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# Event Agenda

2024 AESA Annual Conference

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## Wed, Dec 04, 2024

### 8:00 AM - 3:00 PM **Exhibitor Registration Open**

Location: Osceola Foyer

### 9:00 AM - 6:00 PM **Attendee Registration Open**

Location: Osceola Foyer

### 1:00 PM - 1:50 PM **Breakout Sessions**

#### **Amplifying Voices from the Schoolhouse to the Statehouse: Effective State Advocacy Strategies for Educational Service Agencies**

This hands-on breakout session will equip ESAs with the tools and strategies necessary for impactful advocacy at the local, regional, and state levels. The session aims to empower ESA leaders to effectively communicate their priorities, influence policy decisions, and secure essential resources for their organizations and the schools and communities they serve.

1:00 PM - 1:50 PM

Location: Allendale A

Speaker: Craig Burford

#### **Pathways to Excellence: Leveraging the CoSN CGCS K12 GEN AI Maturity Tool for Strategic AI Implementation**

Join us for an engaging session where we will delve into the CoSN CGCS K12 GEN AI Maturity Tool, a comprehensive framework designed to elevate district capabilities in harnessing generative AI technologies for educational success. This presentation will guide participants through a structured self-assessment process to pinpoint their current state of AI readiness across key domains such as Leadership, Operational, Data, and Security. We will outline effective strategies to identify future state goals and demonstrate how to craft a detailed roadmap for sustainable growth and enhancement in AI maturity. Throughout the session, we will explore practical examples and interactive discussions to ensure participants can effectively apply the maturity tool's insights to their unique contexts. Attendees will leave equipped with the knowledge to initiate tailored improvements, fostering an environment that not only meets but exceeds educational and operational objectives through the strategic deployment of AI technologies. This session is ideal for superintendents, district leaders, and technology professionals eager to lead their districts through the transformative journey of AI integration.

1:00 PM - 1:50 PM

Location: Celebration A

Speaker: Tom Ryan

#### **A Partnership that Pays: Providing School Districts Medical Plans That Are Different by Design**

In 2019, Universal Benefits Consortium started at the request of ESC Region 12 in Waco, Texas. The goal was to create medical plans that gave service centers and school districts choice and competitive advantage while lowering premiums and overall medical costs for employees. This framework has been replicated across the state, thus giving service centers additional revenue while saving their member districts money. Join UBC Managing Director Mark Woolery and members of ESC Region 12 for a discussion on how to replicate this model in your service center.

1:00 PM - 1:50 PM

Location: Celebration B

Speaker: Mark Woolery

#### **ESAs as Innovative Technology Hubs**

In today's rapidly shifting K12 education landscape, technology isn't just a bonus – it's a must. This session is here to arm Education Service Agencies (ESAs) with fresh ideas, practical tools, and actionable strategies to roll out and lead impactful tech initiatives across districts. We're diving into a number of technology topics, including tech-focused professional learning (artificial intelligence, technology integration, etc.), technology services (cybersecurity, connectivity, data privacy, etc.), and the art of strategic technology leadership. With insights drawn from AESA's Technology Leaders Network and our panelists, we'll explore how ESAs can serve as innovation hubs. With the right strategies, ESAs can turn the challenge of rapid technological change into an opportunity for transformation, positioning their districts at the forefront of education innovation.

1:00 PM - 1:50 PM

Location: Grand Salon

Speakers: Tim McIlvain, Michael Keough, Tom Ryan

#### **Leveraging the Ed-Fi Data Standard to Address Chronic Absenteeism in Kentucky**

In this session, the Ed-Fi Alliance and the Kentucky Educational Development Corporation will discuss how using a data standard can support the efficient and quick dissemination of data, giving educators, districts, and ESAs real-time access to student insights. Learn from KEDC as they discuss their journey to combat chronic absenteeism.

1:00 PM - 1:50 PM

Location: Harmony A, Speaker: Rachel Holbrook

### **Collaborative Efforts to Address Teacher Shortages**

Wilson Education Service Center and BloomBoard offer a transformative Learn-to-Earn model to combat teacher shortages while elevating educational standards. By merging Bloomboard's innovative professional development platform with Wilson Education Service Center's expertise in educational training and district networks, this partnership is designed to implement a registered and accredited teacher apprenticeship program. Participants receive targeted mentorship and resources while pursuing their licensure attainment. This collaborative effort addresses immediate staffing needs and establishes a sustainable solution, fostering continuous learning and professional growth within the teaching community. This proactive approach signifies a commitment to enhancing education quality and nurturing a resilient teaching workforce.

1:00 PM - 1:50 PM

Location: Kissimmee A

Speaker: Brent Minton

### **Harnessing Collaboration to Transform Teaching and Learning**

In the changing landscape of education, collaboration is a cornerstone for driving meaningful change. This session spotlights the transformative power of collaborative partnerships, focusing on quality online instructional design. Aligned with our commitment to enhancing educational options and access for all, personalizing learning experiences, and fostering programmatic and financial efficiencies, our session will offer valuable insights into the rationale behind our partnerships. Through our InnevAto EDU student program, we have fostered meaningful partnerships with various stakeholders, including school districts, career and technical schools, and universities. Our interactive session will include an in-depth look at how these collaborations have enhanced the quality of online instruction and increased accessibility to educational resources for students and educators alike as well as invite participants to engage with us as thought partners as they work to transform their own educational practices.

1:00 PM - 1:50 PM

Location: Kissimmee B

Speakers: Jennifer Sayre, Marie Ward

### **Blueprint for Champions: Unleashing Entrepreneurialism with the Innovation Architect**

The Westmoreland Intermediate Unit (WIU) has strategically developed the Innovation Architect, a groundbreaking AI-driven tool designed to align with the WIU Comprehensive Plan and the AESA Business Strategy Framework to provide formal and professional guidance on refining ideas for educational service proposals, focusing on strategic alignment, innovation, and compliance with educational standards. This presentation will delve into the creation, development, and current piloting phase of the Innovation Architect, emphasizing its role in enhancing decision-making processes within WIU's administrative team. Through a combination of theoretical frameworks and practical applications, participants will gain insights into how AI can be leveraged to evaluate, innovate, and streamline the educational programs and services offered to our member districts.

During this 50-minute breakout session, we will explore the conceptualization of the Innovation Architect, the collaborative processes involved in its development, and the initial outcomes from its pilot testing. The session will feature an in-depth look at the entrepreneurial goals of the WIU through the lens of the AESA Business Strategy Framework and the Innovation Architect.

1:00 PM - 1:50 PM

Location: Lanier AB

Speakers: Rebecca Henderson, Jason Conway

### **The Acquisition, Care, and Feeding of Your New Agency Leader**

Since 2022, Washington State has seen a significant shift with six out of nine Educational Service Districts (ESDs) transitioning to new leadership. This interactive session will dive into the critical roles that ESD boards play in this change—from hiring to supporting their agency leaders. Board members will share invaluable lessons and strategies from recent transitions, focusing on effective recruitment, goal setting, and ongoing evaluation processes. Moreover, participants will have the opportunity to engage in discussions, share their own experiences, and learn best practices for nurturing leaders and helping them excel in their roles. Join us to gain practical insights and tools for fostering leadership excellence within your organizations.

1:00 PM - 1:50 PM

Location: Partin AB

Speakers: Terry Brandon, Sue Phillips

### **Developing Trauma-Informed Clinical and Educational Programming for High-Risk Urban Youth in Schools**

Developing Trauma-Informed Clinical and Educational Programming for High-Risk Urban Youth in Schools," training aims to equip educational leaders with the knowledge and skills necessary to transform K-12 alternative schools into nurturing environments for students impacted by trauma. The presenters will outline a collaborative and comprehensive approach, beginning with an introduction to the concept of trauma and its prevalence in high-risk urban educational settings; setting the stage for a deeper understanding of the student profile typical of such environments, which has been compounded by challenges like COVID-19.

This training delves into SAMHSA's six key principles of trauma-informed education—safety, trustworthiness, collaboration, empowerment, and cultural competence—to foster supportive educational settings. It combines theoretical insights and practical guidance to help educational leaders cultivate a trauma-informed school culture, emphasizing the roles of educators, clinicians, and the engagement of families. Featuring interactive elements like case studies and the "Looking Through Your Trauma Lens" activity, the training equips leaders to implement these practices effectively, addressing potential challenges and promoting active participation through a Q&A

session. Central to the training is the promotion of a collaborative approach among all stakeholders, aiming to build a sustainable support model for the holistic well-being and success of high-risk students.

1:00 PM - 1:50 PM

Location: St. Cloud A

Speakers: Lisa Simone, Cynthia Ratchelous

### **Improving Student Engagement through Empowerment: 5 Free Strategies to Implement Tomorrow**

Summit Academy, a Regional Alternative School situated in Northern Illinois, caters to a diverse population of over 300 Middle School-High School students originating from 13 different school districts. This program uniquely serves students spanning from those facing credit deficiency to those with felony weapon charges, fostering a supportive environment conducive to learning.

As a nationally recognized institution, Summit Academy prioritizes addressing the social and emotional needs of its students, resulting in improved attendance and academic achievement. Central to this success is the implementation of a comprehensive approach where students have a sense of autonomy, belonging, and competence. Through these, Summit Academy has developed systems for both students and staff, leading to a consistent increase in student engagement with their personal learning experiences year after year.

This presentation aims to introduce attendees to proven strategies that can be readily implemented, requiring minimal to no financial investment. These strategies have demonstrated significant efficacy in fostering a school culture and environment wherein students actively desire to participate in their educational journey. Students that feel a strong sense of autonomy, belonging, and competence are more intrinsically motivated to be the best version of themselves.

Indicators of Success: Enhanced Understanding of Autonomy, Belonging, and Competence: Attendees will have an improved understanding of the importance of autonomy, belonging, and competence in fostering a supportive learning environment.

Implementation of Proven Strategies: Attendees will leave with several strategies they can implement in their program or schools they support.

Empowering Collaboration: Attendees will leave with a unified vision aimed at bolstering student engagement, through an exchange of ideas cultivated during the session. Connections with educational leaders from diverse areas of the nation will help foster networks poised to drive positive change.

1:00 PM - 1:50 PM

Location: St. Cloud B

Speakers: Scott Bloomquist, Chris Collins, Meghan Hawkinson

## **2:00 PM - 2:50 PM**

### **Breakout Sessions**

#### **AI in Action: Building a Future-Ready Educational Service Agency**

Join Jonathan Costa, the executive director of EdAdvance, and Matt Mervis, his Director of AI Strategy, for an engaging session on artificial intelligence and the future of Education Service Agencies. Discover how EdAdvance (the Regional Education Service Center in Litchfield, CT) has been leading on multiple fronts with its AI strategy, aiming to bridge the tech/AI equity gap through systemic planning, targeted professional development, and launching Connecticut's first data privacy-compliant student-facing AI pilot.

Beyond teaching and learning initiatives, participants will explore how EdAdvance applies AI across all departments and the importance of a cross functional agency-wide AI planning team. The session will highlight innovative service center practices including the use of AI vision in food service, the deployment of AI to optimize routes for transportation, and the creation of a custom AI bot designed to answer HR and finance questions. This hands-on workshop will outline agency-wide AI strategies and provide a forum to share best practices that participants can apply within their own educational service agencies as they seek to navigate the leadership and customer support challenges related to a transition to the era of artificial intelligence.

2:00 PM - 2:50 PM

Location: Allendale A

Speakers: Jonathan Costa, Matt Mervis

#### **Renewable Energy at Your Schools - What's the Holdup?**

You've been thinking about installing solar and EV chargers at your school. You're interested in alternative energy technologies. You want to lead your students and your community into the green energy future while saving money in the process. There's one problem: renewable energy is so complicated, it's hard to know where to start and who to trust. Fortunately, AESA provides its members with answers through its new business partner, Daisy Solutions. The Daisy team handles the entire process for you - from concept through construction, together with financing and new technology options. Learn how to create that green, more efficient school environment you've wanted with a one-stop, turnkey solution, and remove the obstacles that are holding you back.

2:00 PM - 2:50 PM

Location: Celebration A

Speaker: Brendan Sharkey

#### **ESA Board Panel Discussion**

Join us for a panel discussion that focuses on the unique role of serving as an education service agency (ESA) board member. We will have board members from four different and diverse types of ESAs. Panel members will represent the following parts of the country: Puget Sound ESD, WA (West

Region); Midland County RESA, MI (Central Region); ESC of the Western Reserve, OH (East Region); and Region 12 ESC, TX (South Region). During the panel, we will explore the unique characteristics of different ESAs and ESA governance models, including geographic location, financial model, and ESA model and type. Panelists will share best practices in governance, to include a discussion on the superintendent/CEO role and responsibilities vs ESA board roles and responsibilities.

2:00 PM - 2:50 PM

Location: Celebration B

Speakers: John Searles, Mehret Tekle-Awarun, Bill Killian, Kevin Heye

### **How Educational Staffing Companies Can Add Value to your ESA**

Join us for a discussion on how partnering with an educational staffing company can add value to the programs and services your ESA provides to member districts. Dive into how the recruitment efforts of your ESA can be supported by partnering with an educational staffing company, and learn how to find educational staffing partners that align with your ESA's mission and values.

