



## 2026 Division Heads Conference

June 10-12

Historic Hilton, Santa Fe

### Day 1

June 10 | 12:45 – 1:00 p.m.

Promenade Conference Check-In (lunch is not provided today)

June 10 | 1:00 – 3:30 p.m.

#### Rehumaning Childhood and Our Lives: Caring for Students, Staff, and Self in a Changing World

Mesa A&B

In this session, author and educator Stephanie Malia Krauss explores what it takes to help young people—and ourselves—navigate today's overwhelming world. Drawing from her books *Whole Child*, *Whole Life* and *How We Thrive*, Krauss reveals how modern life's dangerous weather conditions (being overtapped, overworked, overstimulated, and overwrought) threaten the human essentials that have sustained us for generations. During this talk, you will discover practical, research-backed strategies for creating school environments where students and staff can reclaim what's needed to thrive: rest, play, connection, purpose, belonging, and more. This talk offers both inspiration and actionable approaches for nurturing a school culture where everyone can thrive.

*Stephanie Malia Krauss, Counselor and Author*

June 10 | 3:30 – 4:00 p.m.

Break and book signing

June 10 | 4:00 – 5:00 p.m.

#### Divisional Discussions

Time to meet your peers and discuss questions relating to *How We Thrive*.

Mesa A&B

Early Childhood/Lower School

Mesa C

Middle School

Pecos

Upper School

Chapel

Assistant/Associate Heads of School

June 10 | 5:00 – 6:00 p.m.

Canyon  
Ballroom

Join your colleagues for networking, light snacks, and beverages. Dinner and evening on your own.



## Day 2

June 11 | 7:30 – 8:30 a.m.

Canyon  
Ballroom      Breakfast Buffet

June 11 | 8:30 – 10:00 a.m.

### Before They Leave: The Wellness-Retention Connection in School Culture

Mesa A&B      Turnover begins long before a resignation letter is submitted. In this session, researcher and former independent school teacher Cara Gallagher examines the often-invisible early indicators of faculty disengagement—burnout, cynicism, withdrawal, and declining trust—and how these patterns affect morale, collaboration, and schoolwide initiatives. Grounded in organizational psychology and independent school contexts, participants will explore practical ways to build trust, strengthen systems of support, and increase change readiness, leaving with actionable strategies to improve faculty wellbeing and retention.

*Cara Gallagher, Founder, CGC*

June 11 | 10:00 – 10:30 a.m.

Break

June 11 | 10:30 – 11:30 a.m.

### Hear from Your Peers

Mesa A&B      Attendees are encouraged to submit questions in advance [through this link](#). All questions will be asked of the group and answered collectively.

June 11 | 11:30 – 12:30 p.m.

Canyon  
Ballroom      Lunch Buffet

June 11 | 12:30 – 1:45 p.m.

### Legal Updates That Matter Most

Mesa A&B      Running an independent school means navigating a minefield of legal issues that directly affect your role and your school. From compliance to employment challenges, student or family issues, and risk management, the legal landscape is constantly shifting. In this fast-moving session, independent school attorney Kristin Smith will cut through the noise and deliver the must-know legal updates for ISAS schools today. You'll walk away with practical insights, real-world examples, and a clear sense of what should be on your radar



for the year ahead. Don't miss this chance to get the legal lowdown that you need to stay ahead of the curve.

*Kristin Smith, Partner, Fisher & Phillips, LLP*

June 11 | 1:45 – 2:00 p.m.

Break

June 11 | 2:00 – 3:15 p.m.

### **School Safety in the Deepfake Era**

Mesa A&B

This presentation on deepfake safety is a practical briefing for school leaders on the fastest-growing AI risk facing K–12 communities. Drawing on real incidents, Evan breaks down how synthetic media is showing up in schools through bullying, extortion, intimate-image abuse, misinformation, and AI voice cloning used for scams and reputational attacks. Leaders will leave with a clear understanding of the evolving legal landscape and what it means for school decision-making. Most importantly, Evan will outline a concrete roadmap for policy, parent partnership, and incident response so schools can move from awareness to readiness.

*Evan Harris, Pathos Consulting Group*

June 11 | 3:15 p.m.

Afternoon and evening on your own

## **Day 3**

June 12 | 7:30 – 8:30 a.m.

Canyon  
Ballroom

Breakfast Buffet

June 12 | 8:30 – 9:30 a.m.

### **Make Meetings Matter**

Mesa A&B

Spend one hour learning everything you need to know in order to plan & lead your best meetings! This workshop is designed to address common meeting complaints and provide facilitators with easy-to-implement steps to instantly transform their meetings.

In this workshop we will:

- Breakdown what makes an agenda successful & how to plan engaging meetings
- Determine the unique responsibilities of a facilitator & how to be excellent at it
- Experience how to create opportunities for meaningful contribution that can be used in any meeting

Attendees will receive the Facilitator Cards Meeting Pack and have a chance to put their cards into practice during the workshop. This session is a wonderful opportunity to deepen your facilitation knowledge, increase leadership capacities, and spend time thinking about meetings from a fresh perspective.

*Claire Bolger, The Meeting Medic*

June 12 | 9:30 – 9:45 a.m.

Break

June 12 | 9:45 – 11:15 a.m.

