TO 6 PER DAY

**STIPEND ASSIGNMENT: EXTRA DUTY/2ND JOB:**

Name	Position	Site/Dept	Effective
BECK, MEGAN	HOMEBOUND TEACHER	YHS	4/9/2019
CHAMBERS, JILLIAN	ESY SPED TEACHER	SHES	6/11/2019
CHASTAIN, LINDA	SUMMER SCHOOL MATH	YHS	6/3/2019
COLE, BRITTANY	AM CAR RIDER BUS DUTY	SHES	4/1/2019
CRANE, DONALDA	ESY SPED TEACHER	ADMINISTRATION	6/11/2019
DAVIS, KIMBERLY	SUMMER SCHOOL MATH	YHS	6/3/2019
DONALDSON, AMBER	SUMMER SCHOOL ENGLISH	YMS	6/3/2019
FEDDERSON, MARCI	SUMMER SCHOOL COUNSELOR	YHS	6/3/2019
MAYFIELD, KRISTINA	SUMMER SCHOOL HISTORY	YHS	6/3/2019
O'HEARN, HEATHER	CROSSING GUARD	SHES	4/29/2019
POPLIN, JAMIE	ESY SPED TEACHER	PARKLAND ES	6/11/2019
RAPER, JUSTIN	SUMMER SCHOOL SCIENCE	YHS	6/3/2019
RENAUD, STEPHANIE	ESY SPED TEACHER	YMS	6/11/2019
SHOAF, RENEE	ESY SPED TEACHER	YHS	6/11/2019
SPEAR, WENDY	BUS MONITOR	TRANSPORTATION	4/15/2019
WALKER, SHAUNA	ESY SPED TEACHER	CENTRAL ES	6/11/2019
WARD, MELANIE	ESY SPED TEACHER	IES	6/11/2019
WILES, VANESSA	MINI MILLERS SUPERVISOR	COMMUNITY ED	4/15/2019

**STIPEND CHANGE**

Name	Position	Site/Dept	Effective	Explanation of Change
NONE				

**RESIGNATIONS/RETIREMENTS/SEPARATIONS:**

Name	Position	Site/Dept	Effective	Explanation of Change
ACRE, ANDREA	PHYSICS TEACHER	YHS	5/24/2019	ANOTHER SCHOOL IN STATE
ALLEN, HILLARY	SPED TEACHER	SHEDECK ES	5/24/2019	OTHER EMPLOYMENT
ANDERSON, MECHELLE	CAFETERIA HOSTESS	SURREY HILLS ES	4/26/2019	NO REASON GIVEN
ANDRADE, MAYRA	AFTERSCHOOL AIDE	COMMUNITY ED	4/19/2019	NO REASON GIVEN
BARNETT MONNEY, KAYLYN	SPED TEACHER	YHS	5/24/2019	TERMINATED/NOT REHIRED
BEAVER, DEATRA	2ND GRADE TEACHER	SHES	5/24/2019	REHIRED
BILYEU, ANGELA	DISTRICT TEST COORDINATOR	ADMINISTRATION	5/10/2019	OTHER EMPLOYMENT
BRUGH, LORI	ELECTIVE TEACHER	YMS	5/24/2019	REHIRED
CANHAM, SUSAN	CHILD NUTRITION MGR	SHEDECK ES	5/24/2019	RETIRING
CARUTHERS, CALEY	PARAPROFESSIONAL	MYERS ES	5/23/2019	MATERNITY
CAVITT, COURTNEY	CAFETERIA MONITOR	SHES	4/26/2019	NO REASON GIVEN
COTNER, STEPHANIE	KINDERGARTEN TEACHER	MYERS ES	5/24/2019	REHIRED
DAWSON, JEAN	FOREIGN LANG TEACHER	YHS	5/24/2019	REHIRED
DOOLEY, BENJAMIN	5TH GRADE	IES	5/24/2019	REHIRED
ELKINS, KATHERINE	PARAPROFESSIONAL	PARKLAND ES	5/23/2019	REHIRED
EVERSOLL, JACELYN	2ND GRADE TEACHER	SHES	5/24/2019	NO REASON GIVEN
HOLMAN, HEATH	SPED TEACHER	YHS	5/24/2019	REHIRED
HUBBARD, CRAIG	FOOTBALL COACH	YHS	5/24/2019	OTHER EMPLOYMENT
JESTER, ADAM	SOCIAL STUDIES TEACHER	YMS	5/24/2019	TERMINATED/NOT REHIRED
LEBSACK, DIANA	PRINCIPAL	YHS	6/30/2019	NO REASON GIVEN

MCCATHERN, LESLIE	PARA/SP ED	PARKLAND ES	5/24/2019	ANOTHER SCHOOL IN STATE
MEYER, BRADYN	ELECTIVE	YHS	5/24/2019	REHIRED
MITCHELL, MARIA	SOCIAL STUDIES TEACHER	YMS	5/24/2019	TERMINATED/NOT REHIRED
MOORE, TARA	2ND GRADE TEACHER	MYERS ES	5/24/2019	REHIRED
MORRIS, MACEE	PARA/SP ED	PARKLAND ES	5/24/2019	ANOTHER SCHOOL IN STATE
MYERS, MCKINZIE	MINI MILLERS	SKYVIEW ES	4/12/2019	OTHER EMPLOYMENT
PERKEY, AMY	COUNSELOR	YHS	5/28/2019	NO REASON GIVEN
SAULS, VALERIE	ASSISTANT PRINCIPAL	YMS	6/4/2019	NO REASON GIVEN
SESTAK, ROBERT	LEAD MECHANIC	TRANSPORTATION	5/3/2019	OTHER EMPLOYMENT
SIPES, BROOKE	KINDERGARTEN TEACHER	MYERS ES	5/24/2019	OTHER EMPLOYMENT
SULLIVAN, TYREL	OUTDOOR EDUCATOR	YMS	5/24/2019	NO REASON GIVEN
SWITZER, TARA	ROUTE 333	IES	5/23/2019	THIS POSITION ONLY
WEAVER, GUSSIE	CHILD NUTRITION	YMS	4/4/2019	TERMINATED
WHITE, TERRANCE	ADJUNCT COACH	ATHLETICS	11/30/2018	ANOTHER SCHOOL IN STATE
WOODARD, JORDAN	KINDERGARTEN TEACHER	SHES	5/24/2019	MATERNITY
YARBRO, JAYLA	ART TEACHER	SURREY HILLS ES	5/24/2019	ANOTHER SCHOOL IN STATE

**PERSONNEL REPORT FOR:**

April 8, 2019

**YPS**

**RECOMMENDATION TO HIRE:**

**ADMINISTRATIVE CONTRACT:**

Name	Position	Site/Dept	Effective
NONE			

**RECOMMENDATION TO HIRE:**

**CERTIFIED: TEMPORARY CONTRACT**

Name	Position	Site/Dept	Effective
ALLEN, JEREMY	TEACHER	YMS	8/8/2019
BALDWIN, CHRIS	PHYSICAL EDUCATION PROGRAM	YMS	8/8/2019
CUSHING, DANIELLE	PROGRAM	YHS	8/8/2019
DENT, CLAIRE SHELLY	ART TEACHER	RANCHWOOD ES	8/8/2019
DODD, MARIEL	3RD GRADE TEACHER	SHES	8/8/2019
DOWNES, REBECCA	READING SPECIALIST	CENTRAL ES	8/1/2019
FOUTS, MARTHA	TEACHER	YMS	8/8/2019
GUSTAFSON, CALLYN	4/5 GRADE TEACHER	ADMINISTRATION	8/8/2019
HOLMES, BRIAN	6TH GR SCIENCE TEACHER	YMS	8/8/2019
KLIEWER, SARAH	SLP	ADMINISTRATION	8/8/2019
KOLANDER, ANGELA	SOCIAL STUDIES	YMS	8/8/2019
NAULT, ERICKA	SPECIAL ED TEACHER	ADMINISTRATION	8/8/2019
PATRIC, SHANNA	1ST GRADE TEACHER	SHES	8/8/2019
RAY, KEVIN "KO"	MATH TEACHER	YHS	8/8/2019
SEAY, JAMECIA	KINDERGARTEN	SHES	8/8/2019
SPIVEY, KIMBERLY	SLP	ADMINISTRATION	8/8/2019
STARK, CHELSEA	PRE-K TEACHER	CENTRAL ES	8/8/2019
TEWS, META MIKAL	8TH GRADE ELA	YMS	8/8/2019
TURNER, KAITLYN	6TH GRADE MATH TEACHER	YMS	8/8/2019
VOWELL, NATALIE	1ST GRADE TEACHER	SHEDECK ES	8/8/2019
WALKER, NICOLETTE	3RD GRADE TEACHER	SHES	8/8/2019
WEBB, MICHAEL "COLBY"	LIFE SCIENCE TEACHER	YHS	8/8/2019
WILSON, LACI	COUNSELOR	SHES	8/1/2019

**RECOMMENDATION TO HIRE:**

**SUPPORT:**

Name	Position	Site/Dept	Effective
ALVAREZ, ANA	SUBSTITUTE	ADMINISTRATION	3/11/2019
BOGLE, RILEY KAY	PARAPROFESSIONAL	YMS 6TH	3/26/2019
CHAMBERS, WHITNEY	SP ED PARAPROFESSIONAL	YHS	8/14/2019
CHAUDHRY, MILSHA	SUBSTITUTE	ADMINISTRATION	3/15/2019
CMELIK, KATHY	SUBSTITUTE	ADMINISTRATION	3/27/2019
DANIELS, WILLIAM	SUBSTITUTE	ADMINISTRATION	4/1/2019
DEANDA, ALICIA	SUBSTITUTE	ADMINISTRATION	3/28/2019
HASTY, LORI	SUBSTITUTE	ADMINISTRATION	3/13/2019

LOCKWOOD, LARISSA	COMMUNICATIONS SPECIALIST	ADMINISTRATION	4/30/2019
MARTIN, ANGELA	SP ED PARAPROFESSIONAL	YMS 7/8	3/25/2019
MCELROY, JEFF	SUBSTITUTE	ADMINISTRATION	2/25/2019
MCKELLAR, LAYNE	SUBSTITUTE	ADMINISTRATION	2/26/2019
MILLIGAN, DEBRA	SUBSTITUTE	ADMINISTRATION	3/29/2019
PARKER, JAIME	SUBSTITUTE	ADMINISTRATION	3/11/2019
PERRY, COREY	SP ED PARAPROFESSIONAL	YHS	4/2/2019
ROMERO, MELISSA	LIFE PARAPROFESSIONAL	YMS 6	3/25/2019
TAPIA, LORIEN	RECESS MONITOR	IES	3/14/2019
WILKERSON, NICOLE	SUBSTITUTE	ADMINISTRATION	3/25/2019

### SEASONAL STUDENT AND/OR ADULT

Name	Position	Site/Dept	Effective
ANDERSON, MARIANNA	SEASONAL TECHNICIAN	YFAC	3/5/2019
ARMSTRONG, BARBARA	ENROLLMENT SERVICES ASST.	ADMINISTRATION	3/11/2019
BULLER, HALEY	MILLERS AFTERSCHOOL AIDE	COMMUNITY ED	3/5/2019
CAVIN, HANNAH	MILLERS AFTERSCHOOL AIDE	COMMUNITY ED	3/25/2019

### CHANGE POSITION/HOURS/LOCATION/RATE OF PAY

Name	Position	Site/Dept	Effective
BYNUM, DARIN	7/8TH SREB MATH	YMS	8/7/2019
COLEMAN, ALEX	ASST DIR OF IT	ADMINISTRATION	3/12/2019
EASTER, JENNIFER	7TH GRADE MATH	YMS	8/8/2019
FALWELL, BRUCE	BUS DRIVER	TRANSPORTATION	4/1/2019
FOGLE, JOHN	BUS DRIVER	TRANSPORTATION	3/1/2019
GUSTAFSON, CALLYN	KDG TEACHER	SHES	4/1/2019
GUSTAFSON, CALLYN	4TH GRADE MATH/SCIENCE TEACHER	LAKEVIEW ES	8/8/2019
HAMMETT, JASON	SCIENCE TEACHER	7TH/8TH YMS	8/8/2019
HOUSTON, MATTHEW	BUS DRIVER	TRANSPORTATION	3/1/2019
HOWELL, GAYLA	STEM TEACHER	SHEDECK ES	8/8/2019
JACKSON, BRANDY	KDG TEACHER	CENTRAL ES	8/8/2019
JARRETT, BRYAN	7/8TH SCIENCE	YMS	8/7/2019
JEFFREY, JACOB	8TH GRADE MATH	YMS	8/7/2019
JORDAN, CHASE	BUS DRIVER	TRANSPORTATION	3/18/2019
KERNER, KYLIE	3RD GRADE GIFTED	ALL PREK-3 SITES	7/1/2019
KOWALSKI, SHARON	BUS DRIVER	TRANSPORTATION	3/1/2019
MCCLAIN, JASON	SpEd TEACHER	YHS	8/1/2019
MEEK, EMILY	8TH GRADE GIFTED	YMS	8/7/2019
MOY, CANDICE	KDG TEACHER	SKYVIEW ES	8/8/2019
NAULT, KERICKA	SPECIAL ED TEACHER	YHS	8/8/2019
NONES, AMANDA	SpEd TEACHER	YHS	4/1/2019
ORTH, PATSY	SCIENCE TEACHER	6TH YMS	8/8/2019
PESTINGER, KIFFANY	COUNSELOR	SHES/SKYVIEW ES	8/8/2019

PINGRY, JESSIE	ELA TEACHER	YMS	8/8/2019
POPLIN, JAMIE	RESOURCE PROGRAM/SPED	PARKLAND	8/1/2019
SMITH, HAILEE	1ST GRADE	SHES	8/8/2019
SPARKS, CHRISTOPHER	6TH GRADE PE	YMS	8/7/2019
SPARKS, CHRISTOPHER	HEALTH	YMS	8/8/2019
STANLEY, SHARON	BUS MONITOR	TRANSPORTATION	3/1/2019
TATE, JILLIAN	1ST GRADE TEACHER	SHES	8/8/2019
WALLIN, SARAH	READING SPECIALIST	SHEDECK ES	8/1/2019
WINGARD, ANTHONY	PROJECT LEAD THE WAY	YMS	8/8/2019
WRATHER, LIBBY	5TH GRADE ELA/SS TEACHER	LAKEVIEW ES	8/1/2019

**STIPEND ASSIGNMENT: EXTRA DUTY/2ND JOB:**

Name	Position	Site/Dept	Effective
CLINE, HANNAH	NASS TUTOR/SUB	YMS 7/8	2/1/2019
MCDONALD, CLAY	SUMMER SCHOOL PRINCIPAL	YHS	6/3/2019

**STIPEND CHANGE**

Name	Position	Site/Dept	Effective
NONE			

**RESIGNATIONS/RETIREMENTS/SEPARATIONS:**

Name	Position	Site/Dept	Effective
BERRY, SARAH	KINDERGARTEN TEACHER	SHES	3/29/2019
BLEVINS, NANCY	SPECIAL EDUCATION TEACHER	PARKLAND ES	5/24/2019
BOLES, KRISTINA	HEALTH TEACHER	YMS	5/24/2019
BRICKER, PAIGE	1ST GRADE TEACHER	SHES	5/24/2019
BROOME, PAYTON	MATH TEACHER	YHS	5/24/2019
BURSON, ALEXIS	SPECIAL EDUCATION TEACHER	YHS	3/29/2019
CROSS, LINDSAY	3RD GRADE TEACHER	SHES	5/24/2019
DILLARD, AARON	SOCIAL STUDIES TEACHER	YHS	5/24/2019
DOUTEY, KRISTIN	KINDERGARTEN TEACHER	CENTRAL ES	5/24/2019
ELLIS, RACHEL	5TH GRADE TEACHER	LES	5/24/2019
GRAHAM, ALISHA	COUNSELOR	SHES	5/29/2019
HALL, JEFF	ELECTIVE TEACHER	YHS	3/22/2019
HOWELL, CALEB	ELECTIVE TEACHER	YMS	5/22/2019
IASIELLO, COLLEEN	KINDERGARTEN TEACHER	RANCHWOOD ES	5/24/2019
JOHNSON, DANA	KINDERGARTEN	CES	5/24/2019
JONES, BRITNEE	KINDERGARTEN TEACHER	SHEDICK ES	5/24/2019
KENNER, MACY	1ST GRADE TEACHER	SHEDECK ES	6/4/2018
KOLAR, MYRNA	PARAPROFESSIONAL	YMS	5/23/2019
LEWIS, STERLING	SCIENCE TEACHER	YHS	5/24/2019
MACKE, ROBIN	INTERPRETER	MYERS ES	5/24/2019
MCKEE, RONI	PRINCIPAL	IES	6/11/2019
MOBLY, COURTNEY	1ST GRADE TEACHER	SHES	5/24/2019

NELSON, SKYE	PARAPROFESSIONAL	YHS	2/25/2019
OGLESBY, REBECCA	ART TEACHER	RANCHWOOD ES	7/1/2019
PEREZ, MICHAEL	FOREIGN LANGUAGE TEACHER	YHS	5/24/2019
PIERCE, KIMBERLY	ENGLISH TEACHER	YMS	5/24/2019
POTTER, BRIANA	1ST GRADE TEACHER	SHES	6/4/2018
PUCKETT, JULIA	BUS DRIVER	TRANSPORTATION	3/15/2019
RATLIFF, COURTNEY	1ST GRADE TEACHER	SHES	5/24/2019
RICHARD, KELSEY	ENGLISH TEACHER	YMS	5/24/2019
ROBERTS, GARALEE	MATH TEACHER	YHS	5/24/2019
ROMERO, MELISSA	PARAPROFESSIONAL	YMS	3/25/2019
SCHELL, STACI	ELECTIVE TEACHER	SHEDECK ES	5/24/2019
SCHRADLE, ALEXANDRA	ENGLISH TEACHER	YHS	5/24/2019
SCHULTZ, LAURA	PE TEACHER	SHES	5/24/2019
SHELTON, TAMMY	PLAYGROUND MONITOR	IES	2/26/2019
TARTER, RHONDA	PARAPROFESSIONAL	YHS	5/23/2019
THOMAS, LOGAN	ABLE TEACHER	YHS	3/12/2019
VANBUSKIRK, ISABELLA	CHILDCARE AIDE	COMMUNITY EDUCATION	3/8/2019
WACKER, JONNA	3RD GRADE TEACHER	SURREY HILLS ES	5/24/2019
WATERS, LINDY	KINDERGARTEN	SKYVIEW ES	5/24/2019

**EXHIBIT A**

**Explanation of Change**

FROM 6TH FAST MATH
FROM IT OPS SUPERVISOR
FROM 6TH
FROM 7 TO 8 HOURS
FROM 4 TO 5 HRS
FROM TEACHER INTERN
FROM SHES
FROM 6TH
4 TO 2 HRS
FROM LES 4TH GRADE TEACHER
FROM ART TEACHER
FROM 6TH SCIENCE
FROM 6TH
FROM BUS MONITOR
FROM PREK-8 GIFTED
6 TO T.75 HRS
FROM BUSINESS TEACHER
FROM 6TH GRADE GIFTED
FROM 3RD GRADE TEACHER
FROM YPS
FROM PARA TO TEACHER
FROM 7TH/8TH
FROM 2ND GRADE TEACHER AT RANCHWOOD

FROM 6TH TO 7/8TH
FROM YMS RISE SPED
FROM NEW HIRE
FROM 8TH US HISTORY
FROM 6TH PE
6 TO 7.25 HRS
FROM MYERS/INTERN
FROM 3RD GRADE TEACHER
FROM IES STEM
FROM "FUTURE 4/5 TEACHER"

**Explanation of Change**

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**Explanation of Change**

WORK OUT OF STATE
RETIRING
ANOTHER SCHOOL IN STATE
MATERNITY
NO REASON GIVEN
WORK OUT OF STATE
OTHER EMPLOYMENT
ANOTHER SCHOOL IN STATE
PERSONAL
PERSONAL
WORK OUT OF STATE
ANOTHER SCHOOL IN STATE
NO REASON GIVEN
RETIRING
MATERNITY
MATERNITY
MATERNITY
RETIRING
PERSONAL
NO REASON GIVEN
WORK OUT OF STATE
MATERNITY

PERSONAL
LEAVE OF ABSENCE
ANOTHER SCHOOL IN STATE
WORK OUT OF STATE
MATERNITY
PERSONAL
MATERNITY
ANOTHER SCHOOL IN STATE
RETIRING
NO REASON GIVEN
ANOTHER SCHOOL IN STATE
NO REASON GIVEN
OTHER EMPLOYMENT
NO REASON GIVEN
RETIRING
NO REASON GIVEN
NO REASON GIVEN
MATERNITY
NO REASON GIVEN



**PERSONNEL REPORT FOR:**

March 4, 2019

**YPS**

**EXHIBIT A**

**RECOMMENDATION TO HIRE:**

**ADMINISTRATIVE CONTRACT:**

**RECOMMENDATION TO HIRE:**

**CERTIFIED: TEMPORARY CONTRACT**

**Name**

**Position**

**Site/Dept**

**Effective**

KINDERGARTEN TEACHER

8/1/2019

ELEMENTARY TEACHER

8/1/2019

ELEMENTARY TEACHER

8/1/2019

4TH/5TH GRADE TEACHER

8/8/2019

TEACHER

8/1/2019

RISE TEACHER

8/1/2019

OK HISTORY TEACHER

2/21/2019

3RD GRADE TEACHER

8/1/2019

**RECOMMENDATION TO HIRE:**

**SUPPORT:**

**Name**

**Position**

**Site/Dept**

**Effective**

SUBSTITUTE

2/21/2019

SUBSTITUTE

2/20/2019

SUBSTITUTE

2/18/2019

SUBSTITUTE

2/7/2019

SUBSTITUTE

2/15/2019

SUBSTITUTE

2/5/2019

SUBSTITUTE

2/11/2019

SUBSTITUTE

2/14/2019

SUBSTITUTE

2/13/2019

SUBSTITUTE

2/4/2019

SUBSTITUTE

1/29/2019

SUBSTITUTE

2/12/2019

SUBSTITUTE

1/30/2019

BUS DRIVER (IN TRAINING)

1/31/2019

PARAPROFESSIONAL

2/4/2019

SPECIAL ED  
PARAPROFESSIONAL

2/28/2019

SPECIAL ED  
PARAPROFESSIONAL

2/4/2019

BUS DRIVER (IN TRAINING)

2/19/2019

BUS DRIVER

2/25/2019

BUS AIDE

2/25/2019

**SEASONAL STUDENT AND/OR ADULT**

**Name**

**Position**

**Site/Dept**

**Effective**

STUDENT TECHNICIAN

1/29/2019

STUDENT TECHNICIAN

2/5/2019

AUDITORIUM CREW

1/1/2019

	MILLERS AFTERSCHOOL SUPERVISOR		2/18/2019	
<b>CHANGE POSITION/HOURS/LOCATION/RATE OF PAY</b>				
<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>	<b>Explanation of Change</b>
WEBB, CAROL	BUS MONITOR	TRANSPORTATION	2/1/2019	5.5 TO 6.5 HOURS
<b>STIPEND ASSIGNMENT: EXTRA DUTY/2ND JOB:</b>				
<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>	
MASHAW, TONY	LUNCH DUTY	YHS	2/4/2019	
HERRON, MADISON	HOMEBOUND TEACHER	SKYVIEW ES	2/12/2019	
<b>STIPEND CHANGE</b>				
<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>	<b>Explanation of Change</b>
CANON, CLAYTON	NASS CHALLENGE BOWL	YMS	8/8/2018	POSITION ELIMINATED
<b>RESIGNATIONS/RETIREMENTS/SEPARATIONS:</b>				
<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>	<b>Explanation of Change</b>
ANDERSON, TAMELA	REMEDIAL SPECIALIST	SHEDECK ES	5/24/2019	NO REASON GIVEN
LENABURG, ELIZABETH	SOCIAL STUDIES TEACHER	YHS	2/6/2019	NO REASON GIVEN
HICKMAN, LINDA	SPECIAL EDUCATION	YHS	5/24/2019	RETIRING
SALSMAN, JOLENE	CAFETERIA MANAGER	IES	2/14/2019	NO REASON GIVEN
CMELIK, KRISTI	KINDERGARTEN TEACHER	PARKLAND ES	SY 19/20	LEAVE OF ABSENCE
SMITH, JEFFREY	SUBSTITUTE	YPS	2/12/2019	TERMINATED
GABLE, TYLER	SUBSTITUTE	YPS	2/12/2019	TERMINATED
BRIGHT, CHRISTY	EXTENDED CHILDCARE	COMMUNITY ED	2/21/2019	NO REASON GIVEN
MATTINGLY, MALLORY	3RD GRADE TEACHER	SHEDECK ES	5/24/2019	WORK OUT OF STATE
HERTZ, BLAKE	2ND GRADE TEACHER	PARKLAND ES	5/26/2017	LEAVE OF ABSENCE
LEBLANC, DEVIN	BUS DRIVER	TRANSPORTATION	2/18/2019	OTHER EMPLOYMENY
STANLEY, SHARON	RECESS MONITOR ONLY	IES	12/21/2018	OTHER EMPLOYMENY
SHAEFER, CHRISTINE	PRE-K TEACHER	CENTRAL ES	5/24/2019	OTHER EMPLOYMENY
HALL, JEFF	COACH	YHS	5/24/2019	ANOTHER SCHOOL IN STATE
KHALER, KRISTIE	7TH GRADE SCIENCE	YMS	5/24/2019	WORK OUT OF STATE
SHELTON, TAMMY	BUS DRIVER ONLY	TRANSPORTATION	2/14/2019	STILL AT IES CAFETERIA
SEWELL, GAYLA	8TH GRADE MATH TEACHER	YMS	5/24/2019	RETIRING
HAGA, CONNIE	PARAPROFESSIONAL	YHS	5/23/2019	NO REASON GIVEN
PRIEST, ALICIA	ELECTIVE TEACHER	IES	SY 19-20	LEAVE OF ABSENCE



**PERSONNEL REPORT FOR:**

February 4, 2019

**YPS**

**RECOMMENDATION TO HIRE:**

**ADMINISTRATIVE CONTRACT:**

Name	Position	Site/Dept	Effective
NONE			

**RECOMMENDATION TO HIRE:**

**CERTIFIED: TEMPORARY CONTRACT**

Name	Position	Site/Dept	Effective
THOMAS, NATHELLA	4TH GRADE TEACHER	IES	2/7/2019