2:00 PM - 2:50 PM

Location: Harmony A

Speakers: Jadd Martinez, David Elliot, Ryan Lamping, Leah Maravich

### **International Education Trends That Will Change Our Lives: How Global Programs Impact Our Students**

Join Jason Hiruo, Director of ACES International and AESA National Global Office as he discusses the world of education on an international scale. Post-Pandemic reflection has globally invigorated family education priorities for student needs. ACES International has been immersed in this work with 17 countries to advance global programming in the United States. With world economies impacting mobility, new models of education are paving the way for global experiences that all students deserve. Share in discussion about new pathways that educational systems are choosing for their students and relevant strategic revenue.

2:00 PM - 2:50 PM

Location: Kissimmee A

Speaker: Jason Hiruo

### **How We Got It Wrong - 10 myths about the right way to do things**

This session will explore ten common myths that have misdirected educational practices over the years. Participants will engage in critical discussions on why these beliefs persist and how emerging research contradicts them, offering a clearer path toward effective teaching and learning strategies. Ideal for educators, curriculum developers, and educational leaders, this workshop provides a platform to reassess and revitalize instructional methods based on solid, research-backed evidence. Join us to challenge outdated norms and equip yourself with the knowledge to implement innovative and effective educational strategies.

2:00 PM - 2:50 PM

Location: Kissimmee B

Speaker: Michael Doughty

### **Supporting Teacher Diversity, Quality, and Retention through National Board Certification Support**

During this session, attendees will gain insight into the significant impact leading a National Board Certification Cohort has on teacher diversity, excellence, and retention. This session is for anyone interested in building a cohort program to help educators pursuing National Board Certification. Our cohort model supports teachers in completing all of the components for certification with a focus on continuous improvement in instruction and enhanced teaching methods, ultimately leading to improved student outcomes. Learn how our education service center overcame barriers to create a sustainable model that we have grown exponentially. Participants will walk away from this micro session with turnkey resources to establish a manageable cohort in their area.

2:00 PM - 2:50 PM

Location: Lanier AB

Speakers: Emili Foster, Tera Griffis

### **The Power of Collaborative Advocacy**

This session will discuss the power of collaboration in the area of legislative advocacy. The discussion will review how the MCIU developed an integrated advocacy plan that connects our county superintendents, county school board members, local education advocacy organizations, and the ESA. The collaborative approach to advocacy ensures that a consistent message is provided to the local legislators on the topics of highest importance to our local school districts. A key factor in this unique approach to advocacy is the ability for the group to debate conflicting views on key topics in a professional, productive manner. As a result of these collaborative discussions, the group develops the systemwide messages that best represent the key K-12 public education voices in the region. The session will feature a review of the lessons learned in developing this process, suggestions for how to replicate this process within other ESAs, and resources to support ESA advocacy efforts.

2:00 PM - 2:50 PM

Location: St. Cloud A

Speakers: Sandra Edling, Regina Speaker

### **Community Bridgemakers - Learn how one ESA worked with key regional partners to create a systematic approach to support workforce, mental health, and social cohesion challenges in their service area.**

Learn how ESA Sourcewell in Staples, Minnesota came together with key regional partners to collectively create a regional impact/priority setting system that is helping the group address major issues in their service area. Using the Baldrige based Communities of Excellence framework, this

group of organizations formed a core team, created a strategic framework and plan, and determined initial priorities to address that are related to workforce development, mental health supports, and social cohesion strategies. The session will talk about the framework, describe the process to establish the group and work, and will outline work accomplished to date and future plans. Attendees will walk away with the tools to build upon and / or formalize existing partnerships OR build new alliances to address ever growing and evolving challenges ESA's are obligated to address. The session will include some presentation time as well as interactive question and answer that will empower attendees to take best practices back to their service areas.

2:00 PM - 2:50 PM  
Location: St. Cloud B  
Speakers: Paul Drange, Cassidy Rice, Katie Baier

**3:00 PM - 4:30 PM      General Session**

**Student Performance: Osceola County School for the Arts Jazz Band A**

3:00 PM - 3:15 PM  
Location: National Ballroom  
Director: Jason G.M. Anderson

**Welcome & AESA Update**

3:15 PM - 3:30 PM  
Location: National Ballroom  
Speakers: Jeremy Kovash, Joan Wade

**Keynote: Generation AI: How to Prepare Today's Students for an Augmented Tomorrow and the Ways Education Must Adapt**

In a rapidly evolving digital landscape, our next generation—"Gen AI"—is poised to navigate an augmented future seamlessly interwoven with artificial intelligence. But are educational institutions ready to equip them? Join AI visionary and former educator Abran Maldonado as he delves into the imperative transformation schools must undergo. This talk will spotlight strategies to synchronize current curriculums with the AI revolution, ensuring Gen Z and Gen Alpha not only adapt but thrive and lead in this augmented tomorrow.

3:30 PM - 4:30 PM  
Location: National Ballroom  
Speaker: Abran Maldonado

**4:00 PM - 6:00 PM      AESA Foundation Silent Auction Opens**

Location: Osceola Ballroom

**4:30 PM - 6:30 PM      Exhibit Hall Open**

Location: Osceola Ballroom

**4:30 PM - 6:30 PM      Welcome Reception**

Location: Osceola Ballroom

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**Thu, Dec 05, 2024**

**7:00 AM - 4:00 PM      Attendee Registration Open**

Location: Osceola Foyer

**7:30 AM - 8:30 AM      Continental Breakfast & Networking in the Exhibit Hall**

**7:30 AM - 10:30 AM      Exhibit Hall Open**

Location: Osceola Ballroom

**8:30 AM - 9:20 AM      Breakout Sessions**

**Smaller Districts CAN Create Equitable Trauma Informed SEL Schools without Big District Resources!**

Many large districts have separate SEL, Trauma Informed, and Equity departments. Many smaller districts don't even have that many administrators! Using SEL principles grounded in neuroscience, this session will highlight the essence of integrating these frameworks through Tier 1 practices. Learn how we have supported districts in creating learning environments where ALL students and staff feel safe and supported and where mental wellness, equitable social emotional learning, and supporting the whole child can be a primary focus. Years of research has shown that effective implementation begins with the adults in the space. Therefore, participants will walk away equipped with an overall toolkit that includes: an implementation guide and corresponding team self-assessment which integrates frameworks from CASEL and The National Council for Mental Wellbeing, a professional development playbook, practical coaching tools, and many examples from our partner schools.

8:30 AM - 9:20 AM  
Location: Allendale A  
Speakers: Jessica Davies, Amanda Deeter

**Recruitment and Retention: How to get more teachers in your building and encourage them to**

## **stay!**

Are your districts asking for help recruiting teachers? Is there a teacher shortage in your region? If so, let us tell you what we have done to help increase the teacher candidate pool and keep teachers in their district.

For the past two years, our service center has made an intentional effort to help districts grow their teacher pathway. Districts have developed their high school teacher education pathway to encourage students to enter the field of education. Students are able to earn credits, scholarships, and college entrance through our concerted effort of networking with twenty school districts and higher education.

Not only have we worked on growing the teacher candidate pool, but we have also worked on keeping teachers in their districts. We created a "Stay Interview" that provides a significant amount of information to learn why teachers are staying. This interview identifies areas of culture that are both positive and negative.

Don't miss this opportunity to learn strategies to keep your district thriving!

8:30 AM - 9:20 AM

Location: Celebration A

Speakers: Kierston McKinley, Judi Hendrix, Melissa Gill, Jennifer Fry, Taylor Hendrix

### **The AI Advantage: Enhancing Education in the Digital Age**

Join us to explore the transformative potential of Artificial Intelligence (AI) in education. This session will explore AI advancements and their practical applications in teaching, learning, and administration. It will offer educators and administrators a roadmap to effectively leverage AI in their schools.

The session will begin with an overview of AI's impact on education, highlighting how AI-powered tools like chatbots, personalized learning platforms, and automated grading systems revolutionize educational practices. Participants will learn how AI can help educators tailor instruction to individual student needs, provide real-time feedback, and enhance learning outcomes.

8:30 AM - 9:20 AM

Location: Celebration B

Speakers: Misty Trevino, Travis Longanecker

### **Engaging New ESD Board Members: Strategies for Effective Integration & Development**

Building a strong, effective board is crucial for the operational success of any Educational Service District (ESD). This session brings together experienced board members from across Washington State to share strategies for successfully integrating new members into ESD governance. Attendees will gain insights into the onboarding processes that foster a seamless transition and support the continuous growth and development of early service board members. Additionally, the presentation will highlight essential resources that are invaluable for newcomers adjusting to the unique dynamics of ESD service. Join us to learn how you can enhance board effectiveness through targeted support and strategic member development.

8:30 AM - 9:20 AM

Location: Grand Salon

Speakers: Michelle Price, Jessica Vavrus, John Welch, Peter Maier

### **Optimizing Student Success: Fostering strong Collaborative Relationships with School Districts to create In-District Specialized Programming**

This session will describe the elements necessary to build a strong collaborative relationship with public school districts and how these relationships can yield optimal programming and outcomes for students. The presenters will outline a successful collaborative project that has resulted in a cost effective and least restrictive program for students that present emotional and behavioral challenges. This presentation will outline how strong relationships/trust played a role in the program development, design and overall student outcomes.

8:30 AM - 9:20 AM

Location: Harmony A

Speakers: Kevin Keating, Carrie Hartman

### **SAS Halo's Layered Technology Stops Gun Violence!!!**

SAS Halo, in collaboration with its partners, has devised a multi-layered strategy to offer a cost-efficient millimeter-wave security threat detection system tailored for Educational Service Agencies (ESAs) and local school districts (LEAS). This approach, adaptable to each school's security plan, detects weapons before they breach the school premises, marking a significant advancement in safeguarding our students, teachers, and staff. During the presentation, speakers will discuss enhancing the utility of existing security investments within districts by seamlessly incorporating the SAS Halo system. This integration adds vital layers to enhance school safety. Additionally, attendees can anticipate an on-site video demonstration as part of our presentation.

8:30 AM - 9:20 AM

Location: Heritage Park BC

Speaker: Brian Talbott

### **Activating Employee Engagement in Healthcare**

Learn how to build a healthier work force at lower cost. Community Health communicates the design of your health plan in a manner that motivates employees to more fully activate their benefits, engage in wellness and learn best practices from their peers. Community Health's customized omni-channel suite of publishing solutions includes a quarterly print magazine, web site, app, videos, post cards, texts, and emails. The presentation includes real world examples from fellow AESA members who have improved health outcomes for their workers at lower cost.

8:30 AM - 9:20 AM

Location: Kissimmee A

Speaker: Mark Homung

### **Why Can't We All Get Along**

Every day in ESAs across the nation, there is tension between program directors and business managers that needs to be facilitated by executive leadership. These tense interactions create disconnect within the organization and can bring the entire ESA to a standstill by blocking innovation and growth. This session will focus on the leadership traits needed to avoid this scenario in your ESA. By utilizing a case study format, the MCIU team will discuss the leadership values needed to maintain a positive, collaborative leadership team, including integrity, respect, creativity, expertise, and professionalism. Through the adherence to these values, this session will help leaders to understand that they can truly build trusted internal partnerships that will directly affect the positive success of the organization.

8:30 AM - 9:20 AM

Location: Kissimmee B

Speakers: Brittany Lourea-Waddell, Sandra Edling, Regina Speaker

### **An AI in Education Update: The Latest Policies and Practices**

The rapid advancement of artificial intelligence technology is transforming the education landscape and challenging many time-honored best practices. In this session, we explore the latest developments in AI and their potential implications for the present and future of education. We also discuss why school leaders need to stay current on AI policies and raise awareness with all stakeholders regarding teaching and learning with AI. Participants should expect to engage in collaborative conversations that explore current trends and leave with practical insights regarding the safe and effective use of AI by educators and students.

8:30 AM - 9:20 AM

Location: Lanier AB

Speaker: Andrew Easton

### **Maximizing Student Engagement for Alternative High School Students and Autistic Students**

Alternative high school students who are emotionally engaged in their school and classroom have been found to be more likely to complete high school and earn a diploma. Furthermore, autistic students who are actively engaged in rigorous and appropriate academic or functional learning have lower instances of maladaptive behaviors, which allows them more access to community-based work or residential settings.

This workshop delves into the complexities of emotional engagement for students in alternative high schools and those on the autism spectrum. It acknowledges the unique challenges these students face in connecting with peers, teachers, the curriculum, and school in general.

The session also explores strategies to create emotionally safe learning environments. This includes fostering positive teacher-student relationships, building social-emotional learning (SEL) skills, promoting peer interaction, and decreasing exclusionary discipline.

By the end of the session, participants will have a deeper understanding of emotional engagement and be equipped with practical tools to create learning environments where all students, regardless of background or neurodiversity, feel valued, understood, and motivated to learn.

8:30 AM - 9:20 AM

Location: Partin AB

Speakers: Carrie Dattilo, Danielle Cicalese

### **Driving Results with CARS (Comprehensive Analysis, Response, & Support) Team visits**

This session will detail how one regional cooperative uses a Comprehensive Analysis, Response, and Support (CARS) visit to provide schools with a "critical friend" viewpoint of the life of the school and determine resources to support continuous improvement. The CARS review provides the school and district administrators with critical feedback for school improvement in areas including climate/culture, academics & instruction, and leadership.

