OESIS Baltimore
Heads & Leaders Conference

Oct. 24 – 25, 2022

Renaissance Baltimore Harborplace Hotel
OESIS Network Heads & Leaders Conference
Renaissance Baltimore Harborplace Hotel
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
Head of School
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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)
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
### Session A Outcomes

- How to use this time of disruption to lead change
- How to build capacity and trust to future proof your school
- How to adapt governance models to bind and unify

### Time Presentation

<table>
<thead>
<tr>
<th>Time</th>
<th>Presentation</th>
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<tbody>
<tr>
<td>7.00 a.m. – 8.00 a.m.</td>
<td>Breakfast and Registration</td>
</tr>
<tr>
<td>8.00 a.m. – 10.00 a.m.</td>
<td><strong>Session A</strong></td>
</tr>
<tr>
<td>Baltimore Ballroom</td>
<td><strong>Structure &amp; Alignment</strong></td>
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<tr>
<td></td>
<td>Sanje Ratnavale</td>
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<td></td>
<td>President</td>
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<td>OESIS Network</td>
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<td></td>
<td><strong>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.</strong></td>
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<table>
<thead>
<tr>
<th>10.00 a.m. – 10.15 a.m.</th>
<th><strong>Capacity &amp; Strategy</strong></th>
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<tbody>
<tr>
<td>A2</td>
<td>Joshua Freedman</td>
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<tr>
<td></td>
<td>Chief Executive Officer</td>
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<td>Six Seconds</td>
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<td><strong>Why does strategic planning struggle at independent schools, and how can you make it work by focusing on capacity and trust?</strong></td>
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</tbody>
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<thead>
<tr>
<th>10.00 a.m. – 10.15 a.m.</th>
<th><strong>Coffee Break</strong></th>
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<tbody>
<tr>
<td>A2</td>
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<td>Time</td>
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<tr>
<td>10.15 a.m. – 11.30 a.m.</td>
<td><strong>Business Models</strong>&lt;br&gt;What does the Emerging Future of Work Imply for the Regeneration of School?</td>
</tr>
<tr>
<td>10.15 a.m. – 11.30 a.m.</td>
<td><strong>Financial Outlooks: Inflation, Budgeting, &amp; Sustainability</strong>&lt;br&gt;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?</td>
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</table>
# Session C Outcomes

How to measure what you should value to redefine success.

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>11.30 a.m. – 12.15 p.m.</td>
<td>C Plenary Panel</td>
<td>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?</td>
</tr>
</tbody>
</table>

**Re-evaluating What Constitutes School Success**

- **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)

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<tr>
<th>Time</th>
<th>Lunch</th>
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<tbody>
<tr>
<td>12.15 p.m. – 1.15 p.m.</td>
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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

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<tbody>
<tr>
<td>1.15 p.m. – 2.15 p.m.</td>
<td><strong>Equity — The Range of Visions Possible</strong></td>
</tr>
</tbody>
</table>
| D1                 | **Joel Backon** 
Editor in Chief of Intrepid Ed News and VP, OESIS Network               |
| 2.15 p.m. – 3.45 p.m. | **School Climate & Data**  
**How Can you Measure Trust?**                                             |
| D2                 | **Josh Freedman** 
CEO, Six Seconds                                                            |
|                    | **Anabel Jensen** 
Founder of Synapse School and Nueva School, and Co-Founder of Six Seconds |

Baltimore Ballroom
### 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.

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<thead>
<tr>
<th>Time</th>
<th>Location</th>
<th>Topic</th>
<th>Speakers</th>
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</thead>
<tbody>
<tr>
<td>2.15 p.m. – 3.00 p.m.</td>
<td>Baltimore Ballroom A</td>
<td>School Immersed in SEL: Synapse School (CA)</td>
<td>Jim Eagan, Head of School, Synapse School (CA)</td>
</tr>
<tr>
<td>2.15 p.m. – 3.00 p.m.</td>
<td>Baltimore Ballroom B</td>
<td>School Building Emotional Capacity as a DEI Springboard: Rutgers Prep School Advocates for Inclusion &amp; Diversity Committee (NJ)</td>
<td>Helen Williams, Director of Admission PreK-Grade 8, Tim Cohen, Dean of International Students, Leichena Young, Upper/Middle School Counselor</td>
</tr>
<tr>
<td>3.00 p.m. – 3.45 p.m.</td>
<td>Baltimore Ballroom A</td>
<td>School Doing the Real Competency Work on a Cross Curricular Basis: Princeton Day School (NJ)</td>
<td>Paul J. Stellato, Head of School, Tara Quigley, Academic Committee Cochair</td>
</tr>
<tr>
<td>3.00 p.m. – 3.45 p.m.</td>
<td>Baltimore Ballroom B</td>
<td>Where Real PBL meets Inter Disciplinary Competency for Productive Struggle: Putney School (VT)</td>
<td>Emily Jones, Head of School, Putney School (VT)</td>
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<tr>
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<tr>
<td>3.30 p.m. – 4.00 p.m.</td>
<td>Tea and Networking</td>
<td>How to adapt governance models to bind and unify</td>
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<tr>
<td>3.45 p.m. – 4.45 p.m.</td>
<td>Think Tanks</td>
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### Session F1 Outcome

**What is your school of thought?**

**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

**Ensuring Your Teacher Supply Base: A New Approach**

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

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<th>Time</th>
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<tr>
<td>9.00 a.m. – 10.00 a.m.</td>
<td>Leadership: What is the Role of a School Leader Now?</td>
<td>Baltimore Ballroom</td>
<td>G1</td>
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<tr>
<td>10.00 a.m. – 10.15 a.m.</td>
<td>Coffee Break</td>
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<tr>
<td>10.15 a.m. – 11.15 a.m.</td>
<td>An Incremental Route to Aligned Mission, Curriculum &amp; Pedagogy: The Opportunity Map</td>
<td>Baltimore Ballroom</td>
<td>H1</td>
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<tr>
<td>11.20 a.m. – 12.15 p.m.</td>
<td>What do parents actually want from independent schools now?</td>
<td>Baltimore Ballroom</td>
<td>J1</td>
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</tbody>
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### Leadership: What is the Role of a School Leader Now?

- **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?**

- **Jim Wickenden**
  - Principal at DRG and Founder of Wickenden Associates, an affiliate of DRG
- **Anabel Jensen**
  - Founder of Synapse and Nueva schools, and Co-Founder of Six Seconds

### An Incremental Route to Aligned Mission, Curriculum & Pedagogy: The Opportunity Map

- **Sanje Ratnavale**
  - President, OESIS Network

### What do parents actually want from independent schools now?

- **Ray Ravaglia**
  - Founder, Stanford Online and Dwight Global Online, Chief Learning Officer, Opportunity Education
- **Josh Freedman**
  - CEO, Six Seconds
### 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?

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<td><strong>K1</strong> Head of School Panel on the Way Forward</td>
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<tr>
<td>Baltimore Ballroom</td>
<td><strong>Emily Jones</strong> Head of School, Putney School (VT)</td>
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L1 Ensuring Your Teacher Supply Base: A New Approach

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.

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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

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