



Pre-Conference Schedule

(Separate Registration Required)

Wednesday, October 3rd

9:30 - 10:00 am

Pre-Conference Registration

10:00 am - 3:30 pm

Introduction to Abuse Risk Management

This workshop is a great opportunity to learn more about abuse risk management and how you can create a culture of safety on your campus. This session is designed to facilitate larger conversations about how, why, and what youth protection systems should exist. Attendees will learn the scope of the risk, how abuse happens in schools, best practices in prevention across school operations, and school leadership’s role in abuse prevention initiatives. As part of this discussion, Praesidium will share industry trends, information on a shifting legal landscape, and lessons learned from case studies. This session will also include tabletop exercises designed to facilitate important discussions:

- What should an abuse prevention framework include?
- What systems does your school already have?
- Where are some potential gaps that can be strengthened?
- How to prioritize next steps
- Who should be involved in the decisions and how to build a sponsorship network

Christy Schiller, MA, Vice President of Account Servies, Praesidium

Jessica Scibona, Account Manager, Praesidium

Lunch and afternoon break included



Conference Schedule

Wednesday, October 3rd

3:00 pm	Conference Registration Opens
4:30 - 5:00 pm	First Timers' Welcome Meeting
5:00 - 7:00 pm	Welcome Reception

Thursday, October 4th

7:15 - 7:45 am	Sunrise Stretch & Stroll on the Beach
8:00 am	Registration Open
8:00 am - 3:30 pm	Exhibit Hall Open
8:30 - 9:00 am	Breakfast
9:00 - 10:15 am	<p>Welcome & Keynote Presentation</p> <p>Three Critical Questions We Simply Must Answer</p> <p>What will be the role of education in the future? What should "high quality" educational models really cost? And, how should education be delivered? Join your colleagues as Ian Symmonds leads us in a critical conversation about the future of education in our culture, professions, and economy. Unlike most sessions, however, we will focus not only on three critical questions of our time, but also on their potential answers.</p> <p>Ian Symmonds, President and Founder, Ian Symmonds & Associates</p>
10:15 - 10:45 am	Break with Sponsors
10:45 - 11:45 am	<p>Breakout Sessions</p> <p>Diving Deeper into Three Critical Questions</p> <p>Join keynote speaker Ian Symmonds as we dive deeper into the conversation about the three critical questions for the future. In this discussion-based session, participants will have the opportunity to both pose questions and build scenarios that attempt to answer the questions.</p> <p>Ian Symmonds, President and Founder, Ian Symmonds & Associates</p>

Conference Schedule

Thursday, October 4th *(continued)*

Faculty Banding: Answering Your Strategic and Operational Questions

As MISBO powers independent schools, so too can faculty when they understand what is expected of them and when they are rewarded for their mission-aligned, student impact contributions. Join us as we answer the top questions asked when moving from a traditional salary scale to a progression of accomplishments, or "bands," customized to the competitive features and uniqueness of each school. We will share the benefits expressed by school administrators and faculty leaders who have already implemented a band system, as well as feedback we receive from younger faculty and more experienced faculty. Finally, we will share the key to forming a successful project implementation team and what role each member plays to ensure a meaningful, and well-communicated, faculty compensation system.

Karen Illig, Independent School CFO, Hirshorn Boothby

David W. Lacey, Managing Director, Human Resources Services, Hirshorn Boothby

The Value Proposition of Independent Project Management

Building new, renovating existing, or expanding campus facilities can be an exciting but chaotic time for your school. Planning and executing construction on campus introduces an entirely new layer of activity and expectations for the Business Office and Facilities Department that detract from core duties. For many business managers, though, developing new buildings is a stimulating and rewarding diversion from the routine that they would not want to miss. Hear how a "partnering" model with a project manager can give you the best of both worlds: keep you in the mainstream of critical (and fun!) project decision making, but shield you from some of the risky and more technical drudgery. Key factors, such as assessment of potential contributions of a project manager, defining roles, communication needs, owner furnished project elements, team selection, financing and fundraising, governance issues, and the method of contracting all help you define how duties are allocated, so the project and the rest of your job remains under control.

Tom Waddle, Vice President, Building Solutions

11:45 am - 12:45 pm

Sourcing Solutions

Sourcing Solutions will provide attendees with a unique opportunity to meet in small groups for four mini sessions with experts in the independent school world - MISBO vendors! Come with your questions and learn from real-life vendor success stories, allowing you to take shared knowledge and apply it at your school.

12:45 - 1:45 pm

Lunch

1:45 - 3:00 pm

Breakout Sessions

People and Perimeter: Defining School Safety and Security from the Inside Out

In today's world, reactive to the horrors of school shootings, learn how the strongest way to make our schools more secure is an inside-out approach focusing on our people first and then our perimeter. All related research shows that people, process, and protocol ultimately are the best defense. Examine a more manageable, economical, and people-focused approach to comprehensive school safety and security developed by a veteran head of school. Schools need not sacrifice their culture to bring calm and confidence to their school communities.

Steve Mandell, Principal Consultant and Advocate, Big Back Pack, LLC

Conference Schedule

Thursday, October 4th *(continued)*

Keep Your Head Above Water: How to Help Your Head Avoid Costly Mistakes

The key to the overall health of an independent school is a productive working relationship between the head of school and the business officer. Business officers are well positioned and well equipped to identify trouble spots for the school, but how do you respond when your head of school starts to approach dangerous ground? In this session, we will review some key areas that need to be on your radar as a business officer, when and how to challenge your head's instincts, how to prepare them for tricky situations, and if needed, how to make your case for an alternate approach. Using real-world examples, we will unpack the issues – from school personnel to students to alumni – that carry the most liability exposure for independent schools today.