**RECOMMENDATION TO HIRE:**

**SUPPORT:**

Name	Position	Site/Dept	Effective
SHEA, HEATHER	EVALUATOR	YHS	1/14/2019
SPICER, SHANNON	PLAYGROUND MONITOR	RANCHWOOD ES	1/7/2019
JINKENS, ERIN	SP ED PARA PROFESSIONAL	YHS	1/7/2019
NONES, AMANDA	SP ED PARA PROFESSIONAL	YHS	1/7/2019
CAVITT, COURTNEY	CAFETERIA MONITOR	SURREY HILLS ES	1/7/2019
SHIPLEY, ANGELA	CAFETERIA MONITOR	SHEDECK ES	1/28/2019
O'HEARN, HEATHER	CROSSING WALK MONITOR	SURREY HILLS ES	1/22/2019
ANDERSON, MECHELLE	CAFETERIA MONITOR	SURREY HILLS ES	1/22/2019
ERICKSON, KASSANDRA	MONITOR	SHEDECK ES	1/14/2019
WILES, ASHLEIGH	CAFETERIA MONITOR	SHEDECK ES	1/14/2019
HERRON, MADISON	PRE K TA	SKYVIEW ES	1/14/2019
RAMOS, TOSHA	PLAYGROUND MONITOR	SKYVIEW ES	1/28/2019
SMITH, JANNA	SP ED PARA PROFESSIONAL	YHS	1/28/2019
JORDAN, CHASE	BUS DRIVER IN TRAINING	TRANSPORTATION	2/4/2019
WARE, SYDNEY	BUS DRIVER	TRANSPORTATION	1/28/2019
YARBOR, BRUCE	BUS DRIVER	TRANSPORTATION	2/4/2019
ADOMAITIS, JOANNA	SUBSTITUTE	ADMINISTRATION	1/17/2019
ANDERSON, TRISHA	SUBSTITUTE	ADMINISTRATION	1/28/2019
ATOYEBI, ELIZABETH	SUBSTITUTE	ADMINISTRATION	1/10/2019
BARTON, BROOKE	SUBSTITUTE	ADMINISTRATION	1/18/2019
BLEVINS, CHASTITY	SUBSTITUTE	ADMINISTRATION	1/25/2019
BROILES-HILL, JOYCE	SUBSTITUTE	ADMINISTRATION	1/25/2019
BRUHWILER, BEAU	SUBSTITUTE	ADMINISTRATION	1/25/2019
BUCKLEY, RICHARD	SUBSTITUTE	ADMINISTRATION	1/22/2019
BUCKNER, DORMA	SUBSTITUTE	ADMINISTRATION	1/22/2019
CASEY, JANICE	SUBSTITUTE	ADMINISTRATION	1/14/2019
FOX, DANIELLE	SUBSTITUTE	ADMINISTRATION	1/25/2019
FRANKS, BROOKE	SUBSTITUTE	ADMINISTRATION	1/18/2019
GORDON-RIBERIRO, SHARON	SUBSTITUTE	ADMINISTRATION	1/25/2019
HEINTZ, KARA	SUBSTITUTE	ADMINISTRATION	1/11/2019
ISLAS, KATHLEEN	SUBSTITUTE	ADMINISTRATION	1/25/2019

KELLY, STEPHANIE	SUBSTITUTE	ADMINISTRATION	1/28/2019
KING, KAREN	SUBSTITUTE	ADMINISTRATION	1/28/2019
LAFONTANT-DOOLEY, JOANNE	SUBSTITUTE	ADMINISTRATION	1/28/2019
LAMPSON, HANNAH	SUBSTITUTE	ADMINISTRATION	1/15/2019
LOCKMILLER, KAYLA	SUBSTITUTE	ADMINISTRATION	1/25/2019
LOONEY, BILLY	SUBSTITUTE	ADMINISTRATION	1/23/2019
MALDONADO, SHANE	SUBSTITUTE	ADMINISTRATION	1/23/2019
MARTIN, RYAN	SUBSTITUTE	ADMINISTRATION	1/15/2019
MCDONELL, KIMBERLY	SUBSTITUTE	ADMINISTRATION	1/15/2019
MCLAUGHLIN, ALICIA	SUBSTITUTE	ADMINISTRATION	1/10/2019
PARISH, DUSTIN	SUBSTITUTE	ADMINISTRATION	1/25/2019
PASCOE, SAMANTHA	SUBSTITUTE	ADMINISTRATION	1/21/2019
PATTERSON, ALICIA	SUBSTITUTE	ADMINISTRATION	1/8/2019
POSAR, ROBERT	SUBSTITUTE	ADMINISTRATION	1/23/2019
RHODES, TIM	SUBSTITUTE	ADMINISTRATION	1/8/2019
RUFFIN, ATHENA	SUBSTITUTE	ADMINISTRATION	1/25/2019
SCHULTZ, JESSICA	SUBSTITUTE	ADMINISTRATION	1/25/2019
SELLON, KERI	SUBSTITUTE	ADMINISTRATION	1/28/2019
SLOVER, ELSA	SUBSTITUTE	ADMINISTRATION	1/10/2019
SMOOT, GINA	SUBSTITUTE	ADMINISTRATION	1/17/19
SPOHN, NIKI	SUBSTITUTE	ADMINISTRATION	1/9/2019
TERRY, PATRICIA	SUBSTITUTE	ADMINISTRATION	1/17/2019
WALDON, KELSEY	SUBSTITUTE	ADMINISTRATION	01/23/2019

#### SEASONAL STUDENT AND/OR ADULT

Name	Position	Site/Dept	Effective
WILES, ASHLEIGH	MILLERS AFTERSCHOOL SUPERVISOR	COMMUNITY ED	1/7/2019
MEREDITH, ALIANA	SEASONAL STUDENT	FAC	1/22/2019
RMERO, IRVIN	ASST. BOYS SOCCER COACH	ATHLETICS	2/11/2019
HADLOCK, COLTON	ASST. BOYS SOCCER COACH	ATHLETICS	2/1/2019
MORRIS, EMMA	MILLERS AFTERSCHOOL AIDE	COMMUNITY ED	1/28/2019
WEAVER, LACEY	MILLERS AFTERSCHOOL AIDE	COMMUNITY ED	1/28/2019
GENTRY, LAURA	MILLERS AFTERSCHOOL SUPERVISOR	COMMUNITY ED	1/14/2019
BARBY, HAVEN	FINE ARTS CENTER STUDENT TECHNICIAN	FAC	1/17/2019
HADLOCK, COLTON	ASST. BOYS SOCCER COACH	ATHLETICS	2/1/2019

#### CHANGE POSITION/HOURS/LOCATION/RATE OF PAY

Name	Position	Site/Dept	Effective
ROBINSON, SHAWN	BUS DRIVER	TRANSPORTATION	1/7/2019
SMITH, MARVIN	BUS DRIVER	TRANSPORTATION	1/7/2019
WEBB, CAROL	BUS AIDE	TRANSPORTATION	1/7/2019
BROOKE, MATHEW	BUS DRIVER	TRANSPORTATION	1/22/2019
TRIBBLE, CALEB	ROUTING COORDINATOR	TRANSPORTATION	1/22/2019
ELLY, ANGELA	CAFETERIA MANAGER	FOOD SERVICE	12/10/2018

BROWDER, CHRISTINA	BAHAVIOR COACH	CENTRAL ES	1/28/2019
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**STIPEND ASSIGNMENT: EXTRA DUTY/2ND JOB:**

Name	Position	Site/Dept	Effective
MARTIN, AMBER	MS TRACK ASST COACH	ATHLETICS	3/1/2019
O'HEARN, HEATHER	CAFETERIA MONITOR SUBSTITUTE	SURREY HILLS ES	1/15/2019
VROMAN, TIFFANY	HOMEWORK HELP	YMS 7TH/8TH	1/15/2019

**STIPEND CHANGE**

Name	Position	Site/Dept	Effective
NONE			

**RESIGNATIONS/RETIREMENTS/SEPARATIONS:**

Name	Position	Site/Dept	Effective
WHITE, ROBERTA	PLAYGROUND MONITOR	IES	12/21/2018
SOLES, CASSIDY	PARA PROFESSIONAL	YMS 7/8	12/21/2018
CUMMINGS, LISA	AFTERSCHOOL CHILDCARE	MYER ES	1/25/2019
WILES, ASHLEIGH	CAFETERIA MONITOR	SHEDECK ES	NEVER STARTED
LOONEY, KAREN	PARA PROFESSIONAL	YHS	1/18/2019
DAVIS, MISTY	PLAYGROUND MONITOR	RANCHWOOD ES	12/21/2018
CAWYER, JOSHUA	TEACHER	YHS	5/24/2019
THOMAS, CARLA	TEACHER	IES	1/31/2019
KILHOFFER, ALEXIS	AFTERSCHOOL CHILDCARE	COMMUNITY ED	1/31/2019
SMITH, JANNA	PARA PROFESSIONAL	YHS	NEVER STARTED

**EXHIBIT A**

**Explanation of Change**

FROM FULL TO PART TIME
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FROM 7.5 TO 8 HRS PR DAY
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FROM 5 TO 5.5 HRS PR DAY
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FROM 6 TO 8 HRS PR DAY
------------------------

FROM BUS DRIVER
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FROM 8 - 7.5 HRS PR DAY
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FROM ADMIN TO CES

**Explanation of Change**

NO REASON GIVEN
OTHER EMPLOYMENT
OTHER EMPLOYMENT
NO REASON GIVEN
OTHER EMPLOYMENT
OTHER EMPLOYMENT
PERSONAL
NO REASON GIVEN
NO REASON GIVEN
PERSONAL



**PERSONNEL REPORT FOR:**

January 7, 2019

**YPS**

**RECOMMENDATION TO HIRE:**

**ADMINISTRATIVE CONTRACT:**

Name	Position	Site/Dept	Effective
NONE			

**RECOMMENDATION TO HIRE:**

**CERTIFIED: TEMPORARY CONTRACT**

Name	Position	Site/Dept	Effective
BECK, MEGAN	SPECIAL ED TEACHER	YHS	12/12/2018
CHAMBERS, JILLIAN	SPECIAL ED TEACHER	SHES	1/7/2019
MOORE, PHYLLIS	TEACHER	SHES	1/7/2019

**RECOMMENDATION TO HIRE:**

**SUPPORT:**

Name	Position	Site/Dept	Effective
SWITZER, TARA	PLAYGROUND MONITOR	INDEPENDENCE ES	11/29/2018
CANNON, WILLIAM	BUS DRIVER	TRANSPORTATION	12/4/2018
GUSTAFSON, CALLYN	TEACHER	SURREY HILLS ES	12/20/2018
ESPARZA, JOHN PAUL	ATHLETIC JANITOR	ATHLETICS	1/7/2019
RHODES, TIM	PLAYGROUND MONITOR	SKYVIEW ES	12/10/2018
MAAR, ERICA	PLAYGROUND MONITOR	IES	1/7/2019
BALENSEIFEN-MORGAN, M	SUBSTITUTE	YPS	12/20/2018
BIGBY, HOLLY	SUBSTITUTE	YPS	12/11/2018
BOGLE, RILEY	SUBSTITUTE	YPS	11/29/2018
BRUNER, CLAYTON	SUBSTITUTE	YPS	12/12/2018
BURCHETTE, JESSICA	SUBSTITUTE	YPS	12/20/2018
FLEMING, ABBY	SUBSTITUTE	YPS	11/29/2018
GRIMES, RYANN	SUBSTITUTE	YPS	12/3/2018
GUSTAFSON, CALLYN	SUBSTITUTE	YPS	12/14/2018
KOLANDER, ANGELA	SUBSTITUTE	YPS	12/10/2018
LOONEY, DALTON	SUBSTITUTE	YPS	12/5/2018
MOELLER, DAWN	SUBSTITUTE	YPS	11/29/2018
PARKER, MEGAN	SUBSTITUTE	YPS	12/11/2018
PAYNE, ANGELA	SUBSTITUTE	YPS	12/12/18
PETERSEN, CORY	SUBSTITUTE	YPS	12/20/2018
RICHTER, MICHAEL	SUBSTITUTE	YPS	12/11/2018
SMITH, BRENDA	SUBSTITUTE	YPS	12/07/2018
STRINGHAM, DAVID	SUBSTITUTE	YPS	11/29/2018
WALKER, AMY	SUBSTITUTE	YPS	12/11/2018
YOKKLEY, BRANDY	SUBSTITUTE	YPS	12/4/18

**SEASONAL STUDENT AND/OR ADULT**

Name	Position	Site/Dept	Effective
SWITZER, TARA	MILLERS AFTERSCHOOL SUPERVISOR	COMMUNITY ED	11/29/2018
SPROUL, ERIK	MILLERS AFTERSCHOOL AIDE	COMMUNITY ED	12/3/2018

**CHANGE FORM POSITION/HOURS/LOCATION/RATE OF PAY**

<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>
BROOKE, MATTHEW	BUS DRIVER	TRANSPORTATION	11/16/2018
DEKINDER, LUCUS	SP ED TEACHER	YMS	1/2/2019
KRAMP, CHRISTY	TEACHER	SKYVIEW ES	2/8/2019
CARLSON, DELANEY	TEACHER	INDEPENDENCE ES	2/13/2019
ACOSTA, GLORIA	CHILD NUTRITION MGR	CENTRAL ES	11/26/2018
HIGUERA, AVELINA	COOK	SHEDECK ES	8/16/2018
LOHMAN, LISA	CAFETERIA MONITOR/AFTER SCHOOL SUPERVISOR	SKYVIEW ES	1/14/2019
WHITE, ROBERTA	BUS MONITOR/CAFE/PLAYGROUND MONITOR	TRANSPORTATION & IES	1/7/2019
ELIAS, NICOLE	2ND GRADE TACHER	SURREY HILLS ES	12/10/2018
COLSTON, JESSI	KINDERGARTEN TEACHER	SURREY HILLS ES	12/17/2018
MCDONALD, JESSICA	BRAILLE PARA	YHS	12/4/2018
CANNON, WILLIAM	BUS DRIVER	TRANSPORTATION	12/4/2018
JACOBY, AMY	SECRETARY	YMS	1/7/2019
TATE, JILLIAN	ES TEACHER INTERN	ADMIN	12/17/2018

**STIPEND ASSIGNMENT: EXTRA DUTY/2ND JOB:**

<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>
GILREATH, BETHANY	NASS AFTER SCHOOL TUTOR	SHEDECK ES	11/29/2018
HUBBARD, CRAIG	SWIM COACH	YHS	11/29/2018
JESTER, ADAM	MS TRACK COACH	YMS	3/1/2019
PRENTICE, LINDA	HOMEBOUND TEACHER	YHS	12/11/2018
GIFFORD, LEA	PLC FACILITATOR	SKYVIEW ES	8/16/2018
SMITH, MEREDITH	PLC FACILITATOR	SKYVIEW ES	8/16/2018
SMITH, CATHERINE	FLC FACILITATOR	SKYVIEW ES	8/16/2018
SHELTON, TAMMY	PLAYGROUND MONITOR	INDEPENDENCE ES	12/13/2018
MOORE, SHARON	PLAYGROUND MONITOR	TRANSPORTATION	12/13/2018
CRANE, DONALDA	HOUMBOUND TEACHER	SPECIAL SERVICES	12/18/2018
COOPER, MATHEW	PLC FACILITATOR	LAKEVIEW ES	8/8/2018
BERRY, SARAH	PLC FACILITATOR	SHES	8/16/2018
CROSS, LINDSAY	PLC FACILITATOR	SHES	8/16/2018
RATLIFF, COURTNEY	PLC FACILITATOR	SHES	8/16/2018
THOMAS, LOGAN	EXTRA SECTION	YHS	1/7/2019

**STIPEND CHANGE**

<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>
NONE			

**RESIGNATIONS/RETIREMENTS/SEPARATIONS:**

<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>
HILDEBRAND, CINDY	SECRETARY	YMS	12/21/2018
KAUFMAN, HALEY	SP ED TEACHER	SURREY HILLS ES	11/26/2018
CROW, LAURIE	BUS AIDE	TRANSPORTATION	11/5/2018

PHILLIPS, ROBER	BUS AIDE	TRANSPORTATION	11/30/2018
KUSICK, LAURENE	CAFETERIA MONITOR	SURREY HILLS ES	11/16/2018
THOMAS, JENNIFER	CAFETERIA MONITOR	SURREY HILLS ES	11/30/2018
BARBY, AMANDA	BUS AIDE	TRANSPORTATION	11/28/2018
MCGINTY, JOHN	BUS DRIVER	TRANSPORTATION	12/4/2018
HALL, BREANNA	EXTENDED CHILD CARE	COMMUNITY ED	11/28/2018
PURSER, JENNA	PARA PROFESSIONAL	SKYVIEW ES	12/20/2018
TEE, KATELYNN	MILLERS AFTERSCHOOL	HELPING HANDS	12/21/2018
COLSTON, JESSI	KINDERGARTEN TEACHER	SURREY HILLS ES	12/13/2018
SCHWARZ, CAROL	SUBSTITUTE	YPS	12/18/2018

**EXHIBIT A**

**Explanation of Change**

FROM AIDE/4HRS TO DRIVER/6 HRS
TEMP TO REGULAR CONTRACT
TEMP TO REGULAR CONTRACT
TEMP TO REGULAR CONTRACT
FROM ASST. MGR. LES
FROM IES
FROM SHEDECK ES
FROM IES MID DAY TO TRANSPORTATION MID DAY
FROM INTERN
FROM INTERN
FROM YMS
FROM 5 TO 6 HOURS
FROM PRE-K AIDE
FROM ADMIN TO CENTRAL ES

**Explanation of Change**

NO REASON GIVEN
NO REASON GIVEN
NO REASON GIVEN

HEALTH
PERSONAL
OTHER EMPLOYMENT
TERMINATED
RETIRING
NO REASON GIVEN
NO REASON GIVEN
OTHER EMPLOYMENT
OTHER EMPLOYMENT
TERMINATED



SMITH, JEFFREY	RECESS MONITOR	INDEPENDENCE ES	11/5/2018
BROWER, CYNTHIA	TEACHER TRAINER	SURREY HILLS ES	10/23/2018
CUENCA, ANGELA MARIE	NASS AFTER SCHOOL AIDE	YHS	11/13/2018

**CHANGE FORM POSITION/HOURS/LOCATION/RATE OF PAY**

Name	Position	Site/Dept	Effective
MOORE, BROOKE	PARA PROFESSIONAL	SURREY HILLS ES	11/12/2018
WARD, ALYSSA	ATTENDANCE SECRETARY	YHS	11/14/2018
FOLEY, VALERIE	PLAYGROUND MONITOR	SKYVIEW ES	10/29/2018
SPEAR, WENDY	CAFETERIA MONITOR	IES	11/14/2018

**STIPEND ASSIGNMENT: EXTRA DUTY/2ND JOB:**

Name	Position	Site/Dept	Effective
WALLIN, SARA	PLC FACILITATOR	SHEDECK ES	8/1/2018
RENAUD, STEPHANIE	HOMEBOUND TEACHER	YMS/6TH	11/27/2018
CULWELL, BOBBI	HOMEBOUND TEACHER	YMHS	11/1/2018

**STIPEND CHANGE**

Name	Position	Site/Dept	Effective

**RESIGNATIONS/RETIREMENTS/SEPARATIONS:**

Name	Position	Site/Dept	Effective
PATTERSON, J DANIELLE	SECRETARY	FOOD SERVICE	11/13/2018
EADS, ROGER	CROSSING GUARD	SURREY HILLS ES	12/21/2018
WOODWARD, TEYSA	EXTENDED CHILD CARE	COMMUNITY ED	11/5/2018
WAVADA, KATHRYN	COOK	CENTRAL ES	11/14/2018
ORTIZ, RETHA	CAFETERIA MONITOR	INDEPENDENCE ES	11/2/2018
JACKSON, BRANDY	ART TEACHER	CENTRAL ES	1/7/2019
FANNING, DINA	PLAYGROUND MONITOR	INDEPENDENCE ES	11/13/2018
BARTON, MELINDA	CHILD NUTRITION MGR.	YMS	11/30/2018

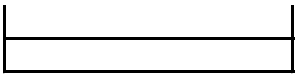

**EXHIBIT A**

**Explanation of Change**

FROM YHS
FROM SPED PARA
FROM IES
FROM RECESS MONITOR

**Explanation of Change**

OTHER EMPLOYMENT
HEALTH
PERSONAL
TERMINATED
NO REASON GIVEN
LEAVE OF ABSENCE
PERSONAL
NO REASON GIVEN





**PERSONNEL REPORT FOR:**

November 5, 2018

**YPS**

**RECOMMENDATION TO HIRE:**

**ADMINISTRATIVE CONTRACT:**

Name	Position	Site/Dept	Effective
NONE			

**RECOMMENDATION TO HIRE:**

**CERTIFIED: TEMPORARY CONTRACT**

Name	Position	Site/Dept	Effective
DOBRINSKI, SHELBY	2ND GRADE TEACHER	RANCHWOOD ES	10/11/2018
EATON, PIPER	2ND GRADE TEACHER	SURREY HILLS ES	10/15/2018
HILL, GABRIELLE	2ND GRADE TEACHER	MYERS ES	12/7/2018
MILLER, KATHLEEN	2NDRY CLASSROOM INTERN	YHS	10/8/2018

**RECOMMENDATION TO HIRE:**

**SUPPORT:**

Name	Position	Site/Dept	Effective
BARBY, AMANDA	BUS DRIVER	TRANSPORTATION	10/23/2018
BLACKMORE, CARA	SUBSTITUTE	ADMINISTRATION	10/4/2018
CASTRO, AMANDA	SUBSTITUTE	ADMINISTRATION	10/16/2018
COX, JAYCIE	SUBSTITUTE	ADMINISTRATION	10/16/2018
DYSON, BILLIE	SUBSTITUTE	ADMINISTRATION	10/17/2018
FOGLE, JOHN	BUS DRIVER	TRANSPORTATION	10/10/2018
FOLEY, VALERIE	PLAYGROUND MONITOR	IES	10/11/2018
FOLEY, VALERIE	CROSSWALK MONITOR	SKYVIEW ES	10/15/2018
GAMSJAGER, BRYAN	SUBSTITUTE	ADMINISTRATION	9/24/2018
GRAVETT, ELIZABETH	SUBSTITUTE	ADMINISTRATION	9/28/2018
KINCANNON, SHAWNA	SPECIAL ED AIDE/PARA	YMS	10/10/2018
KUSICK, LAURENE	CAFETERIA MONITOR	SURREY HILLS ES	10/15/2018
LIGGETT, ALMA	BILINGUAL ASSISTANT	IES	10/11/2018
LOFGREN, LISA	SUBSTITUTE	ADMINISTRATION	10/4/2018
LOGAN, SALLY	SPECIAL ED AIDE/PARA	YHS	11/8/2018
MAY, BRAD	BUS DRIVER	TRANSPORTATION	6/1/2018
MOORE, BROOKE	SPECIAL ED AIDE/PARA	YHS	11/12/2018
NELSON, SKYE	SPECIAL ED AIDE/PARA	YHS	11/1/2018
ORTIZ, RETHA	CAFETERIA MONITOR	IES	10/29/2018
OWENS, RICKY	SUBSTITUTE	ADMINISTRATION	10/16/2018
PHIPPS, DIANE	SUBSTITUTE	ADMINISTRATION	9/14/2018
PORTER, MELVINA	CAFETERIA MONITOR	SURREY HILLS ES	10/29/2018
RICH, MARCELLA	SUBSTITUTE	ADMINISTRATION	9/25/2018
SMITH, NATASHA	PARAPROFESSIONAL	LES	10/29/2018
SMITH, GLORIA	SUBSTITUTE	ADMINISTRATION	9/27/2018
SMITH, JEFF	SUBSTITUTE	ADMINISTRATION	10/17/2018
SPEAR, WENDY	PLAYGROUND MONITOR	IES	10/25/2018
STROUD, SONDRRA	SPECIAL ED AIDE/PARA	IES	10/11/2018
STUMPF JR., WALTER	SUBSTITUTE	ADMINISTRATION	9/24/2018
THOMAS, JENNIFER	CAFETERIA MONITOR	SURREY HILLS ES	10/9/2018

WARD, ALYSSA	SPECIAL ED AIDE/PARA	YHS	11/8/2018
WHETZEL, DAVID	BUS DRIVER	TRANSPORTATION	10/15/2018

### SEASONAL STUDENT AND/OR ADULT

Name	Position	Site/Dept	Effective
FOLEY, VALERIE	MILLERS AFTERSCHOOL SUPERVISOR	COMMUNITY ED	10/29/2018
HOLMES, BRIAN	MS FOOTBALL	ATHLETICS	8/7/2018
KILHOFFER, ALEXIS	MILLERS AFTERSCHOOL AIDE	COMMUNITY ED	10/29/2018
MICHAEL, BERKELEY	NASS AFTER SCHOOL TUTOR	SKYVIEW ES	10/29/2018
PATTERSON, JEANNIE	CHILD NUTRITION SECRETARY	YMS/6TH	10/23/2018
SMITH, KAL	NASS TUTOR	CENTRAL ES	10/29/2018
SMITH, TONYA	MILLERS3 SUPERVISOR	COMMUNITY ED	10/2/2018

### CHANGE FORM POSITION/HOURS/LOCATION/RATE OF PAY

Name	Position	Site/Dept	Effective
CRITES, STACY	BUS MONITOR	TRANSPORTATION	10/1/2018
CROW, LAURIE	BUS MONITOR	TRANSPORTATION	10/1/2018
GLYCKHERR, JOE	BUS DRIVER	TRANSPORTATION	10/1/2018
HARDIE, LEO	BUS DRIVER	TRANSPORTATION	10/1/2018
HUTCHISON, LORIE	SPECIAL ED AIDE	SKYVIEW ES	10/1/2018
JONES, KASSANDRA	MILLERS AFTER SCHOOL	COMMUNITY ED	10/24/2108
KOWALSKI, SHARON	BUS DRIVER	TRANSPORTATION	10/1/2018
LEWIS, TAMITHA	BUS MONITOR	TRANSPORTATION	10/1/2018
LEWIS, TAMMI	BUS DRIVER	TRANSPORTATION	10/1/2018
LEWIS, TAMYY	BUS AIDE	TRANSPORTATION	10/23/2018
MILLER, KAREN	BUS DRIVER	TRANSPORTATION	10/1/2018
MILLER, MARCY	INSTRUCTIONAL SPECIALIST	RANCHWOOD ES	10/11/2018
NEELY, BILL	BUS DRIVER	TRANSPORTATION	10/1/2018
NEELY, DORIS	BUS DRIVER	TRANSPORTATION	10/1/2018
PERDUE, JOANN	BUS DRIVER	TRANSPORTATION	10/1/2018
PERDUE, JOANN	CAFETERIA MONITOR	INDEPENDENCE ES	9/24/2018
PHILLIPS, ROBERT	BUS MONITOR	TRANSPORTATION	10/1/2018
ROSS, MORGAN	REMEDIAL READING SPECIALIST	RANCHWOOD ES	10/11/2018
SMITH, MARVIN	BUS DRIVER	TRANSPORTATION	10/1/2018
STANLEY, SHARON	BUS AIDE	TRANSPORTATION	10/1/2018
SWAIM, ROBERT	BUS DRIVER	TRANSPORTATION	10/1/2018
TROXELL, CRAIG	BUS DRIVER	TRANSPORTATION	9/3/2018
WEBB, CAROL	BUS MONITOR	TRANSPORTATION	10/1/2018

### STIPEND ASSIGNMENT: EXTRA DUTY/2ND JOB:

Name	Position	Site/Dept	Effective
BARBY, AMANDA	PLAYGROUND MONITOR	IES	10/29/2018
CRITES, STACEY	LUNCH DUTY MONITOR	YMS	9/10/2018
KING, CHARLA	LUNCH DUTY SUBSTITUTE	YMS	9/28/2018
LAMBERT, VICTORIA	MINI MILLERS SUPERVISOR	COMMUNITY ED	9/14/2018
MCCATHERN, LESLIE	NASS AFTER SCHOOL TUTOR	NASS	10/24/2018

MYERS, MCKINZIE	MINI MILLERS SUPERVISOR	COMMUNITY ED	9/26/2018
OWENS, BOBBIE	CAFETERIA HOSTESS	RANCHWOOD ES	10/23/2018
RAPER, JAMIE	HOMEBOUND TEACHER	YHS	9/28/2018
VILLAFLOR, RICARDO	LUNCH COVER	YMS	9/6/2018

### STIPEND CHANGE

Name	Position	Site/Dept	Effective
DAVIS, CHAZ	HS GIRLS B-BALL COACH	ATHLETICS	9/25/2018
LENABURG, ELIZABETH	ASST. GIRLS B-BALL COACH	ATHLETICS	9/25/2018

