

# Agenda

## Minneapolis, MN • October 1–3

### Tuesday, October 1

7:00–8:00 a.m.	Registration	Atrium
	Continental Breakfast	Grand Portage Ballroom
8:00–9:45 a.m.	<b>Keynote</b> —Tom Hierck <i>Starting a Movement: Authentic Alignment</i>	Grand Portage Ballroom
9:45–10:00 a.m.	Break	
10:00–11:30 a.m.	<b>Breakouts</b>	See pages 5–6.
11:30 a.m.–1:00 p.m.	Lunch (on your own)	
1:00–2:30 p.m.	<b>Breakouts</b>	See pages 5–6.
2:30–2:45 p.m.	Break	
2:45–3:45 p.m.	<b>High-Impact Talks</b>	See pages 5–6.
	Session A • 2:45–3:05 p.m.	
	Session B • 3:25–3:45 p.m.	

### Wednesday, October 2

7:00–8:00 a.m.	Registration	Atrium
	Continental Breakfast	Grand Portage Ballroom
8:00–9:45 a.m.	<b>Keynote</b> —Anthony Muhammad <i>What Is School Culture and Why Should I Care?</i>	Grand Portage Ballroom
9:45–10:00 a.m.	Break	
10:00–11:30 a.m.	<b>Breakouts</b>	See pages 5–6.
11:30 a.m.–1:00 p.m.	Lunch (on your own)	
1:00–2:30 p.m.	<b>Breakouts</b>	See pages 5–6.
2:30–2:45 p.m.	Break	
2:45–3:45 p.m.	<b>Team Time</b> —Presenters are available to aid in your collaborative team discussions.	Grand Portage Ballroom

### Thursday, October 3

7:00–8:00 a.m.	Continental Breakfast	Grand Portage Ballroom
8:00–9:30 a.m.	<b>Breakouts</b>	See pages 5–6.
9:30–9:45 a.m.	Break	
9:45–11:45 a.m.	<b>Keynote</b> —Regina Stephens Owens <i>Designing Educational Transformation: Challenging Beliefs and Leveraging School Culture for Learning</i>	Grand Portage Ballroom

Agenda is subject to change.

