

# 2023 WINTER LEADERSHIP CONFERENCE

Embassy Suites Hotel, Spa & Conference Center | Loveland, CO  
February 22 - 23, 2023 (Wednesday - Thursday)



## WINTER LEADERSHIP CONFERENCE BREAKOUT SESSIONS:

\* We will be adding more details and this information is subject to change.

LOCATION	TIME	PRESENTERS	TITLE	SESSION DESCRIPTION
TBA	TBA	TBA	<b>Impact over Intention: Addressing Microaggressions in School</b>	A microaggression is defined as an indirect, subtle, or unintentional discrimination against members of a marginalized group. In this session, we'll explore how implicit bias can surface and harm others, and help develop a deeper understanding about microaggressions. You will learn to practice talk moves to address biased or discriminatory language and behavior, and consider strategies to establish a culture of belonging for every student, family, and staff member.
TBA	TBA	TBA	<b>Instructional Practices to Provide an Equitable Education for All Students</b>	Not all students within the public education system learn at the same pace or have the same learning style. Differentiation is essential for all learners to be successful within the classroom. A diverse student population consists of students of color, students identified as Gifted, Multilingual students and more. In order to best educate and support all students, we must first meet them where they are at and identify both their strengths and weaknesses. Join us at this session to explore strategies that are effective in promoting equity in education, including Funds of Knowledge, Cultural Responsive Pedagogy, and Cultural Capital. You'll walk away with a more clear view of how you can empower your students and help ensure that they thrive.
TBA	TBA	TBA	<b>Planning for Implementation of Senate Bill 70: Educator Evaluations for 2023-24</b>	This session will provide information regarding emerging guidance for the implementation of Senate Bill 22-70 and implications for educator evaluations starting with the 2023-24 school year. The CDE Educator Effectiveness Team will share stakeholder input to date and will cover the timeline for implementation along with key considerations for building and district leaders. Participants will be invited to interact with each other to discuss local plans for implementation and will have the opportunity to identify key areas of focus and possible next steps. In addition, we'll share about the ongoing opportunities for providing feedback and input that you might be interested in.
TBA	TBA	TBA	<b>Each student, every day, in ways that benefit the student!</b>	This interactive session will be driven by the constructs of competency based learning and focused on the elements needed to truly address the individual needs of each student. We'll discuss authentic assessments, leveraging technology to improve instructional practices and how best to use data to monitor student growth and achievement.
TBA	TBA	TBA	<b>Becoming ProACTIVE: Future-Casting for Success</b>	How do you and your team develop long range plans that are visible, discussable, flexible and that prepare for future success? Let's talk about how to break down visionary ideals into concrete, actionable strategy and tactics that will allow you and your team to excel in the area of innovation.
TBA	TBA	TBA	<b>Building Robust Community Partnerships to Advance Your Mission</b>	As the workforce engine for our nation, public schools have an obligation to provide our students with a strong competitive advantage in a rapidly changing global economy. External partners help us to understand the changing landscape of industry and higher education, build effective pipelines, and make investments in the right strategies. This session will explore the benefits and outcomes of robust district-community partnerships. Topics include innovative approaches to industry engagement, philanthropic partnerships, and strategies to ensure a mutually beneficial experience for your schools and partners.

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TBA	TBA	TBA	<b>What's Important Now - YOU!</b>	If YOU are okay, everything and everyone around you will be okay! How do we make this statement a reality in our ever-demanding world of leadership? It comes in part by recognizing that our traditional beliefs around work-life balance are unrealistic and lead to burnout and unhappiness. Starting with a "what's important now" (W.I.N.) perspective is needed to foster a greater sense of focus on the right things as well as increased empowerment and wellness. We'll walk you through a framework to use that will ensure you're better equipped to drill down on the most critical priorities of your leadership, and you will develop a more seamless integration between your personal and professional life.
TBA	TBA	TBA	<b>The Time is Now! Grow Your Own Teachers.</b>	Come learn how St. Vrain Valley Schools built a comprehensive career pathway program to recruit, inspire and launch the next generation of teachers. St. Vrain's P-TEACH programs offers high school students and classified staff up to 31 college credits towards an education degree at no cost. St. Vrain's model builds multiple opportunities for participants to earn while they learn and receive ongoing professional mentoring.
TBA	TBA	TBA	<b>A Systemic Approach to Feedback</b>	Have you ever wondered how to ensure feedback is providing sustenance to your school's system? If so, this session is for you! Come prepared to whet your appetite for effective feedback practices that will establish and refine your current methods around feedback. Veteran administrators, with 24 years of combined experience, will share successful implementation of feedback practices between the following stakeholders: administrators to staff, staff to administrators, staff to students, students to staff, and parents to staff. Leave this session with examples and templates for feedback collection and action planning that will help nourish and refresh your feedback systems.
TBA	TBA	TBA	<b>Using IT Governance Data to Implement District-Wide Change</b>	In this session, participants will take a deep dive into how Canon City Schools utilizes its FilterED IT Governance report to identify, inform, and ultimately implement system-wide change. A major focus of this presentation is on how to identify weak spots in both physical and digital security of buildings and systems, as well as how to ensure a culture shift towards cybersecurity practices. This first-hand account will take a look at the progress CCSD has made before using the IT Governance framework, and after.
TBA	TBA	TBA	<b>Relational Discipline: Non-Punitive Approach to Student Misbehavior</b>	Based on his new book, <i>Non-Punitive School Discipline</i> , Dr. Frank will share strategies about how to shift the emphasis from discipline as a stand-alone product to discipline within the skillful practice of a purposeful relationship. The framework focuses on how the adult positions themselves in the relationship with the student and the words they choose to use. Included are specific strategies and resources as well as clarification of several misconceptions in school discipline, helping educators to win with misbehaving students. The topic is restorative-based, yet practical!