### RESIGNATIONS/RETIREMENTS/SEPARATIONS:

Name	Position	Site/Dept	Effective
ANDERSON, ASHLEE	PARA PROFESSIONAL	YHS	10/31/2018
CANNON, BILL	BUS DRIVER	TRANSPORTATION	10/1/2018
FRANK, BRIAN	BUS DRIVER	TRANSPORTATION	9/10/2018
HOUSH, CARMEN	CHILD CARE PROVIDER	COMMUNITY ED	11/2/2018
JONES, KASSANDRA	CAFETERIA MONITOR	SURREY HILLS ES	10/2/2018
JONES, KASSANDRA	CROSSING GUARD	IES	10/8/2018
KINCANNON, SHAWNA	PARA PROFESSIONAL	YMS	10/15/2018
LYDON, CINDY	BUS DRIVER	TRANSPORTATION	10/4/2018
OWENS, BOBBIE	CROSSING GUARD/PLAYGROUND MONITOR	SKYVIEW ES	10/17/2018
RINCHICH, JESSICA	CAFETERIA MONITOR	IES	11/2/2018
SMITH, BRENDA	BUS DRIVER	TRANSPORTATION	10/9/2018
STINNETT, ABBY	CHILD DARE PROVIDER	COMMUNITY ED	9/6/2018
THOMPSON, TARI	CAFETERIA MONITOR	SURREY HILLS ES	10/12/2018
WHETZEL, DAVID	BUS DRIVER	TRANSPORTATION	10/31/2018
WHITSON, AMY	PARA PROFESSIONAL	LES	10/17/2018
WICKLIFF, MARTHA	6TH GR SPANISH TEACHER	YMS	11/16/2018

**EXHIBIT A**

**Explanation of Change**

FROM 4 TO 4.5 HOURS
FROM 4 TO 5 HOURS
FROM 4.75 TO 5 HOURS
FROM 4 TO 4.5 HOURS
FROM 8 TO 7.5 HOURS
FROM 4 TO 3.91 HOURS
FROM 4.5 TO 5.5 HOURS
FROM 5.75 TO 6 HOURS
FROM 6 TO 5.75 HOURS
FROM 6 TO 5.75 HOURS
FROM 4.75 TO 5.25 HOURS
FROM REMEDIAL READING SPECIALIST
FROM 4.5 TO 4.75 HOURS
FROM 5 TO 6.5 HOURS
FROM 4 TO 7.5 HOURS
FROM SURREY HILLS ES
FROM 4.25 TO 4.75 HOURS
FROM 2ND GRADE TEACHER
FROM 4 TO 7.5 HOURS
FROM 5 TO 6.5 HOURS
FROM 4 TO 5.5 HOURS
FROM 4.5 TO 5.5 HOURS
FROM 4.75 TO 5 HOURS

**Explanation of Change**

PERSONAL
HEALTH
TERMINATED
OTHER EMPLOYMENT
HEALTH
NO REASON GIVEN
NO REASON GIVEN
NO REASON GIVEN
NO REASON GIVEN
OTHER EMPLOYMENT
PERSONAL
WORK OUT OF STATE
OTHER EMPLOYMENT
NO REASON GIVEN
PERSONAL
WORK OUT OF STATE



**PERSONNEL REPORT FOR:**

October 1, 2018

**YPS**

**RECOMMENDATION TO HIRE:**

**ADMINISTRATIVE CONTRACT:**

Name	Position	Site/Dept	Effective
NONE			

**RECOMMENDATION TO HIRE:**

**CERTIFIED: TEMPORARY CONTRACT**

Name	Position	Site/Dept	Effective
Hamel, Terri	Tutor	Ranchwood ES	9/18/2018
Kaufman, Haley	SpEd - LEAP	Surrey Hills ES	10/8/2018
Kock, Caroline	Business Teacher	YHS	9/27/2018
Perman, Abbey	Government Teacher	YHS	9/25/2018

**RECOMMENDATION TO HIRE:**

**SUPPORT:**

Name	Position	Site/Dept	Effective
Bennett, Christi	Substitute	Administration	9/21/2018
Blevins, Chastity	Cafeteria Monitor	Shedeck ES	9/19/2018
Brooke, Matt	Bus Driver	Transportation	9/24/2018
Bryan, Robyn	Substitute	Administration	9/6/2018
Burcham, JoAn	Substitute	Administration	8/29/2018
Cacini, Richard	Substitute	Administration	8/29/2018
Cole, Anna	Substitute	Administration	8/30/2018
Cook, Carol	Substitute	Administration	9/13/2018
Cornejo, Christina	Substitute	Administration	9/21/2018
Crawford, Yi-Ying	Substitute	Administration	8/29/2018
Crites, Stacy	Bus monitor	Transportation	9/5/2018
Crites, Stacy	Cafeteria Monitor	YMS 7/8	9/4/2018
Currey, Steve	Substitute	Administration	9/13/2018
Davis, Licia	Substitute	Administration	9/17/2018
Deckard, Emalee	Substitute	Administration	9/7/2018
Doyle, Amanda	Substitute	Administration	8/29/2018
Dunn, Harold	Substitute	Administration	9/18/2018
Edmondson, Renea	Substitute	Administration	9/13/2018
Eischen, Jill	Substitute	Administration	8/30/2018
Eisenman, Kaitlyn	LPN	Myers ES	10/2/2018
Elder, Amanda	Substitute	Administration	9/20/2018
Enmark, Kristen	Substitute	Administration	8/30/2018
Gable, Tyler	Substitute	Administration	8/29/2018
Hardie, Leo	Bus Driver	Transportation	9/5/2018
Harkness, Joddi	Substitute	Administration	9/13/2018
Jay, Nettie	Substitute	Administration	9/21/2018
Jinkens, Erin	Substitute	Administration	9/14/2018
Jordan, Theresa	Substitute	Administration	9/21/2018
Kusick, Laurene	Substitute	Administration	8/30/2018
Lewis, Pamela	Substitute	Administration	8/28/2018

Mahaffey, Jo	Substitute	Administration	9/13/2018
Matthews, Amy	Substitute	Administration	9/18/2018
Munhollon, Mike	Substitute	Administration	9/11/2018
Nair, Fatima	Substitute	Administration	9/17/2018
Nygren, Genie	Substitute	Administration	9/20/2018
Pierce, Kailee	Substitute	Administration	8/29/2018
Qualls, Elizabeth	Substitute	Administration	9/4/2018
Russell, Avis Christine	Substitute	Administration	9/13/2018
Russell, Leslie	Substitute	Administration	9/13/2018
Sauls, Gary	Substitute	Administration	9/19/2018
Shane, Mariah	Substitute	Administration	9/4/2018
Sharp, Nancy	Substitute	Administration	9/14/2018
Thompson, Tari	Cafeteria Monitor	Surrey Hills ES	9/24/2018
Turner, Sarah	Substitute	Administration	9/17/2018
Vann, Matthew	Substitute	Administration	9/13/2018
Wilkens, Jessica	Substitute	Administration	8/28/2018

### SEASONAL STUDENT AND/OR ADULT

Name	Position	Site/Dept	Effective
Alford, Jocelynn	Student Technician	FAC	9/24/2018
Andrade, Mayra	Millers Afterschool Aide	Administration	8/13/2018
Armstrong, Barbara	Enrollment Services Asst.	OTIS	9/5/2018
Cain, Cameron	Seasonal Adult	FAC	9/24/2018
Cross, Bray	Student Technician	FAC	9/24/2018
Foxx, Natalie	NASS After School Tutor	IES	8/20/2018
Furlong, Jason	Asst. Baseball Coach	Athletics	1/4/2019
Johnston, Jason	Student Technician	FAC	9/24/2018
Mowers, Jim	Painter	Maintenance	9/5/2018
Myers, McKinzie	Millers Afterschool Supervisor	Administration	9/5/2018
Sauls, Gary	Substitute Administrator	YMS	9/19/2018
Stinnett, Abby	Millers Afterschool Supervisor	Administration	9/6/2018
Wilkerson, Silas	Seasonal Student	FAC	9/24/2018

### CHANGE FORM POSITION/HOURS/LOCATION/RATE OF PAY

Name	Position	Site/Dept	Effective
Cole, Brittany	PreK Aide	Surrey Hills ES	8/16/2018
Cosgrove, Dana	Speech Lang. Asst.	Skyview	9/1/2018
Crowe, Donna	Speech Lang. Path.	IES	11/9/2017
Foxx, Natalie	NASS Academic Tutor	IES	8/20/2018
James, Kelli	Speech Lang. Asst.	YMS	9/1/2018
Kilhoffer, Elanda	School Psychologist	Special Services	8/1/2018
McLain, Sarah	4th Math/Science teacher	Sheddeck	8/8/2018
Oruru, Yeneer	Mild Moderate Teacher	Surrey Hills	9/19/2018
Osgood, Talitha	Speech Lang. Path.	Skyview	9/1/2018
Rinebarger, Vickie	Child Nutrition	YMS	9/24/2018
Schmitz, Patricia	Speech Lang. Path.	Sheddeck	9/1/2018
Welch, Irene	IT Secretary	Administration	9/24/2018
Williams, Crystal	Assist. Principal Secretary	YHS	8/15/2018

### STIPEND ASSIGNMENT: EXTRA DUTY/2ND JOB:

Name	Position	Site/Dept	Effective
Becker, Terri	Lunch Duty	YHS	8/16/2018
Furlong, Jason	Asst. Baseball Coach	Athletics	1/1/2019

Lenaburg, Elizabeth (Nicole)	Lunch Duty	YHS	9/5/2018
Meyer, Bradyn	Asst. Baseball Coach	Athletics	1/1/2019
Ritter, Kevin	Lunch Duty	YHS	9/5/2018
Wootton, Jeff	Academic Team Coach	YMS	9/25/2018

**STIPEND CHANGE**

<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>
NONE			

**RESIGNATIONS/RETIREMENTS/SEPARATIONS:**

<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>
Hudson, Nathan	Business teacher	YHS	9/12/2018
Hunter, Wesley	Custodian	Athletics	11/30/2018
Kennemer, Macy	1st grade teacher	Shedeck ES	6/24/2018
Martin, Leah	Substitute	District	9/13/2018
Owens, Bobbie	AM Crosswalk	Skyview ES	8/26/2018
Roberts, Andrew	History teacher	YHS	9/17/2018
Sharp, Caryn	RISE teacher	Surrey Hills ES	9/18/2018
Zermeno, Kimberly	Bus driver	Transportation	8/16/2018

**EXHIBIT A**

**Explanation of Change**

from 7.5 to 7 hrs
from administration
from administration
from 7.2 to 7 hours
from administration
from psychometrist
from Lakeview ES
from Resource Teacher
from administration
from 7.5 to 8 hours daily
from administration
from 7.5 to 8 hours daily
from 8 to 7.5 hours daily

**Explanation of Change**

Illness
No reason
Leave of Absence SY 18-19 birth of sick child
Other Employment
No reason
Personal reasons
Personal reasons
No reason



**PERSONNEL REPORT FOR:**

September 4, 2018

**YPS**

**RECOMMENDATION TO HIRE:**

**ADMINISTRATIVE CONTRACT:**

Name	Position	Site/Dept	Effective
NONE			

**RECOMMENDATION TO HIRE:**

**CERTIFIED: TEMPORARY CONTRACT**

Name	Position	Site/Dept	Effective
NONE			

**RECOMMENDATION TO HIRE:**

**SUPPORT:**

Name	Position	Site/Dept	Effective
ALSTON, KARA	SUBSTITUTE	YPS	8/16/2018
BARNES, BRIAN	SUBSTITUTE	YPS	8/16/2018
BOWLING, CLYDE RAY	SUBSTITUTE	YPS	8/16/2018
BRACKETT, BOB	SUBSTITUTE	YPS	8/16/2018
BREWER, VANYA	SUBSTITUTE	YPS	8/16/2018
BRODMERKEL, JOAN	SUBSTITUTE	YPS	8/16/2018
BROWN, DONNA	SUBSTITUTE	YPS	8/16/2018
BROWN, MEGAN	SUBSTITUTE	YPS	8/16/2018
BRUCE, KELLY	SUBSTITUTE	YPS	8/16/2018
BUCKLEY, THOMAS	SUBSTITUTE	YPS	8/16/2018
CABRAL, SHARON	SUBSTITUTE	YPS	8/16/2018
CARDOSI, SHAWNA	PARA PROFESSIONAL	MYERS ES	8/29/2018
CARMICHAEL, ASHLEY	SUBSTITUTE	YPS	8/16/2018
CHAPARRO, CAITLYNN	PARA PROFESSIONAL	YMS	8/16/2018
CLARK, JAMIE	SUBSTITUTE	YPS	8/16/2018
CLARK, LORELEI	SUBSTITUTE	YPS	8/16/2018
CORZINE, MARK	SUBSTITUTE	YPS	8/16/2018
CROW, LAURIE	BUS MONITOR	TRANSPORTATION	8/27/2018
CURREY, STEVE	PLAYGROUND MONITOR	IES	8/16/2018
DEAKINS, AMANDA	SUBSTITUTE	YPS	8/16/2018
DEAN, JORNAE	SUBSTITUTE	YPS	8/16/2018
DEAN, MICHAEL	SUBSTITUTE	YPS	8/16/2018
DELEON, VALERIE	SUBSTITUTE	YPS	8/16/2018
DIXON, ELIJAH	SUBSTITUTE	YPS	8/16/2018
DONNELLY, AMBER	SUBSTITUTE	YPS	8/16/2018
DONNELLY, DARLENE	SUBSTITUTE	YPS	8/16/2018
DRAKE, MANDY	SUBSTITUTE	YPS	8/16/2018
ENDSLEY, TONI	SUBSTITUTE	YPS	8/16/2018
FENTON, RITA	SUBSTITUTE	YPS	8/16/2018
FOUTS, MARTHA	SUBSTITUTE	YPS	8/16/2018
FRERICHS, JEANNE	SUBSTITUTE	YPS	8/16/2018
GEORGE, PAUL	SUBSTITUTE	YPS	8/16/2018

GILLES, JACKIE	SUBSTITUTE	YPS	8/16/2018
GRANT, KIM	SUBSTITUTE	YPS	8/16/2018
HALL, DANA	SUBSTITUTE	YPS	8/16/2018
HALL, KAREN	SUBSTITUTE	YPS	8/16/2018
HARRIS, KAYLEA	SUBSTITUTE	YPS	8/16/2018
HARRIS, ROY	SUBSTITUTE	YPS	8/16/2018
HAYS, LOIS	SUBSTITUTE	YPS	8/16/2018
HECKART, MICHELLE	SUBSTITUTE	YPS	8/16/2018
HENLEY, CHERYL	SUBSTITUTE	YPS	8/16/2018
HEUSEL, DIANA	SUBSTITUTE	YPS	8/16/2018
HILL, KAYLA	SUBSTITUTE	YPS	8/16/2018
HITE, DEBORAH	SUBSTITUTE	YPS	8/16/2018
HONNOHAN, CAROL	SUBSTITUTE	YPS	8/16/2018
HUDSON, JANIS	SUBSTITUTE	YPS	8/16/2018
JESTER, BRENDA	SUBSTITUTE	YPS	8/16/2018
JONES, KASSANDRA	CROSSING GUARD	IES	8/17/2018
JORVE, SARA	SUBSTITUTE	YPS	8/16/2018
KIEHN, NANCY	SUBSTITUTE	YPS	8/16/2018
KING, LISA	SUBSTITUTE	YPS	8/16/2018
LANDRITH, LYNDA	SUBSTITUTE	YPS	8/16/2018
LANTAGNE, GERRY	SUBSTITUTE	YPS	8/16/2018
LEDER-SWIFT, ETHEL	SUBSTITUTE	YPS	8/16/2018
LEE, YOLANDA	SUBSTITUTE	YPS	8/16/2018
LYONS, STACY	SUBSTITUTE	YPS	8/16/2018
MACDOWELL, KJRISTI	SUBSTITUTE	YPS	8/16/2018
MAGNUS, ELISABETH	SUBSTITUTE	YPS	8/16/2018
MANIATAKES, ROSE	PLAYGROUND MONITOR	LAKEVIEW ES	8/23/2018
MANNING, EMMA LEE	SUBSTITUTE	YPS	8/16/2018
MARTIN, ANGIE J	SUBSTITUTE	YPS	8/16/2018
MARTIN, LEAH	SUBSTITUTE	YPS	8/16/2018
MATHIS, TORI	SUBSTITUTE	YPS	8/16/2018
MCALLISTER, MITZI	SUBSTITUTE	YPS	8/16/2018
MCCLAIN, LADONNA	SUBSTITUTE	YPS	8/16/2018
MCCLAIN, MOLLY	SUBSTITUTE	YPS	8/16/2018
MCCROSKEY, ROBERT (BOB)	SUBSTITUTE	YPS	8/16/2018
MCPEAK, KRISTY	SUBSTITUTE	YPS	8/16/2018
MILLER, KATHLEEN	SUBSTITUTE	YPS	8/16/2018
MOORE, JUANITA	SUBSTITUTE	YPS	8/16/2018
MOSLEY, WAYNE	SUBSTITUTE	YPS	8/16/2018
NEWMAN, MICHELLE	SUBSTITUTE	YPS	8/16/2018
OSGOOD, MARY	SUBSTITUTE	YPS	8/16/2018
PHINNEY, DARLA	SUBSTITUTE	YPS	8/16/2018
PINKERTON, DANESSA	SUBSTITUTE	YPS	8/16/2018
POLLARD, KIMBERLY	SUBSTITUTE	YPS	8/16/2018
RAMM, SEAN	SUBSTITUTE	YPS	8/16/2018
RICHEY, DONNA	SUBSTITUTE	YPS	8/16/2018
RICHTER, KATHRYN	SUBSTITUTE	YPS	8/16/2018
ROWLAND, ALICE	SUBSTITUTE	YPS	8/16/2018
SCHANTZ, RHONDA	SUBSTITUTE	YPS	8/16/2018
SCHRADER, ASHLEY	SUBSTITUTE	YPS	8/16/2018
SCHUMAN, ELDON	SUBSTITUTE	YPS	8/16/2018
SCOTT, JEAN	SUBSTITUTE	YPS	8/16/2018
SHELTON, TAMMY	BUS DRIVER	TRANSPORTATION	9/5/2018

SHILLING, TAMARA	SUBSTITUTE	YPS	8/16/2018
SHRUM, KELSEY	SUBSTITUTE	YPS	8/16/2018
SMITH, RACHEL	SUBSTITUTE	YPS	8/16/2018
SMITH, TONYA	SUBSTITUTE	YPS	8/16/2018
STEHR, VIVIAN	SUBSTITUTE	YPS	8/16/2018
STEPHENSON, MARTY	SUBSTITUTE	YPS	8/16/2018
VEGA, BARBARA	SUBSTITUTE	YPS	8/16/2018
WALTON, KIM	SUBSTITUTE	YPS	8/16/2018
WARD, HEATHER	SUBSTITUTE	YPS	8/16/2018
WATSON, ANGELA	SUBSTITUTE	YPS	8/16/2018
WEST, BARBARA	SUBSTITUTE	YPS	8/16/2018
WHITSON, JORDAN	SUBSTITUTE	YPS	8/16/2018
WILLARD, REBECCA	SUBSTITUTE	YPS	8/16/2018
WINSTON, MISTY	PARA PROFESSIONAL	MYERS ES	8/23/2018
WOMACK, SANDRA	SUBSTITUTE	YPS	8/16/2018
YANCEY, MISHA	SUBSTITUTE	YPS	8/16/2018

### SEASONAL STUDENT AND/OR ADULT

Name	Position	Site/Dept	Effective
ARMSTRONG, BARBARA	ENROLLMENT SERVICES ASSISTANT	ENROLLMENT CENTER	1/7/2019
BURNETT, REGAN	ASSISTANT CHEER COACH	ATHLETICS	8/15/2018
DILLARD, ZACH	MILLER AFTERSCHOOL AIDE	ADMINISTRATION	8/28/2018
HALL, BREANNA	MILLER AFTERSCHOOL AIDE	ADMINISTRATION	8/21/2018
JORDAN, ROBERT	ASST. FOOTBALL COACH	YMS	8/16/2018
MIDDLESTON, TERRY	ASST GIRLS BASKETBALL COACH	ATHLETICS	10/1/2018
TAYLOR, KYLE	ASSISTANT BASEBALL COACH	ATHLETICS	1/1/2019
WATTS, MADISON	MILLER AFTERSCHOOL AIDE	ADMINISTRATION	8/27/2018
WILES, VANESSA	MILLER AFTERSCHOOL SUPERVISOR	RANCHWOOD ES	9/5/2018
WILLETTS, TONY	ASST GIRLS SOCCER COACH	ATHLETICS	1/4/2019

### CHANGE FORM POSITION/HOURS/LOCATION/RATE OF PAY

Name	Position	Site/Dept	Effective
FRANK, BRIAN	BUS DRIVER	TRANSPORTATION	8/16/2018
HENDERSON, KRISTA	SPEECH PATH	SURREY HILLS ES	8/16/2018
KOELSCH, LINDSEY	SPEECH PATH	SURREY HILLS ES	8/16/2018
LYDON, CINDY	BUS DRIVER	TRANSPORTATION	8/16/2018
MILLER, KAREN	BUS DRIVER	TRANSPORTATION	8/16/2018
PERDUE, JO ANN	BUS DRIVER	TRANSPORTATION	8/16/2018
PYLE, GERRALEE	BUS DRIVER	TRANSPORTATION	8/16/2018
TRIBBLE, CALEB	SUBSTITUTE DRIVER	TRANSPORTATION	8/16/2018

### STIPEND ASSIGNMENT: EXTRA DUTY/2ND JOB:

Name	Position	Site/Dept	Effective
CROW, LAURIE	PLAYGROUND ASSISTANT	SKYVIEW ES	8/27/2018
LACKEY, JON DONNA	HOMEBOUND TEACHER	YMS	8/27/2018
RANKIN, RYLEE	HOMEBOUND TEACHER	PARKLAND ES	8/16/2018

**STIPEND CHANGE**

<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>
NONE			

**RESIGNATIONS/RETIREMENTS/SEPARATIONS:**

<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>
CARDOSI, SHAWNA	PARA PROFESSIONAL	MYERS ES	8/28/2018
HOTTEL, JACQUELINE	KINDERGARTEN TEACHER	SHEDECK ES	8/17/2018
SCHMIDT, LORI	6TH GRADE TEACHER	YMS	8/14/2018
WATTS, MADISON	CHILDCARE PROVIDER	COMMUNITY ED	8/26/2018

**EXHIBIT A**



**Explanation of Change**

FROM 4 HR PER WEEK TO 6 HR
FROM SHEDECK ES
FROM SKYVIEW ES
FROM 6HR PER WEEK TO 4 HR
FROM BUS MONITOR
FROM BUS MONITOR
FROM 8 HR PER WEEK TO 7 HR
FROM 6 HR TO 8 HR

**Explanation of Change**

OTHER EMPLOYMENT
HEALTH
PERSONAL
PERSONAL



**PERSONNEL REPORT FOR:**

**August 20, 2018**

**YPS**

**RECOMMENDATION TO HIRE:**

**ADMINISTRATIVE CONTRACT:**

Name	Position	Site/Dept	Effective
NONE			

**RECOMMENDATION TO HIRE:**

**CERTIFIED: TEMPORARY CONTRACT**

Name	Position	Site/Dept	Effective
NONE			

**RECOMMENDATION TO HIRE:**

**SUPPORT:**

Name	Position	Site/Dept	Effective
ANDRADE, MAYRA	PLAYGROUND MONITOR	MYERS ES	8/16/2018
ZEMENO, KIMBERLY	BUS DRIVER	TRANSPORTATION	8/13/2018
ELKINS, KATHERINE	SP ED/PARA PROFESSIONAL	PARKLAND ES	8/15/2018
SNOWDEN, SHELBY	PROGRAM SPECIALIST	CENTER	9/3/2018

**SEASONAL STUDENT AND/OR ADULT**

Name	Position	Site/Dept	Effective
MEANS, PAYTON	MILLERS AFTERSCHOOL AIDE	ADMINISTRATION	8/8/2018-5/24/2019
MORALES, DESTANII	MILLERS AFTERSCHOOL AIDE	ADMINISTRATION	8/13/18-5/24/2019
SOWARDS, BRIDGET	MILLERS AFTERSCHOOL AIDE	ADMINISTRATION	8/16/18-5/24/2019
AWBREY, MICHELLE	MILLERS3 SUPERVISOR	ADMINISTRATION	8/13/18 - 5/24/2019
JOHNSON, KELLIE	ROUTE 333 SUPERVISOR	ADMINISTRATION	8/13/18- 5/24/2019
PATTERSON, JEANNIE DANIELLE	SECRETARY-CHILD NUTRITION	ADMINISTRATION	8/7/18- 10/12/2018
WOODWARD, TEYSA	MILLERS AFTERSCHOOL SUPV (RT 333)	ADMINISTRATION	8/8/18-5/24/2019
CUMMINGS, LISA	MILLERS AFTERSCHOOL SUPV	ADMINISTRATION	8/8/18-5/24/2019

**CHANGE FORM POSITION/HOURS/LOCATION/RATE OF PAY**

Name	Position	Site/Dept	Effective
ABRAMS, PAULA	TITLE VI TUTOR COORD	YMS	8/13/2018
WAVADA, SABRINA	MILLERS AFTERSCHOOL SUPERVISOR	ADMINISTRATION	8/8/2018
MACKE, ROBIN	SIGN LANGUAGE INTERPRETER	MYERS ES	8/16/2018

**STIPEND ASSIGNMENT: EXTRA DUTY/2ND JOB:**

Name	Position	Site/Dept	Effective
MARS, CRYSTAL	MILLERS AFTERSCHOOL SUPERVISOR	LAKEVIEW ES	8/6/18-5/24/2019

PURDUE, JULIE	NASS AFTER SCHOOL TUTOR	SURREY HILLS ES	8/16/18-4/26/2019
GIFFORD, NICOLE	NASS AFTER SCHOOL TUTOR	SKYVIEW ES	8/16/18-4/26/2019
TULLY, MOLLIE	NASS AFTER SCHOOL TUTOR	SHEDECK ES	8/16/18-4/26/2019
MCCATHERN, LESLIE COLE	NASS AFTER SCHOOL TUTOR	PARKLAND ES	8/16/18-4/26/2019
CANNON, CLAYTON	NASS AFTER SCHOOL TUTOR	YMS 7TH/8TH GRADE	8/16/18-4/26/2019
MEZIER, DEANNE	NASS AFTER SCHOOL TUTOR	YMS 7TH/8TH GRADE	8/16/18-4/26/2019
PURDUE, JULIE	NASS AFTER SCHOOL TUTOR	SURREY HILLS ES	8/16/18-4/26/2019
LOWER, BLAKE	NASS AFTER SCHOOL TUTOR	SURREY HILLS ES	8/16/18-4/26/2019
REDWAY, JENNIFER	NASS AFTER SCHOOL TUTOR	PARKLAND ES	8/16/18-4/26/2019
MANN, SHANNON	NASS AFTER SCHOOL TUTOR	LAKEVIEW ES	8/16/18-4/26/2019
ROBINSON, LISA	NASS AFTER SCHOOL TUTOR	SKYVIEW ES	8/16/18-4/26/2019
MCRAE, MELISSA	NASS AFTER SCHOOL TUTOR	CENTRAL ES	8/16/18-4/26/2019
HAUN, MYKAL	NASS AFTER SCHOOL TUTOR	MYERS ES	8/16/18-4/26/2019