# Breakouts at a Glance

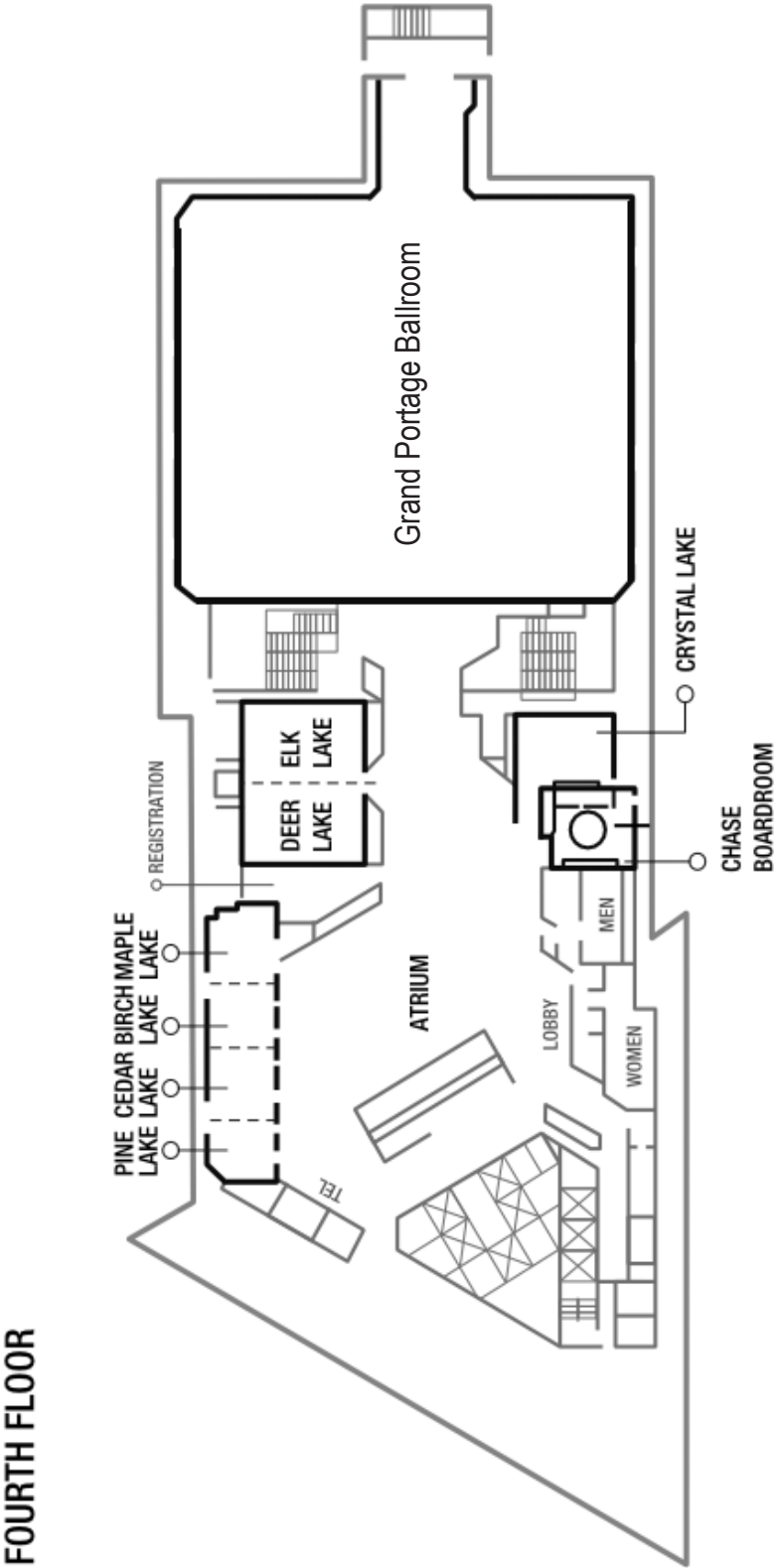
Presenter & Title	Tuesday, October 1			Wednesday, October 2		Thursday, October 3
	10:00–11:30 a.m.	1:00–2:30 p.m.	High-Impact Talks 2:45–3:45 p.m.	10:00–11:30 a.m.	1:00–2:30 p.m.	8:00–9:30 a.m.
<b>Tom Hierck</b>						
Building Relationships: The Key to Growth for <i>All</i>	Cedar Lake					
Seven Keys to a Positive Learning Environment in Your Classroom		Cedar Lake				
What's the Purpose of Purpose? Can't I Just Have My Way?			Cedar Lake			
<b>Rosa Isiah</b>						
The Myth of Colorblindness: Developing a Colorbrave Mindset	Deer Lake					
Mirror Check: Equity and Access Begin With Me		Deer Lake				
Women in Leadership: Shattering Glass Ceilings With Equity, Diversity, and Access			Deer Lake			
You Have to Know Them Before You Can Teach Them: Tapping Into Our Students' Lived Experiences				Deer Lake		Deer Lake
Are You OK With That? Examining the Impact of Implicit Bias on School Culture					Deer Lake	
<b>Alexander McNeece</b>						
Practices That Healthy Cultures Adopt: Collaborative Learning Strategies in Classrooms and Staff Meetings	Elk Lake					
Ten Essential Early Literacy Practices		Elk Lake				Elk Lake
How I Learned About the Power of Transforming School Culture: A Motivational and Soul-Centering Experience			Elk Lake			

