## Agenda
San Antonio, TX • July 8–10

### Monday, July 8

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<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Details</th>
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<tbody>
<tr>
<td>7:00–8:00 a.m.</td>
<td>Registration</td>
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<td></td>
<td>Continental Breakfast</td>
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<tr>
<td>8:00–9:15 a.m.</td>
<td><strong>Keynote</strong> — Jennifer Abrams</td>
<td><em>Swimming in the Deep End: What Does It Take?</em></td>
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<tr>
<td>9:15–9:30 a.m.</td>
<td>Break</td>
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<td>9:30–10:30 a.m.</td>
<td><strong>Breakout Sessions</strong></td>
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<tr>
<td>10:30–10:45 a.m.</td>
<td>Break</td>
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<tr>
<td>10:45–11:30 a.m.</td>
<td><strong>High-Impact Talks</strong></td>
<td>• Session A • 10:45–11:00 a.m.</td>
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<td>• Session B • 11:15–11:30 a.m.</td>
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<tr>
<td>11:30 a.m.–1:00 p.m.</td>
<td>Lunch (on your own)</td>
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<td>1:00–2:00 p.m.</td>
<td><strong>Breakout Sessions</strong></td>
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<td>2:00–2:15 p.m.</td>
<td>Break</td>
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<tr>
<td>2:15–3:15 p.m.</td>
<td><strong>Keynote</strong> — Tina H. Boogren</td>
<td><em>Take Time for You: Self-Care for Women in Educational Leadership</em></td>
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<td>8:00–9:15 a.m.</td>
<td><strong>Keynote</strong> — Jane A. G. Kise</td>
<td><em>What’s Unique About a Woman’s School Leadership Journey?</em></td>
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<td>9:15–9:30 a.m.</td>
<td>Break</td>
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<tr>
<td>9:30–11:15 a.m.</td>
<td><strong>Learning Labs</strong></td>
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<td>11:15 a.m.–12:45 p.m.</td>
<td>Lunch (on your own)</td>
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<tr>
<td>12:45–1:45 p.m.</td>
<td><strong>Breakout Sessions</strong></td>
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<td>1:45–2:00 p.m.</td>
<td>Break</td>
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<tr>
<td>2:00–3:00 p.m.</td>
<td><strong>Role-Alike Networking</strong></td>
<td><em>An expert facilitated conversation with others who share similar responsibilities</em></td>
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**Wednesday, July 10**

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<td>Break</td>
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<td>10:15–11:30 a.m.</td>
<td>Keynote—Thomasenia Lott Adams</td>
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<td></td>
<td><em>Over the River and Through the Woods ... to Leadership</em></td>
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<tr>
<td>Jennifer Abrams</td>
<td>Breakout 10:00–11:30 a.m.</td>
<td>High-Impact Talk 10:45–11:00 a.m.</td>
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<tr>
<td>Finding Our Voices Around What Matters</td>
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<td>I'd Like to Ask You Something: How Can I Make My Questions Count?</td>
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<td>Mother, May I? and Other Leadership Games</td>
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<td>Daughter, Sister, Wife, Mother, Minister, Professor, and um ... Leader</td>
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<td>Tina H. Boogren</td>
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<td>Supporting Beginning Teachers</td>
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<td>Solving the Teacher Retention Crisis</td>
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### Heather Friziellie

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<tr>
<td>The Conundrum: Keeping All the Plates Spinning</td>
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### Tammy Heflebower

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### Jan K. Hoegh

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### Jane A. G. Kise

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<td>Put Motherhood on Your Résumé</td>
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<tr>
<td>Title</td>
<td>Sharon V. Kramer</td>
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<td>Brain Energy and Bandwidth for Leaders</td>
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<td>Finding Your Style</td>
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<td>Your Leadership Strengths and Whole Child PLCs</td>
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<td>Ensuring Your Saboteurs Don’t Sabotage You</td>
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<td>Please Get Emotional</td>
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<td>How to Lead Results-Oriented Change</td>
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<td>Building and Sustaining a Culture of Success</td>
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<td>The Top Ten Ways to Become a More Credible Leader</td>
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<td>Breakthrough Moments</td>
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<td>Practicing Difficult Conversations</td>
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<td>How to Get Promoted: Effective Self-Marketing</td>
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<td>Communicating With the Crabby and Combative</td>
<td>Terri L. Martin</td>
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<td>Conveying Confidence Through Nonverbal Communication</td>
<td>Terri L. Martin</td>
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<td>Building Trust as a Leader</td>
<td>Karen Power &amp; Jeanne Spiller</td>
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<td>Teams Where Everyone Leads!</td>
<td>Karen Power &amp; Jeanne Spiller</td>
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<td>&quot;Getting to Know You&quot;: Not Just a Song From an Old Movie</td>
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<td>The Power of You</td>
<td>Karen Power</td>
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<td>Windows and Mirrors</td>
<td>Julie A. Schmidt</td>
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<td>The Power of Capacity Building</td>
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<td>Change vs. The Devil We Know</td>
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<td>Jeanne Spiller</td>
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<td>Truth or Dare</td>
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<td>Leadership? How About Both?</td>
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<td><strong>Katie White</strong></td>
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<td>Leading Through Story</td>
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<td>Assessment Through a Leadership Lens</td>
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<td>Getting Unstuck: Processes and Protocols to Support Growth</td>
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<td>Advice to Ignore</td>
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MORNING KEYNOTE