#### STIPEND CHANGE

Name	Position	Site/Dept	Effective
NONE			

#### RESIGNATIONS/RETIREMENTS/SEPARATIONS:

Name	Position	Site/Dept	Effective
ANDERSON, ZINA	CAFFETERIA MONITOR	INDEPENDENCE ES	6/1/2018
ABRAMS, PAULA	NASS/TITLE VI TUTOR COORDINATOR	YMS	8/10/2018
SWIGGETT, JULIA	CAFFETERIA MONITOR	INDEPENDENCE ES	6/2/2018
GEIS, NIKI	OPEN DOOR	ADMINISTRATION	6/1/2018
WELCH, CHARLES	CROSSING GUARD	INDEPENDENCE ES	6/1/2018
PETTIGREW, PAIGE	AIDE	CENTRAL ES	6/1/2018
PAYNE, JUSTIN	SUBSTITUTE	DISTRICT	6/1/2018

**EXHIBIT A**

**Explanation of Change**

REDUCTION IN HOURS FROM 30 TO 27.5 PER WEEK
FROM AIDE TO SUPERVISOR
FROM PART TIME TO FULL TIME

**Explanation of Change**

NO REASON GIVEN
OTHER EMPLOYMENT
NO REASON GIVEN
NO REASON GIVEN
PERSONAL
NO REASON GIVEN
NO REASON GIVEN



**PERSONNEL REPORT FOR:**

**August 6, 2018**

**YPS**

**RECOMMENDATION TO HIRE:**

**ADMINISTRATIVE CONTRACT:**

Name	Position	Site/Dept	Effective
NONE			

**RECOMMENDATION TO HIRE:**

**CERTIFIED: TEMPORARY CONTRACT**

Name	Position	Site/Dept	Effective
BEAVER, DEATRA	2ND GRADE TEACHER	SURREY HILLS ES	8/8/2018
CULWELL, BOBBI	SPECIAL ED TEACHER	YHS	8/8/2018
HOLMAN, HEATH	SPECIAL ED TEACHER	YHS	8/8/2018
HUDSON, NATHAN	BUSINESS TEACHER	YHS	8/8/2018
KERNER, KYLIE	3RD/8TH GRADE GIFTED TEACHER	YMS	8/8/2018
LENABURG, ELIZABETH	US HISTORY TEACHER	YHS	8/8/2018
MCCLAIN, JASON	BUSINESS TEACHER	YHS	8/8/2018
MONNEY, KAYLYN	SPED ENGLISH TEACHER	YHS	8/8/2018
ROBERTS, ANDREW	HISTORY TEACHER	YHS	8/8/2018
STEELE, BRITNY	7TH GRADE SCIENCE	YMS	8/8/2018
STEWART, KHRISTY	READING SPECIALIST	SHEDECK ES	8/8/2018
WALKER, SHAUNA	MILD MODERATE SP ED TEACHER	CENTRAL ES	8/8/2018

**RECOMMENDATION TO HIRE:**

**SUPPORT:**

Name	Position	Site/Dept	Effective
AHERN, NEENA	SUBSTITUTE	ADMINISTRATION	8/16/2018
BEDELL, JANICE	SUBSTITUTE	ADMINISTRATION	8/17/2018
BISHOP, KRISTA	SUBSTITUTE	ADMINISTRATION	8/18/2018
BOLING, NIKKI	SP ED PARAPROFESSIONAL	MYERS ES	8/15/2018
BOWLING, LINDA	SUBSTITUTE	ADMINISTRATION	8/19/2018
BRIGHT, DOUG	SUBSTITUTE	ADMINISTRATION	8/20/2018
CANNON, YVONNE	SUBSTITUTE	ADMINISTRATION	8/21/2018
CERNY, BILL	SUBSTITUTE	ADMINISTRATION	8/22/2018
DAVIS, LACEY	OFFICE/MEDIA SCHOOL ASSISTANT	RANCHWOOD ES	7/24/2018
DENNIS, SAMMIE	CAFETERIA MONITOR	INDEPENDENCE ES	8/16/2018
DUKE, NETA	SUBSTITUTE	ADMINISTRATION	8/23/2018
ERICKSON, KASSANDRA DANIELLE	SP ED PARAPROFESSIONAL	SHEDECK ES	8/14/2018
FORD, KASSANDRA	LIBRARY AIDE	LAKEVIEW ES	8/15/2018
GRAY, JAKENZEE	SP ED RICE TEACHER	SURREY HILLS ES	8/15/2018
GRIFFIN, CHRISTOPHER	APPRENTICE HVAC	MAINTENANCE	7/31/2018
HARDY, DYNA	SUBSTITUTE	ADMINISTRATION	8/24/2018
HENRY, ALYSON	SP ED PARAPROFESSIONAL	MYERS ES	8/14/2018
HOUSE, SUZANNE	SUBSTITUTE	ADMINISTRATION	8/25/2018
JOBE, NOAH	IT SUPPORT TECH I	ADMINISTRATION	8/13/2018
JONES, KASSANDRA	CAFETERIA MONITOR	SURREY HILLS ES	8/16/2018
KAREY, CYNDY	SUBSTITUTE	ADMINISTRATION	8/26/2018
MARS, CRYSTAL	CAFETERIA MONITOR	LAKEVIEW ES	8/16/2018

MASSEY, KATHLEEN	SUBSTITUTE	ADMINISTRATION	8/27/2018
MCLAIN, DIANA	SUBSTITUTE	ADMINISTRATION	8/28/2018
PERDUE, JOANN	CAFETERIA MONITOR	SURREY HILLS ES	8/16/2018
PHILLIPS, DOROTHY E	SUBSTITUTE	ADMINISTRATION	8/29/2018
PINKERTON, DANESSA	SUBSTITUTE	ADMINISTRATION	8/30/2018
PYBAS, CHARLIE	CUSTODIAN	LAKEVIEW ES	7/18/2018
RICE, PATTY	SUBSTITUTE	ADMINISTRATION	8/31/2018
RIES, CONSTANCE	SUBSTITUTE	ADMINISTRATION	9/1/2018
RIGGS, CORA JEANNE	SUBSTITUTE	ADMINISTRATION	9/2/2018
RINCHICH, JESSICA	CAFETERIA MONITOR	INDEPENDENCE ES	8/16/2018
ROLEN, KEVIN	SUBSTITUTE	ADMINISTRATION	9/3/2018
SEARS, LESLIE	SUBSTITUTE	ADMINISTRATION	9/4/2018
SHEEHAN, JACKIE	SUBSTITUTE	ADMINISTRATION	9/5/2018
SLOCUM, PHILLIP	SUBSTITUTE	ADMINISTRATION	9/6/2018
SMITH, KATHLEEN	SUBSTITUTE	ADMINISTRATION	9/7/2018
SMITH, MARVIN	BUS DRIVER	TRANSPORTATION	7/16/2018
SMITH, MARVIN	CAFETERIA MONITOR	SURREY HILLS ES	8/15/2018
TAYLOR, VERNITA	SUBSTITUTE	ADMINISTRATION	9/8/2018
THOMPSON, KYLE	IT SUPPORT TECH I	ADMINISTRATION	8/6/2018
TOLLY, JEANNE	SUBSTITUTE	ADMINISTRATION	9/9/2018
WALL, LOIS	SUBSTITUTE	ADMINISTRATION	9/10/2018

### SEASONAL STUDENT AND/OR ADULT

Name	Position	Site/Dept	Effective
GREGORY, SARAH	MILLERS AFTERSCHOOL SUPV	ADMINISTRATION	8/8/18-5/24/2019
LAMBERT, VICTORIA	MILLERS AFTERSCHOOL SUPV	SKYVIEW	8/8/18-5/24/2019
MOORE, KIMBERLEY	MILLERS AFTERSCHOOL SUPV	ADMINISTRATION	8/8/18-5/24/2019
TAYLOR, MADYSON	ESY PARAPROFESSIONAL	ADMINISTRATION	7/11-7/26/2018
TEE, KATELYNN	MILLERS AFTERSCHOOL SUPV	ADMINISTRATION	8/8/18-5/24/2019

### CHANGE FORM POSITION/HOURS/LOCATION/RATE OF PAY

Name	Position	Site/Dept	Effective
WILKINS, JULI	SP ED TEACHER	YHS	7/18/2018
HEITZMAN, MARCIA	PARAPROFESSIONAL	BRIDGES	8/15/2018
VAUGHN, RACHEL	CUSTODIAN	YHS	7/9/2018
BEASLEY, SABRINA	PTLW TEACHER	YMS	8/8/2018
RUDISILL, LISA	SP ED TEACHER'S AIDE	YMS	8/15/2018
RICE, JORDANA	MILLERS AFTERSCHOOL SUPERVISOR	ADMINISTRATION	8/8/2018

### STIPEND ASSIGNMENT: EXTRA DUTY/2ND JOB:

Name	Position	Site/Dept	Effective
SHOAF, RENEE	ESY SUBSTITUTE	YHS	7/10/2018
BULLOCK, BILLIE	ESY SUBSTITUTE	YHS	7/10/2018

### STIPEND CHANGE

Name	Position	Site/Dept	Effective
RICE, JORDANA	MILLERS AFTERSCHOOL SUPERVISOR	ADMINISTRATION	8/8/2018

### RESIGNATIONS/RETIREMENTS/SEPARATIONS:

Name	Position	Site/Dept	Effective
AMSPAUGH, JAMES	BUS DRIVER	TRANSPORTATION	6/1/2018
BALL, SHARRIE	OFFICE/MEDIA SCHOOL ASSISTANT	RANCHWOOD ES	7/13/2018
DAVIS, ROB	SOCIAL STUDIES TEACHER	YHS	6/4/2018
DAVIS, TYLER	IT	ADMINISTRATION	8/24/2018

FREYMANN, AIMEE	ELECTIVE TEACHER	YMS	6/4/2018
GILL, JANET	EXTENDED CHILDCARE	LAKEVIEW ES	6/1/2018
GILLILAND, ARIC	SOCIAL STUDIES TEACHER	YHS	6/4/2018
GREINER, MITCHELL	ELECTIVE TEACHER	YHS	6/4/2018
HAINES, DAKOTA	SOCIAL STUDIES TEACHER	YHS	6/19/2018
HOWELL, KYLIE	LPN	ADMINISTRATION	8/8/2018
MCKINNEY, STEPHANIE	CUONSELOR	YMS	7/25/2018
MUEGGEN BORG, KELSEY	SPEECH LANGUAGE PATHOLOGIST	SHEDECK ES	6/4/2018
MURPHY, ELLENA	BUSINESS TEACHER	YHS	6/4/2018
STAHR, DESTINI	ELECTIVE TEACHER	YMS	6012018
WYNN, SYDNEY	PARAPROFESSIONAL	YMS	6/1/2018
YARBOR, BRUCE	BUS DRIVER	TRANSPORTATION	6/1/2018

**EXHIBIT A**

**Explanation of Change**

FROM 182 TO 199 CONTRACT
FROM MYERS TO BRIDGES
FROM YHS TO ADMINISTRATION
FROM LES LIBRARY AIDE
FROM PARKLAND ES
FROM 19.55 TO 17.05 HOURS

**Explanation of Change**

NO REASON GIVEN
NO REASON GIVEN
NO REASON GIVEN
NO REASON GIVEN

OTHER EMPLOYMENT
NO REASON GIVEN
OTHER EMPLOYMENT
NO REASON GIVEN
ANOTHER SCHOOL IN STATE
NO REASON GIVEN
ANOTHER SCHOOL IN STATE
NO REASON GIVEN
NO REASON GIVEN
WORK OUT OF STATE
WORK OUT OF STATE
RETIRING



**PERSONNEL REPORT FOR:**

**July 9, 2018**

**YPS**

**RECOMMENDATION TO HIRE:**

**ADMINISTRATIVE CONTRACT:**

<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>
BENGS, JALONDA	SERVICES	ADMINISTRATION	7/11/2018

**RECOMMENDATION TO HIRE:**

**CERTIFIED: TEMPORARY CONTRACT**

<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>
AUBREY, LESLIE	7TH GRADE ART TEACHER	YMS	8/8/2018
BAILEY, TERESA	SP ED RESOURCE TEACHER	RANCHWOOD ES	8/8/2018
BJERK, JOY	MATH TEACHER	YHS	8/8/2018
CAWYER, JOSHUA	ISI TEACHER	YHS	8/8/2018
COTNER, STEPHANIE	KINDERGARTEN TEACHER	MYERS ES	8/8/2018
DOOLEY, BENJAMIN	TEACHER	INDEPENDENCE ES	8/8/2018
ELLIS, RACHEL	STUDIES TEACHER	LAKEVIEW ES	8/8/2018
GARCIA, JENNA	1ST GRADE TEACHER	SHEDECK ES	8/8/2018
HOLLAND, AMY	6TH GRADE ELA	YMS	8/8/2018
LANDRY, DARYL	US HISTORY TEACHER	YHS	8/8/2018
LANKFORD, TIMOTHY	TEACHER	YMS	8/8/2018
MOORE, TARA	2ND GRADE TEACHER	MYERS ES	8/8/2018
MORGAN, TASHINA	1ST GRADE TEACHER	RANCHWOOD ES	8/8/2018
MOY, CANDICE	3RD GRADE TEACHER	SKYVIEW ES	8/8/2018
PESTINGER, KIFFNY	2ND GRADE TEACHER	RANCHWOOD ES	8/8/2018
QUINTANA, MARY	4TH GRADE MATH/SCIENCE	INDEPENDENCE ES	8/8/2018
RAY, KEVIN	MATH TEACHER	YHS	8/8/2018
SCHMITZ, PATRICIA	SLP	ADMINISTRATION	8/8/2018
SHARP, CARYN	SPECIAL ED MILD/MODERATE	SURREY HILLS ES	8/8/2018
SIMONSON, THONDA	KINDERGARTEN TEACHER	SURREY HILLS ES	8/8/2018
SINGLETARY, KRISTI	2ND GRADE TEACHER	SKYVIEW ES	8/8/2018
SIPES, BROOKE	KINDERGARTEN TEACHER	MYERS ES	8/8/2018
SALGADO, KAREN	SPANISH TEACHER	YHS	8/8/2018
SPARKS, CHRISTOPHER DYLAN	PHYSICAL ED TEACHER	YMS	8/8/2018
STOGNER, SARAH	ENGLISH TEACHER	YHS	8/8/2018
TIROGIANNIS, HEATHER	SCIENCE TEACHER	YMS	8/8/2018
WORLEY, CARLA	4TH GRADE MATH AND SCIENCE TEACHER	INDEPENDENCE ES	8/8/2018

**RECOMMENDATION TO HIRE:**

**SUPPORT:**

<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>
ANDERSON, ASHLEE	SPED PARAPROFESSIONAL	YHS	8/15/2018

CLANTON, ROBYN	INSTRUCTIONAL ASST/CLASSROOM AIDE	PARKLAND ES	8/15/2018
COLE, BRITTANY	INSTRUCTIONAL ASST/CLASSROOM AIDE	SURREY HILLS ES	8/15/2018
COSGROVE, DANA	SLPA	ADMINISTRATION	8/8/2018
DAVIS, MISTY	PLAYGROUND MONITOR	RANCHWOOD ES	8/16/2018
GEE, SANDRA	PLAYGROUND MONITOR	LAKEVIEW ES	8/16/2018
HOWELL, KYLIE	LPN	ADMINISTRATION	8/9/2018
LONG, STACEY	CAFETERIA MONITOR	LAKEVIEW ES	8/16/2018
PEEK, ELIZABETH	5TH GRADE ELA/SS TEACHER	LAKEVIEW ES	8/8/2018
SCHMIDT, ALICIA	LPN	ADMINISTRATION	8/9/2018
SCHMIDT, LORI	PARAPROFESSIONAL	YMS	8/15/2018
STELL, SYDNEY	LPN	ADMINISTRATION	8/7/2018

### SEASONAL STUDENT AND/OR ADULT

Name	Position	Site/Dept	Effective
BERARD, PATRICIA	SEASONAL TECH	FAC	5/1-6/16/2018
BROADBENT, AMY	SUMMER CAMP INSTRUCTOR	YHS	6/4-7/27/2018
CHAMBERS, CHADRICK	SEASONAL TECH	FAC	6/1-6/17/2018
COSGROVE, DANA	ESY PARAPROFESSIONAL	ADMINISTRATION	6/13-7/26/2018
DIRICKSON, SAVANNAH	HOMEBOUND TEACHER	YHS	5/1-6/6/2018
HARRELSON, ANNIE	ESY PARAPROFESSIONAL	ADMINISTRATION	6/11-7/26/2018
OWENS, RYLEY	SUMMER CAMP COUNSELOR	COMMUNITY ED	6/4-7/30/2018
RUNG, TORIN	SUMMER CAMP COUNSELOR	COMMUNITY ED	6/4-7/27/2018
VASQUEZ, EMMANUEL	SEASONAL TECH	FAC	5/30-6/17/2018
WILLIMAS, JORDAN	ESY PARAPROFESSIONAL	ADMINISTRATION	6/14-7/26/2018

### CHANGE FORM POSITION/HOURS/LOCATION/RATE OF PAY

Name	Position	Site/Dept	Effective
BOYLAN, MISTY	COOK	YHS	8/14/2018
BROWDER, CHRISTINA	BEHAVIOR SPECIALIST	ADMINISTRATION	7/18/2018
BUCHER, BRYAN	MATH COACH (PK-3)	ADMINISTRATION	7/18/2018
CARTER, PAULA	DD4 PK TEACHER	CENTRAL ES	8/8/2018
KESLER, VIRGINIA (VICKY)	ASSISTANT PRINCIPAL	YHS	7/16/2018
MEYER, BRADYN	PE/ISI TEACHER	YHS	8/8/2018
MILLER, KAREN	BUS DRIVER	TRANSPORTATION	6/22/2018
PERDUE, JO ANN	BUS DRIVER	TRANSPORTATION	6/11/2018
PERDUE, JULIE	STEM TEACHER	SURREY HILLS ES	8/8/2018
PERRY, TAY	CUSTODIAN	6TH GRADE	7/18/2018
PESINA, TYLAR	READING SPECIALIST	CENTRAL ES	8/8/2018
RANKIN, RYLEE	SPECIAL ED SEVERE/PROFOUND	PARKLAND ES	8/8/2018
SCHAEFER, CHRISTINE	PK TEACHER	CENTRAL ES	8/8/2018
SIGLE, MICAL	ENGLISH	YHS	8/8/2018
STARKEY, BRITTANY	6TH ELA	YMS	8/8/2018
SWAIM, ROBERT	BUS DRIVER	TRANSPORTATION	6/7/2018
TAMEZ, JERAMEY	DISTRICT SCIENCE COORDINATOR	ADMINISTRATION	7/11/2018

VAUGHN, RUSSELL	WAREHOUSE MANAGER	WAREHOUSE	7/2/2018
WILKENING, ASHLEE	KINDERGARTEN TEACHER	RANCHWOOD ES	8/8/2018
WOLFE, DAVID	CARPENTER	MAINTENANCE	7/2/2018

**STIPEND ASSIGNMENT: EXTRA DUTY/2ND JOB:**

Name	Position	Site/Dept	Effective
BAKER, NINA	ESY SLP (SUBSTITUTE)	ADMINISTRATION	6/12/2018
BLEVINS, CINDY	ESY PARAPROFESSIONAL	INDEPENDENCE ES	6/12/2018
BROOKS, TIMOTHY	ASST. BAND DIRECTOR	YHS	6/4/2018
BROOKS, TIMOTHY	ASST. BAND DIRECTOR	YHS	7/23/2018
DUNCAN, JACKI	ESY SUBSTITUTE TEACHER	SKYVIEW ES	6/19/2018
EDWARDS, KRIS	ESY	ADMINISTRATION	6/11/2018
HAWK, EVELYN	CAMP INVENTION TEACHER	ADMINISTRATION	6/12/2018
MACKE, ROBIN	ESY INTERPRETER (SUBSTITUTE)	MYERS ES	6/12/2018
MILATZ, ERIN	ASST. BAND DIRECTOR	YMS	6/4/2018
MILATZ, ERIN	ASST. BAND DIRECTOR	YMS	7/23/2018
MYERS, ANTOSIA (TONI)	ASST. BAND DIRECTOR	YHS	7/23/2018
MYERS, ANTOSIA (TONI)	ASST. BAND DIRECTOR	YHS	6/4/2018
PERKEY, AMY	SUMMER SCHOOL COUNSELOR	YHS	6/13/2018
SMITH, KERI	CAMP INVENTION TEACHER	INDEPENDENCE ES	6/12/2018
THOMPSON, KYLE	ASST. BAND DIRECTOR	YMS	7/23/2018
THOMPSON, KYLE	ASST. BAND DIRECTOR	YMS	6/4/2018
ZOOK, DARNELL	BAND DIRECTOR	YHS	6/4/2018
ZOOK, DARNELL	BAND DIRECTOR	YHS	7/23/2018

**STIPEND CHANGE**

Name	Position	Site/Dept	Effective
NONE			

**RESIGNATIONS/RETIREMENTS/SEPARATIONS:**

Name	Position	Site/Dept	Effective
AHRENS, SAVANNAH	SPECIAL ED TEACHER	YMS	6/4/2018
BURROWE, REBECCA	RESOURCE TEACHER	RANCHWOOD ES	6/4/2018
BYNUM, GLEN D	SPECIAL EDUCATION TEACHER	YHS	6/4/2018
CHAPARRO, CAITLYNN	PARAPROFESSIONAL	YHS	6/1/2018
DAVIS, KAYLA	SPEECH LANGUAGE PATHOLOGIST	YMS	6/4/2018
ELTON, JENNY	7TH & 8TH GRADE TEACHER	YMS	6/4/2018
FLETCHER, KIMBERLY	SPECIALS/ELECTIVE TEACHER	SURREY HILLS ES	6/4/2018
GILL, WHITNEY	4TH GRADE TEACHER	IES	6/4/2018
HOPSON, ROYLENE	TEACHER'S AIDE	SHEDECK ES	6/1/2018
HOSKINS, ALVIN	CARPENTER	MAINTENANCE	6/28/2018
HOWELL, KYLIE	LPN	ADMINISTRATION	8/8/2018

JEWELL, DAVID	SOCIAL STUDIES TEACHER	YHS	6/4/2018
KUSIK, CATHERINE	5TH GRADE TEACHER	LES	6/4/2018
MCCORMICK, THAD	ASSISTANT PRINCIPAL	YHS	6/11/2018
MCGREGOR, JANA	FIRST GRADE TEACHER	RANCHWOOD ES	6/7/2018
POPLIN, JAMIE	SP ED TEACHER SEVERE/PROFOUND	PARKLAND ES	6/4/2018
RIOS, KILEY	SPECIAL EDUCATION TEACHER	YHS	6/7/2018
ROSAS-WARD, CHRISTINA	ASSISTANT PRINCIPAL	YHS	6/12/2018
SHANAHAN, HEATHER	ELECTIVE-NON CAREER TECH	YHS	6/4/2018
SIMS, NICOLE	KINDERGARTEN TEACHER	MYERS ES	6/4/2018
STANLEY, APRIL	5TH GRADE ELA/SS	LES	6/4/2018
STURGEON, CASSIE	PRE-K CLASSROOM AIDE	PARKLAND ES	6/1/2018
TERRY, PATRICIA	KINDERGARTEN TEACHER	SURREY HILLS ES	6/4/2018
WRATHER, LIBBY	5TH GRADE TEACHER	LAKEVIEW ES	6/4/2018
ZEPEDA, KELLY	7TH GRADE SCIENCE	YMS	8/8/2018

**EXHIBIT A**

**Explanation of Change**

FROM YMS
FROM SPED AT CENTRAL ES
FROM 4TH GRADE AT INDEPENDENCE ES
FROM PRE K TEACHER
FROM SPANISH TEACHER
FROM YMS PE TEACHER
FROM BUS AIDE
FROM BUS AIDE
FROM 2ND GRADE TEACHER
FROM 7/8, YALE
FROM SHEDECK ES
FROM M/M AT SURREY HILLS ES
FROM READING SPECIALIST
FROM YMS
FROM 10TH ELA AT YHS
FROM BUS AIDE
FROM YMS 7TH GRADE SCIENCE TEACHER

FROM MS CUSTODIAN
FROM 2ND GRADE TEACHER
PAY INCREASE

**Explanation of Change**

ANOTHER SCHOOL IN STATE
ANOTHER SCHOOL IN STATE
ANOTHER SCHOOL IN STATE
PERSONAL
HOMEMAKER
NO REASON GIVEN
ANOTHER SCHOOL IN STATE
ANOTHER SCHOOL IN STATE
NO REASON GIVEN
RETIRING
NO REASON GIVEN

ANOTHER SCHOOL IN STATE
ANOTHER SCHOOL IN STATE
NO REASON GIVEN
ANOTHER SCHOOL IN STATE
ANOTHER SCHOOL IN STATE
NO REASON GIVEN
ANOTHER SCHOOL IN STATE
OTHER EMPLOYMENT
ANOTHER SCHOOL IN STATE
ANOTHER SCHOOL IN STATE
ANOTHER SCHOOL IN STATE
OTHER EMPLOYMENT
ANOTHER SCHOOL IN STATE
NO REASON GIVEN







**EXHIBIT A**







**PERSONNEL REPORT FOR:**

May 6, 2019

**YPS**

**EXHIBIT A**

**RECOMMENDATION TO HIRE:**

**ADMINISTRATIVE CONTRACT:**

Name	Position	Site/Dept	Effective
	ASST. PRINCIPAL		7/11/2019
	ASST. PRINCIPAL		7/11/2019
	MIDDLE SCHOOL PRINCIPAL		6/28/2019

**RECOMMENDATION TO HIRE:**

**CERTIFIED: TEMPORARY CONTRACT**

Name	Position	Site/Dept	Effective
	SPED TEACHER		8/8/2019
	AT RISK COUNSELOR		7/18/2019
	KINDERGARTEN TEACHER		8/8/2019
	MOVE/YALE SPED TEACHER		8/8/2019
	INSTRUCTIONAL SPECIALIST		8/8/2019
	SPED TEACHER		8/8/2019
	KINDERGARTEN TEACHER		8/8/2019
	2ND GRADE		8/8/2019
	7TH GRADE ELA		8/8/2019
	3RD GRADE TEACHER		8/8/2019
	PE/HEALTH TEACHER		8/8/2019
	KINDERGARTEN TEACHER		8/8/2019
	HISTORY TEACHER		8/8/2019
	STEM		8/8/2019
	SPANISH TEACHER		8/8/2019
	5TH GRADE MATH/SCI		8/8/2019
	MATH TEACHER		8/8/2019
	MILD/MODERATE TEACHER		8/8/2019
	6TH GRADE MATH TEACHER		8/8/2019
	ENGLISH TEACHER		8/8/2019
	3RD GRADE TEACHER		8/8/2019
	7TH GEOGRAPHY		8/8/2019
	READING SPECIALIST		8/8/2019
	6TH GRADE PE		8/8/2019
	1ST GRADE TEACHER		8/8/2019
	ISI TEACHER		8/8/2019
	SPED TEACHER		8/8/2019
	2ND GRADE TEACHER		8/8/2019
	2ND GRADE TEACHER		8/8/2019

**RECOMMENDATION TO HIRE:****SUPPORT:**

Name	Position	Site/Dept	Effective
	SUBSTITUTE		4/4/2019
	SUBSTITUTE		4/16/2019
	SUBSTITUTE		4/30/2019
	SUBSTITUTE		4/24/2019
	SUBSTITUTE		4/11/2019
	SUBSTITUTE		4/5/2019
	SUBSTITUTE		4/10/2019
	SUBSTITUTE		4/4/2019
	SUBSTITUTE		4/23/2019
	CAFETERIA MONITOR		5/1/2019