Each CARS team is comprised of specialists in general education, special education, and counseling/social-emotional learning, as well as experienced administrators. The visits allow CKEC the opportunity to consider how we might best pool the knowledge, skills, and resources of our staff to provide streamlined support to the school.

In the past two school years, we have visited nearly 40 schools and around 1000 classrooms. We have 3 guiding questions: 1) What are common needs across schools in our region? 2) What are specific issues within each school that, if addressed, might lead to increased outcomes for the school? 3) How might CKEC support schools in addressing those needs?

We will share our process, which includes data review, on-site visit, team debrief, presentation of findings, and follow-up. Additionally, participants will hear success stories about schools that participated, consider how CARS visits can support the mission of their organization, and reflect on lessons learned as the process has been refined.

8:30 AM - 9:20 AM

Location: Poinciana AB

Speakers: Mark Helton, David Young, Ramona Karsner, Amanda Burrows, David Morris

### **Tech Futures: Empowering Students with AI Insights for Career Readiness**

This session delves into our pioneering initiative to guide regional career and technical education (CTE) students on an exploratory journey into the future of their professions, with a special focus on the implications of Artificial Intelligence (AI) over the next three years.

Our story begins with recognizing the urgent need to integrate AI literacy into CTE, preparing students for the rapidly evolving job market. We'll share our journey from concept to execution, highlighting the innovative strategies and tools we employed to foster an environment of independent learning and discovery. From AI-powered simulations to real-world "pitch event," attendees will gain insights into how we've made AI both accessible and relevant to students' career aspirations.

The session will not only cover our successes but also the challenges we faced, including overcoming skepticism, increasing equity, and ensuring our approach remains student-centered. We will share valuable lessons learned, emphasizing the importance of adaptability, continuous learning, and collaboration between educators, industry experts, and the students themselves.

This breakout session promises to be a source of inspiration and practical advice for educators looking to embed AI into their curricula and empower their students to navigate the future confidently. Join us to be part of a conversation that shapes the next generation of technical professionals.

8:30 AM - 9:20 AM

Location: Seminole A

Speakers: James Kelly, Jason Mellema

### **Owning Your Revenue: How AEPA Membership Empowers Your ESA**

Are you ready to unlock new revenue streams for your education service agency (ESA) and reduce reliance on state grants? Join us for an exclusive session tailored to ESAs in states not yet part of the Association of Educational Purchasing Agencies (AEPA). Learn how AEPA membership can drive financial growth, increase your agency's impact, and help you take control of your revenue generation.

We'll explore the example of a state that recently decided to join with AEPA after realizing the limitations of relying solely on state grants. They were eager to take ownership of their revenue generation by accessing multi-state contracts and leveraging AEPA's purchasing power to support their schools and boost their agency's financial stability.

This session is tailored for ESAs in the following states: AK, AL, AZ, DE, HI, ID, LA, MD, ME, MS, NH, NV, NY, OK, RI, SD, TN, UT, and VT.

8:30 AM - 9:20 AM

Location: Seminole B

Speakers: Brent Minton, Tina Smith

### **Bridging Divides, Building Futures: Youth Leadership Programming with Move for America Fellowship**

Bridging Divides, Building Futures, develops youth leadership, through a collective effort between our rural service agency, community, and young people. Through collaborative design sessions, stakeholder engagement, research, and funding identification, we aim to lay the groundwork for a program that integrates Move for America Fellows into a youth-led initiative that enhances community engagement and program effectiveness.

Our presentation will share with attendees the why, how, and what around this collaborative initiative to engage stakeholders in design sessions, gather feedback, research existing models, identify funding sources, curate educational materials, address logistical considerations, foster partnerships, and promote awareness through communication efforts.

In this fellowship opportunity, Lakes Country Service Cooperative, a rural service agency, partners with Move for America, an urban-based agency working to bridge the urban-rural divide. Move for America Fellows will support program development by facilitating partnerships, designing engagement initiatives, and elevating local perspectives. Lakes Country Service Cooperative will mentor Fellows, identify community needs, implement recommendations, facilitate housing, support capstone projects, and participate in program evaluations. Through collaborative efforts and Move for America Fellowship integration, we aim to come alongside youth leaders and foster positive community change.

8:30 AM - 9:20 AM

Location: St. Cloud A

Speakers: Staci Allmaras, Jane Eastes, Josh Nelson

### **From Silos and Data Deluge to Collaboration and Decision Power: How Champions Unify Systems and Data for Collective Impact**

Are your districts feeling overwhelmed in the Continuous Improvement Process by department and data silos and struggling to translate information into actionable insights? For some districts and teachers, the act of pulling together data from the many different and closed sources used in their schools is such an exhausting and time consuming step that they never move to informed decision making. This session dives into ESU3's collaborative, inquiry-based approach to the Continuous Improvement Process inclusive of data unification and utilization in partnership with their districts. This session will equip participants with actionable takeaways to help move your districts beyond "data rich, knowledge poor" to a state of "data-driven, understanding-rich, action-oriented." The ESU3 will provide best practice resources, a clear process for unifying your data and professional learning, and practical tips for identifying key personnel in your own collaborative efforts. Real-world examples will be shared from the ESU3 Secondary Multi-Tiered Systems of Support and Multilingual Learner initiatives to demonstrate how collaboration, clear processes, and a unified data system fueled impactful results. This session is designed for Service Agency personnel, from administrators to data leads to professional learning specialists, eager to leverage data for collective impact.

8:30 AM - 9:20 AM

Location: St. Cloud B

Speakers: Scott Blum, William Pulte, Adam Larson, Christine Qualman, Kate Carlson

### **Stay Interviews: Recognize and Retain Excellence**

Participants will understand the positive impact conducting "Stay Interviews" have in improving culture and climate. When thoughtfully implemented and sustained, the "Stay Interview" has the ability to affirm a sense of belonging and engagement and is an opportunity for leadership to demonstrate commitment to organizational cultural competence (Cross, 1989). Through observation of a live and interactive simulation, participants will develop an initial understanding of the skills necessary to effectively conduct "Stay Interviews".



The session will provide a brief orientating overview presentation around “Stay Interviews”. Participants will then experience a live simulation of a “Stay Interview” while experts provide rich, real-time “think aloud” feedback to the group.

This experience is designed to creatively capture the active listening skills and nuanced decision making necessary to effectively navigate “Stay Interviews”. A focus on cultural competence and morale building outcomes will be woven into this demonstration.

Finally, the team will engage participants in applying the core tenets of effective “Stay Interviews” in brisk action planning so all leave with concrete next steps for consideration.

References: Cross, T., Bazron, B., Dennis, K., & Isaacs, M., (1989). Towards

9:30 AM - 10:20 AM

Location: Allendale A

Speakers: Luke Forshaw, Christopher LaBelle, Lynda Swift

### **Elevating Board Leadership: 7 Steps to Excellence**

The role of board leadership is central to driving success and ensuring long-term sustainability in educational service agencies. Join us as we unveil a comprehensive roadmap to enhance board member influence and efficacy. Through a blend of practical insights, real-life examples, and actionable strategies, participants will deepen their grasp of the core principles that define exceptional board leadership. This session will delve into seven pivotal steps towards mastering boardsmanship, emphasizing the cultivation of a visionary mindset, the nurturing of shared beliefs, the amplification of individual voices, and the fostering of collaborative relationships.

Whether you're a seasoned leader or stepping into this role anew, this presentation pledges to empower you with the requisite knowledge and competencies to effect positive change and foster excellence in board governance. Join us on this transformative voyage toward mastering effective boardsmanship.

9:30 AM - 10:20 AM

Location: Celebration A

Speakers: Aaron Malczewski, Colleen Timm

### **Learning Without Limits: AESA Executives in Residence Program & “Coopetition” Action Research**

Interested in preparing for the CEO role in an ESA? The AESA Executives in Residence Program provides aspiring administrators an opportunity to learn about the chief executive position through an exciting hands-on internship. This session will provide information about this worthwhile program by providing an overview of the residency process as well as feature the action research project of four Pennsylvania participants in last year's cohort around “coopetition” - including findings and resources, and leadership implications for entrepreneurial collaboration among ESAs.

9:30 AM - 10:20 AM

Location: Celebration B

Speakers: John Bass, Laura McCusker, Noreen O'Neill, Michael Webb

### **Empowering Innovation: Harnessing Cutting-Edge AI Tools for Productivity, Education, and Creativity**

Dive into the world of advanced AI technology with Abran Maldonado in this dynamic workshop designed to unlock new horizons in productivity, education, and creativity. Participants will explore a range of cutting-edge tools, including the intricacies of prompt engineering, the creation of custom GPT models, and the transformative potential of AI art generation. Through hands-on demonstrations and practical exercises, attendees will learn how to leverage these technologies to enhance their work, foster innovative learning environments, and unleash their creative potential. Whether you're an educator, professional, or creative thinker, this session will equip you with the knowledge and skills to navigate the rapidly evolving landscape of AI technology.

9:30 AM - 10:20 AM

Location: Grand Salon

Speaker: Abran Maldonado

### **Attract, Engage, and Retain Employees through the Associate Member Program**

In this breakout session, you'll learn about the Associate Member Program™, a new web and app-based enterprise platform designed to increase employee attraction, engagement, and retention. It does this through providing exclusive multi-media content and resources that employees in education need most, all at no cost to employers or their employees.

The Program is provided by PlanMember Educational Services®, a division of PlanMember®, who has been serving the needs of employers in education for more than three decades. With more than 135,000 users currently on its platform, PlanMember is uniquely positioned to meet the needs of both you and your employees.

9:30 AM - 10:20 AM

Location: Harmony A

Speakers: Jon Hall, Austin Ziehl

### **Bridging the Gap: Advancing Career-Connected Learning**

Join us for an insightful session at the forefront of educational innovation, where Dr. Don Martin and Dr. Joseph Goins unveil a transformative educational model; the Simulated Workplace. Designed to empower high school students with mental health and special needs, this pioneering initiative, emerging from a collaborative effort between Intermediate Unit 1 and Pathway2Careers, employs strategies to replicate a real-world business environment within an academic setting.

Innovative Educational Model. Discover how Pennsylvania is adopting West Virginia's successful Simulated Workplace initiative to cater specifically to special needs students. Authentic Work Experience. Learn about practical, hands-on learning opportunities that align with local employer

expectations and regional economic goals. Industry-Centered Approach. Explore the integration of the Appalachian Regional Initiative for Stronger Economies with the initiative, promoting both workforce development and economic growth. Enhanced Learning through Recreation. Discuss the incorporation of outdoor recreation into simulated workplaces and its potential to stimulate regional economic growth. Educational Resources & Infrastructure. Understand how P2C career tools provide a personalized educational pathway for students, aligning curriculum with market demands. Community and Economic Empowerment. Consider how this partnership not only equips students for employment but also empowers them as active community members.

9:30 AM - 10:20 AM

Location: Harmony B

Speakers: Joseph Goins, Don Martin

### **The AI Advantage: Transforming Team Performance**

In today's demanding workplace landscape, teams face challenges in maintaining high productivity and standards.

Advancements in artificial intelligence (AI) offer revolutionary solutions, unlocking efficiency, innovation, and collaboration. However, before fully leveraging AI, essential non-technical frameworks must be in place.

For example, valuing team members solely based on dedication or hours worked may lead to failure.

At the core of leveraging AI lies a mindset shift – recognizing it as a transformative force augmenting human capabilities and driving growth. This shift fosters a culture of continuous learning and adaptation.

Emphasizing iterative development, cross-functional collaboration, and rapid feedback aligns with AI's dynamic nature.

Leveraging AI with communication and productivity frameworks enhances value delivery while minimizing waste. It represents a paradigm shift in productivity and performance.

If ever was a time to get serious about ramping up your team's performance and productivity, now is the time!

9:30 AM - 10:20 AM

Location: Heritage Park BC

Speakers: Michael Clark, Jennifer Young

### **Pioneering Futures in Education: California's School Counselor Residency Program**

School counselors are integral to the education system, playing a crucial role in ensuring the academic, social, and emotional well-being of students. Through ongoing professional development, school counselors continually enhance their skills to better meet the diverse needs of students throughout their careers.

California is the first state to offer a residency program for school counselors. The California Center on Teaching Careers' School Counselor Residency (SCR) project is an induction program designed to enhance school counseling graduate students' transition from pre-service to employability.

The SCR project supports candidates from Fresno Pacific University's School Counseling program as they gain field experience in public schools and work toward their Pupil Personnel Services Credential in School Counseling. Research shows that school counselors affect school outcomes positively, which is why the Center has stepped up its efforts to recruit, develop support systems for, and retain a diverse workforce of school counselors who reflect the communities they serve. By providing both on-the-job training and financial incentives for program participants, the SCR project is reimagining the landscape of education service agencies.

The session will also highlight the partnerships (district and higher ed) that made the program possible, as well as the benefits for participants, including a living stipend and four years of service with a partner district.