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TBA	TBA	TBA	<b>Powerful Professional Learning Practices</b>	In his book, <i>Death by Meeting</i> , Patrick Lencioni states, "There is nothing inherent about meetings that makes them bad, and so it is entirely possible to transform them into compelling, productive and fun activities." If you have ever sat through a meeting you would describe as painful, irrelevant, or a downright waste of time, it's likely that the event was not well planned with you in mind! This session will take a look at the principles of adult learning theory and learning design that emphasizes meaningful participant experiences. As you engage with colleagues, you will have opportunities to reflect on previous practice, dive into research, and consider planning implications for an upcoming adult learning experience you will be leading.
TBA	TBA	TBA	<b>Teacher Apprenticeship Program in Action</b>	Find out how Calhan developed the first K-12 Teacher Apprenticeship Program in Colorado designed to support paraprofessionals, substitute teachers, and coaches who aspire to have their own classrooms, and learn where we are going from here. Deep dive into the process with us with presentations about course selection and cost, a walk through of the implementation process, and overview on competency alignment to CDE professional teaching standards, qualifying requirements, district cost, possible funding opportunities, and salary schedule considerations. You'll walk away equipped with ideas that you can put to use in your own schools and districts.
TBA	TBA	TBA	<b>New Teacher Orientation and Training</b>	After years of trial and error, Westminster Public Schools believes it has "cracked the code" regarding the deliberate onboarding of new teachers into their CBE model. If you're interested in hearing about the evolution of our work, and seeing the first iteration of our New Teacher Orientation and Training Playbook, along with targeted support from principals, mentors, and teacher leaders over the first five months and beyond--join this conversation! There will be time for feedback and shared best practices, while finishing with an engaging session designed to help all of us improve this important first step--tackling the "new normal" of increased teacher shortages, and challenges of attracting and retaining quality teachers.
TBA	TBA	TBA	<b>Building Leadership Capacity From Within</b>	Over the past four years, the administrative structures at North Middle School in the Aurora Public School District have been developed to increase the leadership capacities of those within the school. This session will highlight the process of establishing strong mentorship systems, including an organizational chart of responsibilities. Representatives at each level (Principal, Assistant Principal, Admin TOSA, and Teacher Leader). We will discuss the impact that these structures have had not only on individual personal leadership growth, but also on the students and staff at North as a whole.
TBA	TBA	TBA	<b>School Finance in Times of Uncertainty</b>	School Finance is more than the School Finance Act. Come discuss the issues and learn how different districts are impacted across our diverse state. Learn how to help your district navigate challenges and timing implications for budgeting, hiring and long term planning. We'll discuss issues on the horizon that you may need to begin planning for now and finance implications to be aware of in the coming year.

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LOCATION	TIME	PRESENTERS	TITLE	SESSION DESCRIPTION
TBA	TBA	TBA	<b>Let's Get Real! Solutions That Work to Reduce Referrals &amp; Suspensions</b>	<p>"The solutions we are trying to address student discipline aren't working. Asking teachers to limit their referrals or for deans to simply stop suspending students almost never works and almost always leaves teachers and staff feeling overwhelmed, alone, and insecure in their own abilities. This session will explore why some of the ""best practices"" fail, the results of their failure, the root cause of misbehavior, how administrators can increase the effectiveness and accountability of teachers, and how fostering a truly genuine and sincere relationship with students allows mutual respect to govern the classroom and school culture.</p> <p><b>Caution: Profanity may be used in examples."</b></p>
TBA	TBA	TBA	<b>A Comprehensive Systemic Approach to Support Student Mental Health</b>	<p>Academy District 20 has been focused on student mental health for over 10 years. The focus started as a response to youth suicide in the community and has grown substantially in the approach to supporting all students. Through universal social emotional learning strategies, partnerships with the community, and parent education the students of Academy District 20 are thriving. Join us for a conversation about how we have reduced access barriers to mental health therapy for students and families, how we support the work of school counselors, and how we are creating a culture of belonging for all students, staff, and our community of stakeholders.</p>
TBA	TBA	TBA	<b>Learning 2025 District Showcase</b>	<b>TBA</b>