# Breakouts at a Glance

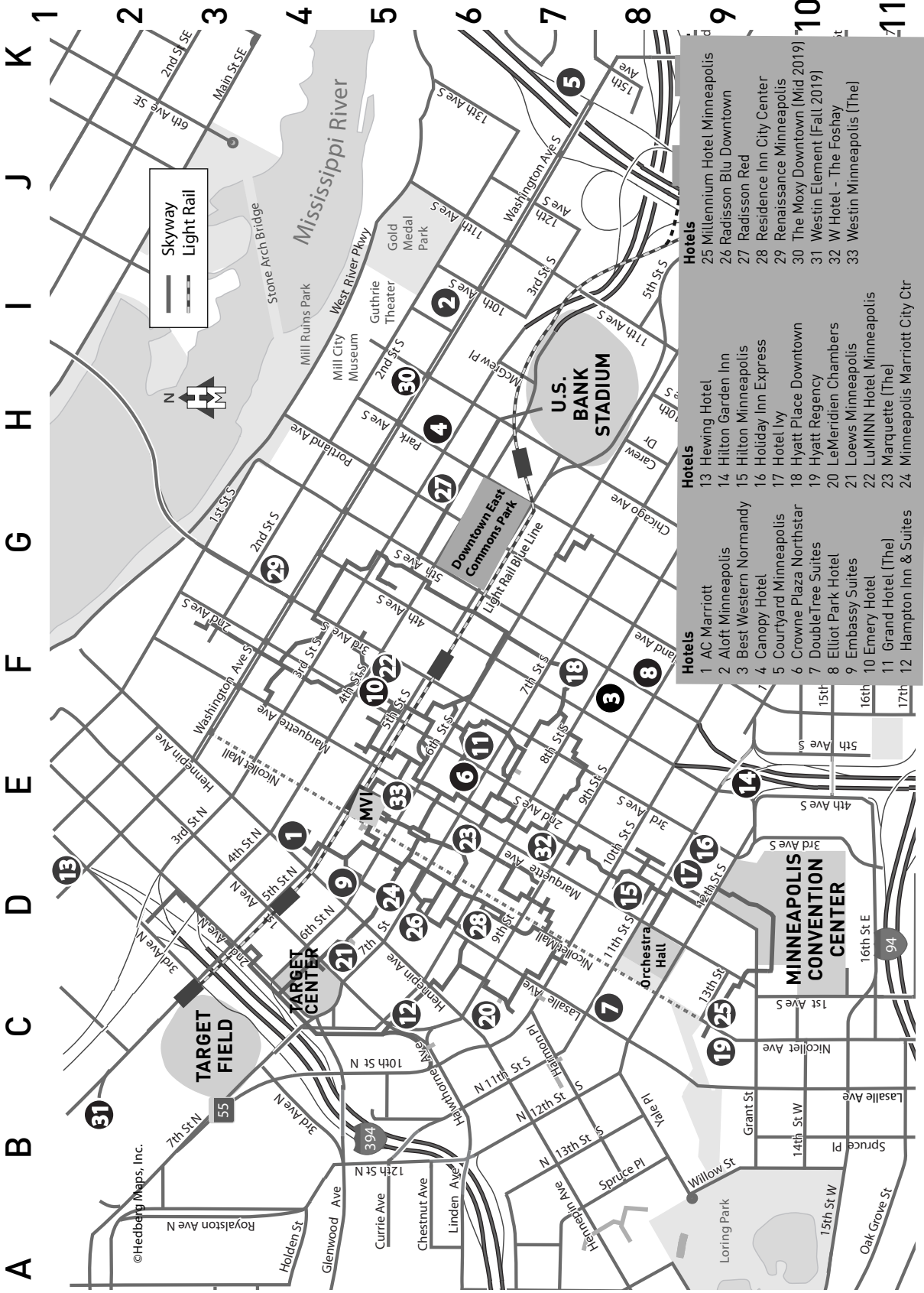
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<b>Alexander McNeece</b>						
Classroom Engagement Culture: Loving What They Learn				Elk Lake		
Student Engagement Mindsets and Strategies to Reach Them All					Elk Lake	
<b>Anthony Muhammad</b>						
Overcoming the Achievement Gap Trap: Liberating Mindsets to Effect Change	Grand Portage Ballroom					
New Insights for Transforming School Culture		Grand Portage Ballroom				
Commitment or Buy-In?			Grand Portage Ballroom			
Time for Change: Four Essential Skills for Transformational School and District Leaders				Grand Portage Ballroom		Grand Portage Ballroom
Assessing the Health of Our School Culture					Grand Portage Ballroom	
<b>Regina Stephens Owens</b>						
The Why Effect: Intentional Systems Drive Inspirational Cultures						Cedar Lake

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# Minneapolis Marriott City Center



# DOWNTOWN MINNEAPOLIS | HOTELS | RESTAURANTS



- |                          |                                  |                                 |
|--------------------------|----------------------------------|---------------------------------|
| <b>Hotels</b>            | <b>Hotels</b>                    | <b>Hotels</b>                   |
| 1 AC Marriott            | 13 Hewing Hotel                  | 25 Millennium Hotel Minneapolis |
| 2 Aloft Minneapolis      | 14 Hilton Garden Inn             | 26 Radisson Blu Downtown        |
| 3 Best Western Normandy  | 15 Hilton Minneapolis            | 27 Radisson Red                 |
| 4 Canopy Hotel           | 16 Holiday Inn Express           | 28 Residence Inn City Center    |
| 5 Courtyard Minneapolis  | 17 Hotel Ivy                     | 29 Renaissance Minneapolis      |
| 6 Crowne Plaza Northstar | 18 Hyatt Place Downtown          | 30 The Moxy Downtown (Mid 2019) |
| 7 DoubleTree Suites      | 19 Hyatt Regency                 | 31 Westin Element (Fall 2019)   |
| 8 Elliot Park Hotel      | 20 LeMeridien Chambers           | 32 W Hotel - The Foshay         |
| 9 Embassy Suites         | 21 Loews Minneapolis             | 33 Westin Minneapolis (The)     |
| 10 Emery Hotel           | 22 LuMINN Hotel Minneapolis      |                                 |
| 11 Grand Hotel (The)     | 23 Marquette (The)               |                                 |
| 12 Hampton Inn & Suites  | 24 Minneapolis Marriott City Ctr |                                 |