Jennifer Abrams
Swimming in the Deep End: What Does It Take?
No matter what role we play in a school or district, we all hope and strive to make a difference. To affect substantive improvement, we must build our skill set that includes effective decision-making capabilities, resistance management, communication strategies, and stress tolerance.

Jennifer Abrams uses humor to provide support via cognitive, social, and psychological resources to help participants communicate more effectively, more confidently, and more collaboratively, regardless of their role.

Participants in this session:
- Learn more about making and implementing decisions, the complexity of doing so, and where we “trip up” along the way.
- Explore the research on resistance to change and develop a toolkit for managing resistance.
- Develop a bandwidth of strength to psychologically manage ourselves and build a tolerance to stress.

MORNING BREAKOUTS

Jennifer Abrams
Finding Our Voices Around What Matters
As administrators, coaches, and colleagues, we must often address difficult topics. What do we know about best practices for those situations? What questions should we be asking ourselves before we speak, and what environments are best for implementing strategies? Based on her work on having hard conversations and addressing conflicts through interpersonal communication, Jennifer Abrams provides participants with action plans and scripting tools for having those necessary, and sometimes difficult, conversations.

Participants in this session:
- Recognize their hesitance in engaging in hard conversations.
- Determine the goals and intended outcomes of a conversation and learn scaffolding techniques to build an action plan of support after the conversation.
- Develop an efficient script in addressing conflict that leads to a humane and productive outcome.
Tina H. Boogren
Supporting Beginning Teachers
Effectively supporting beginning teachers is crucial for retention and developing expertise in relation to student achievement. During this interactive session, Tina H. Boogren guides leaders, coaches, and mentors in supporting first-time female teachers. Participants explore and discuss specific strategies for implementing research-based mentoring methods into their districts, schools, and practices.

Participants in this session:
- Review foundational research and theory on supporting beginning teachers.
- Acquire specific strategies to provide essential physical, emotional, instructional, and institutional support for new teachers.
- Learn how to support beginning teachers as they engage in goal setting and focused practice while providing specific feedback to increase their expertise.

Heather Friziellie
Bringing Out the Best: Maximizing the Talent of Those Around You
Every school and district’s resources seem to be stretched to maximum capacity. When working as a PLC in the constantly changing education system, leaders must keep their “compass north” while making the most of all staff and faculty and remaining true to the beliefs and actions of a professional learning community. Participants in this session learn about effective strategies for establishing and strengthening relationships in a culture of change, keeping “tight” to certain PLC processes. Participants consider how to create a culture where every stakeholder feels motivated to overcome issues for the greater purpose and actively contribute to ensure high levels of learning for all.

Outcomes for this session include:
- Reflecting on the change process and essential steps for building and enriching relationships
- Considering the power of a guiding coalition to help deeply embed PLC processes and distribute leadership across a school or district
- Examining current realities and planning for next steps

Tammy Heflebower
Presenting Perfected
If one speaks in public, she is a public speaker. Planning and preparing an effective message is the first step in creating a strong public presence, which is critical in today’s fast-paced, technological environment. This session highlights valuable strategies for creating a memorable message, as well as tips and techniques for impressive delivery. Tammy Heflebower’s varied national and international experiences, combined with her expertise in adult learning, provide a skillful foundation of practical approaches to helping novice to expert speakers gain an advantage. This session seeks to refine and elevate a presenter’s presence and poise with boards, parents, and teacher audiences—to make her message meaningful.
Jan K. Hoegh
How to Have a Difficult Conversation
As educators, we are frequently faced with situations where difficult topics must be addressed, whether it is with a colleague, community member, or parent. These conversations require us to know the best strategies for attaining optimal success. How do we prepare ourselves for effective conversations that ensure the issue is resolved without putting the other party on the defensive? This session provides ideas and tools for planning, implementing, and reflecting when challenging conversations are necessary.

Participants in this session:
- Plan for potentially challenging conversations.
- Determine specifics of a conversation that will prevent others from becoming defensive.
- Discuss meaningful, reflective practices following a difficult conversation.