9:30 AM - 10:20 AM

Location: Kissimmee A

Speakers: Marvin Lopez, Dena Fiori, Leslie Kelly, Rosie Hernandez, Jami Parsons

### **Gaming for Health: Engaging Students with Evidence-Based Behavioral Health Video Games**

This Presentation will showcase evidence-based behavioral video games developed at Yale School of Medicine, tackling crucial topics like vaping, opioid misuse, mental health, and sexual health/STDs. Highlighting preliminary results from a pilot program coordinated by the Fairfield County Educational Service Center in Central Ohio, where middle and high school students engaged with games in both intervention (as an alternative to suspension) and prevention (integrated into health and wellness curriculum) settings. Collaboration between the ESC, juvenile court, ADAMH Board and schools facilitated this program. The presentation will delve into the published research supporting the efficacy of these games and share preliminary outcomes from the pilot initiative. The potential of video games to effectively engage adolescents on behavioral health issues, reducing associated harms, will be emphasized. As a bonus, each participant will receive complimentary access to the games.

9:30 AM - 10:20 AM

Location: Kissimmee B

Speaker: Marie Ward

### **Talent Together: Bridging Educator Shortages Through Collaboration**

Talent Together (TT) is a consortium comprised of all 56 ISDs in Michigan that removes barriers to the teaching profession. Partnering with 16 post-secondary institutions, and Michigan Educator Workforce Initiative, TT provides pathways to degree and certification at no-cost. Participants also receive wrap-around supports, coaching, and additional financial support. TT incorporates a US DOL registered apprenticeship model to ensure a high-quality preparation experience that allows them to earn a salary while they work towards certification.

9:30 AM - 10:20 AM

Location: Lanier AB

Speakers: Beth Gonzalez, Daveda Colbert, Greg Nyen, Naomi Norman

### **Future-Proofing Education: CIESC's Blueprint for AI Integration Through Collaborative Innovation**

Join Central Indiana ESC on our transformative journey of integrating AI into our services for the schools and districts we serve. We will share the innovative partnership between CIESC's Indiana Online and the Virtual Learning Leadership Alliance (VLLA) to develop the "Planning Guide for AI: A Framework for School Districts." We will also showcase how the professional development team at CIESC, Keep Indiana Learning, has customized the AI Framework to support schools and districts on developing AI policies and implementation. Participants will leave with actionable insights on fostering collaborative partnerships, customizing AI frameworks for their contexts, a curation of resources, and the pivotal role of professional learning departments in supporting AI adoption.

9:30 AM - 10:20 AM

Location: Partin AB

Speakers: Kim Hendrick, Lena Darnay, Ryan Murray

### **Empowering Leaders: Crafting a Visionary Path to Sustainable Solution-Focused Leadership**

The session will spotlight Lincoln Intermediate Unit 12's innovative approach to leadership training, centered on customer-centric strategies. It will showcase a four-step protocol aimed at growing effective leaders:

**Customer Journey Mapping:** LIU 12 emphasizes the criticality of understanding customer pain points. By crafting detailed journey maps of the customer experience across their services, leaders gain insights into pain points, bottlenecks, and areas ripe for improvement.

**Design Thinking for Solutions:** Leaders are trained to utilize design thinking methodologies to reimagine touchpoints identified in the journey maps. By applying this human-centered approach, leaders can creatively improve the customer experience.

**Integration of Business Strategy and Pricing:** LIU 12 provides a toolkit that integrates business strategy and pricing considerations into proposed solutions. This ensures that solutions not only address customer needs but also align with organizational objectives and financial viability. Leaders learn to balance needs with business realities, fostering sustainable and strategic improvements.

**Implementation and Launch:** The final step focuses on executing the proposed enhancements. This includes communication strategies, change management techniques, and monitoring mechanisms to track the impact of the enhancements.

The session will offer insights, case studies, and practical tools for attendees to implement these approaches in their organizations.

9:30 AM - 10:20 AM

Location: Poinciana AB

Speakers: Jared Mader, Ben Smith

### **Inspiring the Champions: Recognizing Excellence in Education**

The Educator of the Year Awards ceremony celebrates the exceptional contributions of educators who have gone above and beyond in their profession. This prestigious award hosted by the Kane County Regional Office of Education recognizes those who have demonstrated excellence in teaching, innovation, leadership, and community involvement. The annual event, now in our 49th year, provides an opportunity to recognize the tireless work of educators and to inspire future generations to pursue excellence in education. Participants will be immersed in a mini-educator of the year experience from nomination to recognition setting any ESC up for success to implement this celebration in their region! Participants will receive access to materials, samples of nomination books, judging rubrics, multimedia outline, and so much more.

9:30 AM - 10:20 AM

Location: Seminole A

Speakers: Deanna Oliver, Patricia Dal Santo, Phil Morris, Justin Sampson, Katie Algrim

### **Building Resilient Communities: The Impact of SAMHSA's Project AWARE in Northeast Georgia RESA School Districts**

Imagine a community where mental health is as much a part of the conversation as physical health, where educators are equipped with the tools to recognize and respond to the mental health needs of their students, and where young people are empowered to support each other's well-being. This vision is at the heart of the SAMHSA Project AWARE (Advancing Wellness and Resilience in Education) grant.

At Northeast Georgia RESA, AWARE is more than just a program; it's a commitment to promoting mental health awareness and early intervention in schools. Through this initiative, educators and staff are trained in Youth Mental Health First Aid, empowering them to recognize the signs of mental health challenges and respond effectively. Additionally, youth in the community are trained in Sources of Strength, giving them the tools to support their peers who may be struggling.

One of the key components of AWARE is the integration of mental health services within schools. This approach ensures that students have access to the support they need, right where they are. By breaking down barriers to mental health care, AWARE is creating a more inclusive and supportive environment for all students.

The impact of AWARE in Northeast Georgia is already being felt. Educators report feeling more confident in their ability to support students' mental health, and students are more open to seeking help when they need it.

9:30 AM - 10:20 AM

Location: Seminole B  
Speakers: Jason Byars, Laurie Allison, Tamara Etterling

**Rural Connect: Unlocking Professional Learning, Student Achievement, and Teacher Retention**

Join the team from the North East Florida Educational Consortium (NEFEC) as we delve into a transformative approach to professional learning despite the challenges of widespread learning loss and teacher turnover. Through attention to evidence-based practices, the integration of engagement strategies, and the implementation of high-quality, standards-aligned tier 1 instruction, our initiative yielded remarkable results. Experience firsthand how this comprehensive approach not only propelled significant gains in student achievement but also fostered a culture of collective efficacy among educators. Against the backdrop of escalating teacher attrition rates, our program was met with 90% teacher retention. Amidst the prevailing educational landscape, characterized by divisiveness, our session offers hope and practical strategies for reinvigorating the teaching profession and ensuring success for rural educators and students alike.

9:30 AM - 10:20 AM  
Location: St. Cloud A  
Speakers: Rhonda Clyatt, Lindsay Harrison

**Student Supports and School Readiness: Engaging Families in the CA Community Schools Partnership Project to Increase Outcomes for Children Ages 0-5**

Supporting the whole child, whole family and whole community through shared leadership and integrated support services are foundational pieces of the California Community Schools Partnership Program (CCSPP). Learn how San Bernardino County Superintendent of Schools (SBCSS), a Southern California County Office of Education, is engaging an innovative approach to prevention and early intervention for children ages 0-5 by partnering with local education agencies (LEAs) to expand their developing community schools systems to embrace the county's youngest children and their families. Through collective impact partnerships with student and family service agencies and community based organizations, intentional family engagement outreach strategies and strategic initiative alignment, SBCSS is collaborating with LEAs to build positive and inclusive relationships with families and increase access to high quality early learning services and opportunities from cradle to classroom and beyond. Session facilitators will share background, project progress, early successes and challenges while providing multiple opportunities for participants to explore, discuss and plan for successful replication according to their own local community context.

9:30 AM - 10:20 AM  
Location: St. Cloud B  
Speaker: Heather Smith

**10:30 AM - 12:30 PM Exhibit Hall Closed**

Location: Osceola Ballroom

**10:30 AM - 12:30 PM General Session**

**Student Performance: Osceola County School for the Arts Chamber Choir**

10:30 AM - 11:00 AM  
Location: National Ballroom  
Director: Lisa Testa

**Welcome & Awards Recognition**

10:45 AM - 11:00 AM  
Location: National Ballroom  
Speakers: Dan Schnoes, Joan Wade

**Keynote Speaker: Mary Strain**

Mary Strain leads strategy for artificial intelligence and machine learning for US education at AWS. Mary began her career as a middle school teacher in the Bronx, NY. Since that time, she has held leadership roles in education and public sector technology organizations. Mary has advised K12, higher education, state and local government on innovative policies and practices in competency-based assessment, curriculum design, micro credentials and workforce development initiatives. As an advisory to The Education Design Studio at The University of Pennsylvania, The Coalition of Schools Educating Boys of Color, and The State of NJ AI Task Force, Mary has been on the leading edge of bringing innovative solutions to education for two decades.

11:00 AM - 12:00 PM  
Location: National Ballroom  
Speaker: Mary Strain

**12:00 PM - 1:10 PM Networking Lunch**

Location: National Ballroom

**12:00 PM - 1:10 PM State Leaders' Lunch**

Location: Royal Dublin

**12:00 PM - 1:10 PM Technology Leaders Lunch**

Location: St. Andrews

**12:00 PM - 1:10 PM Business Strategy Framework Lunch**

Location: Royal Melbourne

## 12:30 PM - 1:10 PM Exhibit Hall Open

Location: Osceola Ballroom

## 1:20 PM - 2:10 PM Breakout Sessions

### **ESA Student Board Members: Structures and Ways of Being to Support Transformation**

Student Board Representatives are critical members of Puget Sound Educational Service District's (PSESD's) Board of Directors. Join us to learn from the Student Board Reps themselves about the ways their participation shifts systems of power and plants the seeds for larger cultural shifts on the Board. Adult Board members will share the leadership moves they have made to support true student leadership on the Board and what remains to be done. The Breakout Session will include interactive activities for participants to help them think about and practice their own leadership moves related to youth voice in governance spaces.

1:20 PM - 2:10 PM

Location: Allendale A

Speaker: John Welch, Benjamin Bartoy, Aileen Transon

### **A Collaborative Approach to Crisis Response with Member Districts and Community Partners**

Learn how ESA Intermediate District 916 has implemented crisis response procedures in complex setting IV special education environments using the Standards Response Protocol (SRP). Members of Intermediate District 916's Standard Response Protocol Team will take you through their process of collaboration with member districts and community partners to establish common safety protocols and language. The team will also share their implementation timeline, important considerations, and helpful resources when implementing this institutional all-hazards approach to crisis management.

1:20 PM - 2:10 PM

Location: Celebration A

Speakers: Val Rae Boe, Jamin Wood, Dustin Vincent, Rachel Anderson

### **Empowering Educational Champions: How AI and Data Solutions From Two Kentucky Service Agencies Are Revolutionizing the Fight Against Chronic Absenteeism**

In this session, participants will learn how two Kentucky service agencies, KEDC and WKEC, are collaborating to address the state's growing chronic absenteeism rates. Using the Ed-Fi Alliance's Open-Source Technologies, KEDC and WKEC are enhancing local SIS (Student Information System) data to provide predictive analytics. This platform helps districts visualize data trends and identify potential absenteeism cases early, enabling preventative interventions. Attendees will explore the project's development journey and view sample data visualization dashboards.

1:20 PM - 2:10 PM

Location: Celebration B

Speakers: Rachel Holbrook, Nancy Hutchinson, Charles Holbrook

### **Unlock the Transformative Power of AI/ML in K-12 Education**

In this session, we'll demystify the world of Artificial Intelligence (AI) and Machine Learning (ML) for the K-12 education sector. Attendees will gain a comprehensive understanding of key terminologies, real-world use cases, and the vital concept of responsible AI implementation. We'll also review practical strategies that enable Educational Service Agencies (ESAs) to embark on a seamless AI journey, highlighting the paramount importance of robust data governance frameworks. Discover how optimizing data quality and accessibility can unlock AI's full potential within your organization and pave the way for delivering cutting-edge, AI-powered solutions to constituent school districts. Get ready to explore the opportunities that AI/ML presents for revolutionizing the K-12 landscape, from personalized learning experiences to streamlined administrative processes and beyond. Don't miss this chance to future-proof your organization and stay ahead of the curve in the rapidly evolving EdTech landscape.

1:20 PM - 2:10 PM

Location: Grand Salon

Speaker: Annmarie Lehner, Kevin McCandless

### **Revolutionizing Education: Unlocking Student Engagement through Universal Design for Learning Implementation Trials**

Discover the transformative impact of Universal Design for Learning (UDL) implementation trials on student engagement and academic learning. UDL Implementation trials resemble action-research inquiries based on Plan-Do-Study-Act (PDSA) cycles of continuous improvement to design, deliver, and assess student engagement and academic progress. During an implementation trial, a team of teachers chooses an instructional practice aligned to UDL foundations and principles that they hypothesize will make a difference in student engagement and academic learning.

Explore real-world data from nine schools and eight districts, revealing remarkable increases in student engagement across all demographics. Learn practical strategies and gain insights into leveraging the open-source UDL Implementation Trials Toolkit for continuous improvement, developing collective efficacy, fostering inclusivity, and promoting academic growth. Additionally, this session will highlight collaboration with other educational service agencies and the Wisconsin Department of Public Instruction to leverage collective expertise and resources in advancing UDL implementation efforts statewide. This session offers opportunities for participants to identify potential partnerships and deploy effective strategies tailored to their respective states.