## RESTAURANT | Address | Phone | Type | Location

4 Bel(l)s | 1610 Harmon Place | 612-875-4182 | American | A8  
7 Steakhouse & Sushi | 1700 Hennepin Ave | 612-238-7770 | Steakhouse | C5  
8th Street Grill | 1800 Marquette Ave | 612-349-5717 | American | D7  
Atlas Grill | 200 South 6th St | 612-332-4200 | Mediterranean | E6  
Bachelor Farmer | 150 N 2nd Ave | 612-206-3920 | MN Nordic | D3  
Bank (Westin Hotel) | 88 South Sixth St | 612-456-2377 | American | E5  
Black Forest Inn | 1 East 26th St | 612-872-0812 | German | \*\*  
Black Sheep Pizza | 2550 Nicollet Ave | 612-338-5111 | Pizza | \*\*  
Borough | 1730 N Washington Ave | 612-309-2724 | Seasonal | D1  
Bruff's Pub | 1110 Nicollet Mall | 612-332-3908 | Irish | C8  
Buca di Beppo | 1204 Harmon Place | 612-288-0138 | Italian | B7  
Cafe Lurcat | 1624 Harmon Place | 612-486-5500 | Contemporary | A8  
Cafe Northstar (Crown Plaza) | 618 S Second Ave | 612-338-2288 | American | E6  
City Works | 1600 Hennepin Ave | 612-361-2900 | American | D5  
Constantine | 1115 2nd Ave S | 612-886-1297 | American | D8  
Cosmos (Loews Hotel) | 401 First Ave N | 612-677-1100 | International | C4  
Craft Bar & Lounge | Convention Ctr-1301 2nd Ave S | 612-615-0124 | American | D9  
Crave Downtown | 1825 Hennepin Ave | 612-332-1133 | American | C5\*\*\*  
Dakota Jazz | 1010 Nicollet Mall | 612-332-1010 | American | C7  
Davanni's Pizza | 1242 Hennepin Ave | 612-615-0124 | Pizza | \*\*  
Dover Restaurant (Park Place Hotel) | 1500 Park Place Blvd | 952-582-5322 | \*\*  
Esker Grove | 723 Vineland Place | 612-375-7600 | Seasonal | E11\*\*  
Finnegans Brew Co | 1817 5th Ave S | 612-454-0615 | Brewery | F8  
First Avenue | 1701 1st Ave N | 612-338-8388 | American | C4  
Fogo de Chao | 645 Hennepin Ave | 612-425-9002 | Brazilian | D5  
Gay 90's | 408 Hennepin Ave | 612-333-7755 | American | D4  
Hell's Kitchen | 80 S 9th St | 612-332-4700 | American | D7\*\*\*  
HopCat | 435 Nicollet | 612-276-5555 | American | E4  
Izzy's Ice Cream | 1100 2nd St S | 651-341-7708 | Ice Cream | J6  
Jacques | 710 Marquette Ave | 612-215-2061 | Italian | D6  
JD Hoyt's | 301 Washington Ave S | 612-338-1560 | American | E2  
Keys at Foshay | 114 S 9th St | 612-339-6399 | American | D7\*\*\*  
Kieran's Irish Pub | 85 6th St N | 612-339-4499 | Irish | D4\*\*\*  
Mission | 77 S 7th St | 612-339-1000 | American | D6  
La Dona Cerveceria | 241 Fremont Ave N | 612-315-4613 | Brewery | \*\*  
La Mesa | 230 Cedar Lake Rd S | 612-414-5237 | Latin | \*\*  
Liquor Lyles | 2021 Hennepin Ave S | 715-523-0256 | American | \*\*  
Lyon's Pub | 16 S 6th St | 612-333-6612 | American | D4  
Manny's Steakhouse | 825 Marquette Ave | 612-339-9900 | Steakhouse | D7  
Marvel Bar | 50 N 2nd Ave | 612-206-3920 | Cocktails | D3  
McCormick & Schmick's | 800 Nicollet Mall | 612-338-3300 | Seafood | D6  
Mill Valley Kitchen | 3906 Excelsior Blvd | 952-358-2000 | American | \*\*  
Monello | 1115 2nd Ave S | 612-353-6207 | Italian | D8  
Murray's | 126 S 6th St | 612-339-0909 | American | D5  
Northern Shores Grille (Marriott) | 30 S 7th St | 612-349-4047 | American | D5  
Oceanaire Seafood | 50 S 6th St | 612-333-2277 | Seafood | E5  
Oulbar+Kitchen (Radisson Red) | 609 3rd St S | 612-252-5400 | Seasonal | G5  
Pizza Luce | 119 N 4th St | 612-333-7359 | American | D3\*\*\*  
Potbelly Sandwich Works | 1210 IDS Center | 612-437-6655 | American | D5  
Prairie Kitchen (Hyatt) | 1300 Nicollet Mall | 612-596-4640 | American | C9  
Punch Bowl Social | 1691 Park Place Blvd | 763-400-3865 | American | \*\*  
Red Cow North Loop | 208 1st Ave N | 612-238-0050 | American | E2\*\*\*  
Restaurant Max | 215 4th St S | 612-215-5441 | American | F5  
Rock Bottom Brewery | 800 LaSalle Plaza | 612-332-2739 | American | C5  
Ruth's Chris Steak House | 1920 2nd Ave S | 612-672-9000 | Steakhouse | E7\*\*\*