Jane A. G. Kise
Leading PLCs for the Whole Child
You’ve seen what happens when we over-focus on academics in PLC work: increased student achievement, often with accompanying test anxiety, a decrease in fitness, or a loss of enjoyment of reading. Long-term success for students requires keeping the whole child in mind. Participants in this session are introduced to tools for changing either/or considerations into both/and methods for facilitating the work of PLCs. Discover how your PLC teams can focus on student academic success and whole child success, consider short-term and long-term focus, and remain goal oriented while increasing engagement for adults and students in your learning community.

Participants in this session:
- Explore the principles of polarity thinking and its practical uses.
- Discover how to map issues when groups have polarized around different sets of beliefs.
- Get an in-depth look at a key issue: ensuring students are ready for learning and ensuring they put forth effort in learning.

Jasmine Kullar
Developing the Next Generation of Women Leaders
One of the ways to close the gender gap in leadership is to conscientiously and intentionally develop, educate, and support the next generation. As parents raising kids, as educators teaching students, and as leaders supporting our staffs, we are shaping our future. This session outlines steps for building the leadership pipeline for women in schools and districts and illustrates ideas for supporting future female leaders through mentorship and professional development.
Participants in this session:
- Identify steps to build paths to leadership for women.
- Explore effective mentoring strategies.
- Develop opportunities for professional development.

**HIGH-IMPACT TALKS**

**Jennifer Abrams**  
**Thanks for Nothing**  
In this short inspirational talk, Jennifer Abrams shares stories of rejection and resistance and shows how she reframed these experiences into “thank-you” moments. She helps listeners see the good in the “not so good” and provides strategies for building resilience during those “thanks-for-nothing” times.

**Tina H. Boogren**  
**Real Talk: We Can Solve the Teacher Retention Crisis**  
Tina H. Boogren shares her personal story of how she saved herself from burn-out, tackled her anxieties, and found her own definition of work–life balance—discoveries that underscore the key to keeping women in education.

**Heather Friziellie**  
**Is That a Fish Stick? Finding the Funny Every Single Day**  
Life has a way of throwing us stressors every day. While this is nonnegotiable in our day to day lives, what is negotiable is how we choose to respond. Participants in this session weigh the importance of looking for the positives (and sometimes hilarious) each day, ways to monitor your perspective, and how—even on the worst days—to find the funny and continue to smile. And yes, we'll talk about how a fish stick can help!

**Tammy Heflebower**  
**From Perspiration to Inspiration: A Working Woman’s Flash on Fitness**  
Fitness should be like taking a shower—you do it virtually every day. Yet, working women give so much to others, they rarely make time for their own fitness. Join Tammy for an upbeat and practical session filled with detailed strategies, such as the "PMS-n" plan for getting you from the recliner to the run.

Participants in this session:
- Learn fast and easy ways to add physical activity into a packed daily routine.
- Consider a mental fitness component for managing stress.
- Track and monitor their sleep.
- Know the value of nutrition in the overall plan.
Jan K. Hoegh
Leading High-Functioning Teams
Creating an effective culture of collaboration is a critical commitment for continuous school improvement. This breakout presents information about how to establish, structure, and foster a collaborative environment that benefits students, teachers, and leaders.

Participants in this session:
- Gain a deeper understanding of what constitutes a PLC “process.”
- Explore the benefits of collaboration for students, teachers, and leaders.
- Examine the culture and structures that ensure high-functioning collaborative teams.

Jane A. G. Kise
Put Motherhood on Your Résumé
For too long, devoting energy to raising a child has been viewed negatively, whether a mother continues to work full time or takes a sabbatical. Recent data from around the world confirms that women still bear more than their share of caregiving. Explore how to change the conversation and some of the norms at your school so that motherhood is seen as the leadership skill-building endeavor that it is!

Jasmine Kullar
Leading During #MeToo
With increasing frequency, women are speaking up about the various forms of harassment they have endured in the workplace. What does this mean for us in education? More importantly, what does this mean to us as women leading our schools and districts? Our world is considerably different than the corporate world. Think about times when students do or say things to make their teacher uncomfortable. Or think about when a parent persistently asks a teacher out on a date. As leaders, how do we respond? This session explores how to lead responsibly and how to create a safe working environment for our educators.

Afternoon Breakouts

Jennifer Abrams
Educational Leadership: Influence and Persuasion
Gone are the days when an educational leader’s positional power was sufficient to advance an agenda. Successful leaders must gain commitment to ambitious goals from peers and a diverse group of stakeholders. The ability to influence and persuade others is a critical differentiator between leaders who move people to support their goals and those who do not.