Don't miss this opportunity to revolutionize educational practices and create equitable, engaging learning experiences for all students.

1:20 PM - 2:10 PM  
Location: Harmony A  
Speaker: JoAnn Miller

### **Shifting the Narrative: Transforming Organizational Care for Wellbeing and Retention**

In the face of a global teacher shortage—and in the real-world context of valuable, finite human and financial resources—many ESAs, districts, and schools are focused on retention. Join our breakout session to discover how one ESC is changing the narrative to focus on organizational care and retention.

Montgomery County ESC is leading a collaborative, holistic effort, with specific priorities in the areas of attraction, onboarding, professional development, and wellbeing. Hear from Superintendent, Shannon Cox, about the importance of:

- Aligning organizational care with strategy
- Developing leader capability and capacity
- Leading evidence-informed workforce change
- Investing in impactful practices and policies to retain top talent

Together with Dr. R. Chace Ramey, Shannon Cox will share a case study of organizational care, highlighting:

- An approach to collecting and using workforce metrics and research for impact
- A research-backed model of staff resilience
- The role of strategy in sustainable change

1:20 PM - 2:10 PM  
Location: Harmony B  
Speaker: Shannon Cox

### **Enhancing Student Engagement through Kindness and Connection**

During this session, we'll explore how building stronger connections can transform school environments and significantly improve student engagement. By empowering students to create a culture of kindness and inclusion, schools can address the root causes of isolation and bullying. Rachel's Challenge inspires students to lead with compassion, fostering an environment where everyone feels connected and supported. Discover how these connections not only enhance emotional well-being but also drive academic success, leading to safer and more engaged school communities.

1:20 PM - 2:10 PM  
Location: Heritage Park BC  
Speaker: Kristi Krings

### **Constructing the Special Educator Pathway: Partnering for Success**

This session highlights creative partnerships aimed at developing multiple pathways for prospective employees in the area of special education, specifically paraeducators and teachers. Participants will explore a variety of collaborative efforts the Bucks IU has embarked upon to grow their own skilled workforce. Attendees will learn how to leverage local partners and federal funding sources to design and implement a special education workforce pipeline. The role of pre-apprentice and apprenticeship programs in teacher pathway development will be explored.

1:20 PM - 2:10 PM  
Location: Kissimmee A  
Speakers: Jennifer Hertwig, Jennifer Schmidt, Jennifer Rawson

### **Bridging Futures: Central Indiana ESC's Blueprint for Educator-Industry Experiences**

This session will explore a groundbreaking collaboration between the Indiana Department of Education, Central Indiana ESC, and CIESC's Keep Indiana Learning professional learning team. The Teacher Industry Experience in Indiana project showcases how we bridged the vital gap between education and industry, offering educators unprecedented access to real-world experiences across diverse sectors. We will share how we offer flexible pathways designed for educator choice and how the project leverages industry connections statewide. Participants will leave with a blueprint for strategic development of industry-education networks and a guide to the pivotal role of Educational Service Agencies in amplifying success and harnessing the potential of partnerships in redefining workforce readiness.

1:20 PM - 2:10 PM  
Location: Kissimmee B  
Speakers: Lena Darnay, Christina Hilton, Andrew Melin, Tanika Kinartail, Ryan Murray

### **Michigan's Pre-K for All Roadmap: Launching Implementation in one ESA**

In 2023, Governor Whitmer launched PreK for All in Michigan, aiming to provide free PreK education to all four-year-olds by 2027. The PreK for All Action Team, comprising experts and officials, developed a roadmap for this initiative. Join Dr. Sophia Lafayette-Lause and Beth Gonzalez as they guide leaders through Michigan's PreK for All goals, universal implementation elements, and additional tools for local PreK expansion.

1:20 PM - 2:10 PM  
Location: Lanier AB  
Speakers: Beth Gonzalez, Sophia Lafayette Lause

### **Strategic Planning Mastery: Empowering Leaders Through Performance Management for Impactful Outcomes**

Strategic Planning Mastery: Empowering Leaders Through Performance Management for Impactful Outcomes will stimulate practitioner reflection from the field of strategic planning and leadership for performance management. We will commence by delving into three key areas: Developing a strategic plan, Utilizing the Effective District Framework, and Recognizing the pivotal role of

leadership in influencing outcomes through a cohesive performance management plan.

We will provide a comprehensive analysis that will underscore the significance of crafting a strategic plan encompassing mission, vision, priorities, and initiatives. Emphasis will be placed on formulating student "deserve" statements, establishing 5-year goals, and setting interim goals. We will also explore the importance of having each strategic plan incorporate a framework to ensure a comprehensive and systemic focus on critical areas. We will elucidate the advantages of integrating the Effective District Framework developed by the Texas Education Agency into core development processes.

Lastly, we will underscore the necessity and advantages of implementing a performance management plan. Furthermore, we will illustrate how leaders play a crucial role in ensuring that leadership is actively guiding and facilitating these efforts to bring the strategic plan to fruition. Ultimately, the ability of leaders to influence outcomes through an aligned performance management plan rests squarely on their shoulders.

1:20 PM - 2:10 PM

Location: Partin AB

Speaker: Miguel Perez

### **A Whole New World of Communication: DISCover Your Team's Magic**

Is your team feeling more like a group of individuals than a dynamic force? In this interactive session, we'll unlock the secrets to building a truly collaborative and innovative team.

We'll start by diving into the DISC communication model, understanding how different personality styles impact the way we communicate and work together. You'll learn to recognize your own communication preferences and how to adapt your style for maximum impact with others. If you're already familiar with DISC, get ready to take your knowledge to a "Whole New World!" We'll dive deeper than simple personality typing, exploring how to maximize your team's unique blend of styles for transformative communication and a thriving culture.

Next, we'll explore how to leverage the unique strengths of each team member to supercharge your communication and foster a culture of innovation. We'll discuss practical strategies for creating an environment where everyone feels valued and empowered to contribute their best.

Finally, we'll focus on "micro-moves" – small but powerful actions you can take immediately to transform your internal and external partnerships. Get ready to leave with actionable tools to enhance communication, cultivate collaboration, and build a team culture that truly makes the dream work!

1:20 PM - 2:10 PM

Location: Poinciana AB

Speakers: George Fiore, Christina Steinbacher-Reed

### **Day in Life of Infinite Campus Through the Eyes of an ESA**

We will explore how Infinite Campus tools help engage Educational Service Agencies with the district they support through the lens of the ultimate goal: Educating Students.

1:20 PM - 2:10 PM

Location: Seminole A

Speaker: Dave Noles

### **Executive Assistant to the CEO Network: Let's Talk!**

As the right hand to a CEO, executive assistants play a pivotal role in the strategic and day-to-day success of their leaders and organizations. This breakout session is designed specifically for executive assistants who support CEOs, focusing on the unique challenges and skills required to excel in this role.

1:20 PM - 2:10 PM

Location: Seminole B

Speakers: Joan Wade, Ann Fiene

### **Champions of Support: Two Innovative Collective Impact Initiatives in San Bernardino County**

Explore how the San Bernardino County Superintendent of Schools (SBCSS) is championing efforts as an Educational Service Agency (ESA) with two initiatives to transform access to pre-apprenticeships for high school students and support correctional education teachers in the Inland Empire. First, participants will hear about a regional system developed to increase high school pre-apprenticeships through "IEConnect", a model which leverages existing education and workforce systems to connect high school students to post-secondary opportunities. Participants will gain valuable resources to support districts in implementing this innovative model.

Secondly, participants will learn about the online "Correctional Facilities Educator Career and Technical Education Educator Training". This comprehensive online self-paced learning series was tailor-made for correctional education teachers and can be used for adult education and alternative education educators. Participants will have access to the modules which include self-guided tutorials, links, videos, and reflective practice on curriculum design, lesson planning, effective teaching methods, classroom management, research-based practices, workplace safety, self-care, professional development, and reentry services.

Both resources are examples of collective impact models which support educational efforts to transform lives through education.

1:20 PM - 2:10 PM

Location: St. Cloud A

Speakers: Carol Tsushima, Terri Giamarino, Shehzad Bhojani

### **Leveraging Literacy and Community Partnerships for Success**

Make your ESA indispensable to your local schools! Equip yourself with the tools and knowledge to build literacy and equity partnerships to significantly enhance the impact of your ESA within your community for many years to come. This dynamic session will illustrate ways to focus your ESA on expanding its reach, foster meaningful partnerships, and elevate your engagement with district partners

and other key stakeholders. Whether it's about increasing visibility, enhancing service offerings, or cultivating deeper partnerships, the session lays down a clear roadmap for expansion of your ESA's reach to improve literacy and equity offerings for local schools and districts. We will delve into a summary of the federal Right to Read Act, shedding light on its implications for states and how it influences professional learning needs within districts. We will explore how federal educational equity initiatives can provide a means for your ESA to support districts' efforts. You will gain a deeper understanding of how to provide essential professional learning opportunities and coaching services to districts in need. Even if you don't personally possess expertise in literacy or educational equity, this session will explore how to maximize community partnerships to identify experts for best practices to support member districts. If you're looking to increase your ESA's impact, this session offers the tools and knowledge to achieve those goals.

1:20 PM - 2:10 PM

Location: St. Cloud B

Speaker: Carrie Brockway

### **State Association Executive Directors Meeting**

1:20 PM - 2:10 PM

Location: Royal Dublin

## **3:20 PM - 4:10 PM Breakout Sessions**

### **Scaling Up Schools for AI - How SBCSS helped San Bernardino County school districts embrace AI**

SBCSS has developed a professional development curriculum called "AI in Schools" that is used by school districts throughout San Bernardino County. The curriculum guides districts in developing AI policy and procedures, data privacy, student and adult ethical use, cyber safety, and prompt engineering. The program aims to develop AI-assisted instructional capacity for all students, including those with special needs. It involves district leadership, tech leaders, EdTech specialists, business teams, site administrators, and classroom teachers.

The program was introduced during the summer of 2023, and nearly all 33 school districts have been engaged in the learning. Hundreds of San Bernardino County teachers and administrators have participated in the professional development. SBCSS partnered with School AI, Common Sense Media, and Designing Schools to customize the work to meet the evolving AI-related needs of our districts.

Learn how SBCSS's program has become a model for AI readiness and implementation for schools throughout CA. Attendees will actively engage with our program's AI tools and resources, so please come ready with a laptop or tablet!

2:20 PM - 3:10 PM

Location: Allendale A

Speakers: David Thurston, Sonal Patel

### **ChatEDU Live - AI in Education Podcast @ AESA**

ChatEDU is a popular AI in Education podcast produced by EdAdvance (the ESA of western, CT). In this session, Matt Mervis and Dr. Elizabeth Radday, will record a live session of their bi-weekly podcast during an AESA conference session featuring a deep dive on the role of ESAs in helping schools and communities navigate the rapidly changing world of AI in education. The podcast co-hosts have led multiple successful sessions at AESA focused on topics including Career and Technical Ed Personal Interest Projects, AI and Social Media Literacy.

Following the 35 minute live recording, Matt and Liz will share how ESAs can use self-produced podcasts to increase visibility for service center work while positively impacting each service center's school community. This session promises to create a novel experience for all attendees and provide actionable insights and takeaways.

2:20 PM - 3:10 PM

Location: Celebration A

Speakers: Matt Mervis, Elizabeth Radday

### **Recipe for Success: The Ingredients for Navigating ESA Board Governance**

Is there a 'secret sauce' for creating a successful Board/Executive Leader team? What are the ingredients that some boards have that others don't? Why are executives leaving? This session will discuss the key elements necessary for successful board governance. We will discuss the roles and responsibilities of ESA board members, effective communication strategies, fostering a culture of transparency and best practices for decision making. The session will also address challenges commonly faced by ESA boards in supporting innovative ideas unique to ESAs. This session will explore the similarities and challenges in keeping the ESA board focused on governance and being an ambassador for the ESA. Geared to both board members and administrators, learn techniques to shape an effective team approach and keeping everyone engaged.

2:20 PM - 3:10 PM

Location: Celebration B

Speaker: Valentina Viletto

### **Federal Legislative Update**

AESA's Federal Advocacy Team dives into the current and emerging federal legislative issues impacting national education. Your voice is important . . . our legislative team will answer your questions and provide the information you need to be effective in your advocacy efforts.

2:20 PM - 3:10 PM

Location: Grand Salon

Speaker: Tara Thomas

### **Inside the Game: Nurturing Student Champions by Developing their Inner Coach**



Join us in this energetic breakout session as we explore the intersection of sports, leadership, mental health and metacognition. We'll delve into the innovative approach of teaching students how to think about their thinking, particularly in relation to their inner coach. Through our partnership with the sports world, we've developed strategies to empower students to harness their inner coach, navigate post-COVID realities, and overcome the challenges of social media. Discover how we engage students in reflective dialogue, enhancing their leadership skills and fostering self-awareness. Educators will gain valuable insights into reframing their support strategies to better serve the evolving needs of today's students.