## RESTAURANT | Address | Phone | Type | Location

Salsa a La Salsa | 1420 Nicollet Ave | 612-813-1970 | Mexican | C10  
Sawatdee Thai | 607 Washington Ave S | 612-338-6451 | Thai | H5\*\*\*  
Sea Change | 1806 S 2nd St | 612-225-6499 | Seafood | I5  
Sisters' Sludge Coffee Cafe and Wine Bar | 5645 22nd Ave S | 612-722-3933 | Coffee & Wine Bar | \*\*  
Sneaky Pete's | 114 N 5th St | 612-333-8820 | American | D4  
Spoonriver | 750 S 2nd St | 612-436-2236 | Seasonal | H5\*\*\*  
Sweet Chow | 116 N 1st Ave | 612-889-6041 | Asian St Food | E2  
Ten 01 Social (Hilton) | 1001 Marquette Ave | 612-397-4927 | American | D8  
The Capital Grille | 801 Hennepin Ave | 612-692-9000 | Steakhouse | C5  
The Exchange/Alibi Lounge | 10 S 5th St | 612-886-2233 | American | D4  
The Great Room Restaurant | 2901 Chicago Ave S | 612-821-7600 | American | \*\*  
The Local | 1931 Nicollet Mall | 612-904-1000 | Irish | D6\*\*\*  
The Melting Pot | 80 S 9th St | 612-338-9900 | French | D6\*\*\*  
The News Room | 990 Nicollet Mall | 612-343-0073 | American | D6  
The Nicollet Diner | 1428 Nicollet Mall | 612-399-6258 | American | C10  
The Office Pub & Grill | 307 N Washington Ave | 612-339-5081 | American | D1  
The Pourhouse | 10 S 5th St | 612-843-2555 | American | D4  
Tuttlbee | 300 Washington Ave N | 612-333-3333 | Nordic | D1  
Union Restaurant | 731 Hennepin Ave | 612-455-6690 | American | D5  
Wxyz | 900 Washington Ave S | 612-455-8400 | American | I6  
Yard House | 1665 Park Place Blvd | 952-471-0490 | American | \*\*  
\*\*\* Restaurants located outside scope of map | \*\*\* Gluten Free Options

## FOOD & DRINK DEALS!

Exclusions apply. Minimum purchase required to receive promotional discount, also need to show this dining guide. Deals are good thru 12/31/2019. Please see your server for specific promotional details.

Clockwerks Brewing | 25 N 4th St | 612-339-9375 | Brewery | D3 (\$1.00 off PINTS)  
Day Block Brewing Co | 1105 S Washington Ave | 612-676-1946 | Brewery | I7 (Free desert w \$10 purchase)  
Du Nord Craft Spirits | 2610 E 32nd St | 612-799-9166 | \*\* (Buy one drink Get one drink)  
Eastside Eat + Drink | 1305 S Washington Ave | 612-208-1638 | American | F4 (10% off final bill)  
FireLake Grill | 31 S Seventh St | 612-216-3473 | Woodfire Grill | D5 (Free Wine/Beer w/purchase)  
Freehouse | 701 Washington Ave N | 612-339-7011 | American | D1 (Free App)  
Funky Grits | 1805 E 38th St | 612-367-4978 | Soul Food | \*\* | Free app with purchase of entree  
Gluek's Bar & Restaurant | 16 N 6th St | 612-338-6621 | American | D4 (Free Beer w/\$10 Purchase)  
Lakes and Legends Brewing Co | 1368 LaSalle Ave | 612-999-6020 | American | B9 (Buy one drink Get one drink)  
Mercy Dining & Rail | 505 S Marquette Ave | 612-728-1111 | American | E5 (Free App)  
Mercy | 901 Hennepin | 612-252-7000 | American | C6 (Chef selected App or Desert)  
Nightingale | 2551 Lyndale Ave S | 612-354-7060 | \*\* (Free drink) (Opens at 4 on weekdays)  
Snack Shack | 603 N Washington Ave | 612-259-7288 | American | D1 (Free Desert w/Purchase)  
The Bistro (Courtyard Mpls Dtn) | 1500 Washington Ave S | 612-333-4646 | American | K7 (10% Discount)  
The Bird | 1612 Harmon Place | 612-767-9495 | American | A8 (1/2 Off breakfast or lunch entree with purchase of second of equal or greater value)