Participants in this session:
- Learn to recognize influencing behaviors in themselves and others.
- Gain language skills that influential people use effectively on a daily basis.
- Explore resistance and triggers that threaten people and ways to help them move past those triggers.
**Tina H. Boogren**  
**Motivating and Inspiring Students and Staff**

Bringing motivation and inspiration to the classroom is not an easy task. During this interactive session, Tina H. Boogren outlines the six levels of the hierarchy that educators can use to provide engaging instruction to students, provide an overview of the strategies tied to each level of the hierarchy, and implement at their sites immediately.

Learning outcomes from this session include:

- Understanding the foundational research and theory on motivation and inspiration
- Discovering ways to create a culture and climate in schools and classrooms that awaken teachers and students to new possibilities and excitement
- Discovering a hierarchy of needs and goals that K–12 educators can use to create schools and classrooms in which teachers and students are not only attentive and engaged, but also motivated and inspired
- Exploring strategies and recommendations related to each level of the hierarchy that can be implemented immediately

**Heather Friziellie**  
**Critical Conversations, or How to Not Ignore the Elephant in the Room**

All leaders face situations in which difficult conversations must occur to ensure necessary progress and improvement. Participants in this session define crucial conversations and practice engaging in both sides of the dialogue to build toolboxes and increase comfort levels with this task moving forward.

Participants in this session:

- Understand the what and why of a crucial conversation.
- Learn about essential steps for having productive conversations.
- Practice these steps during a structured activity, taking time to reflect on how to match strategies to personal styles.

**Tammy Heflebower**  
**Balancing Your Life and Your Profession**

Balancing personal and professional lives can be especially difficult for women. In this interactive session, participants gain ideas for managing small things that make a profound difference. Tammy Heflebower leads a discussion on stress management techniques, prioritizing workloads, and making time for personal happiness. She draws on her educational background, her specialized training in health and wellness, and her vast experiences in high-pressure situations to provide strategies for women in work–balance struggles.

Participants in this session:

- Understand the mental and physical needs of balancing personal and professional stresses.
- Learn reflective questions and re-framing strategies.
- Discover tips, tricks, and techniques for effectively managing their work and home environments.
Jan K. Hoegh

**Using Assessment Data to Inform Instructional Decisions**

Developing and using high-quality common assessments is an important part of the PLC process. When teams collaboratively analyze the results, they can more accurately determine appropriate actions that can be taken in the classroom to more effectively support individual students, small groups of students, and the entire class. This session provides information on how PLCs can use this focused data to optimize instructional effectiveness.

Participants in this session:
- Gain a deeper understanding of what constitutes a high-quality common assessment.
- Explore ways to effectively analyze common assessment data.
- Discover ideas for responding to data in appropriate and effective ways.

Jane A. G. Kise

**Brain Energy and Bandwidth for Leaders**

Our brains deal with constant stimulation, interruption, and task-switching, driven by technology. But our brains haven’t evolved. It takes generations for human systems to adapt to major changes. Due to suboptimal use of our neural pathways while completing tasks we are not wired to handle, we often feel stressed and pressed for time. Assess your current brain waves and bandwidth—your willpower, patience, and concentration capacity—and the practices that will help you and your staff be more energized, efficient, effective, and engaged.

Participants in this session:
- Gain a basic understanding of the habits that fuel the brain, generate the ability to concentrate, assist in filtering information, and avoid getting overwhelmed.
- Discover how learning communities have fallen into practices, habits, and norms that actually decrease people’s energy, engagement, effectiveness, and efficiency.
- Experience exercises that can be used with teams to heighten awareness of habits they need to change.

Jasmine Kullar

**“Bossy” or Assertive? Knowing and Embracing Your Leadership Style**

We know men and women are different. We’ve known this long before John Gray expounded on some of these differences in his national best seller, *Men Are From Mars, Women are From Venus* in 1992. In respect to leadership styles, the differences are equally as vast. Men and women lead differently, and there are many different styles of leadership. It is beneficial to understand these differences. This session defines effective leadership traits and analyzes the differences among leadership styles between genders. When one embraces her leadership style and recognizes her strengths, she is better equipped to inspire and lead her team.

Participants in this session:
- Define and evaluate leadership traits.
- Differentiate male and female leadership styles.
- Reflect on their own leadership strengths and weaknesses.
AFTERNOON KEYNOTE

Tina H. Boogren
Take Time for You: Self-Care for Women in Educational Leadership
We’ve all heard the classic airline safety announcement: Secure your own oxygen mask before assisting others. This concept holds true for women in educational leadership positions—we must learn how to establish habits and routines that allow us to bring our best selves to those we serve. By using a research-based framework for self-care, Tina H. Boogren helps female educators of all levels and backgrounds develop personalized self-care plans to feel inspired, rejuvenated, and empowered.

