



The Leading Network for Innovation at Independent Schools

OESIS Baltimore Heads & Leaders Conference

Oct. 24 – 25, 2022



Renaissance Baltimore Harborplace Hotel

OESIS Network Heads & Leaders Conference

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Oct. 24 & 25, 2022



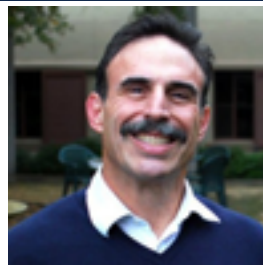
Sanje Ratnavale
President
OESIS Network



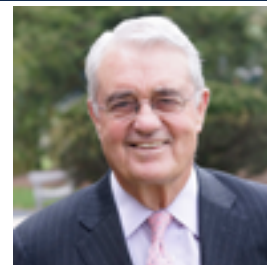
Joshua Freedman
Chief Executive
Officer
Six Seconds



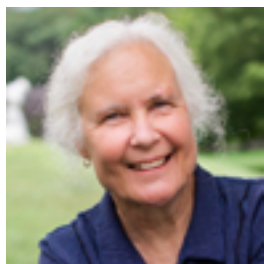
Anabel Jensen
Co-Founder of Six
Seconds



Ray Ravaglia
Chief Learning
Officer, Opportunity
Education



Jim Wickenden
Principal at DRG



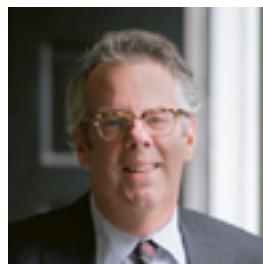
Emily Jones
Head of School
Putney School (VT)



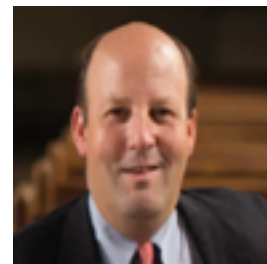
Nat Coffman
Head of School and
President
The Prairie School
(WI)



Timothy Powers
Headmaster
Pinkerton Academy
(NH)



Paul J. Stellato
Head of School
Princeton Day
School (NJ)



William W. Taylor
Headmaster
Trinity-Pawling
School (NY)



Jim Eagan
Head of School
Synapse School
(CA)



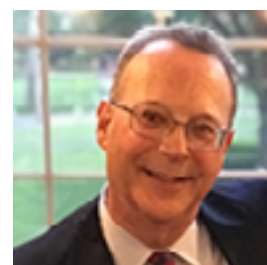
**Blossom Beatty
Pidduck**
Head of School
The Thatcher School
(CA)



Ron Cino
Head of School
Laguna Blanca
School (CA)



Olen Kalkus
Head of School
Carrollton School
of the Sacred Heart
(FL)



Joel Backon
Editor in Chief of
Intrepid Ed News
and VP, OESIS
Network



Michael Eatman
Six Seconds
DEI Partner



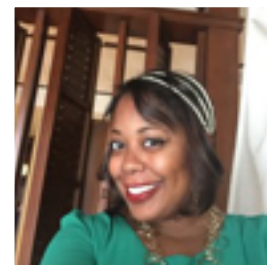
Tara Quigley,
Princeton Day
School (NJ) and
OESIS Network



Helen Williams
Director of Admission
PreK-Grade 8
Rutgers Prep (NJ)