### Leadership as Creative Practice

Mesa A&B

This immersive session invites you to reimagine your approach to leadership. Through interactive discussions, real-world case studies, and practical exercises, we'll explore the power of embracing a beginner's mindset – a lens that fosters innovation, adaptability, and continuous growth. You'll gain insights into breaking free from conventional thinking, igniting creativity, and navigating challenges with renewed enthusiasm. But that's not all. We'll delve into the pivotal aspect of personal practice, emphasizing the profound impact of self-care on leadership effectiveness. By prioritizing your well-being, you'll discover how to lead authentically, inspire your team, and create a sustainable, thriving school environment. Join us to shift your perspective, elevate your leadership, and embark on a journey of self-discovery that will transform not only your professional role but also your personal fulfillment.

*Antonio Viva, Leadership + Design*

June 12 | 11:15 a.m.

Adjourned

## Speakers

Claire Bolger



Claire Bolger is a facilitator, podcaster, and comedian who is determined to use her expertise in facilitation methodology to rid the world of the phrase, “That meeting could have been an email.” She co-developed the newest version of Facilitator Cards and is the co-author of the upcoming *Facilitation Field Guide*. She uses her depth of understanding around facilitation and meeting dynamics in her company, The Meeting Medic, where she helps people fix their meetings (one meeting at a time).

Cara Gallagher



Cara Gallagher transforms institutions through the strategic application of people analytics and evidence-based insights. With nearly two decades of experience spanning educational administration, teaching, and qualitative research, she brings unique expertise in trust, culture, and change management.

Cara's methodology centers on unlocking organizational potential through data-driven decision-making and authentic relationship building. By integrating advanced psychometric tools with institutional research, she helps organizations identify untapped strengths, address challenges, and implement sustainable solutions. Her technical knowledge in organizational behavior and workplace culture research, combined with extensive independent school experience, enables her to tackle complex challenges—from employee engagement and retention to large-scale organizational change.

As a champion of inclusive strategic planning, Cara guides diverse teams through collaborative transformation processes that deliver lasting results. Her distinctive ability to blend rigorous analysis with emotional intelligence allows organizations to make informed decisions that strengthen both performance and community bonds.

Cara's academic credentials include a bachelor's degree in history, a master's in education, and certification in Leading With Evidence in Schools from Teachers College. She has completed advanced studies in organizational behavior at Harvard, where she is currently pursuing a master's degree in industrial-organizational psychology.

### Evan Harris



Evan Harris is the founder and president of Pathos Consulting Group, where he helps independent schools develop real-world policies and incident response plans to address emerging digital threats, including deepfake sexual abuse and sextortion. With over a decade of experience as an English teacher and administrator, he holds a master's in private school leadership from Teachers College and has furthered his studies as a Technology Ethics Fellow at Stanford's Human-Centered AI Institute. Evan has collaborated with the general counsel of NAIS, the Texas State Senate, and the Office of the First Lady on initiatives to strengthen school safety and student protection in the age of AI.

### Stephanie Malia Krauss



Stephanie Malia Krauss is an author, speaker, and strategist helping leaders rehuman how we live, learn, and work. Her newest book, *How We Thrive: Caring for Kids and Ourselves in a Changing World*, examines the urgent need to protect the human essentials—like sleep, play, connection, and wonder—that modern life diminishes or denies.

Stephanie's commitment to this work began as a teacher and coach, where she witnessed how different environments can deplete or restore people. She later founded a school for young people furthest from opportunity, and now leads national and state efforts in education and youth development. Working with leaders from classrooms to Congress, Stephanie advises states, districts, and national organizations through her consulting shop, First Quarter Strategies. Stephanie is also the author of *Whole Child, Whole Life: 10 Ways to Help Kids Live, Learn, and Thrive* and *Making It: What Today's Kids Need for Tomorrow's World*.

### Kristin Smith



Kristin Smith's practice with Fisher & Phillips LLP focuses exclusively on independent and private schools. She advises, counsels and represents religious and secular schools, including those serving pre-kindergarten-grade 12, kindergarten-grade 8, grades 6/7 – 12, and grades 9 – 12.

Kristin assists schools in a variety of areas, including student and employee discipline; faculty, staff and student contract drafting; handbook and policy drafting, implementation, and enforcement; LGBTQ issues, including transgender students and employees; board governance and training;

discrimination claims and EEOC charges; administration and faculty training and development; school entanglement in family court proceedings; and investigations, litigation, arbitration and mediation.

She is a frequent presenter to independent school associations on current legal issues.

## Antonio Viva



Antonio Viva is a Partner at L+D and a designer, educator, and strategic advisor with more than thirty years of experience at the intersection of creativity, learning, and organizational leadership. He partners with schools and mission driven organizations to imagine new possibilities, design meaningful experiences, and navigate complexity with clarity and curiosity.

Antonio began his career as a public school teacher of humanities, arts, and technology. He later served as a Senior Research and Design Associate at the Education Development Center, where he helped design national school reform initiatives for the US Department of Education. He served as CIO and Associate Head of School at Worcester Academy and then went on to serve for twelve years as Head of School at Walnut Hill School for the Arts. Prior to joining L+D, Antonio was Executive Director of Artisans Asylum, one of the country's largest and oldest makerspaces.

Today, his work centers on experience design, futurist thinking, and strategic leadership. He also serves as a visiting lecturer at the Experimental College at Tufts University, where he teaches Design Like a Futurist, a course that equips students with practical tools for signal spotting, systems thinking, and experience design so they can imagine and prototype more intentional, human centered futures. Antonio has served on the boards of the The Association of Boarding Schools and the Association of Independent Schools in New England, contributing to the advancement of independent school leadership and governance.

He holds undergraduate and graduate degrees from Union College in New York and he lives in Boston with his family and maintains a personal art studio on Cape Cod.