**SEASONAL STUDENT AND/OR ADULT**

Name	Position	Site/Dept	Effective
	MOWING ATHLETIC FACILITIES		4/11/2019
	MOWING ATHLETIC FACILITIES		4/11/2019
	MOWING ATHLETIC FACILITIES		4/11/2019
	MOWING ATHLETIC FACILITIES		4/11/2019
	SUMMER READING ACADEMY FACILITATOR		6/3/2019
	ASST. GOLF COACH		1/1/2019
	SUMMER READING ACADEMY FACILITATOR		6/3/2019
	PLAYGROUND ATTENDANT		4/12/2019
	CUSTODIAN		6/21/2019
	MOWING ATHLETIC FACILITIES		4/11/2109

**CHANGE POSITION/HOURS/LOCATION/RATE OF PAY**

Name	Position	Site/Dept	Effective	Explanation of Change
ALLEN, ADRIENNE	1ST GRADE TEACHER	PARKLAND ES	8/8/2019	FROM FUTURE TEACHER
BAKER, LES	OUTDOOR EDUCATION	YMS	8/8/2019	FROM 8TH SCIENCE
BIRDWELL, MORGAN	2ND GRADE TEACHER	RANCHWOOD ES	8/8/2019	SHES
DOBRINSKI, SHELBY	KINDERGARTEN TEACHER	RANCHWOOD ES	8/8/2019	FROM 2ND GRADE
KOCK, CAROLINE	ENGLISH & FAST TRACK TEACHER	YHS	8/8/2019	FROM BUSINESS TEACHER
MCCONNELL, RANDY	6TH GEOGRAPHY	YMS	8/8/2019	FROM SPED 7/8
MITCHELL, HEATHER	ASSISTANT PRINCIPAL	YMS	7/11/2019	FROM LAKEVIEW ES
MOORE, SARAH	PE TEACHER	SHES	8/8/2019	FROM KINDERGARTEN
RICE, JORDANA	PRE-K AIDE	SKYVIEW	8/14/2019	FROM MILLERS AFTER SCHOOL
WILKERSON, CLIFF	BUS DRIVER	TRANSPORTATION	4/1/2019	CHANGE HOURS TO 6 PER DAY

**STIPEND ASSIGNMENT: EXTRA DUTY/2ND JOB:**

Name	Position	Site/Dept	Effective
BECK, MEGAN	HOMEBOUND TEACHER	YHS	4/9/2019
CHAMBERS, JILLIAN	ESY SPED TEACHER	SHES	6/11/2019
CHASTAIN, LINDA	SUMMER SCHOOL MATH	YHS	6/3/2019
COLE, BRITTANY	AM CAR RIDER BUS DUTY	SHES	4/1/2019
CRANE, DONALDA	ESY SPED TEACHER	ADMINISTRATION	6/11/2019
DAVIS, KIMBERLY	SUMMER SCHOOL MATH	YHS	6/3/2019
DONALDSON, AMBER	SUMMER SCHOOL ENGLISH	YMS	6/3/2019
FEDDERSON, MARCI	SUMMER SCHOOL COUNSELOR	YHS	6/3/2019
MAYFIELD, KRISTINA	SUMMER SCHOOL HISTORY	YHS	6/3/2019
O'HEARN, HEATHER	CROSSING GUARD	SHES	4/29/2019
POPLIN, JAMIE	ESY SPED TEACHER	PARKLAND ES	6/11/2019
RAPER, JUSTIN	SUMMER SCHOOL SCIENCE	YHS	6/3/2019
RENAUD, STEPHANIE	ESY SPED TEACHER	YMS	6/11/2019
SHOAF, RENEE	ESY SPED TEACHER	YHS	6/11/2019
SPEAR, WENDY	BUS MONITOR	TRANSPORTATION	4/15/2019
WALKER, SHAUNA	ESY SPED TEACHER	CENTRAL ES	6/11/2019
WARD, MELANIE	ESY SPED TEACHER	IES	6/11/2019
WILES, VANESSA	MINI MILLERS SUPERVISOR	COMMUNITY ED	4/15/2019

**STIPEND CHANGE**

Name	Position	Site/Dept	Effective	Explanation of Change
NONE				

**RESIGNATIONS/RETIREMENTS/SEPARATIONS:**

Name	Position	Site/Dept	Effective	Explanation of Change
ACRE, ANDREA	PHYSICS TEACHER	YHS	5/24/2019	ANOTHER SCHOOL IN STATE
ALLEN, HILLARY	SPED TEACHER	SHEDECK ES	5/24/2019	OTHER EMPLOYMENT
ANDERSON, MECHELLE	CAFETERIA HOSTESS	SURREY HILLS ES	4/26/2019	NO REASON GIVEN
ANDRADE, MAYRA	AFTERSCHOOL AIDE	COMMUNITY ED	4/19/2019	NO REASON GIVEN
BARNETT MONNEY, KAYLYN	SPED TEACHER	YHS	5/24/2019	TERMINATED/NOT REHIRED
BEAVER, DEATRA	2ND GRADE TEACHER	SHES	5/24/2019	REHIRED
BILYEU, ANGELA	DISTRICT TEST COORDINATOR	ADMINISTRATION	5/10/2019	OTHER EMPLOYMENT
BRUGH, LORI	ELECTIVE TEACHER	YMS	5/24/2019	REHIRED
CANHAM, SUSAN	CHILD NUTRITION MGR	SHEDECK ES	5/24/2019	RETIRING
CARUTHERS, CALEY	PARAPROFESSIONAL	MYERS ES	5/23/2019	MATERNITY
CAVITT, COURTNEY	CAFETERIA MONITOR	SHES	4/26/2019	NO REASON GIVEN
COTNER, STEPHANIE	KINDERGARTEN TEACHER	MYERS ES	5/24/2019	REHIRED
DAWSON, JEAN	FOREIGN LANG TEACHER	YHS	5/24/2019	REHIRED
DOOLEY, BENJAMIN	5TH GRADE	IES	5/24/2019	REHIRED
ELKINS, KATHERINE	PARAPROFESSIONAL	PARKLAND ES	5/23/2019	REHIRED
EVERSOLL, JACELYN	2ND GRADE TEACHER	SHES	5/24/2019	NO REASON GIVEN
HOLMAN, HEATH	SPED TEACHER	YHS	5/24/2019	REHIRED
HUBBARD, CRAIG	FOOTBALL COACH	YHS	5/24/2019	OTHER EMPLOYMENT
JESTER, ADAM	SOCIAL STUDIES TEACHER	YMS	5/24/2019	TERMINATED/NOT REHIRED
LEBSACK, DIANA	PRINCIPAL	YHS	6/30/2019	NO REASON GIVEN
MCCATHERN, LESLIE	PARA/SP ED	PARKLAND ES	5/24/2019	ANOTHER SCHOOL IN STATE

MEYER, BRADYN	ELECTIVE	YHS	5/24/2019	REHIRED
MITCHELL, MARIA	SOCIAL STUDIES TEACHER	YMS	5/24/2019	TERMINATED/NOT REHIRED
MOORE, TARA	2ND GRADE TEACHER	MYERS ES	5/24/2019	REHIRED
MORRIS, MACEE	PARA/SP ED	PARKLAND ES	5/24/2019	ANOTHER SCHOOL IN STATE
MYERS, MCKINZIE	MINI MILLERS	SKYVIEW ES	4/12/2019	OTHER EMPLOYMENT
PERKEY, AMY	COUNSELOR	YHS	5/28/2019	NO REASON GIVEN
SAULS, VALERIE	ASSISTANT PRINCIPAL	YMS	6/4/2019	NO REASON GIVEN
SESTAK, ROBERT	LEAD MECHANIC	TRANSPORTATION	5/3/2019	OTHER EMPLOYMENT
SIPES, BROOKE	KINDERGARTEN TEACHER	MYERS ES	5/24/2019	OTHER EMPLOYMENT
SULLIVAN, TYREL	OUTDOOR EDUCATOR	YMS	5/24/2019	NO REASON GIVEN
SWITZER, TARA	ROUTE 333	IES	5/23/2019	THIS POSITION ONLY
WEAVER, GUSSIE	CHILD NUTRITION	YMS	4/4/2019	TERMINATED
WHITE, TERRANCE	ADJUNCT COACH	ATHLETICS	11/30/2018	ANOTHER SCHOOL IN STATE
WOODARD, JORDAN	KINDERGARTEN TEACHER	SHES	5/24/2019	MATERNITY
YARBRO, JAYLA	ART TEACHER	SURREY HILLS ES	5/24/2019	ANOTHER SCHOOL IN STATE

**PERSONNEL REPORT FOR:**

April 8, 2019

**YPS**

**RECOMMENDATION TO HIRE:**

**ADMINISTRATIVE CONTRACT:**

Name	Position	Site/Dept	Effective
NONE			

**RECOMMENDATION TO HIRE:**

**CERTIFIED: TEMPORARY CONTRACT**

Name	Position	Site/Dept	Effective
ALLEN, JEREMY	TEACHER	YMS	8/8/2019
BALDWIN, CHRIS	PHYSICAL EDUCATION PROGRAM	YMS	8/8/2019
CUSHING, DANIELLE	PROGRAM	YHS	8/8/2019
DENT, CLAIRE SHELLY	ART TEACHER	RANCHWOOD ES	8/8/2019
DODD, MARIEL	3RD GRADE TEACHER	SHES	8/8/2019
DOWNES, REBECCA	READING SPECIALIST	CENTRAL ES	8/1/2019
FOUTS, MARTHA	TEACHER	YMS	8/8/2019
GUSTAFSON, CALLYN	4/5 GRADE TEACHER	ADMINISTRATION	8/8/2019
HOLMES, BRIAN	6TH GR SCIENCE TEACHER	YMS	8/8/2019
KLIEWER, SARAH	SLP	ADMINISTRATION	8/8/2019
KOLANDER, ANGELA	SOCIAL STUDIES	YMS	8/8/2019
NAULT, ERICKA	SPECIAL ED TEACHER	ADMINISTRATION	8/8/2019
PATRIC, SHANNA	1ST GRADE TEACHER	SHES	8/8/2019
RAY, KEVIN "KO"	MATH TEACHER	YHS	8/8/2019
SEAY, JAMECIA	KINDERGARTEN	SHES	8/8/2019
SPIVEY, KIMBERLY	SLP	ADMINISTRATION	8/8/2019
STARK, CHELSEA	PRE-K TEACHER	CENTRAL ES	8/8/2019
TEWS, META MIKAL	8TH GRADE ELA	YMS	8/8/2019
TURNER, KAITLYN	6TH GRADE MATH TEACHER	YMS	8/8/2019
VOWELL, NATALIE	1ST GRADE TEACHER	SHEDECK ES	8/8/2019
WALKER, NICOLETTE	3RD GRADE TEACHER	SHES	8/8/2019
WEBB, MICHAEL "COLBY"	LIFE SCIENCE TEACHER	YHS	8/8/2019
WILSON, LACI	COUNSELOR	SHES	8/1/2019

**RECOMMENDATION TO HIRE:**

**SUPPORT:**

Name	Position	Site/Dept	Effective
ALVAREZ, ANA	SUBSTITUTE	ADMINISTRATION	3/11/2019
BOGLE, RILEY KAY	PARAPROFESSIONAL	YMS 6TH	3/26/2019
CHAMBERS, WHITNEY	SP ED PARAPROFESSIONAL	YHS	8/14/2019
CHAUDHRY, MILSHA	SUBSTITUTE	ADMINISTRATION	3/15/2019
CMELIK, KATHY	SUBSTITUTE	ADMINISTRATION	3/27/2019
DANIELS, WILLIAM	SUBSTITUTE	ADMINISTRATION	4/1/2019
DEANDA, ALICIA	SUBSTITUTE	ADMINISTRATION	3/28/2019
HASTY, LORI	SUBSTITUTE	ADMINISTRATION	3/13/2019

LOCKWOOD, LARISSA	COMMUNICATIONS SPECIALIST	ADMINISTRATION	4/30/2019
MARTIN, ANGELA	SP ED PARAPROFESSIONAL	YMS 7/8	3/25/2019
MCELROY, JEFF	SUBSTITUTE	ADMINISTRATION	2/25/2019
MCKELLAR, LAYNE	SUBSTITUTE	ADMINISTRATION	2/26/2019
MILLIGAN, DEBRA	SUBSTITUTE	ADMINISTRATION	3/29/2019
PARKER, JAIME	SUBSTITUTE	ADMINISTRATION	3/11/2019
PERRY, COREY	SP ED PARAPROFESSIONAL	YHS	4/2/2019
ROMERO, MELISSA	LIFE PARAPROFESSIONAL	YMS 6	3/25/2019
TAPIA, LORIEN	RECESS MONITOR	IES	3/14/2019
WILKERSON, NICOLE	SUBSTITUTE	ADMINISTRATION	3/25/2019

### SEASONAL STUDENT AND/OR ADULT

Name	Position	Site/Dept	Effective
ANDERSON, MARIANNA	SEASONAL TECHNICIAN	YFAC	3/5/2019
ARMSTRONG, BARBARA	ENROLLMENT SERVICES ASST.	ADMINISTRATION	3/11/2019
BULLER, HALEY	MILLERS AFTERSCHOOL AIDE	COMMUNITY ED	3/5/2019
CAVIN, HANNAH	MILLERS AFTERSCHOOL AIDE	COMMUNITY ED	3/25/2019

### CHANGE POSITION/HOURS/LOCATION/RATE OF PAY

Name	Position	Site/Dept	Effective
BYNUM, DARIN	7/8TH SREB MATH	YMS	8/7/2019
COLEMAN, ALEX	ASST DIR OF IT	ADMINISTRATION	3/12/2019
EASTER, JENNIFER	7TH GRADE MATH	YMS	8/8/2019
FALWELL, BRUCE	BUS DRIVER	TRANSPORTATION	4/1/2019
FOGLE, JOHN	BUS DRIVER	TRANSPORTATION	3/1/2019
GUSTAFSON, CALLYN	KDG TEACHER	SHES	4/1/2019
GUSTAFSON, CALLYN	4TH GRADE MATH/SCIENCE TEACHER	LAKEVIEW ES	8/8/2019
HAMMETT, JASON	SCIENCE TEACHER	7TH/8TH YMS	8/8/2019
HOUSTON, MATTHEW	BUS DRIVER	TRANSPORTATION	3/1/2019
HOWELL, GAYLA	STEM TEACHER	SHEDECK ES	8/8/2019
JACKSON, BRANDY	KDG TEACHER	CENTRAL ES	8/8/2019
JARRETT, BRYAN	7/8TH SCIENCE	YMS	8/7/2019
JEFFREY, JACOB	8TH GRADE MATH	YMS	8/7/2019
JORDAN, CHASE	BUS DRIVER	TRANSPORTATION	3/18/2019
KERNER, KYLIE	3RD GRADE GIFTED	ALL PREK-3 SITES	7/1/2019
KOWALSKI, SHARON	BUS DRIVER	TRANSPORTATION	3/1/2019
MCCLAIN, JASON	SpEd TEACHER	YHS	8/1/2019
MEEK, EMILY	8TH GRADE GIFTED	YMS	8/7/2019
MOY, CANDICE	KDG TEACHER	SKYVIEW ES	8/8/2019
NAULT, KERICKA	SPECIAL ED TEACHER	YHS	8/8/2019
NONES, AMANDA	SpEd TEACHER	YHS	4/1/2019
ORTH, PATSY	SCIENCE TEACHER	6TH YMS	8/8/2019
PESTINGER, KIFFANY	COUNSELOR	SHES/SKYVIEW ES	8/8/2019

PINGRY, JESSIE	ELA TEACHER	YMS	8/8/2019
POPLIN, JAMIE	RESOURCE PROGRAM/SPED	PARKLAND	8/1/2019
SMITH, HAILEE	1ST GRADE	SHES	8/8/2019
SPARKS, CHRISTOPHER	6TH GRADE PE	YMS	8/7/2019
SPARKS, CHRISTOPHER	HEALTH	YMS	8/8/2019
STANLEY, SHARON	BUS MONITOR	TRANSPORTATION	3/1/2019
TATE, JILLIAN	1ST GRADE TEACHER	SHES	8/8/2019
WALLIN, SARAH	READING SPECIALIST	SHEDECK ES	8/1/2019
WINGARD, ANTHONY	PROJECT LEAD THE WAY	YMS	8/8/2019
WRATHER, LIBBY	5TH GRADE ELA/SS TEACHER	LAKEVIEW ES	8/1/2019

**STIPEND ASSIGNMENT: EXTRA DUTY/2ND JOB:**

Name	Position	Site/Dept	Effective
CLINE, HANNAH	NASS TUTOR/SUB	YMS 7/8	2/1/2019
MCDONALD, CLAY	SUMMER SCHOOL PRINCIPAL	YHS	6/3/2019

**STIPEND CHANGE**

Name	Position	Site/Dept	Effective
NONE			

**RESIGNATIONS/RETIREMENTS/SEPARATIONS:**

Name	Position	Site/Dept	Effective
BERRY, SARAH	KINDERGARTEN TEACHER	SHES	3/29/2019
BLEVINS, NANCY	SPECIAL EDUCATION TEACHER	PARKLAND ES	5/24/2019
BOLES, KRISTINA	HEALTH TEACHER	YMS	5/24/2019
BRICKER, PAIGE	1ST GRADE TEACHER	SHES	5/24/2019
BROOME, PAYTON	MATH TEACHER	YHS	5/24/2019
BURSON, ALEXIS	SPECIAL EDUCATION TEACHER	YHS	3/29/2019
CROSS, LINDSAY	3RD GRADE TEACHER	SHES	5/24/2019
DILLARD, AARON	SOCIAL STUDIES TEACHER	YHS	5/24/2019
DOUTEY, KRISTIN	KINDERGARTEN TEACHER	CENTRAL ES	5/24/2019
ELLIS, RACHEL	5TH GRADE TEACHER	LES	5/24/2019
GRAHAM, ALISHA	COUNSELOR	SHES	5/29/2019
HALL, JEFF	ELECTIVE TEACHER	YHS	3/22/2019
HOWELL, CALEB	ELECTIVE TEACHER	YMS	5/22/2019
IASIELLO, COLLEEN	KINDERGARTEN TEACHER	RANCHWOOD ES	5/24/2019
JOHNSON, DANA	KINDERGARTEN	CES	5/24/2019
JONES, BRITNEE	KINDERGARTEN TEACHER	SHEDICK ES	5/24/2019
KENNEMER, MACY	1ST GRADE TEACHER	SHEDECK ES	6/4/2018
KOLAR, MYRNA	PARAPROFESSIONAL	YMS	5/23/2019
LEWIS, STERLING	SCIENCE TEACHER	YHS	5/24/2019
MACKE, ROBIN	INTERPRETER	MYERS ES	5/24/2019
MCKEE, RONI	PRINCIPAL	IES	6/11/2019
MOBLY, COURTNEY	1ST GRADE TEACHER	SHES	5/24/2019

NELSON, SKYE	PARAPROFESSIONAL	YHS	2/25/2019
OGLESBY, REBECCA	ART TEACHER	RANCHWOOD ES	7/1/2019
PEREZ, MICHAEL	FOREIGN LANGUAGE TEACHER	YHS	5/24/2019
PIERCE, KIMBERLY	ENGLISH TEACHER	YMS	5/24/2019
POTTER, BRIANA	1ST GRADE TEACHER	SHES	6/4/2018
PUCKETT, JULIA	BUS DRIVER	TRANSPORTATION	3/15/2019
RATLIFF, COURTNEY	1ST GRADE TEACHER	SHES	5/24/2019
RICHARD, KELSEY	ENGLISH TEACHER	YMS	5/24/2019
ROBERTS, GARALEE	MATH TEACHER	YHS	5/24/2019
ROMERO, MELISSA	PARAPROFESSIONAL	YMS	3/25/2019
SCHELL, STACI	ELECTIVE TEACHER	SHEDECK ES	5/24/2019
SCHRADLE, ALEXANDRA	ENGLISH TEACHER	YHS	5/24/2019
SCHULTZ, LAURA	PE TEACHER	SHES	5/24/2019
SHELTON, TAMMY	PLAYGROUND MONITOR	IES	2/26/2019
TARTER, RHONDA	PARAPROFESSIONAL	YHS	5/23/2019
THOMAS, LOGAN	ABLE TEACHER	YHS	3/12/2019
VANBUSKIRK, ISABELLA	CHILDCARE AIDE	COMMUNITY EDUCATION	3/8/2019
WACKER, JONNA	3RD GRADE TEACHER	SURREY HILLS ES	5/24/2019
WATERS, LINDY	KINDERGARTEN	SKYVIEW ES	5/24/2019

**EXHIBIT A**

**Explanation of Change**

FROM 6TH FAST MATH
FROM IT OPS SUPERVISOR
FROM 6TH
FROM 7 TO 8 HOURS
FROM 4 TO 5 HRS
FROM TEACHER INTERN
FROM SHES
FROM 6TH
4 TO 2 HRS
FROM LES 4TH GRADE TEACHER
FROM ART TEACHER
FROM 6TH SCIENCE
FROM 6TH
FROM BUS MONITOR
FROM PREK-8 GIFTED
6 TO T.75 HRS
FROM BUSINESS TEACHER
FROM 6TH GRADE GIFTED
FROM 3RD GRADE TEACHER
FROM YPS
FROM PARA TO TEACHER
FROM 7TH/8TH
FROM 2ND GRADE TEACHER AT RANCHWOOD

FROM 6TH TO 7/8TH
FROM YMS RISE SPED
FROM NEW HIRE
FROM 8TH US HISTORY
FROM 6TH PE
6 TO 7.25 HRS
FROM MYERS/INTERN
FROM 3RD GRADE TEACHER
FROM IES STEM
FROM "FUTURE 4/5 TEACHER"

**Explanation of Change**

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**Explanation of Change**

WORK OUT OF STATE
RETIRING
ANOTHER SCHOOL IN STATE
MATERNITY
NO REASON GIVEN
WORK OUT OF STATE
OTHER EMPLOYMENT
ANOTHER SCHOOL IN STATE
PERSONAL
PERSONAL
WORK OUT OF STATE
ANOTHER SCHOOL IN STATE
NO REASON GIVEN
RETIRING
MATERNITY
MATERNITY
MATERNITY
RETIRING
PERSONAL
NO REASON GIVEN
WORK OUT OF STATE
MATERNITY

PERSONAL
LEAVE OF ABSENCE
ANOTHER SCHOOL IN STATE
WORK OUT OF STATE
MATERNITY
PERSONAL
MATERNITY
ANOTHER SCHOOL IN STATE
RETIRING
NO REASON GIVEN
ANOTHER SCHOOL IN STATE
NO REASON GIVEN
OTHER EMPLOYMENT
NO REASON GIVEN
RETIRING
NO REASON GIVEN
NO REASON GIVEN
MATERNITY
NO REASON GIVEN



**PERSONNEL REPORT FOR:**

March 4, 2019

**YPS**

**EXHIBIT A**

**RECOMMENDATION TO HIRE:**

**ADMINISTRATIVE CONTRACT:**

**RECOMMENDATION TO HIRE:**

**CERTIFIED: TEMPORARY CONTRACT**

**Name**

**Position**

**Site/Dept**

**Effective**

KINDERGARTEN TEACHER

8/1/2019

ELEMENTARY TEACHER

8/1/2019

ELEMENTARY TEACHER

8/1/2019

4TH/5TH GRADE TEACHER

8/8/2019

TEACHER

8/1/2019

RISE TEACHER

8/1/2019

OK HISTORY TEACHER

2/21/2019

3RD GRADE TEACHER

8/1/2019

**RECOMMENDATION TO HIRE:**

**SUPPORT:**

**Name**

**Position**

**Site/Dept**

**Effective**

SUBSTITUTE

2/21/2019

SUBSTITUTE

2/20/2019

SUBSTITUTE

2/18/2019

SUBSTITUTE

2/7/2019

SUBSTITUTE

2/15/2019

SUBSTITUTE

2/5/2019

SUBSTITUTE

2/11/2019

SUBSTITUTE

2/14/2019

SUBSTITUTE

2/13/2019

SUBSTITUTE

2/4/2019

SUBSTITUTE

1/29/2019

SUBSTITUTE

2/12/2019

SUBSTITUTE

1/30/2019

BUS DRIVER (IN TRAINING)

1/31/2019

PARAPROFESSIONAL

2/4/2019

SPECIAL ED  
PARAPROFESSIONAL

2/28/2019

SPECIAL ED  
PARAPROFESSIONAL

2/4/2019

BUS DRIVER (IN TRAINING)

2/19/2019

BUS DRIVER

2/25/2019

BUS AIDE

2/25/2019

**SEASONAL STUDENT AND/OR ADULT**

**Name**

**Position**

**Site/Dept**

**Effective**

STUDENT TECHNICIAN

1/29/2019

STUDENT TECHNICIAN

2/5/2019

AUDITORIUM CREW

1/1/2019

	MILLERS AFTERSCHOOL SUPERVISOR		2/18/2019	
<b>CHANGE POSITION/HOURS/LOCATION/RATE OF PAY</b>				
<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>	<b>Explanation of Change</b>
WEBB, CAROL	BUS MONITOR	TRANSPORTATION	2/1/2019	5.5 TO 6.5 HOURS
<b>STIPEND ASSIGNMENT: EXTRA DUTY/2ND JOB:</b>				
<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>	
MASHAW, TONY	LUNCH DUTY	YHS	2/4/2019	
HERRON, MADISON	HOMEBOUND TEACHER	SKYVIEW ES	2/12/2019	
<b>STIPEND CHANGE</b>				
<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>	<b>Explanation of Change</b>
CANON, CLAYTON	NASS CHALLENGE BOWL	YMS	8/8/2018	POSITION ELIMINATED
<b>RESIGNATIONS/RETIREMENTS/SEPARATIONS:</b>				
<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>	<b>Explanation of Change</b>
ANDERSON, TAMELA	REMEDIAL SPECIALIST	SHEDECK ES	5/24/2019	NO REASON GIVEN
LENABURG, ELIZABETH	SOCIAL STUDIES TEACHER	YHS	2/6/2019	NO REASON GIVEN
HICKMAN, LINDA	SPECIAL EDUCATION	YHS	5/24/2019	RETIRING
SALSMAN, JOLENE	CAFETERIA MANAGER	IES	2/14/2019	NO REASON GIVEN
CMELIK, KRISTI	KINDERGARTEN TEACHER	PARKLAND ES	SY 19/20	LEAVE OF ABSENCE
SMITH, JEFFREY	SUBSTITUTE	YPS	2/12/2019	TERMINATED
GABLE, TYLER	SUBSTITUTE	YPS	2/12/2019	TERMINATED
BRIGHT, CHRISTY	EXTENDED CHILDCARE	COMMUNITY ED	2/21/2019	NO REASON GIVEN
MATTINGLY, MALLORY	3RD GRADE TEACHER	SHEDECK ES	5/24/2019	WORK OUT OF STATE
HERTZ, BLAKE	2ND GRADE TEACHER	PARKLAND ES	5/26/2017	LEAVE OF ABSENCE
LEBLANC, DEVIN	BUS DRIVER	TRANSPORTATION	2/18/2019	OTHER EMPLOYMENY
STANLEY, SHARON	RECESS MONITOR ONLY	IES	12/21/2018	OTHER EMPLOYMENY
SHAEFER, CHRISTINE	PRE-K TEACHER	CENTRAL ES	5/24/2019	OTHER EMPLOYMENY
HALL, JEFF	COACH	YHS	5/24/2019	ANOTHER SCHOOL IN STATE
KHALER, KRISTIE	7TH GRADE SCIENCE	YMS	5/24/2019	WORK OUT OF STATE
SHELTON, TAMMY	BUS DRIVER ONLY	TRANSPORTATION	2/14/2019	STILL AT IES CAFETERIA
SEWELL, GAYLA	8TH GRADE MATH TEACHER	YMS	5/24/2019	RETIRING
HAGA, CONNIE	PARAPROFESSIONAL	YHS	5/23/2019	NO REASON GIVEN
PRIEST, ALICIA	ELECTIVE TEACHER	IES	SY 19-20	LEAVE OF ABSENCE