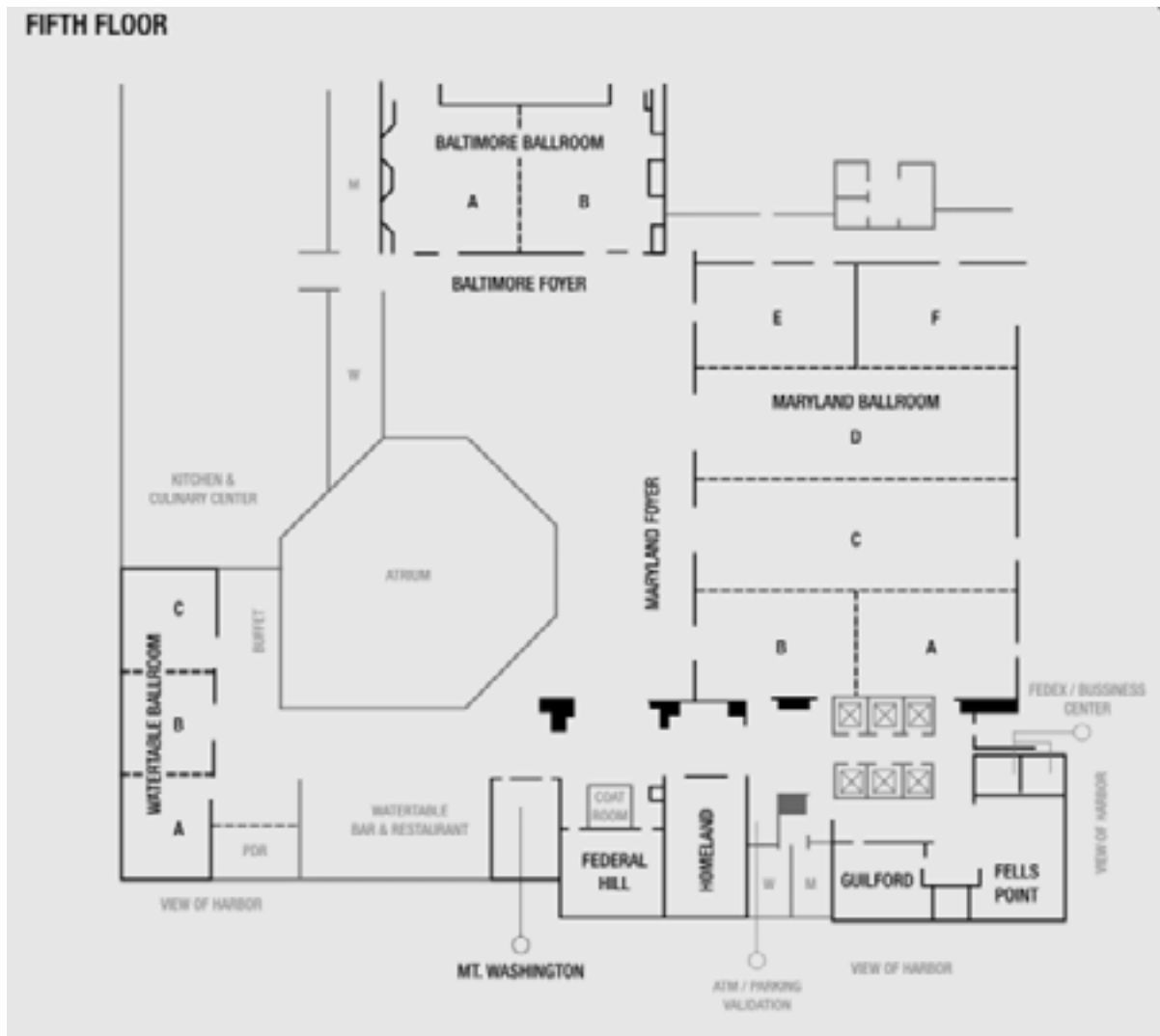


Tim Cohen
Dean of International
Students
Rutgers Prep (NJ)



Leichena Young
Upper/Middle School
Counselor
Rutgers Prep (NJ)

OESIS Baltimore Heads & Leaders Conference Oct. 24 & 25, 2022



The OESIS Heads & Leaders Conference will take place on Oct. 24 & 25 in the Renaissance Baltimore Harborplace Hotel on the 5th Floor. Heads with their leadership teams are invited to future-proof their schools in this capacity-building institute.