2:20 PM - 3:10 PM  
Location: Harmony A  
Speaker: April Estrada

### **Developing a Career Path for the Emerging EdTech Leader with CETL Certification**

In this session, participants will learn about the pathways for preparing and earning the Certified Educational Technology Leader (CETL) credential, which identifies their mastery of The Framework of Essential Skills of the K-12 CTO and the 10 essential skill areas outlining the responsibilities and knowledge needed to be a viable educational technology leader.

Across the country, there is no single pathway for the CTO role in education however there is a emergent need for the edtech leader to leverage their technology and education knowledge to support district-wide goals. CoSN's Certified Educational Technology Leader (CETL) program is the only accredited practice-based certification program available to edtech leaders that bridges technical knowledge, understanding of the educational environment, leadership and vision, and the management of technology and support resources needed to integrate technology across the curriculum to advance student outcomes.

Join over 700 educational technology leaders in school systems and other education organizations in preparing and passing this rigorous program earn your certification.

2:20 PM - 3:10 PM  
Location: Harmony B  
Speaker: Darlene Kennedy

### **Champions of Customer Service: Lessons from a Multi-State ESA Collaboration**

In today's competitive landscape, exceptional customer service is a critical differentiator. This session explores the challenges and triumphs of delivering exceptional customer service across state lines within the context of an Educational Service Agency. Join us for a deep dive into our year-long application of strategies learned in the 2023 Disney Institute.

We will delve into:

- **Fostering Communication & Collaboration:** We'll discuss analysis, data, and tools, communication protocols, and team-building exercises will be explored.
- **Best Practices in Action:** We'll showcase the best practices we've implemented to elevate customer service delivery, including specific examples from multiple ESAs.
- **Lessons Learned:** Leverage valuable lessons from multiple ESAs' implementation.

2:20 PM - 3:10 PM  
Location: Heritage Park BC  
Speakers: Sue Doyle, Brenda Vogds, Michael Webb, Christina Hilton

### **Universal Design for Learning: A district and ISD collaborative journey**

Universal Design for Learning(UDL) is a set of guidelines intended to support teachers in student-centered design. This framework supports student agency and achievement by considering the needs of ALL learners by removing barriers to learning. In this interactive session, a team of district and ISD leaders describe an innovative initiative to develop capacity of teacher leaders and administrators through professional learning, teacher and principal labs, and reflective practices. Participants can expect to learn about the foundations of UDL, as well as how to design and support a robust professional development program in order to build teacher and administrator capacity and leadership.

2:20 PM - 3:10 PM  
Location: Kissimmee A  
Speakers: Andrea Zellner, Dalyce Depauw, Kristin Weber, Kelley Engblom

### **Unleashing the Power of Working Genius in Leadership**

In today's fast-paced world, effective leadership is not just about skills; it's about understanding and leveraging the unique talents and strengths of individuals. This breakout session will delve into the concept of "Working Genius" and its profound impact on leadership effectiveness. Come to this session and hear how CRECNM and ESSDACK have partnered to provide the leadership team with essential skills that have heightened awareness and increased productivity. We aim to provide attendees with practical insights and strategies to unlock their full potential as leaders and cultivate thriving teams. Through interactive discussions and practical exercises, attendees will gain actionable insights and strategies to lead with high awareness, harness individual strengths, and cultivate a culture of excellence within their organizations.

2:20 PM - 3:10 PM  
Location: Kissimmee B  
Speakers: Tamara Lindholm, Maria Jaramillo

### **Mentor Magic: Supercharging Instructional Coaches for Teacher Growth**

In today's education landscape, instructional coaches are vital for teacher professional learning. This session explores using a mentor to support coaches effectively. It emphasizes structured frameworks blending collaborative learning and personalized mentorship. Monthly full-day professional learning sessions enables the mentor to share insights and strategies. One-on-one mentorship guides coaches

in addressing challenges and refining techniques. Case studies illustrate successful implementation, offering actionable strategies for establishing or enhancing mentorship programs. Participants leave equipped to drive positive change in teacher professional learning through instructional coach mentorship.

2:20 PM - 3:10 PM

Location: Lanier AB

Speaker: Jen Herncane

### **Winning the Day: Reimagining, Refreshing and Reclaiming Work-Life Balance**

Educational leaders are flexible in meeting the demands of their communities. They juggle tasks, emails, and meetings, while focusing on the big picture. They prioritize the needs of students, staff, and the community, many times at the detriment of their health, family, and personal needs. Just surviving in our role is not the desired outcome, let's thrive! In this session, Dr. Coakley shares his experience finding balance, including key strategies that will increase any leader's work-life balance. Participants will reflect, and discuss concepts that increase work-life balance, and retention of leaders, BIPOC leaders, and future educators as we model self-care.

2:20 PM - 3:10 PM

Location: Partin AB

Speaker: Paul Coakley

### **Board Governance: Maximizing Outreach and Improving Board Efficiency**

Join us to discover how policy software and paperless board meetings can transform board governance. We will delve into how these tools can streamline policy management, enabling quick and efficient updates, and how paperless board meetings can simplify preparation, enhance communication, and boost overall efficiency. This session is designed for board members and administrators aiming to improve their board operations through technology. Additionally, association staff will learn how these solutions can automate and optimize their processes, making their work more efficient and effective.

2:20 PM - 3:10 PM

Location: Poinciana AB

Speaker: Darion Miller

### **Centering Equity in the Early Learning Dept at Clackamas ESD: Utilizing Our Mission, Vision & Values as a Guide to Impact Collaboration for Equity and Inclusion**

Clackamas Educational Service District (ESD) serves the ten school districts nestled within Clackamas County. Another key component of the ESD is the Early Learning Department, which holds three critical early learning programs. These include the Early Intervention/Early Childhood Special Education (EI/ECSE), an Oregon Prenatal Kindergarten Program, and Child Care Resource and Referral programs. These programs form a crucial bridge, connecting the formative first five years of a child's life with the broader K-12 educational system.

In our forthcoming presentation, we highlight the journey of the EI/ECSE department within Clackamas ESD. Specifically, we will delve into the concerted efforts to embed principles of equity throughout the program's fabric. This includes a comprehensive approach encompassing professional development initiatives, ongoing coaching and supervision protocols, and the multifaceted support rendered through our program support teams, a Multi-Tiered System of Support (MTSS) team.

Participants can anticipate a candid exploration of the triumphs and tribulations encountered along this journey. We will illuminate the tangible impact of these endeavors, elucidating how they have informed strategic decisions and fostered deeper collaboration. This includes collaborative ventures with preschools, school district partners, and the department's internal staff.

2:20 PM - 3:10 PM

Location: Seminole A

Speakers: Sara Snow, Molly Hulett

### **Strategic Partnerships are the Keys to Organizational Success**

In today's dynamic organizational landscape, achieving sustainable growth and systemic improvements requires a collaborative effort from all stakeholders. While the Board of Governors and the superintendent play crucial roles, true success hinges on the collective commitment and effectiveness of every entrusted partner.

To navigate this complex terrain effectively, it's essential to establish structures that offer clarity of purpose, facilitate meaningful communication, ensure equitable access to data, and cultivate a collaborative ecosystem. These foundational elements not only enhance partner effectiveness but also pave the way for transformative progress.

In this session, we will equip attendees with a comprehensive framework designed to empower them in this journey. Participants will learn how to identify key partners, conduct asset mapping exercises, establish clear lines of communication, develop robust monitoring tools, and implement results-driven change processes.

Join us as we embark on a transformative exploration, empowering you to drive sustainable growth and foster systemic improvements within your organization.

2:20 PM - 3:10 PM

Location: St. Cloud A

Speakers: Mark Burke, Amber Clay-Mowry

### **Indiana ESCs Voluntarily Collaborating To Benefit Statewide Initiatives**

The nine Educational Service Centers of Indiana (ESCI) have developed region-specific supports and services over the past 45 years to best meet each region's needs. In addition, over the past several years, the nine ESCs have voluntarily chosen to collaborate to support statewide initiatives associated with the state department of education as well as on projects beneficial to all Indiana ESCs.

As a result of this collaborative effort, the Indiana Department of Education views ESCI as a beneficial

and effective resource. This session will provide the history of this collaborative effort, the process used to coordinate this effort, and specific examples of ESCI statewide projects.

2:20 PM - 3:10 PM

Location: St. Cloud B

Speakers: Patrick Haney, Joshua Wenning, Andrew Melin, Judi Hendrix

### 3:20 PM - 4:10 PM

#### 5 Innovations in 50 Minutes

Location: Grand Salon

##### Contract and FMLA Management

Our upcoming presentation will explore the transformative role of the EdHive platform in redefining contract and FMLA management within the educational sector, specifically through the lens of Region 16 Education Service Center's innovative practices. The discussion will delve into the complexities and critical importance of efficient contract management and FMLA adherence in educational institutions, highlighting the challenges that schools and education service agencies face in these domains.

At the core of our talk, we will showcase how EdHive, developed by Region 16, serves as a pioneering solution to these challenges. The platform's design and functionality reflect a deep understanding of the unique needs of education service agencies and the schools they support. We will outline the system's capability to streamline administrative processes, reduce manual errors, and ensure compliance with relevant laws and regulations, freeing up valuable resources to focus on educational excellence.

Furthermore, the presentation will touch on the tangible benefits that EdHive offers not only to Region 16 but also to other education service agencies looking to enhance their operational efficiency. EdHive allows agencies to generate additional resources through a revenue-sharing model while providing exceptional service to their constituents.

3:20 PM - 4:10 PM

Location: Grand Salon

Speakers: Michael Keough, Nathan Maxwell

##### School-based Health Services in Rural Communities

Elma Elementary School, located in Elma, Washington has over 750 students (preschool – 5th grade). Over 75% of the students qualify for free or reduced-price lunch and 12% of students are English language learners. The school district data is newer than the census data and the demographic breakdown suggests a more diverse younger population and a communities changing demographics. The Elma Elementary School-based Health Center (SBHC) Consortium is supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) under the Rural Health Care Services Outreach Grant Program. The Elma Elementary SBHC is also supported by our consortium of local health care providers. Services include preventive medical, dental, vision, and mental health.

The program started in 2021 and is in its third year of operations. The program's goals include: Expand and support daily health care services to Elma Elementary School; Deliver daily health care services through consortium members actively involved and engaged in program planning and delivery; Employ evidence-informed models in the delivery of health care services to Elma Elementary; Demonstrate improved health and academic outcomes and program sustainability annually. At the end of year two of the program, the consortium had served 156 unique students, developed important relationships, and learned many valuable lessons to implementing school-based health in rural communities.

3:20 PM - 4:10 PM

Location: Grand Salon

Speakers: Alyssa Pyke, Erin Wick, Andrew Eyres

##### Supporting Parents in the World of Social Media

It becomes more apparent every year that social media is resulting in both personal mental health challenges for students and at the same time, negatively impacting school climate and culture.

The Social Balance is an evidence-based program being implemented by EdAdvance (the ESA of western CT) through a federal mental health grant to address this epidemic. Students and teachers go through a series of activities that encourage critical thinking when engaging with social media while learning about topics such as dopamine, algorithms, and the science of FOMO.

The Social Balance was presented successfully at AESA in 2023 with an engaging session that was found helpful to participants and other ESAs are currently running The Social Balance in their regions.

One important part of the equation that has evolved in our ESA region in the last year is focused on engaging parents. It's critical for parents to understand how social media affects their children's development and how their development affects their relationship with social media. The program has developed a comprehensive set of tools and supports for making parents central in the conversations.

This session will outline how The Social Balance is engaging parents and help participants explore how they can replicate some of these strategies back in their ESA communities.

3:20 PM - 4:10 PM

Location: Grand Salon

Speaker: Cameron Audia

##### Supporting Dynamic Learner Needs through a Regional Alternative Service Continuum

As a regional service agency, we partner with districts and schools to seek solutions to address student needs when the district or school is not able to provide necessary programming options within the traditional setting. There is a constant focus for CESA #1 to ensure that our programs are adaptable and flexible in our structure in order to provide services for the ever changing dynamics of student needs throughout our region. As such, our K-12 learning programs have evolved significantly over the

last four years in order to collaboratively develop services that increase our capacity to provide impactful services to our students, and to develop new services in response to a growing population of students that are being considered unserviceable in traditional and alternative learning settings due to significant needs. We would like to share our journey of building regional partnerships to develop and enhance our student programs and services in order to focus on student success through personal growth that allows for re-entry into traditional environments and/or high school graduation with clear post-secondary trajectories for lifelong success. From in-person and virtual learning platforms, to individual and small group learning environments, to alternative pathways to graduation for struggling high school students, we continually seek to find the right fit for improved student outcomes in Southeast Wisconsin.

3:20 PM - 4:10 PM  
Location: Grand Salon  
Speaker: Matt Jolliff

#### **Montana Cares**

The program will focus on connecting students, staff & parents to basic needs and community resources. It will also feature 24/7 immediate crisis support, and a direct to school communication platform accessible through the Mobile App, Chromebooks or Web, and Phone. The program is powered and delivered by STOPit Solutions through its 24/7/365 Help Center who monitor the program and escalate any life-threatening or imminent threat situations immediately.