Participants in this session:
• Understand the foundational research and theory on self-care, particularly as it relates to women in education.
• Explore how Maslow’s hierarchy of needs influences personal and professional lives.
• Explore strategies and recommendations related to each level of the hierarchy that can be implemented immediately.

Session Descriptions – Day 2

KEYNOTE

Jane A. G. Kise
What’s Unique About a Woman’s School Leadership Journey?
This session helps participants identify next steps on their school leadership journey. Explore why leadership requires accessing what has been labeled as classically masculine or feminine strengths, turning to both/and rather than either/or thinking about gender. It is not about leaning in or out but standing tall in the best traits associated with leadership styles and managing others while creating your own leadership identity. Consider the negative impacts of sexism on women and men and how you can address these issues when they arise.

Participants in this session:
• Gain an overview of the unique issues women in educational leadership face and why, in spite of progress, much remains to be addressed.
• Understand how masculine and feminine leadership traits are defined, and how each person's natural strengths match and mismatch.
• Receive tips for addressing gender biases when they surface.
LEARNING LABS

**Heather Friziellie**  
**The Conundrum: Keeping All the Plates Spinning**  
Participants examine leadership by studying powerful female leaders and connecting their journeys to the challenges of leading while also fulfilling other roles in their lives. Participants engage in structured conversations and tasks that focus on current realities and strategically plan how to move forward with greater balance while still spinning all the plates!

Participants in this session:  
- Hear and reflect on stories of women in leadership.  
- Share stories of leadership experiences and lessons learned en route.  
- Identify ways women can more effectively support each other in educational leadership.

**Jane A. Kise**  
**Finding Your Style**  
Participants in this session discuss how to dress for work while still maintaining their individuality. Jane Kise discusses natural executive functions for processing information, how these skills relate to corporate fashion, and the uncomfortable truth that outward appearances matter.

Participants in this session:  
- Review the four “super styles” that define appropriate professional attire.  
- Examine wardrobe mistakes and how to avoid them.  
- Plan their future wardrobe to feel comfortable and stylish on the job.

**Sharon V. Kramer**  
**How to Lead Results-Oriented Change**  
Real change is real hard, but real change results in higher levels of learning for all students. According to Michael Fullan, “When asked to describe change, people come up with negative and positive terms. On one side, fear, danger, panic; on the other, risk taking, excitement, and energizing. ... Change arouses emotions, and when emotions intensify, leadership is key.” This session describes how to lead change, not merely impose it, by examining necessary conditions, strategies, and results-oriented leadership that promote successful change efforts.

Participants in this session:  
- Distinguish between first- and second-order change.  
- Understand the conditions that ensure lasting second-order change.  
- Develop results-oriented leadership to drive change at the classroom, school, and district levels.

**Jasmine Kullar**  
**Practicing Difficult Conversations**  
Participants in this session practice responding to different scenarios and engage in challenging conversations in a supportive and encouraging environment. Constructive feedback and experiential
learning are key to honing one’s communication skills. By practicing in a low-stakes setting, participants will be better equipped to conduct difficult conversations in their own teams.

Participants in this session:
- Experience the give and take of potentially contentious conversations.
- Provide feedback to fellow participants.
- Improve the skills needed to resolve disagreements and reach consensus.

**Terri L. Martin**
**Who Are You as a Leader?**
Whether you believe leadership is innate or learned, self-knowledge is critical to its efficacy, a fact that debunks the myth that some people have just the right combination of characteristics to lead others (Martin & Rains, *Stronger Together*, 2018). Terri L. Martin helps leaders better understand and capitalize on their personal strengths.

Participants in this session:
- Understand how to recognize and utilize their personal strengths.
- Gain specific tools for reflection and goal setting.
- Develop targeted action steps to promote their strengths as a leader.

**Julie A. Schmidt**
**Windows and Mirrors**
Julie Schmidt leads participants through the rollercoaster of emotions, connections, celebrations, reflections, and challenges women have always faced in leadership roles. Participants will celebrate together and then reflect on vulnerabilities to lead to a higher level of self-efficacy and awareness.

Participants in this session:
- Examine influences on our historical road to leadership.
- Confront the often-challenging process that leads to promotion.
- Celebrate the wins—large and small.
- Reflect on individuality and its relationship to leadership success.

**Katie White**
**Leading Through Story**
Often, the most powerful leadership moments are those that happen within a highly personal context. Lived experiences and the personal stories of people we lead can provide a catalyst for reflection and change. When we invite educators to unpack their stories and explore values, motivations, and intentions within them, we can encourage a new way of being. This session offers several methods for leveraging stories as a springboard for reflection and growth.

