



### Sunday, June 23

#### Renaissance Atlanta Airport Gateway Hotel

4:00 - 5:30 PM Registration - Lobby

6:00 - 6:45 PM Welcome Reception - Tango Terrace

6:45 - 8:30 PM Dinner

#### Lost at Sea

This session will have you join a team of your peers to review a fascinating case study in human nature and problem-solving. Collaborating with others not only allows you to examine your own behavior but also showcases our collective skills and teamwork dynamics. Through this process, you will uncover valuable insights into your own strengths and what we each bring to the table. Have fun as you embrace this opportunity to learn, grow, and excel together!

### Monday, June 24

#### Woodward Academy LJ Lecture Hall in Jane Woodruff Hall

8:30 AM Bus to Woodward Academy

8:30 - 9:00 AM Registration and light breakfast

9:00-10:00 AM Welcome and Opening Session

### **Leadership: The Journey**

The leadership journey is a continual process that grows through leading self, leading others, and leading organizations development process. Starting with fundamentals, how do you prepare for each level and ensure there is a feedback mechanism to validate your growth and true capabilities? The presentation will use both personal growth and examples from Ranger experiences to highlight the journey.

Larry Moores, Moores Leadership Strategy LLC

10:00 - 10:30 AM

Break with sponsors

10:30- 11:30 AM

### **Building a Successful HR Year**

In today's dynamic workplace environment, Human Resources (HR) professionals play a crucial role in driving organizational success. To excel in this multifaceted domain, HR practitioners must master a diverse set of skills and strategies. This comprehensive session delves into key areas essential for HR professionals to thrive. Knowing Your Calendar, how to provide feedback with coaching, successfully training your directors, preparing for your Plan Documents, and emphasizing self-care with a structured calendar.

Anita Pittman, Director of Human Resources, Carrollwood Day School

11:30 - 12:15PM

Lunch

12:15 - 1:15 PM

### **Transformative AI Solutions in Human Resources**

In an era where the landscape of work is constantly evolving, our upcoming conference presentation dives into the heart of innovation, exploring how Artificial Intelligence is revolutionizing the field of Human Resources. Discover strategies and tools that are not only optimizing HR processes but also enhancing employee engagement. Learn from real-world case studies how AI-driven solutions will save hours and days of your time. This presentation is a must-attend for HR professionals, business officers, and anyone passionate about harnessing AI to create a more dynamic and efficient workplace. Join us to unlock the full potential of your organization's most valuable asset—its people.

Beth Lucas, Director of Human Resources, Charlotte Latin Day School

1:15- 1:45 PM

Break with sponsors

1:45 - 2:45 PM

### **Employee Wellness Solutions Through EAP**

Join our presenters as they share the unique benefits of a robust Employee Assistance Program. Together, they will outline the importance of having an EAP and how your organization can leverage its services to promote mental well-being and the ultimate work-life balance for your staff. We will explore current EAP data trends, the value of EAP from an HR perspective, warning signs of mental health issues amongst staff members, and use real life case studies to illustrate how to utilize and recommend EAP to your staff and family.

Kathleen Murray, Client Relations Manager, CorpCare  
Mike Cooney, VP Human Resources and Business Development, CorpCare

2:45 - 3:15 PM

Break with sponsors

3:15 - 4:15 PM

### **Best Practices in Recruiting, Hiring, and Onboarding Candidates**

Jim Collins famously asserted that top organizations in all industries must be “rigorous about people,” and asserted that the best leaders get the right people on the bus, the wrong people off the bus, and the right people in the right seats. Schools are human based institutions where Collins observations ring as true as anywhere. Still, due to one year contracts and letters of employment along with the tendency for school employees of all kinds to hold on to their positions for longer than those in many organizations, it’s critical that we get our hiring right. Schools with thoughtful, thorough, consistent processes tend to land mission-consistent, competent, and committed employees. In contrast, schools whose processes rely on circumstance, limited bandwidth, hiring managers’ proclivities, or proximity to the school’s existing network frequently find themselves regretting their appointments and mired in management of poor performance and declining morale. At Big Back Pack, we believe that the hiring process presents an opportunity to educate, evolve, and professionalize a school’s staff by involving key stakeholders in every process consistently and predictably. In this presentation, we will explore each stage of the hiring process and share best practices that we see most effective with our client schools. We will use NAIS’s Principles of Good Practice as a guide, but we will also share anecdotes and case studies from our partner schools and provide time for participants to share their practices as well as both good and horrific experiences navigating the hiring process at their schools.

Paul Baly, Senior Search Consultant, Big Back Pack

4:30 PM

Bus to Hotel

5:00 - 6:00 PM Informal Happy Hour  
Renaissance Gateway Atlanta Airport Hotel

6:00 PM Dinner on Your Own

**Tuesday, June 25**  
**Woodward Academy**  
**LJ Lecture Hall in Jane Woodruff Hall**

8:30 AM Bus to Woodward Academy

8:30 - 9:00 AM Light breakfast

9:00 - 9:45 AM

**Addressing the Unique Challenges Schools Encounter in Managing FMLA/ADA and Worker's Compensation Processes**

FMLA/ADA and Worker's Compensation have become more complicated, especially for schools. Proactively gathering medical info aids return-to-work decisions. Addressing questions surrounding contract issuance, replacement timelines, and and leave extensions allows schools to foster a supportive environment for both staff and administration. Attendees can expect interactive discussions that provide clarity and guidance on navigating the complexities of FMLA/ADA and Worker's Compensation in educational settings.

Ilanit Fischler, Partner, Fisher Phillips

Jenna Rubin, Attorney, Fisher Phillips

9:50 -10:30 AM Break and Networking

10:30 - 11:30 AM

**Is Your School Like My Smartphone - Full of Unutilized Potential?**

Schools are good at identifying areas for improvement that will enhance the delivery of the mission during accreditation and during strategic planning. This session will explore the opportunity to create processes and practices that lead to ongoing improvement for every department in the school. Participants will explore the implementation of Kaizen and continuous improvement principles in school contexts, reflecting on current practices, identifying areas for improvement, and appreciating collaborative improvement processes as both quality enhancements and marketing opportunities. Join us to uncover untapped potential in your school and its departments!

Tom Franz, Principal, Tom Franz Consulting

11:30 - 12:30 PM

**Compensation Studies and Benefits Trends**

Join us for an updated look at the USI Trends in Benefits Survey results followed by an overview of how to build a compensation studies.

Damian Kavanagh, President & CEO, MISBO

Lee Arledge, Partner & Senior Employee Benefits Consultant, USI Insurance Services

12:30 PM

Wrap Up / Grab & Go Lunch