3:20 PM - 4:10 PM  
Location: Grand Salon  
Speaker: Jessica Johnson

### **3:20 PM - 4:10 PM**

#### **Breakout Sessions**

##### **Teaching At The Speed Of AI**

As an ESC our mission is to serve districts & bring to them the latest tools to promote student achievement as well as help teachers provide the best instruction reaching all students. The current landscape of educational AI is a mix of clever prompt engineering & savvy web design. Yet, these tools do not inherently understand the complex fabric of educational content standards, they tend to “hallucinate” generating content that may not align with the precise requirements of educational systems. Since AI's use is growing exponentially, our ESC has partnered with Teachally to bring our member district's teachers an unbelievable tool that will save them time & allow them to differentiate to meet ALL students needs! Teachally aims to address this by integrating AI within the established frameworks of educational content creation. It's about crafting pedagogically sound materials that educators can rely on. Teachally's system is designed & will continue to be enhanced to produce AI-generated content that aligns with the curriculum while being customizable to different teaching styles. The mission of Teachally is to serve as a bridge between the generative capacity of AI & the requirements of teaching to filter & refine AI to fit within the educational norms, ensuring that the content is not only innovative but also appropriate & applicable. With Teachally, AI a partner in education, enhancing teaching strategies & providing materials that resonate with both teachers & students.

3:20 PM - 4:10 PM  
Location: Allendale A  
Speakers: Andy Lovejoy, Daniel Bernstein

##### **Empowering Leadership for Employee Wellbeing: Strategies for Impact**

In today's demanding educational landscape, employee wellbeing isn't just a nice extra—it's essential for organizational success. Leaders play a pivotal role in shaping workplace culture. Join our interactive session to discover how leaders can drive positive outcomes for both employee wellbeing and organizational achievement. We'll delve into how prioritizing wellbeing cultivates an environment where employees feel connected, valued, and empowered. You will learn how we have used SAMHSA's 8 Dimensions of Wellness wheel to assist our leaders in ensuring that we look at wellbeing holistically. Drawing from real-world experiences, we will share insights on identifying organizational priorities, crafting actionable plans, and seamlessly integrating wellbeing practices into daily operations. You will walk away with practical strategies to foster a supportive and thriving workplace culture. Let's collaborate to build healthier, happier workplaces for everyone.

3:20 PM - 4:10 PM  
Location: Celebration A  
Speakers: Laura Barrett, Deirdre Amundsen

##### **Embracing the AI Revolution: Opportunities and Strategies in Washington State**

Artificial Intelligence (AI) is reshaping educational landscapes, and Washington State's Educational Service Districts (ESDs) are at the forefront of this transformation. This session will explore how our ESDs, in collaboration with state education associations and corporate partners like Microsoft, are pioneering a comprehensive support system for AI integration in schools. Learn about the Human-Centered AI initiatives guided by our state's principles, participate in discussions on regional and statewide professional learning opportunities, and discover the collaborative efforts behind launching AI Summits for school leaders. This is your chance to gain insights into building and scaling an effective, coordinated AI support system that adapts to daily advancements in technology.

3:20 PM - 4:10 PM  
Location: Celebration B  
Speakers: Jessica Vavrus, Kristi Hofheins

##### **It Takes a Year to Educate Digital Citizens!**

For the third time in its history, the Council of Europe is declaring a European year dedicated to a theme: the European Year of Digital Citizenship Education (DCEY2025) in 2025. This initiative aims to enhance digital citizenship and literacy, including AI literacy, in educational institutions across all 46

member states. The Council's Steering Committee for Education (CDEDU) will oversee operational planning, implementation monitoring, and key event organization while evaluating its impact across Europe. National committees will promote the initiative, coordinate activities, engage with public institutions, and collaborate with each other. In this presentation, we will examine the Council of Europe's model for educating digital citizens, which integrates competencies in democratic culture and the ten domains of digital citizenship. We will also discuss the relevant policies, stakeholders, strategies, infrastructures, resources, and evaluation methods that support the planned activities throughout the year.

3:20 PM - 4:10 PM  
Location: Harmony A  
Speaker: Vitor Tome

### **Building Bridges: Empowering Educators to Cultivate Strong Family Engagement**

Effective family engagement plays a pivotal role in fostering students' holistic development within a supportive learning environment. Fostering strong family engagement is essential for nurturing students' holistic/overall/development within a supportive learning community. This presentation aims to equip ESA's and educators with practical strategies in educational settings. By building and maintaining robust partnerships with families, schools can effectively contribute to the overall well-being and success of their students.

The session aims to empower participants with essential knowledge and practical tools needed to cultivate authentic partnerships with families. By recognizing the significance of family engagement and implementing impactful strategies, educators can establish a supportive network that fosters student achievement and well-being.

Join us in this session to empower yourself with the skills and resources needed to build and maintain robust partnerships with families, ultimately enhancing student success and creating a thriving learning community.

3:20 PM - 4:10 PM  
Location: Harmony B  
Speakers: Dina Bangle, Josephine Hammond, Lee Irby

### **Using Student Voice to Engage and Motivate...an Improvement Science Approach**

Engaging student voices in learning, leading, and innovating can create transformational change in schools, districts, and communities. This session describes the journey of one Educational Service Agency in meaningful engagement of youth voices not only in their classrooms, but also throughout our county and beyond. Students' perspectives are critical to creating champions each day and to striving toward future possibilities. Strategies to begin and deepen this work will be shared from an Improvement Science lens. When we have the courage to truly listen to the voices of our youth, especially those who are often unheard, we have the opportunity to not only be leaders of change alongside the youth, but dreamers of a future that has not yet been imagined.

3:20 PM - 4:10 PM  
Location: Heritage Park BC  
Speaker: Andrea Lemos

### **Developing a Registered Teacher Apprenticeship Program to Strengthen the Special Education Teacher Pipeline in Minnesota: A Collaborative Effort**

Join representatives from the four Intermediate School Districts of Minnesota (ISD 287, 288, 916, and 917) and Minnesota State University - Mankato to learn about their collective journey to create a Registered Teacher Apprenticeship Program in Minnesota to provide paraprofessionals with a pathway to a Bachelor's degree and teaching licenses in Emotional-Behavioral Disorders and Autism Spectrum Disorders. Learn how this team has worked together and in partnership with government, non-profit, and private entities to design an innovative program to center and meet new statewide Standards of Effective Practice, amplify the role of job-embedded learning, develop an infrastructure for sustainability, and recruit, select, and train Teacher Apprentices and Journey Workers. Engage in conversation with the team about reflections on the process, next steps, and lessons learned about how effective collaboration can lead to important impacts for students, staff, families, and communities.

3:20 PM - 4:10 PM  
Location: Kissimmee A  
Speakers: Marci Levy-Maguire, Retha Burns, Megan McAllister, Teri Preisler

### **Navigating Change: Ensuring your team reaches the shore**

In a world of AI innovation and leadership transitions, change is accelerating. We all navigate change differently, but if we only had resources to help us know how to support others, we would be more successfully.

Join us on an exciting journey into the world of Change Management, tailored for Educational Service Agency Leaders. This session shines a light on the core principles that make change an opportunity for leaders to help their organization succeed. Through engaging discussions, real-world examples, and cutting-edge insights, we'll explore how to navigate the changing educational landscape with agility and confidence. Dive into strategies for impactful communication, stakeholder engagement, and building a resilient culture. Transform the way you lead change in your organization, turning challenges into stepping stones for success. Let's embark on this transformative journey together!

3:20 PM - 4:10 PM  
Location: Kissimmee B  
Speaker: Dana Anderson

### **Regional Networking Groups: How to build strong collaborative groups where educators learn from each other**

This session will focus on how our service center has created successful networking groups that have

grown in number and popularity. These groups meet both in person and virtually allowing great dialogue and collaboration. These groups meet four to six times a year. Our service center consists of many small, rural schools who have a single person wearing many hats. These networking groups have allowed those who feel as though they are on an island to come together and collectively learn and grow together!

These networking groups are for counselors, administrators, reading specialists, technology coordinators, media specialists, STEM educators, and instructional coaches.

Times in education are changing so rapidly that we decided to create a space for the latest research and state initiatives. These groups have proven to be successful and grow in number each year.

Don't miss this opportunity to learn strategies to help your districts learn from each other!

3:20 PM - 4:10 PM

Location: Lanier AB

Speakers: Judi Hendrix, Kierston McKinley, Jennifer Fry, Melissa Gill, Taylor Hendrix

### **Leadership Matters: Navigating Courageous Conversations**

In this session, we will underscore the significance of courageous conversations in driving effective leadership and organizational success. Our purpose is to articulate why these conversations are vital for fostering trust, transparency, and collaboration within teams and across organizational hierarchies.

Mining the gap is a foundational principle of effective leadership. It involves actively seeking out and valuing diverse perspectives, especially when addressing complex problems or issues. By eliciting the viewpoints of all stakeholders, leaders can gain comprehensive insights into the root causes of challenges and devise more informed and inclusive solutions.

Furthermore, leaders must share their perspective with clarity and honesty to foster understanding and alignment. Effective communication is the cornerstone of impactful leadership. By articulating their thoughts, values, and intentions authentically, leaders can inspire trust and credibility among their team members. This transparency cultivates an environment where open dialogue flourishes, empowering individuals to contribute meaningfully and collaborate towards shared goals.

Leadership that prioritizes courageous conversations is pivotal in navigating today's dynamic and complex organizational landscape. Participants will leave strategies to cultivate a culture of trust, resilience, and innovation, driving sustainable success and fostering the growth and development of individuals and teams alike.

3:20 PM - 4:10 PM

Location: Partin AB

Speaker: Colleen Timm

### **The Prevention of K-12 Student Online Exploitation and Child Trafficking: Improving the health, safety, and wellness of all learners.**

There is an enemy hidden in plain sight, tearing at the social fabric of every nation, country, and city. During the pandemic, students across America received online academic instruction from their homes. Students attempted to stay socially connected to the outside world through social media and online gaming. A vast number of students lack the skills and tools to protect themselves against the barrage of online sexual content and the manipulative schemes of both in-person and online predators. According to the FBI, there are over 500,000 daily online predators seeking out children to sexually exploit them. In 2022, Grant Public Schools piloted a K-12 Human Trafficking Education Curriculum. Last January, after attending a grooming lesson, a 16-year-old female student thought she was being trafficked by a 30-year-old man from Pennsylvania. During the investigation, the School Resource Officer and local law enforcement discovered that the predator planned to travel to Michigan to meet the student at her school. The predator was apprehended by the FBI and law enforcement at the Gerald R. Ford Airport in Grand Rapids. Our interactive and engaging PowerPoint presentation demonstrates 1) An awareness of the nature and prevalence of online exploitation and child trafficking, and 2) How it can be mitigated through prevention education that is designed to equip children with the skills and tools to protect themselves from online sexual exploitation and human trafficking.

3:20 PM - 4:10 PM

Location: Poinciana AB

Speakers: Blake Prewitt, Jamie Presler, Teresa Fetterley, Mary Suplinskas

### **Measurable Results: Re-Designing Learning to Achieve Academic Success In Schools**

State assessment results and other standardized test scores aren't everything. Educating students and giving them everything they need for success is a multi-faceted task. But ask any principal or district administrator if they would like for their students to perform better on the ACT, SAT, or state assessment and you will hear a resounding YES. These assessments often get a bad rep because of the gimmicky, "gaming the system" methods that schools sometimes take - but substantive learning structures and improved measurable results CAN coexist in a way that benefits students and schools. In this session, you will learn how ESAs can influence and develop school and district leaders who understand the systems, strategies, mindsets, and approaches that high performing schools use to ensure meaningful, measurable academic success for all students.

3:20 PM - 4:10 PM

Location: Seminole A

Speakers: David Young, Amanda Burrows, Mark Helton

**4:00 PM - 5:30 PM**

### **AESA Members' Reception**

Location: Osceola Ballroom

### **Silent Auction Closes**

4:15 PM - 4:15 PM

Location: Osceola Ballroom

**AESA Foundation Silent Auction Winners Announced**

4:15 PM - 4:45 PM  
Location: Osceola Ballroom

**AESA Foundation Live Auction**

4:45 PM - 5:30 PM  
Location: Osceola Ballroom

**6:30 PM - 8:00 PM Foundation Board Meeting & Dinner**

Location: St. Andrews

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**Fri, Dec 06, 2024**

**7:00 AM - 12:00 PM Attendee Registration Open**

Location: Osceola Foyer

**7:00 AM - 9:00 AM Perspectives Editorial Board Meeting**

Location: Heritage A

**7:30 AM - 8:30 AM Regional Breakfasts**

Location: Osceola Ballroom

**Eastern Region**

7:30 AM - 8:30 AM  
Location: Osceola D

**Southern Region**

7:30 AM - 8:30 AM  
Location: Osceola B

**Central Region**

7:30 AM - 8:30 AM  
Location: Osceola C

**Western Region**

7:30 AM - 8:30 AM  
Location: Osceola A

**8:45 AM - 9:35 AM ESA Talks**

Location: Grand Salon

**How to Start Your Own Self-Funded Women in Leadership Cohort**

Women's leadership cohorts provide opportunities for professional development tailored to the unique needs and challenges faced by women in leadership roles. Research indicates that participating in cohort-based learning experiences can enhance leadership skills, confidence, and competence among female leaders. This talk will provide attendees with the framework for establishing an impactful, self-funded, Women in Leadership Cohort. With practical strategies for recruitment and advertisement, self-funding mechanisms for lead facilitators, and examples of session topics, participants will be equipped with the knowledge and resources to initiate their own cohorts that will foster professional growth and empowerment for their member schools' female leaders.