**PERSONNEL REPORT FOR:**

February 4, 2019

**YPS**

**RECOMMENDATION TO HIRE:**

**ADMINISTRATIVE CONTRACT:**

Name	Position	Site/Dept	Effective
NONE			

**RECOMMENDATION TO HIRE:**

**CERTIFIED: TEMPORARY CONTRACT**

Name	Position	Site/Dept	Effective
THOMAS, NATHELLA	4TH GRADE TEACHER	IES	2/7/2019

**RECOMMENDATION TO HIRE:**

**SUPPORT:**

Name	Position	Site/Dept	Effective
SHEA, HEATHER	EVALUATOR	YHS	1/14/2019
SPICER, SHANNON	PLAYGROUND MONITOR	RANCHWOOD ES	1/7/2019
JINKENS, ERIN	SP ED PARA PROFESSIONAL	YHS	1/7/2019
NONES, AMANDA	SP ED PARA PROFESSIONAL	YHS	1/7/2019
CAVITT, COURTNEY	CAFETERIA MONITOR	SURREY HILLS ES	1/7/2019
SHIPLEY, ANGELA	CAFETERIA MONITOR	SHEDECK ES	1/28/2019
O'HEARN, HEATHER	CROSSING WALK MONITOR	SURREY HILLS ES	1/22/2019
ANDERSON, MECHELLE	CAFETERIA MONITOR	SURREY HILLS ES	1/22/2019
ERICKSON, KASSANDRA	MONITOR	SHEDECK ES	1/14/2019
WILES, ASHLEIGH	CAFETERIA MONITOR	SHEDECK ES	1/14/2019
HERRON, MADISON	PRE K TA	SKYVIEW ES	1/14/2019
RAMOS, TOSHA	PLAYGROUND MONITOR	SKYVIEW ES	1/28/2019
SMITH, JANNA	SP ED PARA PROFESSIONAL	YHS	1/28/2019
JORDAN, CHASE	BUS DRIVER IN TRAINING	TRANSPORTATION	2/4/2019
WARE, SYDNEY	BUS DRIVER	TRANSPORTATION	1/28/2019
YARBOR, BRUCE	BUS DRIVER	TRANSPORTATION	2/4/2019
ADOMAITIS, JOANNA	SUBSTITUTE	ADMINISTRATION	1/17/2019
ANDERSON, TRISHA	SUBSTITUTE	ADMINISTRATION	1/28/2019
ATOYEBI, ELIZABETH	SUBSTITUTE	ADMINISTRATION	1/10/2019
BARTON, BROOKE	SUBSTITUTE	ADMINISTRATION	1/18/2019
BLEVINS, CHASTITY	SUBSTITUTE	ADMINISTRATION	1/25/2019
BROILES-HILL, JOYCE	SUBSTITUTE	ADMINISTRATION	1/25/2019
BRUHWILER, BEAU	SUBSTITUTE	ADMINISTRATION	1/25/2019
BUCKLEY, RICHARD	SUBSTITUTE	ADMINISTRATION	1/22/2019
BUCKNER, DORMA	SUBSTITUTE	ADMINISTRATION	1/22/2019
CASEY, JANICE	SUBSTITUTE	ADMINISTRATION	1/14/2019
FOX, DANIELLE	SUBSTITUTE	ADMINISTRATION	1/25/2019
FRANKS, BROOKE	SUBSTITUTE	ADMINISTRATION	1/18/2019
GORDON-RIBERIRO, SHARON	SUBSTITUTE	ADMINISTRATION	1/25/2019
HEINTZ, KARA	SUBSTITUTE	ADMINISTRATION	1/11/2019
ISLAS, KATHLEEN	SUBSTITUTE	ADMINISTRATION	1/25/2019

KELLY, STEPHANIE	SUBSTITUTE	ADMINISTRATION	1/28/2019
KING, KAREN	SUBSTITUTE	ADMINISTRATION	1/28/2019
LAFONTANT-DOOLEY, JOANNE	SUBSTITUTE	ADMINISTRATION	1/28/2019
LAMPSON, HANNAH	SUBSTITUTE	ADMINISTRATION	1/15/2019
LOCKMILLER, KAYLA	SUBSTITUTE	ADMINISTRATION	1/25/2019
LOONEY, BILLY	SUBSTITUTE	ADMINISTRATION	1/23/2019
MALDONADO, SHANE	SUBSTITUTE	ADMINISTRATION	1/23/2019
MARTIN, RYAN	SUBSTITUTE	ADMINISTRATION	1/15/2019
MCDONELL, KIMBERLY	SUBSTITUTE	ADMINISTRATION	1/15/2019
MCLAUGHLIN, ALICIA	SUBSTITUTE	ADMINISTRATION	1/10/2019
PARISH, DUSTIN	SUBSTITUTE	ADMINISTRATION	1/25/2019
PASCOE, SAMANTHA	SUBSTITUTE	ADMINISTRATION	1/21/2019
PATTERSON, ALICIA	SUBSTITUTE	ADMINISTRATION	1/8/2019
POSAR, ROBERT	SUBSTITUTE	ADMINISTRATION	1/23/2019
RHODES, TIM	SUBSTITUTE	ADMINISTRATION	1/8/2019
RUFFIN, ATHENA	SUBSTITUTE	ADMINISTRATION	1/25/2019
SCHULTZ, JESSICA	SUBSTITUTE	ADMINISTRATION	1/25/2019
SELLON, KERI	SUBSTITUTE	ADMINISTRATION	1/28/2019
SLOVER, ELSA	SUBSTITUTE	ADMINISTRATION	1/10/2019
SMOOT, GINA	SUBSTITUTE	ADMINISTRATION	1/17/19
SPOHN, NIKI	SUBSTITUTE	ADMINISTRATION	1/9/2019
TERRY, PATRICIA	SUBSTITUTE	ADMINISTRATION	1/17/2019
WALDON, KELSEY	SUBSTITUTE	ADMINISTRATION	01/23/2019

#### SEASONAL STUDENT AND/OR ADULT

Name	Position	Site/Dept	Effective
WILES, ASHLEIGH	MILLERS AFTERSCHOOL SUPERVISOR	COMMUNITY ED	1/7/2019
MEREDITH, ALIANA	SEASONAL STUDENT	FAC	1/22/2019
RMERO, IRVIN	ASST. BOYS SOCCER COACH	ATHLETICS	2/11/2019
HADLOCK, COLTON	ASST. BOYS SOCCER COACH	ATHLETICS	2/1/2019
MORRIS, EMMA	MILLERS AFTERSCHOOL AIDE	COMMUNITY ED	1/28/2019
WEAVER, LACEY	MILLERS AFTERSCHOOL AIDE	COMMUNITY ED	1/28/2019
GENTRY, LAURA	MILLERS AFTERSCHOOL SUPERVISOR	COMMUNITY ED	1/14/2019
BARBY, HAVEN	FINE ARTS CENTER STUDENT TECHNICIAN	FAC	1/17/2019
HADLOCK, COLTON	ASST. BOYS SOCCER COACH	ATHLETICS	2/1/2019

#### CHANGE POSITION/HOURS/LOCATION/RATE OF PAY

Name	Position	Site/Dept	Effective
ROBINSON, SHAWN	BUS DRIVER	TRANSPORTATION	1/7/2019
SMITH, MARVIN	BUS DRIVER	TRANSPORTATION	1/7/2019
WEBB, CAROL	BUS AIDE	TRANSPORTATION	1/7/2019
BROOKE, MATHEW	BUS DRIVER	TRANSPORTATION	1/22/2019
TRIBBLE, CALEB	ROUTING COORDINATOR	TRANSPORTATION	1/22/2019
ELLY, ANGELA	CAFETERIA MANAGER	FOOD SERVICE	12/10/2018

BROWDER, CHRISTINA	BAHAVIOR COACH	CENTRAL ES	1/28/2019
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**STIPEND ASSIGNMENT: EXTRA DUTY/2ND JOB:**

<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>
MARTIN, AMBER	MS TRACK ASST COACH	ATHLETICS	3/1/2019
O'HEARN, HEATHER	CAFETERIA MONITOR SUBSTITUTE	SURREY HILLS ES	1/15/2019
VROMAN, TIFFANY	HOMEWORK HELP	YMS 7TH/8TH	1/15/2019

**STIPEND CHANGE**

<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>
NONE			

**RESIGNATIONS/RETIREMENTS/SEPARATIONS:**

<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>
WHITE, ROBERTA	PLAYGROUND MONITOR	IES	12/21/2018
SOLES, CASSIDY	PARA PROFESSIONAL	YMS 7/8	12/21/2018
CUMMINGS, LISA	AFTERSCHOOL CHILDCARE	MYER ES	1/25/2019
WILES, ASHLEIGH	CAFETERIA MONITOR	SHEDECK ES	NEVER STARTED
LOONEY, KAREN	PARA PROFESSIONAL	YHS	1/18/2019
DAVIS, MISTY	PLAYGROUND MONITOR	RANCHWOOD ES	12/21/2018
CAWYER, JOSHUA	TEACHER	YHS	5/24/2019
THOMAS, CARLA	TEACHER	IES	1/31/2019
KILHOFFER, ALEXIS	AFTERSCHOOL CHILDCARE	COMMUNITY ED	1/31/2019
SMITH, JANNA	PARA PROFESSIONAL	YHS	NEVER STARTED

**EXHIBIT A**

**Explanation of Change**

FROM FULL TO PART TIME
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FROM 7.5 TO 8 HRS PR DAY
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FROM 5 TO 5.5 HRS PR DAY
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FROM 6 TO 8 HRS PR DAY
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FROM BUS DRIVER
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FROM 8 - 7.5 HRS PR DAY
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FROM ADMIN TO CES

**Explanation of Change**

NO REASON GIVEN
OTHER EMPLOYMENT
OTHER EMPLOYMENT
NO REASON GIVEN
OTHER EMPLOYMENT
OTHER EMPLOYMENT
PERSONAL
NO REASON GIVEN
NO REASON GIVEN
PERSONAL



**PERSONNEL REPORT FOR:**

January 7, 2019

**YPS**

**RECOMMENDATION TO HIRE:**

**ADMINISTRATIVE CONTRACT:**

Name	Position	Site/Dept	Effective
NONE			

**RECOMMENDATION TO HIRE:**

**CERTIFIED: TEMPORARY CONTRACT**

Name	Position	Site/Dept	Effective
BECK, MEGAN	SPECIAL ED TEACHER	YHS	12/12/2018
CHAMBERS, JILLIAN	SPECIAL ED TEACHER	SHES	1/7/2019
MOORE, PHYLLIS	TEACHER	SHES	1/7/2019

**RECOMMENDATION TO HIRE:**

**SUPPORT:**

Name	Position	Site/Dept	Effective
SWITZER, TARA	PLAYGROUND MONITOR	INDEPENDENCE ES	11/29/2018
CANNON, WILLIAM	BUS DRIVER	TRANSPORTATION	12/4/2018
GUSTAFSON, CALLYN	TEACHER	SURREY HILLS ES	12/20/2018
ESPARZA, JOHN PAUL	ATHLETIC JANITOR	ATHLETICS	1/7/2019
RHODES, TIM	PLAYGROUND MONITOR	SKYVIEW ES	12/10/2018
MAAR, ERICA	PLAYGROUND MONITOR	IES	1/7/2019
BALENSEIFEN-MORGAN, M	SUBSTITUTE	YPS	12/20/2018
BIGBY, HOLLY	SUBSTITUTE	YPS	12/11/2018
BOGLE, RILEY	SUBSTITUTE	YPS	11/29/2018
BRUNER, CLAYTON	SUBSTITUTE	YPS	12/12/2018
BURCHETTE, JESSICA	SUBSTITUTE	YPS	12/20/2018
FLEMING, ABBY	SUBSTITUTE	YPS	11/29/2018
GRIMES, RYANN	SUBSTITUTE	YPS	12/3/2018
GUSTAFSON, CALLYN	SUBSTITUTE	YPS	12/14/2018
KOLANDER, ANGELA	SUBSTITUTE	YPS	12/10/2018
LOONEY, DALTON	SUBSTITUTE	YPS	12/5/2018
MOELLER, DAWN	SUBSTITUTE	YPS	11/29/2018
PARKER, MEGAN	SUBSTITUTE	YPS	12/11/2018
PAYNE, ANGELA	SUBSTITUTE	YPS	12/12/18
PETERSEN, CORY	SUBSTITUTE	YPS	12/20/2018
RICHTER, MICHAEL	SUBSTITUTE	YPS	12/11/2018
SMITH, BRENDA	SUBSTITUTE	YPS	12/07/2018
STRINGHAM, DAVID	SUBSTITUTE	YPS	11/29/2018
WALKER, AMY	SUBSTITUTE	YPS	12/11/2018
YOKKLEY, BRANDY	SUBSTITUTE	YPS	12/4/18

**SEASONAL STUDENT AND/OR ADULT**

Name	Position	Site/Dept	Effective
SWITZER, TARA	MILLERS AFTERSCHOOL SUPERVISOR	COMMUNITY ED	11/29/2018
SPROUL, ERIK	MILLERS AFTERSCHOOL AIDE	COMMUNITY ED	12/3/2018

**CHANGE FORM POSITION/HOURS/LOCATION/RATE OF PAY**

<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>
BROOKE, MATTHEW	BUS DRIVER	TRANSPORTATION	11/16/2018
DEKINDER, LUCUS	SP ED TEACHER	YMS	1/2/2019
KRAMP, CHRISTY	TEACHER	SKYVIEW ES	2/8/2019
CARLSON, DELANEY	TEACHER	INDEPENDENCE ES	2/13/2019
ACOSTA, GLORIA	CHILD NUTRITION MGR	CENTRAL ES	11/26/2018
HIGUERA, AVELINA	COOK	SHEDECK ES	8/16/2018
LOHMAN, LISA	CAFETERIA MONITOR/AFTER SCHOOL SUPERVISOR	SKYVIEW ES	1/14/2019
WHITE, ROBERTA	BUS MONITOR/CAFE/PLAYGROUND MONITOR	TRANSPORTATION & IES	1/7/2019
ELIAS, NICOLE	2ND GRADE TACHER	SURREY HILLS ES	12/10/2018
COLSTON, JESSI	KINDERGARTEN TEACHER	SURREY HILLS ES	12/17/2018
MCDONALD, JESSICA	BRAILLE PARA	YHS	12/4/2018
CANNON, WILLIAM	BUS DRIVER	TRANSPORTATION	12/4/2018
JACOBY, AMY	SECRETARY	YMS	1/7/2019
TATE, JILLIAN	ES TEACHER INTERN	ADMIN	12/17/2018

**STIPEND ASSIGNMENT: EXTRA DUTY/2ND JOB:**

<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>
GILREATH, BETHANY	NASS AFTER SCHOOL TUTOR	SHEDECK ES	11/29/2018
HUBBARD, CRAIG	SWIM COACH	YHS	11/29/2018
JESTER, ADAM	MS TRACK COACH	YMS	3/1/2019
PRENTICE, LINDA	HOMEBOUND TEACHER	YHS	12/11/2018
GIFFORD, LEA	PLC FACILITATOR	SKYVIEW ES	8/16/2018
SMITH, MEREDITH	PLC FACILITATOR	SKYVIEW ES	8/16/2018
SMITH, CATHERINE	FLC FACILITATOR	SKYVIEW ES	8/16/2018
SHELTON, TAMMY	PLAYGROUND MONITOR	INDEPENDENCE ES	12/13/2018
MOORE, SHARON	PLAYGROUND MONITOR	TRANSPORTATION	12/13/2018
CRANE, DONALDA	HOUMBOUND TEACHER	SPECIAL SERVICES	12/18/2018
COOPER, MATHEW	PLC FACILITATOR	LAKEVIEW ES	8/8/2018
BERRY, SARAH	PLC FACILITATOR	SHES	8/16/2018
CROSS, LINDSAY	PLC FACILITATOR	SHES	8/16/2018
RATLIFF, COURTNEY	PLC FACILITATOR	SHES	8/16/2018
THOMAS, LOGAN	EXTRA SECTION	YHS	1/7/2019

**STIPEND CHANGE**

<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>
NONE			

**RESIGNATIONS/RETIREMENTS/SEPARATIONS:**

<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>
HILDEBRAND, CINDY	SECRETARY	YMS	12/21/2018
KAUFMAN, HALEY	SP ED TEACHER	SURREY HILLS ES	11/26/2018
CROW, LAURIE	BUS AIDE	TRANSPORTATION	11/5/2018

PHILLIPS, ROBER	BUS AIDE	TRANSPORTATION	11/30/2018
KUSICK, LAURENE	CAFETERIA MONITOR	SURREY HILLS ES	11/16/2018
THOMAS, JENNIFER	CAFETERIA MONITOR	SURREY HILLS ES	11/30/2018
BARBY, AMANDA	BUS AIDE	TRANSPORTATION	11/28/2018
MCGINTY, JOHN	BUS DRIVER	TRANSPORTATION	12/4/2018
HALL, BREANNA	EXTENDED CHILD CARE	COMMUNITY ED	11/28/2018
PURSER, JENNA	PARA PROFESSIONAL	SKYVIEW ES	12/20/2018
TEE, KATELYNN	MILLERS AFTERSCHOOL	HELPING HANDS	12/21/2018
COLSTON, JESSI	KINDERGARTEN TEACHER	SURREY HILLS ES	12/13/2018
SCHWARZ, CAROL	SUBSTITUTE	YPS	12/18/2018

**EXHIBIT A**

**Explanation of Change**

FROM AIDE/4HRS TO DRIVER/6 HRS
TEMP TO REGULAR CONTRACT
TEMP TO REGULAR CONTRACT
TEMP TO REGULAR CONTRACT
FROM ASST. MGR. LES
FROM IES
FROM SHEDECK ES
FROM IES MID DAY TO TRANSPORTATION MID DAY
FROM INTERN
FROM INTERN
FROM YMS
FROM 5 TO 6 HOURS
FROM PRE-K AIDE
FROM ADMIN TO CENTRAL ES

**Explanation of Change**

NO REASON GIVEN
NO REASON GIVEN
NO REASON GIVEN

HEALTH
PERSONAL
OTHER EMPLOYMENT
TERMINATED
RETIRING
NO REASON GIVEN
NO REASON GIVEN
OTHER EMPLOYMENT
OTHER EMPLOYMENT
TERMINATED



SMITH, JEFFREY	RECESS MONITOR	INDEPENDENCE ES	11/5/2018
BROWER, CYNTHIA	TEACHER TRAINER	SURREY HILLS ES	10/23/2018
CUENCA, ANGELA MARIE	NASS AFTER SCHOOL AIDE	YHS	11/13/2018

**CHANGE FORM POSITION/HOURS/LOCATION/RATE OF PAY**

Name	Position	Site/Dept	Effective
MOORE, BROOKE	PARA PROFESSIONAL	SURREY HILLS ES	11/12/2018
WARD, ALYSSA	ATTENDANCE SECRETARY	YHS	11/14/2018
FOLEY, VALERIE	PLAYGROUND MONITOR	SKYVIEW ES	10/29/2018
SPEAR, WENDY	CAFETERIA MONITOR	IES	11/14/2018

**STIPEND ASSIGNMENT: EXTRA DUTY/2ND JOB:**

Name	Position	Site/Dept	Effective
WALLIN, SARA	PLC FACILITATOR	SHEDECK ES	8/1/2018
RENAUD, STEPHANIE	HOMEBOUND TEACHER	YMS/6TH	11/27/2018
CULWELL, BOBBI	HOMEBOUND TEACHER	YMHS	11/1/2018

**STIPEND CHANGE**

Name	Position	Site/Dept	Effective

**RESIGNATIONS/RETIREMENTS/SEPARATIONS:**

Name	Position	Site/Dept	Effective
PATTERSON, J DANIELLE	SECRETARY	FOOD SERVICE	11/13/2018
EADS, ROGER	CROSSING GUARD	SURREY HILLS ES	12/21/2018
WOODWARD, TEYSA	EXTENDED CHILD CARE	COMMUNITY ED	11/5/2018
WAVADA, KATHRYN	COOK	CENTRAL ES	11/14/2018
ORTIZ, RETHA	CAFETERIA MONITOR	INDEPENDENCE ES	11/2/2018
JACKSON, BRANDY	ART TEACHER	CENTRAL ES	1/7/2019
FANNING, DINA	PLAYGROUND MONITOR	INDEPENDENCE ES	11/13/2018
BARTON, MELINDA	CHILD NUTRITION MGR.	YMS	11/30/2018

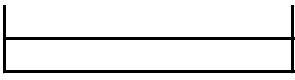

**EXHIBIT A**

**Explanation of Change**

FROM YHS
FROM SPED PARA
FROM IES
FROM RECESS MONITOR

**Explanation of Change**

OTHER EMPLOYMENT
HEALTH
PERSONAL
TERMINATED
NO REASON GIVEN
LEAVE OF ABSENCE
PERSONAL
NO REASON GIVEN





**PERSONNEL REPORT FOR:**

November 5, 2018

**YPS**

**RECOMMENDATION TO HIRE:**

**ADMINISTRATIVE CONTRACT:**

Name	Position	Site/Dept	Effective
NONE			

**RECOMMENDATION TO HIRE:**

**CERTIFIED: TEMPORARY CONTRACT**

Name	Position	Site/Dept	Effective
DOBRINSKI, SHELBY	2ND GRADE TEACHER	RANCHWOOD ES	10/11/2018
EATON, PIPER	2ND GRADE TEACHER	SURREY HILLS ES	10/15/2018
HILL, GABRIELLE	2ND GRADE TEACHER	MYERS ES	12/7/2018
MILLER, KATHLEEN	2NDRY CLASSROOM INTERN	YHS	10/8/2018

**RECOMMENDATION TO HIRE:**

**SUPPORT:**

Name	Position	Site/Dept	Effective
BARBY, AMANDA	BUS DRIVER	TRANSPORTATION	10/23/2018
BLACKMORE, CARA	SUBSTITUTE	ADMINISTRATION	10/4/2018
CASTRO, AMANDA	SUBSTITUTE	ADMINISTRATION	10/16/2018
COX, JAYCIE	SUBSTITUTE	ADMINISTRATION	10/16/2018
DYSON, BILLIE	SUBSTITUTE	ADMINISTRATION	10/17/2018
FOGLE, JOHN	BUS DRIVER	TRANSPORTATION	10/10/2018
FOLEY, VALERIE	PLAYGROUND MONITOR	IES	10/11/2018
FOLEY, VALERIE	CROSSWALK MONITOR	SKYVIEW ES	10/15/2018
GAMSJAGER, BRYAN	SUBSTITUTE	ADMINISTRATION	9/24/2018
GRAVETT, ELIZABETH	SUBSTITUTE	ADMINISTRATION	9/28/2018
KINCANNON, SHAWNA	SPECIAL ED AIDE/PARA	YMS	10/10/2018
KUSICK, LAURENE	CAFETERIA MONITOR	SURREY HILLS ES	10/15/2018
LIGGETT, ALMA	BILINGUAL ASSISTANT	IES	10/11/2018
LOFGREN, LISA	SUBSTITUTE	ADMINISTRATION	10/4/2018
LOGAN, SALLY	SPECIAL ED AIDE/PARA	YHS	11/8/2018
MAY, BRAD	BUS DRIVER	TRANSPORTATION	6/1/2018
MOORE, BROOKE	SPECIAL ED AIDE/PARA	YHS	11/12/2018
NELSON, SKYE	SPECIAL ED AIDE/PARA	YHS	11/1/2018
ORTIZ, RETHA	CAFETERIA MONITOR	IES	10/29/2018
OWENS, RICKY	SUBSTITUTE	ADMINISTRATION	10/16/2018
PHIPPS, DIANE	SUBSTITUTE	ADMINISTRATION	9/14/2018
PORTER, MELVINA	CAFETERIA MONITOR	SURREY HILLS ES	10/29/2018
RICH, MARCELLA	SUBSTITUTE	ADMINISTRATION	9/25/2018
SMITH, NATASHA	PARAPROFESSIONAL	LES	10/29/2018
SMITH, GLORIA	SUBSTITUTE	ADMINISTRATION	9/27/2018
SMITH, JEFF	SUBSTITUTE	ADMINISTRATION	10/17/2018
SPEAR, WENDY	PLAYGROUND MONITOR	IES	10/25/2018
STROUD, SONDRRA	SPECIAL ED AIDE/PARA	IES	10/11/2018
STUMPF JR., WALTER	SUBSTITUTE	ADMINISTRATION	9/24/2018
THOMAS, JENNIFER	CAFETERIA MONITOR	SURREY HILLS ES	10/9/2018

WARD, ALYSSA	SPECIAL ED AIDE/PARA	YHS	11/8/2018
WHETZEL, DAVID	BUS DRIVER	TRANSPORTATION	10/15/2018

### SEASONAL STUDENT AND/OR ADULT

Name	Position	Site/Dept	Effective
FOLEY, VALERIE	MILLERS AFTERSCHOOL SUPERVISOR	COMMUNITY ED	10/29/2018
HOLMES, BRIAN	MS FOOTBALL	ATHLETICS	8/7/2018
KILHOFFER, ALEXIS	MILLERS AFTERSCHOOL AIDE	COMMUNITY ED	10/29/2018
MICHAEL, BERKELEY	NASS AFTER SCHOOL TUTOR	SKYVIEW ES	10/29/2018
PATTERSON, JEANNIE	CHILD NUTRITION SECRETARY	YMS/6TH	10/23/2018
SMITH, KAL	NASS TUTOR	CENTRAL ES	10/29/2018
SMITH, TONYA	MILLERS3 SUPERVISOR	COMMUNITY ED	10/2/2018

### CHANGE FORM POSITION/HOURS/LOCATION/RATE OF PAY

Name	Position	Site/Dept	Effective
CRITES, STACY	BUS MONITOR	TRANSPORTATION	10/1/2018
CROW, LAURIE	BUS MONITOR	TRANSPORTATION	10/1/2018
GLYCKHERR, JOE	BUS DRIVER	TRANSPORTATION	10/1/2018
HARDIE, LEO	BUS DRIVER	TRANSPORTATION	10/1/2018
HUTCHISON, LORIE	SPECIAL ED AIDE	SKYVIEW ES	10/1/2018
JONES, KASSANDRA	MILLERS AFTER SCHOOL	COMMUNITY ED	10/24/2108
KOWALSKI, SHARON	BUS DRIVER	TRANSPORTATION	10/1/2018
LEWIS, TAMITHA	BUS MONITOR	TRANSPORTATION	10/1/2018
LEWIS, TAMMI	BUS DRIVER	TRANSPORTATION	10/1/2018
LEWIS, TAMYY	BUS AIDE	TRANSPORTATION	10/23/2018
MILLER, KAREN	BUS DRIVER	TRANSPORTATION	10/1/2018
MILLER, MARCY	INSTRUCTIONAL SPECIALIST	RANCHWOOD ES	10/11/2018
NEELY, BILL	BUS DRIVER	TRANSPORTATION	10/1/2018
NEELY, DORIS	BUS DRIVER	TRANSPORTATION	10/1/2018
PERDUE, JOANN	BUS DRIVER	TRANSPORTATION	10/1/2018
PERDUE, JOANN	CAFETERIA MONITOR	INDEPENDENCE ES	9/24/2018
PHILLIPS, ROBERT	BUS MONITOR	TRANSPORTATION	10/1/2018
ROSS, MORGAN	REMEDIAL READING SPECIALIST	RANCHWOOD ES	10/11/2018
SMITH, MARVIN	BUS DRIVER	TRANSPORTATION	10/1/2018
STANLEY, SHARON	BUS AIDE	TRANSPORTATION	10/1/2018
SWAIM, ROBERT	BUS DRIVER	TRANSPORTATION	10/1/2018
TROXELL, CRAIG	BUS DRIVER	TRANSPORTATION	9/3/2018
WEBB, CAROL	BUS MONITOR	TRANSPORTATION	10/1/2018