Caryn Pass, Chair, Education Practice, Venable LLP

Virtual Reality: Costly Novelty or Educational Change Agent?

The evolution of virtual reality has revolutionized all types of industries. Individuals can now have visceral immersive experiences that are captivating and memorable, all via technology. As a result, various products and apps have flooded the market claiming to provide experiences like no other – but where do you start? And will these devices be used after the novelty wears off? Learn how students and faculty at Cary Academy in North Carolina have leveraged virtual reality both in and out of the classroom to create unique STEM experiences, boost creativity, and influence curriculum. Participants will leave with an understanding of the different types of systems, affordability, and what you really need to launch a successful program. Come play and experience what all the fuss is about.

Karen McKenzie, Director of Technology and Innovation, Cary Academy

3:00 - 3:30 pm

Break with Sponsors

3:30 - 4:45 pm

General Session

Leadership Lessons From the Fields of Gettysburg

Today's private schools are increasingly challenged to achieve financial viability and sustained growth, despite evidence proving the education they provide is more necessary than ever. To achieve their institutional goals, schools need innovative, adaptable, communicative, and inclusive leaders. How does this relate to the Battle of Gettysburg? Rapid changes in technology had rendered the generals' traditional war strategies obsolete, just as today's economic climate has rendered schools' traditional recruitment, retention, and fundraising methods less effective. This engaging and immersive leadership development program, which draws parallels between traditional battle strategies and critical leadership traits, is imperative for school leaders today as they battle to keep private education alive and thriving.

Linda Dennison, Deputy Head of School and CFO, Indian Creek School
Paco Rodriguez, President, SAGE Dining Services, Inc.

4:45 - 5:00 pm

Champagne Toast

Conference Schedule

Friday, October 5th

7:15 - 7:45 am **Sunrise Stretch & Stroll on the Beach**

8:30 - 9:15 am **Breakfast & State of the Association**

9:15 - 10:15 am **General Session**

Moving Beyond GPA: What School Leaders Need to Know About the Mastery Transcript

The Mastery Transcript Consortium (MTC) is a collective of over 200 high schools developing a new model of crediting and transcript generation, with the goal of providing all students with opportunities for engaging school experiences that provide deep learning. As MTC works to build its digital transcript, its member schools are working to transform the way they teach, advise, schedule, and prepare students for college, career, and life. Learn about the Mastery Transcript and the way it could impact your school's strategy and operations in the near future, regardless of whether your school belongs to the consortium.

Mike Flanagan, Chief Product Officer, Mastery Transcript Consortium

10:15 - 10:30 am **Break**

10:30 - 11:30 am **Breakout Sessions**

Organizational Health: How Healthy Is Your School?

The answer to this question is critical. Sustained organizational health is unquestionably one of the most powerful assets a school can build. From extensive research we have the means to assess it, the tools to develop it, and an understanding of the disciplines required to cultivate it. Competitive advantage today isn't won by the "best school." A school that has the organizational health to reinvent itself to effectively sustain enrollment and excellence will always win. Participants in this session will be guided through a preliminary assessment of school health and best practices to improve it.

Scott E. Barron, Founder & Chief Executive Officer, School Growth

Tammy Barron, President & Senior Partner, School Growth

Seeing the Opportunity During the Uncertainty of Change

As our institutions face ever-greater change, the need for leadership becomes more vital. Heads retire. Senior leaders leave. The direction changes. New staff are onboarded. All of these situations and many more present us with the opportunity to make a positive difference, and it is during these moments that the opportunity to lead presents itself. It is also during these times that many people get stuck in the emotional turmoil that change creates. This session focuses on seeing and seizing the opportunity to make things better, to show up differently, and to model the leadership that the institution needs during the uncertainty of change.

Mark Saine, Senior Director, Client Leadership Solutions, TIAA



Conference Schedule

Friday, October 5th *(continued)*

11:30 am - 12:30 pm Breakout Sessions

Long-Range Financial Planning Tools Every Business Officer Should Have

Accreditation and strategic planning are important processes (some might say necessary evils!) that require school leadership to focus on the long-term future and financial equilibrium of a school. In this session, we will first identify the data each school should have in relation to its financial health, its recent history, and its future projections. We will review tools and sample presentation formats, as well as templates you can implement at your school, including net tuition revenue analysis, 5-year NAIS DASL stats comparison, 5-year DASL stats comparison with benchmark schools, faculty salary analysis with public schools and benchmark schools, a one-page financial dashboard, and more. Participants will leave with tools that will assist them in obtaining the necessary data to make informed decisions as well as analyze, project, and present the future impact of those decisions to the leadership of their school.

Palmer Ball, President, Palmer Ball Consulting, LLC & Executive Director, PAIS

Strategies for Hiring Senior Technology Positions

These days, schools of all sizes are opting for a CTO or director to lead the entire technology program, from IT to data to instructional tech. But one size does not fit all. In this session, we will discuss the pros and cons of different technology staffing models, a framework for assessing your school's particular needs, and invaluable insights into the hiring process. We'll share job descriptions, organizational hierarchies, recruiting techniques, interview questions, and performance tasks - all designed to help schools hire a strategic and mission-aligned technology leader.

Gabriel Lucas, Principal, Ed Tech Recruiting

Gary Butts, Chief Operating Officer/President, Miami Country Day School

12:30 - 1:00 pm Grab & Go Lunch

1:00 pm Conference Closes