8:45 AM - 9:35 AM  
Location: Grand Salon  
Speaker: Christina Hilton

**Ecosystems at Scale: What, Who, How and Why your Association Can Benefit?**

In today's interconnected world, the concept of ecosystems has evolved to encompass complex networks of organizations, technologies, and stakeholders.

**What?** We will delve into the definition and scope of ecosystems, emphasizing their expansive reach across industries, sectors, and geographies. We will demonstrate and share stories how ecosystems facilitate collaboration, innovation, and value creation on a grand scale.

**Who?** We will identify the diverse range of participants that are crucial and necessary for understanding ecosystem dynamics. We will discuss the roles, motivations, and interactions of these stakeholders within the ecosystem framework.

**How?** Practical strategies and best practices are explored for integration into your association's operations. From fostering partnerships and alliances to embracing digital platforms and data-driven insights, we will provide actionable steps for maximizing your association's impact.

**Why?** We will articulate the compelling reasons why embracing ecosystems is not just advantageous but imperative for associations seeking relevance and sustainability in today's competitive landscape. The benefits of ecosystem engagement are transformative.

This presentation equips your association with the knowledge and insights needed to navigate and thrive within ecosystems at scale. By leveraging these insights, your association can unlock new opportunities, drive innovation, and cultivate lasting partnerships for sustainable growth and impact.

8:45 AM - 9:35 AM  
Location: Grand Salon

Speakers: Ben Smith, Jared Mader

### **Taking ESA Leadership Actions that Support Legislated Opportunities for School Districts**

Change is coming to public education and perhaps to Intermediate Units (IUs) in Pennsylvania. This ESA Talk session will describe how a February 2024 landmark Commonwealth Court decision that found the state's school funding unconstitutional is providing the IU with opportunities for leading meaningful change in school districts.

Reality of remedies mean more than \$4 billion may be required to adequately fund the state system of public education. Numerous legislators do not see more money alone as the remedy. Legislation changed school code to give school districts more flexibility. No longer is the requirement of a school year to be 180 days AND 900/990 hours, but can be 180 days OR 990/900 hours. AIU8 conducted a one-day Innovation Summit for leadership teams from the IU's 35 school districts to explore three key strategies for flexible school scheduling: (1) 4-day school week, (2) year-round schooling, and (3) competency-based education. National experts presented, then AIU8 leadership facilitated and recorded round-table discussions of district leaders discussing implementation challenges and opportunities. Follow-up action included AIU8 hosting a PA DOE official in a live, interactive webinar with district superintendents. The official explained the change in the school year code and opportunities afforded in flexibility. This recorded session, posted on the IU website, became a key resource for districts. Leadership matters and the future role of the IU is evolving.

8:45 AM - 9:35 AM

Location: Grand Salon

Speaker: Thomas Butler

## **8:45 AM - 9:35 AM**

### **Breakout Sessions**

#### **If I Build it Will They Come?**

How do you determine what systems you should build and what you should buy. During this session we will take a look at the Information Systems Team at ESU #3 and the process they have used to determine if they should build a software package or purchase. Several considerations will be addressed including:

1) Cost 2) Interoperability 3) Long Range Goals 4) Time 5) Security Concerns

We will evaluate several instances where the decision was made to partner with a vendor and several where we have developed the program from the ground up. ESU #3 has solved many of these concerns by creating a Student Information System (NebSIS) that allows them to control many of these variables by making NebSIS the source of truth. Participants will be encouraged to share their story and how they have solved these same issues.

A piece of this session will also be on what work is being done to develop around Artificial intelligence and how service agencies can harness this evolving technology.

The power of this session will come as we all learn from each other allowing us to each think about these problems from a new perspective.

8:45 AM - 9:35 AM

Location: Allendale A

Speaker: William Pulte

#### **Unleashing Potential: Facility Dogs Supporting Students**

This presentation explores the successful implementation of Facility Dogs within ESA Center programs. It highlights the significant therapeutic and wellness benefits these furry partners bring to participants, fostering a more positive and supportive environment.

Areas of focus for the presentation will include reducing stress and anxiety, enhancing social interaction, and improving motivation and engagement.

Reduce Stress and Anxiety: The calming presence of Facility Dogs can lower student stress levels and provide emotional support for participants.

Enhance Social Interaction: Facility Dogs act as social bridges, encouraging interaction and building connections among students and staff members.

Improve Motivation and Engagement: Their playful nature can motivate individuals to participate more actively in programs and activities provided to students within the ESA Center.

This presentation aims to demonstrate the undeniable value Facility Dogs bring to ESA Center programs, promoting a holistic approach to well-being for all participants.

8:45 AM - 9:35 AM

Location: Celebration A

Speaker: Gregory Koons

#### **School Board Orientation: Establishing a Governance Culture**

Join board and staff members from Intermediate School District 917, one of four Intermediate School Districts in Minnesota, to learn about their School Board Culture Guide and school board orientation process designed to welcome new board members, help them understand the unique context of serving an ESA school board, and engage them in the values-driven culture of Intermediate School District 917.

8:45 AM - 9:35 AM

Location: Celebration B

Speakers: Cindy Nordstrom, Marci Levy-Maguire

#### **Enhancing Student Outcomes through Insurance-Based ABA Intervention**

At ACES, we specialize in delivering insurance-based Applied Behavior Analysis (ABA) services to children diagnosed with autism spectrum disorder. These services serve as a complementary component to the educational interventions provided by our member school districts. Through close collaboration with our district partners, our students/clients receive comprehensive care through a



synergistic approach.

During this session, we will describe our service model, offering a comprehensive overview of its intricacies. We will describe the advantages and obstacles inherent in the provision of insurance-based ABA services, drawing from our own experiences. Additionally, we will guide the audience through the procedural aspects of establishing and administering insurance-based ABA services, empowering attendees with practical insights and strategies.

Finally, we share our metrics of success by providing an analysis of both client and programmatic data. Through these data and real-world case studies, participants will gain perspectives on the tangible impact of our interventions and service model.

8:45 AM - 9:35 AM

Location: Harmony A

Speakers: Carrie Hartman, Melissa St. Peter

### **Innovative Pathways: Leveraging Resources Through Education Foundations**

From legal and financial considerations to strategic planning and effective fundraising, this session aims to equip participants with the knowledge and tools necessary to maximize the potential of education foundations in supplementing resources and fostering innovation in education. This interactive session will give insight into how to establish and operate a foundation in accordance with applicable laws and regulations, review best practices for ensuring the long-term sustainability and financial health of your foundation, and discuss how to leverage marketing strategies to raise awareness, attract donors, and promote your foundation's mission and initiatives.

8:45 AM - 9:35 AM

Location: Harmony B

Speaker: Valentina Viletto

### **The Power of Positivity: Creating a Sustainable Culture through Positive Psychology**

Together we will explore how positive psychology can be applied to build a sustainable organizational culture where people want to come to work, fully contribute to the organization, and stay mission focused every day. Participants will learn how positive emotions, gratitude, relationships, and the individual strengths of our employees helps to create a culture where anything is possible. Stories of positive leadership in inspiring and motivating team members will be shared, along with strategies for developing resilience in the face of challenges. Overall, the presentation will provide practical insights and tools for creating a thriving and productive workplace culture.

8:45 AM - 9:35 AM

Location: Heritage Park BC

Speaker: John Searles

### **District Advancement Champions: Reimagining and Implementing a Customer-Focused Strategy**

**Regional educational service centers are the core of improving and enhancing districts' ability to deliver customer value.** However, ESCs may fall short of their goals if they (1) misunderstand who is their customer, (2) incorrectly define the value they bring to their customers, (3) have leadership that is inwardly-focused, rather than customer focused, and (4) implement their strategy using unscientific methodologies. Region 4 partnered with Stratonomics to revitalize its strategy planning and implementation process. In addition to increasing executive-alignment around its value proposition of becoming the best "District Advancement Champions," Region 4 has made significant strides in increasing performance through positive accountability. This presentation describes Region 4's journey to achieve higher customer focus, increased employee engagement, and superior competitive positioning.

8:45 AM - 9:35 AM

Location: Kissimmee A

Speakers: Rodney Watson, Kelly Ingram

### **Everything AESA**

8:45 AM - 9:35 AM

Location: Kissimmee B

Speakers: John Bass, Sheila King

### **Grow Your Own: Teacher Residency Pathways to Support and Develop Homegrown Educator Talent**

The California Center on Teaching Careers (the Center) works to combat the current teacher shortage, particularly through the recruitment of ethnically diverse/bilingual math, science, and special education teachers.

Teachers of color often serve as mentors and role models for students of similar backgrounds, resulting in better academic outcomes. Yet a recent National Education Association Survey revealed that Latinx educators were more likely to quit teaching earlier than expected due to poor working conditions or lack of support. As a result, the Center has stepped up its efforts to recruit a teacher workforce that is representative of its student population.

Through its Teacher Residency for Rural Education (TRRE) Project, the Center supports graduate students seeking to obtain a single subject credential with a focus in STEM while earning a Master's degree in Education with an emphasis in curriculum & instruction.

Teacher residency programs allow program participants to work side-by-side with their teacher-mentor in the classroom as they gradually learn to plan lessons and support students throughout the school year. The TRRE project is supported by California's Statewide Residency Technical Assistance Center (SRTAC), which provides expert advice and assistance to program leaders within local education agencies.

This session will highlight early results and benefits of teaching residency programs, including a living stipend and supplemental income for participants.

8:45 AM - 9:35 AM  
Location: Lanier AB  
Speakers: Marvin Lopez, Adriana Cervantes-González, Brooke Berrios

### **Leading for Well-Being: How Teacher Mentors in Linn Benton Lincoln ESD are Leading the Charge to Improve Educator Well-being**

Burnout is not inevitable. And Education Service Agencies are uniquely positioned to lead the charge for improvements in educator well-being.

Come learn how Linn Benton Lincoln Education Service District (LBL ESD) has implemented a research-backed professional learning program centered on improving educator well-being.

Initial empathy interviews during the 2021-22 school year surfaced challenges among LBL ESD-based novice educators in terms of their social and emotional well-being. Stress was ubiquitous. People were overwhelmed. In response, the LBL ESD launched a professional learning program centered on mentors to provide participants with opportunities to learn about, practice with, and apply strategies empirically proven to increase well-being. Participants learn about research-based methods for prioritizing what matters most, understanding and using their strengths, developing habits, setting boundaries, managing their time, engaging in difficult conversations, and more. Educators in the program have reported reductions in burnout and anxiety along with improvements in workplace well-being.

Participants at our conference session will learn about the 5 most common pitfalls leading to teacher burnout and gain granular insight into the multi-year well-being support program LBL ESD has constructed for teacher mentors. Participants will emerge with I-can-use-this-tomorrow strategies and clear next steps to embed well-being supports into existing programmatic structures.

8:45 AM - 9:35 AM  
Location: Partin AB  
Speakers: Cindy Drouhard, Tami DuFault-Toomb, Tyler Hester

### **Minnesota Education Policy Fellowship - Building Systems change through Policy Leadership**

Far too often our systems of schools are drowning in solutions and initiatives that are in search of a problem. Shifting the mental model to use the policy design process - by first identifying the root problem before any solution is applied - can functionally shift the trajectory towards success in systems of school. The Minnesota Education Policy Fellowship (MN EPF) is a partnership between Lakes Country Service Cooperative, BrightWorks Service Cooperative and the Center for Policy Design that provides a year-long fellowship experience to school leaders of all types. MN EPF has a 45 year history in Minnesota and evolved into the service cooperative structure in the past five years. The fellowship hones in on education policy and its intersection with the state and federal political system so fellows have a much clearer understanding of how the proverbial "sausage gets stuffed" and where the levers of influence are within the education policy ecosystem.

8:45 AM - 9:35 AM  
Location: Poinciana AB  
Speakers: Troy Haugen, Josh Nelson, Colleen Feller, Chris Streiff-Oji

## **9:45 AM - 11:30 AM Closing Session**

Location: National Ballroom

### **Student Performance: Avon Park High School Show Choir**

9:45 AM - 10:00 AM  
Location: National Ballroom  
Director: Joy Loomis

### **Welcome & Introduction of the AESA Executive Council**

10:00 AM - 10:15 AM  
Location: National Ballroom  
Speakers: Thomas Danehy, Joan Wade

### **Keynote: Jason Latimer**

Jason Latimer began his illustrious career at the age of 14 in the prestigious Magic Castle Junior program and went on to become one of only four Americans in history to be awarded magic's highest honor: The Grand Prix World Champion of Magic. Today, his company, WonderFirst, is partnered with SONY Corp. to distribute "Impossible Science™"—Jason's wildly innovative educational program—to tens of millions of school kids.

10:15 AM - 11:15 AM  
Location: National Ballroom  
Speaker: Jason Latimer

### **Call to AESA 2025 Annual Conference**

11:15 AM - 11:20 AM  
Location: National Ballroom  
Speakers: Thomas Danehy, Nancy Hutchinson, Chris Modellmog, John Searles

### **Closing Comments**

11:20 AM - 11:30 AM  
Location: National Ballroom  
Speaker: Joan Wade