Outcomes for the Conference

- | | |
|--|----|
| How to navigate the financial challenges ahead | ✓✓ |
| How to build capacity and trust to future proof your school | ✓✓ |
| How to evolve pedagogy and curriculum into alignment | ✓✓ |
| How to measure what you value to redefine success | ✓✓ |
| How to adapt governance models to bind and unify | ✓✓ |
| How to separate what you have been doing from what you should be doing | ✓✓ |

OESIS Heads & Leaders Conference

OESIS Baltimore | Oct. 24 & 25, 2022



Monday, Oct. 24, 2022

Time	Presentation	
7.00 a.m. – 8.00 a.m.	Breakfast and Registration	
<p>Session A Outcomes</p> <p>How to use this time of disruption to lead change ✓</p> <p>How to build capacity and trust to future proof your school ✓ ✓</p> <p>How to adapt governance models to bind and unify ✓ ✓</p>		
8.00 a.m. – 10.00 a.m. Baltimore Ballroom	A1	 <p>Structure & Alignment</p> <p>What's making it difficult to lead schools right now and going forward? Understand deeply the unseen barriers and the routes to success for systemic change, strategic planning and sustainability.</p> <p>Sanje Ratnavale <i>President</i> OESIS Network</p>
	A2	  <p>Capacity & Strategy</p> <p>Why does strategic planning struggle at independent schools, and how can you make it work by focusing on capacity and trust?</p> <p>Joshua Freedman <i>Chief Executive Officer</i> Six Seconds</p> <p>Blossom Beatty Pidduck <i>Head of School</i> The Thacher School (CA)</p>
10.00 a.m. – 10.15 a.m.	Coffee Break	

Session B Outcomes

How to navigate the financial challenges ahead
How to use this time of disruption to lead change
How to evolve pedagogy and curriculum into alignment



10.15 a.m. – 11.30 a.m. Baltimore Ballroom	B1	 Business Models What does the Emerging Future of Work Imply for the Regeneration of School? Ray Ravaglia <i>Founder, Stanford Online and Dwight Global Online, and Chief Learning Officer, Opportunity Education</i>
	B2	 Financial Outlooks: Inflation, Budgeting, & Sustainability If inflation impacts demand, aid and recruitment, how can your school handle it? Will the Great Resignation plus inflation make your enrollment management less important, if you cannot afford the shrinking talent pool left? How can your school align your costs and your teaching and learning more effectively? Sanje Ratnavale <i>President</i> OESIS Network

Session C Outcomes

How to measure what you should value to redefine success.



11.30 a.m. – 12.15 p.m.

C

Plenary Panel



Emily Jones
Head of School
Putney School (VT)



Nat Coffman
*Head of School and
President*
The Prairie School
(WI)



Timothy Powers
Headmaster
Pinkerton Academy
(NH)



Paul J. Stellato
Head of School
Princeton Day
School (NJ)



William W. Taylor
Headmaster
Trinity-Pawling School
(NY)

Re-evaluating What Constitutes School Success

Baltimore Ballroom

How have our data models helped us? What do we need to recalibrate to avoid apparent success being actual failure? What should Heads be measured by going forward? How should Boards redefine success when College admission trends, and birth rates are trending downwards? Does accreditation help?





12.15 p.m. – 1.15 p.m.

Lunch

Session D Outcomes

- How to build capacity and trust to future proof your school
- How to evolve pedagogy and curriculum into alignment
- How to measure what you value to redefine success
- How to adapt governance models to bind and unify
- How to separate what you have been doing from what you should be doing