## MALL OF AMERICA (Not all restaurants have deals)

Benihana | MOA - 358 South Ave | 305-908-9983  
Blue Water Grill | MOA - 3800 American Blvd E | 952-854-2100 | American  
Bubba Gump Shrimp | MOA - 3rd Fl | 612-333-7359 | American  
Cudillac Ranch | MOA - 352 South Ave | 952-854-1004 | American  
Cedar + Stone, Urban Table | MOA - Lindau Lane | 612-615-0124 | Cornbread App w/psd entree - lunch only  
Crave Mall of America | MOA - 368 South Ave | 952-854-5000 | American  
Dick's Last Resort | MOA - 402 South Ave | 612-276-6995 | American  
Hard Rock Cafe | MOA - 5115 Center Court | 952-814-2948 | American  
Margartaville MOA | MOA - 344 E Broadway | 952-800-4420 | American



Map of Minneapolis  
City by Nature

For more information on Minneapolis: [www.minneapolis.org](http://www.minneapolis.org) | #askMPLS | Also visit the Minneapolis Visitor Information at 5th & Nicollet Mall

# Keynote Descriptions

## **Tom Hierck**

### **Starting a Movement: Authentic Alignment**

Infuse energy back into the practices of your PLC. Explore the four-stage authentic alignment model that takes you through the Why, the Eye, the How, and the Now of transforming your school's culture. Participants discover how to bridge the gulf between principles and practice to cultivate an empowering environment committed to a cycle of continuous improvement.

Participants can expect to:

- Use the authentic alignment model to align school guiding principles and staff actions.
- Learn to express, clarify, and align beliefs that are meaningful to teachers, staff, and other stakeholders.
- Update practices to 21st century expectations to ensure learning for all students.

## **Anthony Muhammad**

### **What Is School Culture and Why Should I Care?**

Anthony Muhammad makes a clear distinction between school culture and school climate, revealing why it should be important to everyone. Participants explore the research history of this topic and why it has been widely ignored, as well as what every member of a school community can contribute to build a healthy and productive culture. Participants obtain a clear understanding of how culture drives every action and decision made in schools.

Participants can expect to:

- Understand the importance of school culture from an empirical perspective.
- Recognize the difference between healthy and toxic cultures.
- Develop strategies and insights to engage the school community in culture building.

## **Regina Stephens Owens**

### **Designing Educational Transformation: Challenging Beliefs and Leveraging School Culture for Learning**

Culture is simply every intentional and unintentional act that occurs in school. Participants learn to be intentional in the development and design culture by exploring the connections of personalization, imagination, acculturation, and celebration.

Learning outcomes include:

- Discovering how design and development of culture is connected and communicated through the mission, vision, and values of learning organizations
- Utilizing acculturation and celebration to ensure an inclusive and responsive culture
- Ensuring transformation moving from first-order to second-order change



= Keynote



# High-Impact Talk Descriptions

## **Tom Hierck**

### **What's the Purpose of Purpose? Can't I Just Have My Way?**

For schools and districts to advance, there must be agreement on the *why*—a mutual purpose. Mutual purpose means others perceive you are working toward a common outcome, and you care about their goals, interests, and values. It also means you believe they care about yours. The *why* is an entry condition of dialogue. Establishing a shared goal means you have good reasons and a healthy climate for talking and planning.

## **Rosa Isiah**

### **Women in Leadership: Shattering Glass Ceilings With Equity, Diversity, and Access**

Women battle gender, equity, and pay gaps in top leadership positions across the spectrum. If women make up over half of the population, why do they hold a limited number of leadership positions? Women of color, especially, are at a disadvantage compared to their white counterparts. Despite women outnumbering men in college and obtaining more advanced degrees, they are the minority in many professions, including district superintendent positions.

This session explores strategies that foster a healthy organizational culture of equity, inclusion, and gender equality for women.

## **Alexander McNeece**

### **How I Learned About the Power of Transforming School Culture:**

#### **A Motivational and Soul-Centering Experience**

Why are you motivated to help students? As a teacher in Anthony Muhammad's school, Alexander McNeece found his motivation. When you find what drives you, it creates a clarity of purpose and bonds people together. Come hear his story and share yours.

## **Anthony Muhammad**

### **Commitment or Buy-In?**

Anthony Muhammad explores myths surrounding the concept of *teacher buy-in*. This phrase has crept into the lexicon of educational communities all over the world. Many leaders swear they cannot move forward until they achieve the coveted teacher buy-in. Dr. Muhammad proves that stimulating intrinsic commitment is more beneficial than buy-in.

Participants can expect to:

- Learn the difference between intrinsic and extrinsic motivation.
- Understand how to stimulate intrinsic commitment.
- Know discomfort is a natural part of the improvement process.