Participants in this session:
- Reflect on the power of personal stories.
- Practice using stories to plan professional development.
- Discover practical uses of a “story harvest” for future daily leadership activities.
**BREAKOUTS**

**Thomasenia Lott Adams**

*I’d Like to Ask You Something: How Can I Make My Questions Count?*

Like journalists, police detectives, and talk-show hosts, colleagues are adept at asking foundational questions: Who? What? When? Where? How? Why? Oftentimes, questions are asked simply to gather information. However, there are instances when the questions we ask *could* and *should* do more than that. How questions are framed and ordered play instrumental roles in moving things forward, such as advancing an idea, bringing clarity to a situation, negotiating toward a desired outcome, and establishing one’s position in a situation. This session is about asking the right questions at the right time and to the right person.

Participants in this session:
- Engage in an exercise to sort and match questions to scenarios based on interactions in a professional workplace.
- Practice asking the right questions in professional situations.
- Receive feedback on questions planned for an upcoming professional scenario.

**Jane A. G. Kise**

*Your Leadership Strengths and Whole Child PLCs*

Most leaders concentrate on goals or what they intend to accomplish. Often, they forget to set priorities or forget *how* they will lead others to reach the goal. Further, most leadership development programs fail to foster deep reflection, situated in a leader’s specific situation, that is crucial for battling the cognitive biases that keep all of us from easily identifying our mindsets, decision processes, and the sources of many core beliefs. Participants in this session identify their strengths and emotional intelligence competencies, learn how these competencies align with core leadership roles and how they may affect their priorities and beliefs, all within the context of leading effective, sustainable PLCs.

Participants in this session:
- Explore the eight components of the Whole Child Leadership model of emotional intelligence.
- Understand how to balance the objective and subjective in leadership decisions.
- Consider the 12 lenses of leadership that identify ongoing tensions between equally valuable leadership roles.

**Sharon V. Kramer**

*Building and Sustaining a Culture of Success*

A culture of success depends on intentional and purposeful actions by school leaders, principals, and teachers. Building and sustaining a healthy culture is not a destination but an ongoing process of developing mindsets that support and enhance student learning. It requires a firm belief that all students can learn—that all really means *all*. This session describes essential practices that must be in place to create and promote a healthy culture of success.
Participants in this session:

- Learn the core principles that set the stage for cultural transformation.
- Gain concrete tools and a process for building a culture of success.
- Discover techniques for resolving issues and ensuring that staff are working in a concerted effort.

**Jasmine Kullar**

**How to Get Promoted: Effective Self-Marketing**

We can’t wait for others to tell us we should advance in our career. We need to take charge of our career path. If we know we can offer more and do more, then let’s do something about it! Let’s market ourselves by having a solid resume and cover letter and by strengthening our interviewing skills. If you want to take the next step in your career, you need to know how to market yourself so that you are the one who gets that promotion!

Participants in this session:

- Identify strategies for building their career.
- Evaluate resume and cover letter writing skills.
- Gain strategies for effective interviewing.

**Terri L. Martin**

**Building Trust as a Leader**

Collaborative leaders show their trustworthiness in everything they do—delivering on promises, doing what they said they would, and living by example (Martin & Rains, 2018). Leaders must demonstrate integrity to increase and maintain their followers’ loyalty. This session addresses the need to understand those you lead and practice empathy and humility as a leader. Participants will test strategies and tools to increase their trustworthiness as a leader.

Participants in this session:

- Examine their own beliefs about trust through reflection.
- Gain getting-to-know-you strategies for faculty and staff.
- Build a survey that assesses trust in an educational setting.

**Julie A. Schmidt**

**Flexibility: The Yoga of Leadership**

To be successful, leaders must be able to influence those around them. This can be challenging, as individuals respond to leadership styles and strategies in different ways. Julie A. Schmidt discusses the importance of flexible leadership to inspire followers to move toward accomplishing stated goals.

Participants in this session:

- Identify the traits of impactful leaders.
- Master strategies to motivate others toward reaching established objectives.
- Understand their own leadership styles and gain strategies to capitalize on individual strengths.
Katie White
Assessment Through a Leadership Lens
Asking educators to consider their assessment practices is no easy task. Katie White introduces creative and practical tools for facilitating these assessment conversations, focusing on fostering change and growth in a non-threatening environment. Participants explore several tools and are provided time to reflect on their personal relevance and means of adaptation.

Participants in this session:
- Examine strategies and tools to initiate assessment conversations.
- Explore ways to ensure assessment conversations are non-threatening, emotionally safe, and growth oriented.
- Consider how to apply the tools and strategies to personally relevant contexts.