### STIPEND ASSIGNMENT: EXTRA DUTY/2ND JOB:

Name	Position	Site/Dept	Effective
BARBY, AMANDA	PLAYGROUND MONITOR	IES	10/29/2018
CRITES, STACEY	LUNCH DUTY MONITOR	YMS	9/10/2018
KING, CHARLA	LUNCH DUTY SUBSTITUTE	YMS	9/28/2018
LAMBERT, VICTORIA	MINI MILLERS SUPERVISOR	COMMUNITY ED	9/14/2018
MCCATHERN, LESLIE	NASS AFTER SCHOOL TUTOR	NASS	10/24/2018

MYERS, MCKINZIE	MINI MILLERS SUPERVISOR	COMMUNITY ED	9/26/2018
OWENS, BOBBIE	CAFETERIA HOSTESS	RANCHWOOD ES	10/23/2018
RAPER, JAMIE	HOMEBOUND TEACHER	YHS	9/28/2018
VILLAFLOR, RICARDO	LUNCH COVER	YMS	9/6/2018

### STIPEND CHANGE

Name	Position	Site/Dept	Effective
DAVIS, CHAZ	HS GIRLS B-BALL COACH	ATHLETICS	9/25/2018
LENABURG, ELIZABETH	ASST. GIRLS B-BALL COACH	ATHLETICS	9/25/2018

### RESIGNATIONS/RETIREMENTS/SEPARATIONS:

Name	Position	Site/Dept	Effective
ANDERSON, ASHLEE	PARA PROFESSIONAL	YHS	10/31/2018
CANNON, BILL	BUS DRIVER	TRANSPORTATION	10/1/2018
FRANK, BRIAN	BUS DRIVER	TRANSPORTATION	9/10/2018
HOUSH, CARMEN	CHILD CARE PROVIDER	COMMUNITY ED	11/2/2018
JONES, KASSANDRA	CAFETERIA MONITOR	SURREY HILLS ES	10/2/2018
JONES, KASSANDRA	CROSSING GUARD	IES	10/8/2018
KINCANNON, SHAWNA	PARA PROFESSIONAL	YMS	10/15/2018
LYDON, CINDY	BUS DRIVER	TRANSPORTATION	10/4/2018
OWENS, BOBBIE	CROSSING GUARD/PLAYGROUND MONITOR	SKYVIEW ES	10/17/2018
RINCHICH, JESSICA	CAFETERIA MONITOR	IES	11/2/2018
SMITH, BRENDA	BUS DRIVER	TRANSPORTATION	10/9/2018
STINNETT, ABBY	CHILD DARE PROVIDER	COMMUNITY ED	9/6/2018
THOMPSON, TARI	CAFETERIA MONITOR	SURREY HILLS ES	10/12/2018
WHETZEL, DAVID	BUS DRIVER	TRANSPORTATION	10/31/2018
WHITSON, AMY	PARA PROFESSIONAL	LES	10/17/2018
WICKLIFF, MARTHA	6TH GR SPANISH TEACHER	YMS	11/16/2018

**EXHIBIT A**

**Explanation of Change**

FROM 4 TO 4.5 HOURS
FROM 4 TO 5 HOURS
FROM 4.75 TO 5 HOURS
FROM 4 TO 4.5 HOURS
FROM 8 TO 7.5 HOURS
FROM 4 TO 3.91 HOURS
FROM 4.5 TO 5.5 HOURS
FROM 5.75 TO 6 HOURS
FROM 6 TO 5.75 HOURS
FROM 6 TO 5.75 HOURS
FROM 4.75 TO 5.25 HOURS
FROM REMEDIAL READING SPECIALIST
FROM 4.5 TO 4.75 HOURS
FROM 5 TO 6.5 HOURS
FROM 4 TO 7.5 HOURS
FROM SURREY HILLS ES
FROM 4.25 TO 4.75 HOURS
FROM 2ND GRADE TEACHER
FROM 4 TO 7.5 HOURS
FROM 5 TO 6.5 HOURS
FROM 4 TO 5.5 HOURS
FROM 4.5 TO 5.5 HOURS
FROM 4.75 TO 5 HOURS

**Explanation of Change**

PERSONAL
HEALTH
TERMINATED
OTHER EMPLOYMENT
HEALTH
NO REASON GIVEN
NO REASON GIVEN
NO REASON GIVEN
NO REASON GIVEN
OTHER EMPLOYMENT
PERSONAL
WORK OUT OF STATE
OTHER EMPLOYMENT
NO REASON GIVEN
PERSONAL
WORK OUT OF STATE



**PERSONNEL REPORT FOR:**

October 1, 2018

**YPS**

**RECOMMENDATION TO HIRE:**

**ADMINISTRATIVE CONTRACT:**

Name	Position	Site/Dept	Effective
NONE			

**RECOMMENDATION TO HIRE:**

**CERTIFIED: TEMPORARY CONTRACT**

Name	Position	Site/Dept	Effective
Hamel, Terri	Tutor	Ranchwood ES	9/18/2018
Kaufman, Haley	SpEd - LEAP	Surrey Hills ES	10/8/2018
Kock, Caroline	Business Teacher	YHS	9/27/2018
Perman, Abbey	Government Teacher	YHS	9/25/2018

**RECOMMENDATION TO HIRE:**

**SUPPORT:**

Name	Position	Site/Dept	Effective
Bennett, Christi	Substitute	Administration	9/21/2018
Blevins, Chastity	Cafeteria Monitor	Shedeck ES	9/19/2018
Brooke, Matt	Bus Driver	Transportation	9/24/2018
Bryan, Robyn	Substitute	Administration	9/6/2018
Burcham, JoAn	Substitute	Administration	8/29/2018
Cacini, Richard	Substitute	Administration	8/29/2018
Cole, Anna	Substitute	Administration	8/30/2018
Cook, Carol	Substitute	Administration	9/13/2018
Cornejo, Christina	Substitute	Administration	9/21/2018
Crawford, Yi-Ying	Substitute	Administration	8/29/2018
Crites, Stacy	Bus monitor	Transportation	9/5/2018
Crites, Stacy	Cafeteria Monitor	YMS 7/8	9/4/2018
Currey, Steve	Substitute	Administration	9/13/2018
Davis, Licia	Substitute	Administration	9/17/2018
Deckard, Emalee	Substitute	Administration	9/7/2018
Doyle, Amanda	Substitute	Administration	8/29/2018
Dunn, Harold	Substitute	Administration	9/18/2018
Edmondson, Renea	Substitute	Administration	9/13/2018
Eischen, Jill	Substitute	Administration	8/30/2018
Eisenman, Kaitlyn	LPN	Myers ES	10/2/2018
Elder, Amanda	Substitute	Administration	9/20/2018
Enmark, Kristen	Substitute	Administration	8/30/2018
Gable, Tyler	Substitute	Administration	8/29/2018
Hardie, Leo	Bus Driver	Transportation	9/5/2018
Harkness, Joddi	Substitute	Administration	9/13/2018
Jay, Nettie	Substitute	Administration	9/21/2018
Jinkens, Erin	Substitute	Administration	9/14/2018
Jordan, Theresa	Substitute	Administration	9/21/2018
Kusick, Laurene	Substitute	Administration	8/30/2018
Lewis, Pamela	Substitute	Administration	8/28/2018

Mahaffey, Jo	Substitute	Administration	9/13/2018
Matthews, Amy	Substitute	Administration	9/18/2018
Munhollon, Mike	Substitute	Administration	9/11/2018
Nair, Fatima	Substitute	Administration	9/17/2018
Nygren, Genie	Substitute	Administration	9/20/2018
Pierce, Kailee	Substitute	Administration	8/29/2018
Qualls, Elizabeth	Substitute	Administration	9/4/2018
Russell, Avis Christine	Substitute	Administration	9/13/2018
Russell, Leslie	Substitute	Administration	9/13/2018
Sauls, Gary	Substitute	Administration	9/19/2018
Shane, Mariah	Substitute	Administration	9/4/2018
Sharp, Nancy	Substitute	Administration	9/14/2018
Thompson, Tari	Cafeteria Monitor	Surrey Hills ES	9/24/2018
Turner, Sarah	Substitute	Administration	9/17/2018
Vann, Matthew	Substitute	Administration	9/13/2018
Wilkens, Jessica	Substitute	Administration	8/28/2018

### SEASONAL STUDENT AND/OR ADULT

Name	Position	Site/Dept	Effective
Alford, Jocelynn	Student Technician	FAC	9/24/2018
Andrade, Mayra	Millers Afterschool Aide	Administration	8/13/2018
Armstrong, Barbara	Enrollment Services Asst.	OTIS	9/5/2018
Cain, Cameron	Seasonal Adult	FAC	9/24/2018
Cross, Bray	Student Technician	FAC	9/24/2018
Foxx, Natalie	NASS After School Tutor	IES	8/20/2018
Furlong, Jason	Asst. Baseball Coach	Athletics	1/4/2019
Johnston, Jason	Student Technician	FAC	9/24/2018
Mowers, Jim	Painter	Maintenance	9/5/2018
Myers, McKinzie	Millers Afterschool Supervisor	Administration	9/5/2018
Sauls, Gary	Substitute Administrator	YMS	9/19/2018
Stinnett, Abby	Millers Afterschool Supervisor	Administration	9/6/2018
Wilkerson, Silas	Seasonal Student	FAC	9/24/2018

### CHANGE FORM POSITION/HOURS/LOCATION/RATE OF PAY

Name	Position	Site/Dept	Effective
Cole, Brittany	PreK Aide	Surrey Hills ES	8/16/2018
Cosgrove, Dana	Speech Lang. Asst.	Skyview	9/1/2018
Crowe, Donna	Speech Lang. Path.	IES	11/9/2017
Foxx, Natalie	NASS Academic Tutor	IES	8/20/2018
James, Kelli	Speech Lang. Asst.	YMS	9/1/2018
Kilhoffer, Elanda	School Psychologist	Special Services	8/1/2018
McLain, Sarah	4th Math/Science teacher	Sheddeck	8/8/2018
Oruru, Yeneer	Mild Moderate Teacher	Surrey Hills	9/19/2018
Osgood, Talitha	Speech Lang. Path.	Skyview	9/1/2018
Rinebarger, Vickie	Child Nutrition	YMS	9/24/2018
Schmitz, Patricia	Speech Lang. Path.	Sheddeck	9/1/2018
Welch, Irene	IT Secretary	Administration	9/24/2018
Williams, Crystal	Assist. Principal Secretary	YHS	8/15/2018

### STIPEND ASSIGNMENT: EXTRA DUTY/2ND JOB:

Name	Position	Site/Dept	Effective
Becker, Terri	Lunch Duty	YHS	8/16/2018
Furlong, Jason	Asst. Baseball Coach	Athletics	1/1/2019

Lenaburg, Elizabeth (Nicole)	Lunch Duty	YHS	9/5/2018
Meyer, Bradyn	Asst. Baseball Coach	Athletics	1/1/2019
Ritter, Kevin	Lunch Duty	YHS	9/5/2018
Wootton, Jeff	Academic Team Coach	YMS	9/25/2018

**STIPEND CHANGE**

<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>
NONE			

**RESIGNATIONS/RETIREMENTS/SEPARATIONS:**

<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>
Hudson, Nathan	Business teacher	YHS	9/12/2018
Hunter, Wesley	Custodian	Athletics	11/30/2018
Kennemer, Macy	1st grade teacher	Shedeck ES	6/24/2018
Martin, Leah	Substitute	District	9/13/2018
Owens, Bobbie	AM Crosswalk	Skyview ES	8/26/2018
Roberts, Andrew	History teacher	YHS	9/17/2018
Sharp, Caryn	RISE teacher	Surrey Hills ES	9/18/2018
Zermeno, Kimberly	Bus driver	Transportation	8/16/2018

**EXHIBIT A**

**Explanation of Change**

from 7.5 to 7 hrs
from administration
from administration
from 7.2 to 7 hours
from administration
from psychometrist
from Lakeview ES
from Resource Teacher
from administration
from 7.5 to 8 hours daily
from administration
from 7.5 to 8 hours daily
from 8 to 7.5 hours daily

**Explanation of Change**

Illness
No reason
Leave of Absence SY 18-19 birth of sick child
Other Employment
No reason
Personal reasons
Personal reasons
No reason



**PERSONNEL REPORT FOR:**

September 4, 2018

**YPS**

**RECOMMENDATION TO HIRE:**

**ADMINISTRATIVE CONTRACT:**

Name	Position	Site/Dept	Effective
NONE			

**RECOMMENDATION TO HIRE:**

**CERTIFIED: TEMPORARY CONTRACT**

Name	Position	Site/Dept	Effective
NONE			

**RECOMMENDATION TO HIRE:**

**SUPPORT:**

Name	Position	Site/Dept	Effective
ALSTON, KARA	SUBSTITUTE	YPS	8/16/2018
BARNES, BRIAN	SUBSTITUTE	YPS	8/16/2018
BOWLING, CLYDE RAY	SUBSTITUTE	YPS	8/16/2018
BRACKETT, BOB	SUBSTITUTE	YPS	8/16/2018
BREWER, VANYA	SUBSTITUTE	YPS	8/16/2018
BRODMERKEL, JOAN	SUBSTITUTE	YPS	8/16/2018
BROWN, DONNA	SUBSTITUTE	YPS	8/16/2018
BROWN, MEGAN	SUBSTITUTE	YPS	8/16/2018
BRUCE, KELLY	SUBSTITUTE	YPS	8/16/2018
BUCKLEY, THOMAS	SUBSTITUTE	YPS	8/16/2018
CABRAL, SHARON	SUBSTITUTE	YPS	8/16/2018
CARDOSI, SHAWNA	PARA PROFESSIONAL	MYERS ES	8/29/2018
CARMICHAEL, ASHLEY	SUBSTITUTE	YPS	8/16/2018
CHAPARRO, CAITLYNN	PARA PROFESSIONAL	YMS	8/16/2018
CLARK, JAMIE	SUBSTITUTE	YPS	8/16/2018
CLARK, LORELEI	SUBSTITUTE	YPS	8/16/2018
CORZINE, MARK	SUBSTITUTE	YPS	8/16/2018
CROW, LAURIE	BUS MONITOR	TRANSPORTATION	8/27/2018
CURREY, STEVE	PLAYGROUND MONITOR	IES	8/16/2018
DEAKINS, AMANDA	SUBSTITUTE	YPS	8/16/2018
DEAN, JORNAE	SUBSTITUTE	YPS	8/16/2018
DEAN, MICHAEL	SUBSTITUTE	YPS	8/16/2018
DELEON, VALERIE	SUBSTITUTE	YPS	8/16/2018
DIXON, ELIJAH	SUBSTITUTE	YPS	8/16/2018
DONNELLY, AMBER	SUBSTITUTE	YPS	8/16/2018
DONNELLY, DARLENE	SUBSTITUTE	YPS	8/16/2018
DRAKE, MANDY	SUBSTITUTE	YPS	8/16/2018
ENDSLEY, TONI	SUBSTITUTE	YPS	8/16/2018
FENTON, RITA	SUBSTITUTE	YPS	8/16/2018
FOUTS, MARTHA	SUBSTITUTE	YPS	8/16/2018
FRERICHS, JEANNE	SUBSTITUTE	YPS	8/16/2018
GEORGE, PAUL	SUBSTITUTE	YPS	8/16/2018

GILLES, JACKIE	SUBSTITUTE	YPS	8/16/2018
GRANT, KIM	SUBSTITUTE	YPS	8/16/2018
HALL, DANA	SUBSTITUTE	YPS	8/16/2018
HALL, KAREN	SUBSTITUTE	YPS	8/16/2018
HARRIS, KAYLEA	SUBSTITUTE	YPS	8/16/2018
HARRIS, ROY	SUBSTITUTE	YPS	8/16/2018
HAYS, LOIS	SUBSTITUTE	YPS	8/16/2018
HECKART, MICHELLE	SUBSTITUTE	YPS	8/16/2018
HENLEY, CHERYL	SUBSTITUTE	YPS	8/16/2018
HEUSEL, DIANA	SUBSTITUTE	YPS	8/16/2018
HILL, KAYLA	SUBSTITUTE	YPS	8/16/2018
HITE, DEBORAH	SUBSTITUTE	YPS	8/16/2018
HONNOHAN, CAROL	SUBSTITUTE	YPS	8/16/2018
HUDSON, JANIS	SUBSTITUTE	YPS	8/16/2018
JESTER, BRENDA	SUBSTITUTE	YPS	8/16/2018
JONES, KASSANDRA	CROSSING GUARD	IES	8/17/2018
JORVE, SARA	SUBSTITUTE	YPS	8/16/2018
KIEHN, NANCY	SUBSTITUTE	YPS	8/16/2018
KING, LISA	SUBSTITUTE	YPS	8/16/2018
LANDRITH, LYNDA	SUBSTITUTE	YPS	8/16/2018
LANTAGNE, GERRY	SUBSTITUTE	YPS	8/16/2018
LEDER-SWIFT, ETHEL	SUBSTITUTE	YPS	8/16/2018
LEE, YOLANDA	SUBSTITUTE	YPS	8/16/2018
LYONS, STACY	SUBSTITUTE	YPS	8/16/2018
MACDOWELL, KJRISTI	SUBSTITUTE	YPS	8/16/2018
MAGNUS, ELISABETH	SUBSTITUTE	YPS	8/16/2018
MANIATAKES, ROSE	PLAYGROUND MONITOR	LAKEVIEW ES	8/23/2018
MANNING, EMMA LEE	SUBSTITUTE	YPS	8/16/2018
MARTIN, ANGIE J	SUBSTITUTE	YPS	8/16/2018
MARTIN, LEAH	SUBSTITUTE	YPS	8/16/2018
MATHIS, TORI	SUBSTITUTE	YPS	8/16/2018
MCALLISTER, MITZI	SUBSTITUTE	YPS	8/16/2018
MCCLAIN, LADONNA	SUBSTITUTE	YPS	8/16/2018
MCCLAIN, MOLLY	SUBSTITUTE	YPS	8/16/2018
MCCROSKEY, ROBERT (BOB)	SUBSTITUTE	YPS	8/16/2018
MCPEAK, KRISTY	SUBSTITUTE	YPS	8/16/2018
MILLER, KATHLEEN	SUBSTITUTE	YPS	8/16/2018
MOORE, JUANITA	SUBSTITUTE	YPS	8/16/2018
MOSLEY, WAYNE	SUBSTITUTE	YPS	8/16/2018
NEWMAN, MICHELLE	SUBSTITUTE	YPS	8/16/2018
OSGOOD, MARY	SUBSTITUTE	YPS	8/16/2018
PHINNEY, DARLA	SUBSTITUTE	YPS	8/16/2018
PINKERTON, DANESSA	SUBSTITUTE	YPS	8/16/2018
POLLARD, KIMBERLY	SUBSTITUTE	YPS	8/16/2018
RAMM, SEAN	SUBSTITUTE	YPS	8/16/2018
RICHEY, DONNA	SUBSTITUTE	YPS	8/16/2018
RICHTER, KATHRYN	SUBSTITUTE	YPS	8/16/2018
ROWLAND, ALICE	SUBSTITUTE	YPS	8/16/2018
SCHANTZ, RHONDA	SUBSTITUTE	YPS	8/16/2018
SCHRADER, ASHLEY	SUBSTITUTE	YPS	8/16/2018
SCHUMAN, ELDON	SUBSTITUTE	YPS	8/16/2018
SCOTT, JEAN	SUBSTITUTE	YPS	8/16/2018
SHELTON, TAMMY	BUS DRIVER	TRANSPORTATION	9/5/2018

SHILLING, TAMARA	SUBSTITUTE	YPS	8/16/2018
SHRUM, KELSEY	SUBSTITUTE	YPS	8/16/2018
SMITH, RACHEL	SUBSTITUTE	YPS	8/16/2018
SMITH, TONYA	SUBSTITUTE	YPS	8/16/2018
STEHR, VIVIAN	SUBSTITUTE	YPS	8/16/2018
STEPHENSON, MARTY	SUBSTITUTE	YPS	8/16/2018
VEGA, BARBARA	SUBSTITUTE	YPS	8/16/2018
WALTON, KIM	SUBSTITUTE	YPS	8/16/2018
WARD, HEATHER	SUBSTITUTE	YPS	8/16/2018
WATSON, ANGELA	SUBSTITUTE	YPS	8/16/2018
WEST, BARBARA	SUBSTITUTE	YPS	8/16/2018
WHITSON, JORDAN	SUBSTITUTE	YPS	8/16/2018
WILLARD, REBECCA	SUBSTITUTE	YPS	8/16/2018
WINSTON, MISTY	PARA PROFESSIONAL	MYERS ES	8/23/2018
WOMACK, SANDRA	SUBSTITUTE	YPS	8/16/2018
YANCEY, MISHA	SUBSTITUTE	YPS	8/16/2018

### SEASONAL STUDENT AND/OR ADULT

Name	Position	Site/Dept	Effective
ARMSTRONG, BARBARA	ENROLLMENT SERVICES ASSISTANT	ENROLLMENT CENTER	1/7/2019
BURNETT, REGAN	ASSISTANT CHEER COACH	ATHLETICS	8/15/2018
DILLARD, ZACH	MILLER AFTERSCHOOL AIDE	ADMINISTRATION	8/28/2018
HALL, BREANNA	MILLER AFTERSCHOOL AIDE	ADMINISTRATION	8/21/2018
JORDAN, ROBERT	ASST. FOOTBALL COACH	YMS	8/16/2018
MIDDLESTON, TERRY	ASST GIRLS BASKETBALL COACH	ATHLETICS	10/1/2018
TAYLOR, KYLE	ASSISTANT BASEBALL COACH	ATHLETICS	1/1/2019
WATTS, MADISON	MILLER AFTERSCHOOL AIDE	ADMINISTRATION	8/27/2018
WILES, VANESSA	MILLER AFTERSCHOOL SUPERVISOR	RANCHWOOD ES	9/5/2018
WILLETTS, TONY	ASST GIRLS SOCCER COACH	ATHLETICS	1/4/2019

### CHANGE FORM POSITION/HOURS/LOCATION/RATE OF PAY

Name	Position	Site/Dept	Effective
FRANK, BRIAN	BUS DRIVER	TRANSPORTATION	8/16/2018
HENDERSON, KRISTA	SPEECH PATH	SURREY HILLS ES	8/16/2018
KOELSCH, LINDSEY	SPEECH PATH	SURREY HILLS ES	8/16/2018
LYDON, CINDY	BUS DRIVER	TRANSPORTATION	8/16/2018
MILLER, KAREN	BUS DRIVER	TRANSPORTATION	8/16/2018
PERDUE, JO ANN	BUS DRIVER	TRANSPORTATION	8/16/2018
PYLE, GERRALEE	BUS DRIVER	TRANSPORTATION	8/16/2018
TRIBBLE, CALEB	SUBSTITUTE DRIVER	TRANSPORTATION	8/16/2018

### STIPEND ASSIGNMENT: EXTRA DUTY/2ND JOB:

Name	Position	Site/Dept	Effective
CROW, LAURIE	PLAYGROUND ASSISTANT	SKYVIEW ES	8/27/2018
LACKEY, JON DONNA	HOMEBOUND TEACHER	YMS	8/27/2018
RANKIN, RYLEE	HOMEBOUND TEACHER	PARKLAND ES	8/16/2018

**STIPEND CHANGE**

<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>
NONE			

**RESIGNATIONS/RETIREMENTS/SEPARATIONS:**

<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>
CARDOSI, SHAWNA	PARA PROFESSIONAL	MYERS ES	8/28/2018
HOTTEL, JACQUELINE	KINDERGARTEN TEACHER	SHEDECK ES	8/17/2018
SCHMIDT, LORI	6TH GRADE TEACHER	YMS	8/14/2018
WATTS, MADISON	CHILDCARE PROVIDER	COMMUNITY ED	8/26/2018

**EXHIBIT A**



**Explanation of Change**

FROM 4 HR PER WEEK TO 6 HR
FROM SHEDECK ES
FROM SKYVIEW ES
FROM 6HR PER WEEK TO 4 HR
FROM BUS MONITOR
FROM BUS MONITOR
FROM 8 HR PER WEEK TO 7 HR
FROM 6 HR TO 8 HR

**Explanation of Change**

OTHER EMPLOYMENT
HEALTH
PERSONAL
PERSONAL



**PERSONNEL REPORT FOR:**

**August 20, 2018**

**YPS**

**RECOMMENDATION TO HIRE:**

**ADMINISTRATIVE CONTRACT:**

Name	Position	Site/Dept	Effective
NONE			

**RECOMMENDATION TO HIRE:**

**CERTIFIED: TEMPORARY CONTRACT**

Name	Position	Site/Dept	Effective
NONE			

**RECOMMENDATION TO HIRE:**

**SUPPORT:**

Name	Position	Site/Dept	Effective
ANDRADE, MAYRA	PLAYGROUND MONITOR	MYERS ES	8/16/2018
ZEMENO, KIMBERLY	BUS DRIVER	TRANSPORTATION	8/13/2018
ELKINS, KATHERINE	SP ED/PARA PROFESSIONAL	PARKLAND ES	8/15/2018
SNOWDEN, SHELBY	PROGRAM SPECIALIST	CENTER	9/3/2018

**SEASONAL STUDENT AND/OR ADULT**

Name	Position	Site/Dept	Effective
MEANS, PAYTON	MILLERS AFTERSCHOOL AIDE	ADMINISTRATION	8/8/2018-5/24/2019
MORALES, DESTANII	MILLERS AFTERSCHOOL AIDE	ADMINISTRATION	8/13/18-5/24/2019
SOWARDS, BRIDGET	MILLERS AFTERSCHOOL AIDE	ADMINISTRATION	8/16/18-5/24/2019
AWBREY, MICHELLE	MILLERS3 SUPERVISOR	ADMINISTRATION	8/13/18 - 5/24/2019
JOHNSON, KELLIE	ROUTE 333 SUPERVISOR	ADMINISTRATION	8/13/18- 5/24/2019
PATTERSON, JEANNIE DANIELLE	SECRETARY-CHILD NUTRITION	ADMINISTRATION	8/7/18- 10/12/2018
WOODWARD, TEYSA	MILLERS AFTERSCHOOL SUPV (RT 333)	ADMINISTRATION	8/8/18-5/24/2019
CUMMINGS, LISA	MILLERS AFTERSCHOOL SUPV	ADMINISTRATION	8/8/18-5/24/2019