# Breakout Descriptions

## **Tom Hierck**

### **Building Relationships: The Key to Growth for All**

Educators make a difference in the lives of students by creating a positive school climate that is conducive to collaborative learning for all. Every child who enters classrooms in September will be different in June. How will they change? Will they simply be one year older? Will they only have a year's worth of new facts in their heads? Will they be more schoolwise and better able to spew back what we want to hear? On the other hand, will they be independent thinkers, mature enough to tackle the academic and social challenges ahead?

In this session, participants can expect to:

- Understand what we do with students and how we do it—from September to June—is the critical factor.
- Learn positive behaviors to teach as part of building effective relationships.
- Gain strategies and activities to use in building relationships.

### **Seven Keys to a Positive Learning Environment in Your Classroom**

Creating a positive classroom learning environment is a complex but necessary task for all educators. By fully realizing the seven keys, teachers can establish clearer expectations, enhance instruction and assessment practices, and foster quality relationships with students, thereby maximizing student potential. Tom Hierck shares stories from teachers and presents classroom strategies to implement these keys.

Participants can expect to:

- Learn how each key helps to establish a positive learning environment.
- Discover collaborative practices to establish common student expectations across classrooms and schools.
- Consider helpful strategies for fostering a healthy classroom culture.
- Learn how effective data use can minimize academic and behavioral challenges.
- Peruse essential practices that teachers should have in their classroom assessment toolbox.

## **Rosa Isiah**

### **Mirror Check: Equity and Access Begin With Me**

Equity and growth mindset are essential in developing a healthy school culture. Creating an equitable learning community requires a shift in adult beliefs and expectations. Why does this matter? Although students from historically marginalized groups are making progress, there is tremendous work to do to close achievement and opportunity gaps.

This work begins with analyzing our beliefs and behaviors about equity and mindset and the powerful role it plays in our learning communities. Participants discover the impact of equity and mindset on healthy school cultures.

Attendees can expect to:

- Establish a clear understanding of equity, mindset, and healthy culture in a learning community.
- Examine the barriers that feed a toxic school culture.
- Explore beliefs, behaviors, and roles in developing a school culture that promotes equity and a growth mindset.
- Develop practical strategies to begin work.

# Breakout Descriptions

## **Rosa Isiah**

### **The Myth of Colorblindness: Developing a Colorbrave Mindset**

Are you colorblind or colorbrave? A colorblind mindset negatively impacts the academic success for students of color. Students thrive when schools embrace diversity, acknowledge implicit biases, and view language, color, race, and culture as assets in learning communities. Implementing strategies that foster a colorbrave culture empowers and uplifts all students.

Participants can expect to:

- Understand how a colorblind mindset affects academic success and school culture.
- Learn how to counter a colorblind narrative by embracing diversity and acknowledging implicit bias.
- Explore strategies that foster a colorbrave mindset and promote diversity in school communities.

### **You Have to Know Them Before You Can Teach Them: Tapping Into Our Students' Lived Experiences**

Creating a safe and inclusive learning community for all students is vital for meeting the needs of the whole child. In building an inclusive school culture, educators should recognize issues that historically marginalized students face: race and ethnicity, language and culture, and socioeconomic status. Schools are encouraged to embrace students' lived experiences and identities when addressing the whole child.

In this session, participants focus on acknowledging and embracing each child's identity and gifts. Participants explore how microaggressions shape school culture.

Participants can expect to:

- Understand how experiences of historically marginalized students affect academic achievement.
- Explore how microaggressions influence students and staff, and determine how they contribute to a school's culture and climate.
- Develop practical strategies to create a more inclusive climate in learning communities.

### **Are You OK With That? Examining the Impact of Implicit Bias on School Culture**

Implicit bias in a school greatly impacts the entire learning community. Defined as attitudes or stereotypes that affect our understanding, behavior, and decision making, implicit bias can be positive or negative and can happen unconsciously and involuntarily.

Unconscious bias contributes greatly to school culture. It fuels achievement and opportunity gaps among students, especially those who are historically marginalized. Educators can address implicit bias by fostering a culture of empathy, as well as holding honest conversations that help change beliefs and behaviors.

Participants can expect to:

- Gain an understanding of implicit and unconscious bias.
- Explore the effects of implicit bias on school culture and academic achievement.
- Review how implicit bias affects relationships among students and staff.
- Develop strategies to understand, recognize, and change our biases, beliefs, and behaviors.

# Breakout Descriptions

## **Alexander McNeece**

### **Practices That Healthy Cultures Adopt: Collaborative Learning Strategies in Classrooms and Staff Meetings**

Healthy school cultures seek practices that help all students learn. Research shows collaborative classroom activities support struggling students while also scaffolding autonomy to develop independent learners. This is not a sit-and-get presentation. Attendees should be prepared to learn by doing!

Participants in this session:

- Acquire multiple student collaborative learning strategies.
- Explore how these strategies develop student autonomy and competence.
- Learn connections between using collaborative learning strategies and building a classroom community.