Time	Presentation	
1.15 p.m. – 2.15 p.m. Baltimore Ballroom	D1	<h3 style="color: #0070C0;">Equity — The Range of Visions Possible</h3> <div style="display: flex; justify-content: space-around; align-items: flex-start;"> <div style="text-align: center;">  <p>Joel Backon Editor in Chief of Intrepid Ed News and VP, OESIS Network</p> </div> <div style="text-align: center;"> <p>What does equity mean for schools founded on exclusivity? Is merit making a return? What are the practices and opportunities we need to reconfigure from admissions to student sorting to emotional readiness to productive struggle and psychological safety.</p> </div> <div style="text-align: center;">  <p>Michael Eatman Six Seconds DEI Partner</p> </div> </div>
	D2	<h3 style="color: #0070C0;">School Climate & Data</h3> <h4 style="color: #0070C0;">How Can you Measure Trust?</h4> <div style="display: flex; justify-content: space-around; align-items: flex-start;"> <div style="text-align: center;">  <p>Josh Freedman CEO Six Seconds</p> </div> <div style="text-align: center;"> <p>How can you measure what matters rather than measure what is easy? How can a Climate Survey tell you anything if it is not normed or does not have a trust measurement model?</p> </div> <div style="text-align: center;">  <p>Anabel Jensen Founder of Synapse School and Nueva School, and Co-Founder of Six Seconds</p> </div> </div>
2.15 p.m. – 3.45 p.m.	Breakout Sessions on Pedagogy and Curriculum	

Session E Outcomes

How to use this time of disruption to lead change

How to evolve pedagogy and curriculum into alignment

How to adapt governance models to bind and unify

How to separate what you have been doing from what you should be doing



Innovation not Extrinsic Solutions: 4 Profiles of Schools Doing the Hard Work

In these sessions, we look deeply at what OESIS Network schools are doing that is really different.

<p>2.15 p.m. – 3.00 p.m. Baltimore Ballroom A</p>	<p>E1</p>	 <p>School Immersed in SEL: Synapse School (CA)</p> <p>Jim Eagan, <i>Head of School</i>, Synapse School (CA)</p>
<p>2.15 p.m. – 3.00 p.m. Baltimore Ballroom B</p>	<p>E2</p>	<p>School Building Emotional Capacity as a DEI Springboard: Rutgers Prep School Advocates for Inclusion & Diversity Committee (NJ)</p>  <p>Helen Williams <i>Director of Admission PreK-Grade 8</i></p>  <p>Tim Cohen <i>Dean of International Students</i></p>  <p>Leichena Young <i>Upper/Middle School Counselor</i></p>
<p>3.00 p.m. – 3.45 p.m. Baltimore Ballroom A</p>	<p>E3</p>	<p>School Doing the Real Competency Work on a Cross Curricular Basis: Princeton Day School (NJ)</p>  <p>Paul J. Stellato <i>Head of School</i></p>  <p>Tara Quigley <i>Academic Committee Cochair</i></p>
<p>3.00 p.m. – 3.45 p.m. Baltimore Ballroom B</p>	<p>E4</p>	<p>Where Real PBL meets Inter Disciplinary Competency for Productive Struggle: Putney School (VT)</p>  <p>Emily Jones, <i>Head of School</i>, Putney School (VT)</p>

3.30 p.m. – 4.00 p.m. **Tea and Networking**

3.45 p.m. – 4.45 p.m. **Think Tanks**

Session F1 Outcome

How to adapt governance models to bind and unify



F1 What is your school of thought?

Baltimore A

Navigating Divergent Narratives, Ideologies & Belief Systems

How do schools navigate a world of different narratives? How does school reliance on mission and school philosophy and community fabric embrace such diversity?

Panelists



Olen Kalkus
Head of School
Carrollton
School of the
Sacred Heart (FL)



Ron Cino
Head of School
Laguna Blanca
School (CA)



Emily Jones
Head of School
Putney School
(VT)



Nat Coffman
Head of School
and President
The Prairie
School (WI)



Joel Backon
Vice President
OESIS Network
(CT)



Jim Eagan,
Head of School,
Synapse School
(CA)

Session F2 Outcome

How to manage recruitment in a supply challenged market



F2 Ensuring Your Teacher Supply Base: A New Approach

Baltimore B

From Teacher Burnout, Polarization around DEI and Inflation, this year 2023 stands to be one of the most challenging recruitment environments in decades. How can you ensure adequate teacher supply, while aligning teachers with program demands? OESIS Department Leads for Faculty Placement outline a wholly new approach.