Session Descriptions – Day 3

BREAKOUTS

Thomasenia Lott Adams
Mother May I? and Other Leadership Games
Nearly all games, sports, and leisurely competitions involve winning and losing. In the workplace, this often manifests in gaining or maintaining control. In the context of leadership, women are often at a disadvantage because they do not always know the rules of “the game.” Thomasenia Lott Adams uses childhood games such as “Mother, May I?,” “Duck, Duck, Goose,” and “Tic Tac Toe,” to provide clarification on different aspects of leadership, including mastering the strategy of asking the right questions.

Participants in this session:
- Explore elements of leadership through the use of games to inform professional women.
- Create memorable linkages to women’s leadership goals.
- Discuss strategies for winning at leadership by learning how to recognize hidden agendas, quiet opportunities, and barriers against women’s leadership success.

Jane A. G. Kise
Ensuring Your Saboteurs Don’t Sabotage You
Judge, victim, stickler, and seven other “saboteurs” are unconscious habits of mind used to meet our needs for independence, acceptance, and security. While they can help satisfy these needs, they can also make us our own worst enemies. Add stress to the mix and the results are not pretty, especially when people with different saboteurs interact. Jane A. G. Kise illustrates ways to identify and disarm your saboteurs so they can’t take you where you don’t want to go!
Participants in this session:
- Learn about the saboteur framework and identify one of their top personal saboteurs.
- Understand how to recognize when their saboteur is lifting its ugly head and what to do about it.
- Explore how saboteurs play out in relationships.

Sharon V. Kramer
The Top Ten Ways to Become a More Credible Leader
Many believe that being credible comes from natural, unteachable traits that solely belong to intelligent extroverts. These traits are believed to be innate rather than learned. However, when asked, individuals often describe the most credible, believable people in actions that are completely under one's control—in terms of approachability and positivity, for example. This session focuses on the top ten habits of irrefutably credible people.

Participants in this session:
- Understand the impact of EQ (emotional intelligence) on coworkers.
- Explore the EQ traits that enhance a leader’s credibility.
- Self-assess their EQ to determine specific strategies that will increase the impact of their words and actions.

Jasmine Kullar
Communicating With the Crabby and Combative
Despite the excitement you may have in leading a specific initiative or striving to realize a vision to benefit students, you will likely run into people who do not share your enthusiasm or who are simply opposed to change in any form. As leaders, we are in the position to initiate critical conversations that aim to forge agreement—conversations men and women often handle quite differently. This session outlines why these conversations are often so difficult, illustrates differences between men’s and women’s communication styles, and presents strategies for making these conversations easier and cutting to the heart of the problem. Participants delve into ways to master critical conversations.

Participants in this session:
- Recognize the reasons we avoid tough conversations.
- Compare different communication styles between male and female leaders.
- Examine strategies for mediating and facilitating critical dialogues.

Terri L. Martin
Teams Where Everyone Leads!
A leader who understands others’ strengths and weaknesses is well-positioned to create the most efficacious teams (Martin & Rains, 2018). Building the right teams that are doing the right work creates wonderful results! What factors go into comprising the “right team”? How do we identify the “right work”? This session focuses on how leaders can capitalize on the expertise of others to create high-functioning teams. Terri L. Martin outlines parameters that improve and do not inhibit the work of the team.
Participants in this session:
- Develop an action plan for building a team.
- Gain strategies for better understanding and identifying team members’ strengths.
- Learn tools for structuring the work of teams.

Karen Power & Jeanne Spiller
Leading With Intention
Based on their book, *Leading with Intention*, (Solution Tree Press, 2018), Jeanne Spiller and Karen Power share their expertise and resources to support the growth of female leaders. This hands-on session provides opportunities to consider the intentionality of daily work and strategies for leading others, while delineating how experiences and practices lead to powerful, courageous leadership.

Participants in this session:
- Make sense of specific factors that influence a woman’s intentional leadership decisions.
- Investigate effective habits that create a positive mindset about their work.
- Explore tools and resources for implementing focus in daily practices.

Julie A. Schmidt
Change vs. The Devil We Know
For most people, change is difficult no matter how they look at it. In reality, most are more comfortable with this devil they know. Change may bring a lot of unknowns, but we can recognize why we’re doing it, what it entails, and the consequences of failing to act—after all, idleness is the devil’s playground. Julie Schmidt gives change its due and examines the devil in the details.

Katie White
Getting Unstuck: Processes and Protocols to Support Growth
Sometimes, groups get stuck after they form and start meeting, despite their best intentions. Ideas don’t flow and decisions don’t get made. People get frustrated and investment flies out the window. This session models and explores processes and protocols that support continuous growth for teams. A simple process can make a world of difference in team productivity, and this session adds useful tools to your toolkit.