### **Ten Essential Early Literacy Practices**

This session identifies ten essential instructional practices to help students read by third grade. Alexander McNeece frames the ideal pieces of a balanced literacy program from reading engagement to ideal classroom elements to diagnostic tests and data.

Participants in this session:

- Explore methods and processes to help students build literacy skills and independence.
- Learn about early writing as part of literacy development.
- Examine at-home literacy development by connecting with families.

### **Classroom Engagement Culture: Loving What They Learn**

Teachers are leaders in their classrooms. Leaders transform culture, culture develops engagement, and engagement becomes achievement. Join Alexander McNeece, author of the forthcoming Solution Tree title *Loving What They Learn: Research-Based Strategies to Increase Student Engagement*, to learn about engagement and building a classroom culture where all students grow to love learning.

Participants in this session:

- Learn about research-based strategies that help all students engage in learning.
- Explore a student engagement diagnostic tool and data to focus on critical strategies.
- Examine rubrics students can use to evaluate classroom culture and assist with their ability to engage.

### **Student Engagement Mindsets and Strategies to Reach Them All**

Why are some students engaged and others disengaged? Alexander McNeece explores the basics of engagement, including how to evaluate and increase it. Students come with a spectrum of engagement mindsets. Dr. McNeece reveals those mindsets, plus how to help all students develop an intrinsic love of learning.

Participants in this session:

- Explore the student-engagement-mindset continuum.
- Learn about the engagement zone of critical need, and identify how to help students.
- Collaborate on strategies to help all students love learning.

# Breakout Descriptions

## **Anthony Muhammad**

### **Overcoming the Achievement Gap Trap: Liberating Mindsets to Effect Change**

Anthony Muhammad explores the connection between personal and institutional mindsets and academic achievement gaps. The issue of inequality in student learning outcomes has been studied and debated for many years, but Dr. Muhammad shows the primary culprit in the fight to overcome the achievement gap resides in our individual and collective thinking.

Participants can expect to:

- Uncover the true meaning and value of school culture.
- Explore the power of mindsets and their influence on educator effectiveness.
- Learn how to shift from damaging mindsets (superiority and inferiority) to high levels of efficacy (liberation).

### **New Insights for Transforming School Culture**

Anthony Muhammad addresses the issue of conflicting agendas within schools. A high-performing school has a very clear purpose—high levels of learning for all students. Participants examine barriers to aligning individual agendas with organizational agendas, and Dr. Muhammad discusses what *all* parties must do to create synergy to guarantee learning. In this session, attendees examine the theoretical framework from Dr. Muhammad's *Transforming School Culture: How to Overcome Staff Division* (2017) as the basis for developing a collaborative culture.

Participants can expect to:

- Know how staff division develops and how we can prevent it.
- Develop strategies that heal old social and professional wounds.
- Learn how to create an environment where every professional can thrive.

### **Time for Change: Four Essential Skills for Transformational School and District Leaders**

This session addresses the behaviors of effective leaders and their positive effects on school culture. Understanding the art and science of human motivation is an essential part of compelling leadership. Participants practice skills outlined in *Time for Change: Four Essential Skills for Transformational School and District Leaders* by Anthony Muhammad and Luis F. Cruz (2019): communicating the rationale, establishing trust, building capacity, and getting results. Participants practice these skills while solving real-life school dilemmas.

Participants in this session:

- Learn the balance between support and accountability.
- Understand the difference between rational and irrational resistance.
- Reflect on personal leadership strengths and challenges.

# Breakout Descriptions

## **Anthony Muhammad**

### **Assessing the Health of Our School Culture**

Anthony Muhammad offers participants a practical process that allows them to assess the health of their school culture. He introduces participants to six formal indicators of school culture and a rubric that allows them to evaluate their own environment. Participants review concrete examples of how healthy cultures operate, while examining important leverage points to transform school culture.

Participants in this session:

- Learn the six formal indicators of healthy culture.
- Practice rating schools on a rubric while assessing their school environments.
- Gather concrete ideas to improve their school cultures.

## **Regina Stephens Owens**

### **The Why Effect: Intentional Systems Drive Inspirational Cultures**

Organizational purpose and collective beliefs and commitments affect building systems at all levels of an organization. How do you ensure that all practices and procedures are intentional and personify organizational beliefs? It all begins with the *why*. Regina Stephens Owens discusses moving from compliance, coercion, and fear to cultures that are respectful, responsive, and reflective. Participants explore frameworks of intentionality—frameworks that promote leaders who advance global dispositions and ensure that students are prepared for college, career, and life.

Outcomes from this session include:

- Understanding how to promote high standards of achievement for all
- Discovering how to create a collective, rather than individual, leadership focus
- Examining the essential role of diversity in decision making
- Adapting global dispositions to promote cultural responsiveness