**CHANGE FORM POSITION/HOURS/LOCATION/RATE OF PAY**

Name	Position	Site/Dept	Effective
ABRAMS, PAULA	TITLE VI TUTOR COORD	YMS	8/13/2018
WAVADA, SABRINA	MILLERS AFTERSCHOOL SUPERVISOR	ADMINISTRATION	8/8/2018
MACKE, ROBIN	SIGN LANGUAGE INTERPRETER	MYERS ES	8/16/2018

**STIPEND ASSIGNMENT: EXTRA DUTY/2ND JOB:**

Name	Position	Site/Dept	Effective
MARS, CRYSTAL	MILLERS AFTERSCHOOL SUPERVISOR	LAKEVIEW ES	8/6/18-5/24/2019

PURDUE, JULIE	NASS AFTER SCHOOL TUTOR	SURREY HILLS ES	8/16/18-4/26/2019
GIFFORD, NICOLE	NASS AFTER SCHOOL TUTOR	SKYVIEW ES	8/16/18-4/26/2019
TULLY, MOLLIE	NASS AFTER SCHOOL TUTOR	SHEDECK ES	8/16/18-4/26/2019
MCCATHERN, LESLIE COLE	NASS AFTER SCHOOL TUTOR	PARKLAND ES	8/16/18-4/26/2019
CANNON, CLAYTON	NASS AFTER SCHOOL TUTOR	YMS 7TH/8TH GRADE	8/16/18-4/26/2019
MEZIER, DEANNE	NASS AFTER SCHOOL TUTOR	YMS 7TH/8TH GRADE	8/16/18-4/26/2019
PURDUE, JULIE	NASS AFTER SCHOOL TUTOR	SURREY HILLS ES	8/16/18-4/26/2019
LOWER, BLAKE	NASS AFTER SCHOOL TUTOR	SURREY HILLS ES	8/16/18-4/26/2019
REDWAY, JENNIFER	NASS AFTER SCHOOL TUTOR	PARKLAND ES	8/16/18-4/26/2019
MANN, SHANNON	NASS AFTER SCHOOL TUTOR	LAKEVIEW ES	8/16/18-4/26/2019
ROBINSON, LISA	NASS AFTER SCHOOL TUTOR	SKYVIEW ES	8/16/18-4/26/2019
MCRAE, MELISSA	NASS AFTER SCHOOL TUTOR	CENTRAL ES	8/16/18-4/26/2019
HAUN, MYKAL	NASS AFTER SCHOOL TUTOR	MYERS ES	8/16/18-4/26/2019

#### STIPEND CHANGE

Name	Position	Site/Dept	Effective
NONE			

#### RESIGNATIONS/RETIREMENTS/SEPARATIONS:

Name	Position	Site/Dept	Effective
ANDERSON, ZINA	CAFFETERIA MONITOR	INDEPENDENCE ES	6/1/2018
ABRAMS, PAULA	NASS/TITLE VI TUTOR COORDINATOR	YMS	8/10/2018
SWIGGETT, JULIA	CAFFETERIA MONITOR	INDEPENDENCE ES	6/2/2018
GEIS, NIKI	OPEN DOOR	ADMINISTRATION	6/1/2018
WELCH, CHARLES	CROSSING GUARD	INDEPENDENCE ES	6/1/2018
PETTIGREW, PAIGE	AIDE	CENTRAL ES	6/1/2018
PAYNE, JUSTIN	SUBSTITUTE	DISTRICT	6/1/2018

**EXHIBIT A**

**Explanation of Change**

REDUCTION IN HOURS FROM 30 TO 27.5 PER WEEK
FROM AIDE TO SUPERVISOR
FROM PART TIME TO FULL TIME

**Explanation of Change**

NO REASON GIVEN
OTHER EMPLOYMENT
NO REASON GIVEN
NO REASON GIVEN
PERSONAL
NO REASON GIVEN
NO REASON GIVEN



**PERSONNEL REPORT FOR:**

**August 6, 2018**

**YPS**

**RECOMMENDATION TO HIRE:**

**ADMINISTRATIVE CONTRACT:**

Name	Position	Site/Dept	Effective
NONE			

**RECOMMENDATION TO HIRE:**

**CERTIFIED: TEMPORARY CONTRACT**

Name	Position	Site/Dept	Effective
BEAVER, DEATRA	2ND GRADE TEACHER	SURREY HILLS ES	8/8/2018
CULWELL, BOBBI	SPECIAL ED TEACHER	YHS	8/8/2018
HOLMAN, HEATH	SPECIAL ED TEACHER	YHS	8/8/2018
HUDSON, NATHAN	BUSINESS TEACHER	YHS	8/8/2018
KERNER, KYLIE	3RD/8TH GRADE GIFTED TEACHER	YMS	8/8/2018
LENABURG, ELIZABETH	US HISTORY TEACHER	YHS	8/8/2018
MCCLAIN, JASON	BUSINESS TEACHER	YHS	8/8/2018
MONNEY, KAYLYN	SPED ENGLISH TEACHER	YHS	8/8/2018
ROBERTS, ANDREW	HISTORY TEACHER	YHS	8/8/2018
STEELE, BRITNY	7TH GRADE SCIENCE	YMS	8/8/2018
STEWART, KHRISTY	READING SPECIALIST	SHEDECK ES	8/8/2018
WALKER, SHAUNA	MILD MODERATE SP ED TEACHER	CENTRAL ES	8/8/2018

**RECOMMENDATION TO HIRE:**

**SUPPORT:**

Name	Position	Site/Dept	Effective
AHERN, NEENA	SUBSTITUTE	ADMINISTRATION	8/16/2018
BEDELL, JANICE	SUBSTITUTE	ADMINISTRATION	8/17/2018
BISHOP, KRISTA	SUBSTITUTE	ADMINISTRATION	8/18/2018
BOLING, NIKKI	SP ED PARAPROFESSIONAL	MYERS ES	8/15/2018
BOWLING, LINDA	SUBSTITUTE	ADMINISTRATION	8/19/2018
BRIGHT, DOUG	SUBSTITUTE	ADMINISTRATION	8/20/2018
CANNON, YVONNE	SUBSTITUTE	ADMINISTRATION	8/21/2018
CERNY, BILL	SUBSTITUTE	ADMINISTRATION	8/22/2018
DAVIS, LACEY	OFFICE/MEDIA SCHOOL ASSISTANT	RANCHWOOD ES	7/24/2018
DENNIS, SAMMIE	CAFETERIA MONITOR	INDEPENDENCE ES	8/16/2018
DUKE, NETA	SUBSTITUTE	ADMINISTRATION	8/23/2018
ERICKSON, KASSANDRA DANIELLE	SP ED PARAPROFESSIONAL	SHEDECK ES	8/14/2018
FORD, KASSANDRA	LIBRARY AIDE	LAKEVIEW ES	8/15/2018
GRAY, JAKENZEE	SP ED RICE TEACHER	SURREY HILLS ES	8/15/2018
GRIFFIN, CHRISTOPHER	APPRENTICE HVAC	MAINTENANCE	7/31/2018
HARDY, DYNA	SUBSTITUTE	ADMINISTRATION	8/24/2018
HENRY, ALYSON	SP ED PARAPROFESSIONAL	MYERS ES	8/14/2018
HOUSE, SUZANNE	SUBSTITUTE	ADMINISTRATION	8/25/2018
JOBE, NOAH	IT SUPPORT TECH I	ADMINISTRATION	8/13/2018
JONES, KASSANDRA	CAFETERIA MONITOR	SURREY HILLS ES	8/16/2018
KAREY, CYNDY	SUBSTITUTE	ADMINISTRATION	8/26/2018
MARS, CRYSTAL	CAFETERIA MONITOR	LAKEVIEW ES	8/16/2018

MASSEY, KATHLEEN	SUBSTITUTE	ADMINISTRATION	8/27/2018
MCLAIN, DIANA	SUBSTITUTE	ADMINISTRATION	8/28/2018
PERDUE, JOANN	CAFETERIA MONITOR	SURREY HILLS ES	8/16/2018
PHILLIPS, DOROTHY E	SUBSTITUTE	ADMINISTRATION	8/29/2018
PINKERTON, DANESSA	SUBSTITUTE	ADMINISTRATION	8/30/2018
PYBAS, CHARLIE	CUSTODIAN	LAKEVIEW ES	7/18/2018
RICE, PATTY	SUBSTITUTE	ADMINISTRATION	8/31/2018
RIES, CONSTANCE	SUBSTITUTE	ADMINISTRATION	9/1/2018
RIGGS, CORA JEANNE	SUBSTITUTE	ADMINISTRATION	9/2/2018
RINCHICH, JESSICA	CAFETERIA MONITOR	INDEPENDENCE ES	8/16/2018
ROLEN, KEVIN	SUBSTITUTE	ADMINISTRATION	9/3/2018
SEARS, LESLIE	SUBSTITUTE	ADMINISTRATION	9/4/2018
SHEEHAN, JACKIE	SUBSTITUTE	ADMINISTRATION	9/5/2018
SLOCUM, PHILLIP	SUBSTITUTE	ADMINISTRATION	9/6/2018
SMITH, KATHLEEN	SUBSTITUTE	ADMINISTRATION	9/7/2018
SMITH, MARVIN	BUS DRIVER	TRANSPORTATION	7/16/2018
SMITH, MARVIN	CAFETERIA MONITOR	SURREY HILLS ES	8/15/2018
TAYLOR, VERNITA	SUBSTITUTE	ADMINISTRATION	9/8/2018
THOMPSON, KYLE	IT SUPPORT TECH I	ADMINISTRATION	8/6/2018
TOLLY, JEANNE	SUBSTITUTE	ADMINISTRATION	9/9/2018
WALL, LOIS	SUBSTITUTE	ADMINISTRATION	9/10/2018

### SEASONAL STUDENT AND/OR ADULT

Name	Position	Site/Dept	Effective
GREGORY, SARAH	MILLERS AFTERSCHOOL SUPV	ADMINISTRATION	8/8/18-5/24/2019
LAMBERT, VICTORIA	MILLERS AFTERSCHOOL SUPV	SKYVIEW	8/8/18-5/24/2019
MOORE, KIMBERLEY	MILLERS AFTERSCHOOL SUPV	ADMINISTRATION	8/8/18-5/24/2019
TAYLOR, MADYSON	ESY PARAPROFESSIONAL	ADMINISTRATION	7/11-7/26/2018
TEE, KATELYNN	MILLERS AFTERSCHOOL SUPV	ADMINISTRATION	8/8/18-5/24/2019

### CHANGE FORM POSITION/HOURS/LOCATION/RATE OF PAY

Name	Position	Site/Dept	Effective
WILKINS, JULI	SP ED TEACHER	YHS	7/18/2018
HEITZMAN, MARCIA	PARAPROFESSIONAL	BRIDGES	8/15/2018
VAUGHN, RACHEL	CUSTODIAN	YHS	7/9/2018
BEASLEY, SABRINA	PTLW TEACHER	YMS	8/8/2018
RUDISILL, LISA	SP ED TEACHER'S AIDE	YMS	8/15/2018
RICE, JORDANA	MILLERS AFTERSCHOOL SUPERVISOR	ADMINISTRATION	8/8/2018

### STIPEND ASSIGNMENT: EXTRA DUTY/2ND JOB:

Name	Position	Site/Dept	Effective
SHOAF, RENEE	ESY SUBSTITUTE	YHS	7/10/2018
BULLOCK, BILLIE	ESY SUBSTITUTE	YHS	7/10/2018

### STIPEND CHANGE

Name	Position	Site/Dept	Effective
RICE, JORDANA	MILLERS AFTERSCHOOL SUPERVISOR	ADMINISTRATION	8/8/2018

### RESIGNATIONS/RETIREMENTS/SEPARATIONS:

Name	Position	Site/Dept	Effective
AMSPAUGH, JAMES	BUS DRIVER	TRANSPORTATION	6/1/2018
BALL, SHARRIE	OFFICE/MEDIA SCHOOL ASSISTANT	RANCHWOOD ES	7/13/2018
DAVIS, ROB	SOCIAL STUDIES TEACHER	YHS	6/4/2018
DAVIS, TYLER	IT	ADMINISTRATION	8/24/2018

FREYMANN, AIMEE	ELECTIVE TEACHER	YMS	6/4/2018
GILL, JANET	EXTENDED CHILDCARE	LAKEVIEW ES	6/1/2018
GILLILAND, ARIC	SOCIAL STUDIES TEACHER	YHS	6/4/2018
GREINER, MITCHELL	ELECTIVE TEACHER	YHS	6/4/2018
HAINES, DAKOTA	SOCIAL STUDIES TEACHER	YHS	6/19/2018
HOWELL, KYLIE	LPN	ADMINISTRATION	8/8/2018
MCKINNEY, STEPHANIE	CUONSELOR	YMS	7/25/2018
MUEGGEN BORG, KELSEY	SPEECH LANGUAGE PATHOLOGIST	SHEDECK ES	6/4/2018
MURPHY, ELLENA	BUSINESS TEACHER	YHS	6/4/2018
STAHR, DESTINI	ELECTIVE TEACHER	YMS	6012018
WYNN, SYDNEY	PARAPROFESSIONAL	YMS	6/1/2018
YARBOR, BRUCE	BUS DRIVER	TRANSPORTATION	6/1/2018

**EXHIBIT A**

**Explanation of Change**

FROM 182 TO 199 CONTRACT
FROM MYERS TO BRIDGES
FROM YHS TO ADMINISTRATION
FROM LES LIBRARY AIDE
FROM PARKLAND ES
FROM 19.55 TO 17.05 HOURS

**Explanation of Change**

NO REASON GIVEN
NO REASON GIVEN
NO REASON GIVEN
NO REASON GIVEN

OTHER EMPLOYMENT
NO REASON GIVEN
OTHER EMPLOYMENT
NO REASON GIVEN
ANOTHER SCHOOL IN STATE
NO REASON GIVEN
ANOTHER SCHOOL IN STATE
NO REASON GIVEN
NO REASON GIVEN
WORK OUT OF STATE
WORK OUT OF STATE
RETIRING



**PERSONNEL REPORT FOR:**

**July 9, 2018**

**YPS**

**RECOMMENDATION TO HIRE:**

**ADMINISTRATIVE CONTRACT:**

<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>
BENGS, JALONDA	SERVICES	ADMINISTRATION	7/11/2018

**RECOMMENDATION TO HIRE:**

**CERTIFIED: TEMPORARY CONTRACT**

<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>
AUBREY, LESLIE	7TH GRADE ART TEACHER	YMS	8/8/2018
BAILEY, TERESA	SP ED RESOURCE TEACHER	RANCHWOOD ES	8/8/2018
BJERK, JOY	MATH TEACHER	YHS	8/8/2018
CAWYER, JOSHUA	ISI TEACHER	YHS	8/8/2018
COTNER, STEPHANIE	KINDERGARTEN TEACHER	MYERS ES	8/8/2018
DOOLEY, BENJAMIN	TEACHER	INDEPENDENCE ES	8/8/2018
ELLIS, RACHEL	STUDIES TEACHER	LAKEVIEW ES	8/8/2018
GARCIA, JENNA	1ST GRADE TEACHER	SHEDECK ES	8/8/2018
HOLLAND, AMY	6TH GRADE ELA	YMS	8/8/2018
LANDRY, DARYL	US HISTORY TEACHER	YHS	8/8/2018
LANKFORD, TIMOTHY	TEACHER	YMS	8/8/2018
MOORE, TARA	2ND GRADE TEACHER	MYERS ES	8/8/2018
MORGAN, TASHINA	1ST GRADE TEACHER	RANCHWOOD ES	8/8/2018
MOY, CANDICE	3RD GRADE TEACHER	SKYVIEW ES	8/8/2018
PESTINGER, KIFFNY	2ND GRADE TEACHER	RANCHWOOD ES	8/8/2018
QUINTANA, MARY	4TH GRADE MATH/SCIENCE	INDEPENDENCE ES	8/8/2018
RAY, KEVIN	MATH TEACHER	YHS	8/8/2018
SCHMITZ, PATRICIA	SLP	ADMINISTRATION	8/8/2018
SHARP, CARYN	SPECIAL ED MILD/MODERATE	SURREY HILLS ES	8/8/2018
SIMONSON, THONDA	KINDERGARTEN TEACHER	SURREY HILLS ES	8/8/2018
SINGLETARY, KRISTI	2ND GRADE TEACHER	SKYVIEW ES	8/8/2018
SIPES, BROOKE	KINDERGARTEN TEACHER	MYERS ES	8/8/2018
SALGADO, KAREN	SPANISH TEACHER	YHS	8/8/2018
SPARKS, CHRISTOPHER DYLAN	PHYSICAL ED TEACHER	YMS	8/8/2018
STOGNER, SARAH	ENGLISH TEACHER	YHS	8/8/2018
TIROGIANNIS, HEATHER	SCIENCE TEACHER	YMS	8/8/2018
WORLEY, CARLA	4TH GRADE MATH AND SCIENCE TEACHER	INDEPENDENCE ES	8/8/2018

**RECOMMENDATION TO HIRE:**

**SUPPORT:**

<b>Name</b>	<b>Position</b>	<b>Site/Dept</b>	<b>Effective</b>
ANDERSON, ASHLEE	SPED PARAPROFESSIONAL	YHS	8/15/2018

CLANTON, ROBYN	INSTRUCTIONAL ASST/CLASSROOM AIDE	PARKLAND ES	8/15/2018
COLE, BRITTANY	INSTRUCTIONAL ASST/CLASSROOM AIDE	SURREY HILLS ES	8/15/2018
COSGROVE, DANA	SLPA	ADMINISTRATION	8/8/2018
DAVIS, MISTY	PLAYGROUND MONITOR	RANCHWOOD ES	8/16/2018
GEE, SANDRA	PLAYGROUND MONITOR	LAKEVIEW ES	8/16/2018
HOWELL, KYLIE	LPN	ADMINISTRATION	8/9/2018
LONG, STACEY	CAFETERIA MONITOR	LAKEVIEW ES	8/16/2018
PEEK, ELIZABETH	5TH GRADE ELA/SS TEACHER	LAKEVIEW ES	8/8/2018
SCHMIDT, ALICIA	LPN	ADMINISTRATION	8/9/2018
SCHMIDT, LORI	PARAPROFESSIONAL	YMS	8/15/2018
STELL, SYDNEY	LPN	ADMINISTRATION	8/7/2018

### SEASONAL STUDENT AND/OR ADULT

Name	Position	Site/Dept	Effective
BERARD, PATRICIA	SEASONAL TECH	FAC	5/1-6/16/2018
BROADBENT, AMY	SUMMER CAMP INSTRUCTOR	YHS	6/4-7/27/2018
CHAMBERS, CHADRICK	SEASONAL TECH	FAC	6/1-6/17/2018
COSGROVE, DANA	ESY PARAPROFESSIONAL	ADMINISTRATION	6/13-7/26/2018
DIRICKSON, SAVANNAH	HOMEBOUND TEACHER	YHS	5/1-6/6/2018
HARRELSON, ANNIE	ESY PARAPROFESSIONAL	ADMINISTRATION	6/11-7/26/2018
OWENS, RYLEY	SUMMER CAMP COUNSELOR	COMMUNITY ED	6/4-7/30/2018
RUNG, TORIN	SUMMER CAMP COUNSELOR	COMMUNITY ED	6/4-7/27/2018
VASQUEZ, EMMANUEL	SEASONAL TECH	FAC	5/30-6/17/2018
WILLIMAS, JORDAN	ESY PARAPROFESSIONAL	ADMINISTRATION	6/14-7/26/2018

### CHANGE FORM POSITION/HOURS/LOCATION/RATE OF PAY

Name	Position	Site/Dept	Effective
BOYLAN, MISTY	COOK	YHS	8/14/2018
BROWDER, CHRISTINA	BEHAVIOR SPECIALIST	ADMINISTRATION	7/18/2018
BUCHER, BRYAN	MATH COACH (PK-3)	ADMINISTRATION	7/18/2018
CARTER, PAULA	DD4 PK TEACHER	CENTRAL ES	8/8/2018
KESLER, VIRGINIA (VICKY)	ASSISTANT PRINCIPAL	YHS	7/16/2018
MEYER, BRADYN	PE/ISI TEACHER	YHS	8/8/2018
MILLER, KAREN	BUS DRIVER	TRANSPORTATION	6/22/2018
PERDUE, JO ANN	BUS DRIVER	TRANSPORTATION	6/11/2018
PERDUE, JULIE	STEM TEACHER	SURREY HILLS ES	8/8/2018
PERRY, TAY	CUSTODIAN	6TH GRADE	7/18/2018
PESINA, TYLAR	READING SPECIALIST	CENTRAL ES	8/8/2018
RANKIN, RYLEE	SPECIAL ED SEVERE/PROFOUND	PARKLAND ES	8/8/2018
SCHAEFER, CHRISTINE	PK TEACHER	CENTRAL ES	8/8/2018
SIGLE, MICAL	ENGLISH	YHS	8/8/2018
STARKEY, BRITTANY	6TH ELA	YMS	8/8/2018
SWAIM, ROBERT	BUS DRIVER	TRANSPORTATION	6/7/2018
TAMEZ, JERAMEY	DISTRICT SCIENCE COORDINATOR	ADMINISTRATION	7/11/2018

VAUGHN, RUSSELL	WAREHOUSE MANAGER	WAREHOUSE	7/2/2018
WILKENING, ASHLEE	KINDERGARTEN TEACHER	RANCHWOOD ES	8/8/2018
WOLFE, DAVID	CARPENTER	MAINTENANCE	7/2/2018

**STIPEND ASSIGNMENT: EXTRA DUTY/2ND JOB:**

Name	Position	Site/Dept	Effective
BAKER, NINA	ESY SLP (SUBSTITUTE)	ADMINISTRATION	6/12/2018
BLEVINS, CINDY	ESY PARAPROFESSIONAL	INDEPENDENCE ES	6/12/2018
BROOKS, TIMOTHY	ASST. BAND DIRECTOR	YHS	6/4/2018
BROOKS, TIMOTHY	ASST. BAND DIRECTOR	YHS	7/23/2018
DUNCAN, JACKI	ESY SUBSTITUTE TEACHER	SKYVIEW ES	6/19/2018
EDWARDS, KRIS	ESY	ADMINISTRATION	6/11/2018
HAWK, EVELYN	CAMP INVENTION TEACHER	ADMINISTRATION	6/12/2018
MACKE, ROBIN	ESY INTERPRETER (SUBSTITUTE)	MYERS ES	6/12/2018
MILATZ, ERIN	ASST. BAND DIRECTOR	YMS	6/4/2018
MILATZ, ERIN	ASST. BAND DIRECTOR	YMS	7/23/2018
MYERS, ANTOSIA (TONI)	ASST. BAND DIRECTOR	YHS	7/23/2018
MYERS, ANTOSIA (TONI)	ASST. BAND DIRECTOR	YHS	6/4/2018
PERKEY, AMY	SUMMER SCHOOL COUNSELOR	YHS	6/13/2018
SMITH, KERI	CAMP INVENTION TEACHER	INDEPENDENCE ES	6/12/2018
THOMPSON, KYLE	ASST. BAND DIRECTOR	YMS	7/23/2018
THOMPSON, KYLE	ASST. BAND DIRECTOR	YMS	6/4/2018
ZOOK, DARNELL	BAND DIRECTOR	YHS	6/4/2018
ZOOK, DARNELL	BAND DIRECTOR	YHS	7/23/2018

**STIPEND CHANGE**

Name	Position	Site/Dept	Effective
NONE			

**RESIGNATIONS/RETIREMENTS/SEPARATIONS:**

Name	Position	Site/Dept	Effective
AHRENS, SAVANNAH	SPECIAL ED TEACHER	YMS	6/4/2018
BURROWE, REBECCA	RESOURCE TEACHER	RANCHWOOD ES	6/4/2018
BYNUM, GLEN D	SPECIAL EDUCATION TEACHER	YHS	6/4/2018
CHAPARRO, CAITLYNN	PARAPROFESSIONAL	YHS	6/1/2018
DAVIS, KAYLA	SPEECH LANGUAGE PATHOLOGIST	YMS	6/4/2018
ELTON, JENNY	7TH & 8TH GRADE TEACHER	YMS	6/4/2018
FLETCHER, KIMBERLY	SPECIALS/ELECTIVE TEACHER	SURREY HILLS ES	6/4/2018
GILL, WHITNEY	4TH GRADE TEACHER	IES	6/4/2018
HOPSON, ROYLENE	TEACHER'S AIDE	SHEDECK ES	6/1/2018
HOSKINS, ALVIN	CARPENTER	MAINTENANCE	6/28/2018
HOWELL, KYLIE	LPN	ADMINISTRATION	8/8/2018

JEWELL, DAVID	SOCIAL STUDIES TEACHER	YHS	6/4/2018
KUSIK, CATHERINE	5TH GRADE TEACHER	LES	6/4/2018
MCCORMICK, THAD	ASSISTANT PRINCIPAL	YHS	6/11/2018
MCGREGOR, JANA	FIRST GRADE TEACHER	RANCHWOOD ES	6/7/2018
POPLIN, JAMIE	SP ED TEACHER SEVERE/PROFOUND	PARKLAND ES	6/4/2018
RIOS, KILEY	SPECIAL EDUCATION TEACHER	YHS	6/7/2018
ROSAS-WARD, CHRISTINA	ASSISTANT PRINCIPAL	YHS	6/12/2018
SHANAHAN, HEATHER	ELECTIVE-NON CAREER TECH	YHS	6/4/2018
SIMS, NICOLE	KINDERGARTEN TEACHER	MYERS ES	6/4/2018
STANLEY, APRIL	5TH GRADE ELA/SS	LES	6/4/2018
STURGEON, CASSIE	PRE-K CLASSROOM AIDE	PARKLAND ES	6/1/2018
TERRY, PATRICIA	KINDERGARTEN TEACHER	SURREY HILLS ES	6/4/2018
WRATHER, LIBBY	5TH GRADE TEACHER	LAKEVIEW ES	6/4/2018
ZEPEDA, KELLY	7TH GRADE SCIENCE	YMS	8/8/2018

**EXHIBIT A**

**Explanation of Change**

FROM YMS
FROM SPED AT CENTRAL ES
FROM 4TH GRADE AT INDEPENDENCE ES
FROM PRE K TEACHER
FROM SPANISH TEACHER
FROM YMS PE TEACHER
FROM BUS AIDE
FROM BUS AIDE
FROM 2ND GRADE TEACHER
FROM 7/8, YALE
FROM SHEDECK ES
FROM M/M AT SURREY HILLS ES
FROM READING SPECIALIST
FROM YMS
FROM 10TH ELA AT YHS
FROM BUS AIDE
FROM YMS 7TH GRADE SCIENCE TEACHER

FROM MS CUSTODIAN
FROM 2ND GRADE TEACHER
PAY INCREASE

**Explanation of Change**

ANOTHER SCHOOL IN STATE
ANOTHER SCHOOL IN STATE
ANOTHER SCHOOL IN STATE
PERSONAL
HOMEMAKER
NO REASON GIVEN
ANOTHER SCHOOL IN STATE
ANOTHER SCHOOL IN STATE
NO REASON GIVEN
RETIRING
NO REASON GIVEN

ANOTHER SCHOOL IN STATE
ANOTHER SCHOOL IN STATE
NO REASON GIVEN
ANOTHER SCHOOL IN STATE
ANOTHER SCHOOL IN STATE
NO REASON GIVEN
ANOTHER SCHOOL IN STATE
OTHER EMPLOYMENT
ANOTHER SCHOOL IN STATE
ANOTHER SCHOOL IN STATE
ANOTHER SCHOOL IN STATE
OTHER EMPLOYMENT
ANOTHER SCHOOL IN STATE
NO REASON GIVEN







**EXHIBIT A**