Panelists



**Sanje
Ratnavale**
President
OESIS Network
(CA)



Niki Conraths
Art Dept Lead
OESIS Network
(MI)



Marcus Muster
Math Dept Lead
OESIS Network
(OH)



Tara Quigley
Innovation Lead
OESIS Network
(NJ)



**Dr. Thana
Jarjour**
Language Lead
OESIS Network
(OH)





Debbie Ayers
History Dept
Lead
OESIS Network
(VA)

Session G Outcomes

How to build capacity and trust to future proof your school
 How to adapt governance models to bind and unify




<p>9.00 a.m. – 10.00 a.m. Baltimore Ballroom</p>	<p>GI</p>	<p>Leadership: What is the Role of a School Leader Now?</p> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;">  <p>Jim Wickenden Principal at DRG and Founder of Wickenden Associates, an affiliate of DRG</p> </div> <div style="width: 45%;">  <p>Anabel Jensen Founder of Synapse and Nueva schools, and Co-Founder of Six Seconds</p> </div> </div> <p>What should Boards be looking for in a leader today? What do leadership teams need for the day-to-day, for emergencies, and for their own health, safety, and growth?</p>
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<p>10.00 a.m. – 10.15 a.m.</p>	<p>Coffee Break</p>
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Session H Outcomes

How to Evolve Pedagogy & Curriculum into alignment





<p>10.15 a.m. – 11.15 a.m. Baltimore Ballroom</p>	<p>HI</p>	<p>An Incremental Route to Aligned Mission, Curriculum & Pedagogy: The Opportunity Map</p>  <p>Sanje Ratnavale President, OESIS Network</p> <p>How can you move beyond the extrinsic hopes and solutions of the past 5 years to evolving your curriculum and teaching? Once you have alignment on direction, your route is very achievable. We map the possibilities and opportunities for you.</p>
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Session J Outcomes

How to build capacity and trust to future proof your school



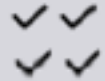
What do parents actually want from independent schools now?

<p>11.20 a.m. – 12.15 p.m. Baltimore Ballroom</p>	<p>JJ</p>	<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;">  <p>Ray Ravaglia Founder, Stanford Online and Dwight Global Online Chief Learning Officer, Opportunity Education</p> </div> <div style="width: 45%;">  <p>Josh Freedman CEO Six Seconds</p> </div> </div> <p>What is the role for parents on curriculum? How should schools interact with parents? What are possible differentiators for independent schools going forward?</p>
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Tuesday, Oct. 25, 2022

Session K Outcomes

How to build capacity and trust to future proof your school
How to adapt governance models to bind and unify



Time

Presentation

1.30 p.m. – 2.30 p.m.
Baltimore Ballroom

K1

Head of School Panel on the Way Forward

What will be the independent school differentiators and noble goals going forward? Do we have the governance and leadership capacity for capturing those market needs? What do we need to do to make Boards more responsive and less self-serving? Do we need to rewrite the Trustee model and the Strategic Planning process? Is the independent school product at the end of its product life cycle?



Sanje Ratnavale
President
OESIS Network



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Putney School (VT)



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Session L1 Outcome

How to manage recruitment in a supply challenged market



L1 Ensuring Your Teacher Supply Base: A New Approach

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**Dr. Thana
Jarjour**
Language Lead
OESIS Network
(OH)



Debbie Ayers
History Dept
Lead
OESIS Network
(VA)

L2 Heads & Leaders Genius Bar

Baltimore B

An opportunity to get Direct Feedback on Your Context & to network. Appointments scheduled with speakers, OESIS Network and Six Seconds management.