Participants in this session:
- Explore ways to leverage the important why in group decision making.
- Examine processes for sharing and generating ideas, for synthesizing, analyzing, and making decisions, and for exploring issues with emotional impact.
- Consider personal contexts and strategies that may fill a specific need.
**HIGH-IMPACT TALKS**

**Thomasenia Lott Adams**

**Daughter, Sister, Wife, Mother, Minister, Professor, and um ... Leader**

Thomasenia Lott Adams is a daughter, sister, wife, mother, minister, professor, author, speaker, aunt, niece, friend, neighbor, and a leader. She is committed to all of these roles and strives to perform each with a spirit of excellence! Dr. Adams shares her secrets (which includes buying the same style of socks for her three sons!).

Participants in this session:

- Learn strategies about juggling personal and professional responsibilities.
- Gain insights from proven, practical strategies Dr. Adams uses to effectively and efficiently balance work and life.
- Examine the attainability of work–life balance and what it looks like for professional women.

**Jane A. G. Kise**

**Please Get Emotional**

Emotions are data. Emotions clue us into our values, our fears, our sources of meaning and purpose, our engagement, and our vision. In a society where women are judged as either too emotional or too cold, with little space for being “just right,” it’s time to change how we talk about and value emotions!

**Sharon V. Kramer**

**Breakthrough Moments**

Dr. Luis F. Cruz often characterizes educators as an elite team tasked with the arduous work of breaking children free from the cycle of poverty. It is our job to give students stability and structure in a way that allows them to achieve upward mobility. But, how? The answer to this question lies in getting back in touch with our *why*. This high-impact discussion examines the mindsets that are necessary to recognize and create breakthrough moments for students.

Participants in this session:

- Examine mindsets that are key to improving achievement for all students.
- Deepen their understanding of how predetermined thinking gets in the way of student success.
- Understand their important daily role in supporting student success.

**Jasmine Kullar**

**Conveying Confidence Through Nonverbal Communication**

When we think about communication, we usually think about verbal communication. But nonverbal communication conveys intended and unintended messages all the time—often without us being aware of it. This session is about messages we communicate through body language and how frequently that is inconsistent with the words we use.
Terri L. Martin
“Getting to Know You”: Not Just a Song From an Old Movie
My learning curve was rather steep on understanding that being an administrator did not mean you had to move everything to the professional side of life. A strong administrator knows how to get to know others personally in order to provide the best support and get the most out of every situation. Learn ways to make others feel like they matter: students, teachers, and parents.

Karen Power
The Power of You
What is your impact? How do you know? In every situation, conversation, and action, we have an impact—positive or negative. Do you intentionally pay attention to it? How do you take control of the impact you have on others? You have the power. Let’s talk about knowing our influence and being our authentic self. Karen Power will share her thoughts and hopes for you to bring synergy and opportunity to every experience. Striking the delicate balance between being supportive, nurturing, and caring, while at the same time, embracing your influence and power is what we are about! Celebrate your impact. That is the power of you!

Julie A. Schmidt
The Power of Capacity Building
This session briefly considers leadership styles and the critical importance of building capacity in those around you—and the consequences of failing to do so. This session also explores strategies for dealing with resistors through a leadership lens.

Outcomes from this session include:
- Considering change as a major initiative
- Examining different types of resisters to the change process
- Discussing what capacity looks like and signs that it is not happening

Jeanne Spiller
Truth or Dare Leadership? How About Both?
The classic truth or dare game asks you to pick one or the other. Both options are risky and require courage and vulnerability. So does leadership. Jeanne Spiller shares the importance of how both are critical to strong leadership. She illustrates how being truthful and daring has made a difference in her career and shares next steps for leaders to do the same.

Katie White
Advice to Ignore
To grow as a leader, sometimes we have to ignore advice, even if it’s well-meaning and made with good intentions. This talk explores examples of this type of advice—why the advice may have been offered, why it was hard to resist, and why the decision to finally ignore it led to stronger personal leadership capacity.
Participants in this session:
- Consider examples of advice within their own leadership context.
- Consider where this kind of advice comes from and what it may mean (unpack it).
- Learn how to resist certain advice we get and why we ought to.

**KEYNOTE**

**Thomasenia Lott Adams**  
**Over the River and Through the Woods ... to Leadership**  
In her professional career, Thomasenia Lott Adams has held numerous leadership roles, including many in male-dominated, majority population-dominated, and high-stakes environments. Dr. Adams first learned about leadership on a chicken farm, in a peach house, and in a blue jean factory. In this session, she shares stories from her personal journey to leadership to encourage and inform women leaders.

Participants in this session:
- Gain inspiration from Dr. Adams’ stories of overcoming obstacles and cultivating success.
- Develop a confident voice for self-identifying as a strong leader.
- Engage in self-reflection and share stories that provide insight into leadership characteristics.