

Discover '24

June 10-12, 2024



# Gear Up for the New Year



## Schedule of Events

### **Monday, June 10**

7:00 am-8:00 Am "Chip in for Children" Golf Tournament Registration & Breakfast  
8:00 am-12:00 pm "Chip in for Children" Golf Tournament - shotgun  
12:00 pm -1:30 pm Golf Lunch – Club House

8:00 am – 12:00 pm Leadership Pre-Conference  
11:00 am - 5:00 pm FASA Registration Desk Open-Registration Desk  
1:15 pm -1:45 pm New Members and First Timers Meet & Greet  
1:50 pm -2:00 pm Haines City HS Chorus & Haines City HS JROTC  
2:00 pm – 5:00 pm Silent Auction Open  
2:00 pm – 4:00 pm Welcome Opening Session - Supt. Mark Shanoff  
Keynote Speaker – FASC Panel  
Secretary of Department of Juvenile Justice Dr. Eric Hall  
Golf Awards & FASA Champion of Education Award  
4:00 pm - 5:00 pm FASA Welcome Reception  
5:30 pm - 7:00 pm Hospitality Suites

### **Tuesday, June 11**

7:30 am - 5:00 pm FASA Registration Desk Open  
7:30 am - 8:30 am Breakfast  
8:30 am -10:00 am General Session Keynote Speaker Joe Sanfelippo & Awards  
National Distinguished Principal, NASSP Principal of the Year  
NAESP Assistant Principal, NASSP Assistant Principal of the Year  
FASA Little Red Schoolhouse Award  
10:00 am -10:15 am Vendor Visiting / Beverage Break  
10:15 am – 11:30 am Breakout Session A  
11:35 am – 1:00 pm Lunch (on your own)  
1:00 pm -2:15 pm Breakout Session B  
2:15 pm - 2:45 pm Vendor Visiting / Beverage Break  
2:45 pm – 4:00 pm Breakout Session C  
6:30 pm - 9:30 pm Trivia Night Sponsored by Equitable

## **Wednesday, June 12**

7:30 am – 12:00 pm FASA Registration Desk Open  
8:00 am - 9:00 am Breakfast - FASA Annual Meeting & Awards  
FASA Presidential Service Award  
9:00 am – 10:15 am Breakout Sessions D  
10:15 am -10:45 am Vendor Visiting / Beverage Break  
10:45 am – 12:00 pm Keynote Speaker Ron Clark

## **Breakout Session Descriptions**

FASA strives to make sure the sessions offered support the professional learning of administrators at every level. To accomplish this, we have noted the Florida Educational Leadership Standard(s) (FELS) each session will address. The FELS are organized as follows:

*Standard 1: Professional and Ethical Norms*

*Standard 2: Vision and Mission*

*Standard 3: School Operations, Management and Safety*

*Standard 4: Student Learning and Continuous School Improvement*

*Standard 5: Learning Environment*

*Standard 6: Recruitment and Professional Learning*

*Standard 7: Building Leadership Expertise*

*Standard 8: Meaningful Parent, Family and Community Engagement*

## **Tuesday 6/11 10:15 AM - 11:30 AM Breakout Session A**

### **Hacking Leadership**

Water is amazing and seemingly always finds a way. It can form, replenish our system, power equipment, and can wipe out entire cities. Leaders have the same properties. Some end up conforming to their environment as water would with a cup or bowl. Some have the power to wipe out entire populations, and others lift the level of the land. The best leaders take little openings and create space for those they lead. They find the smallest cracks of opportunity and create a path that was not there before. They shape the land. They find a way. Hacking leadership is about finding innovative solutions to issues that have plagued the system for years and implementing them tomorrow. The focus is on practical application. We all know the problems exist, but knowledge of problems does not make our daily life in schools easier. Utilizing the tools in Hacking Leadership will allow you and your team to find the openings and create space for those you lead. Space to learn. Space to teach. Space to thrive.

Dr. Joe Sanfelippo, Superintendent, Fall Creek School District, WI  
*Florida Educational Leadership Standard 3, 4, and 5*

### **New Policies and Legislative 101**

In this session, FASA's professional lobbyist and former educator, Jessica Janasiewicz will impart the various aspects of legislative advocacy and a recap of what policies were passed during the 2024 Legislative Session. You will learn the ins and outs of the Florida Legislature exploring the roles of the various players from legislators to lobbyists to citizens. We will also explore the role of the executive branch in policy creation and execution. Jessica will provide guidance on ways to communicate and connect with lawmakers beyond meetings at Capitol offices.

Jessica Janasiewicz M.A., M.Ed. Governmental Consultant Rutledge Ecenia, P.A.

*Florida Educational Leadership Standard 1*

***This session will be repeated.***

### **Courageous Conversations**

Do you ever get nervous to have a critical conversation with a staff member or colleague? Not sure how to start the conversation or make sure it gets to the point? Join us to learn some research-proven tools on how to have a courageous conversation with care. You will leave with strategies to ensure you have successful courageous conversations with staff and colleagues when needed this coming year that lead to quality outcomes.

Dr. Jennifer Halter, Principal, Clay High School

Dr. Kyle Dresback, Regional Superintendent for Secondary and Alternative School, St. Johns School District

*Florida Educational Leadership Standard 1, 4, 5, 6 and 7*

***This session will be repeated.***

### **The New Driver's Seat: Creative Solutions to Rethink the Driver Shortage**

Most districts have experienced ongoing school transportation shortages in recent years. In this session, you'll learn several alternative options for staffing these critical roles, the implications those changes may have on your fleet, and a tried and true recommended action plan to bring these changes to life.

Mike Archer, Director of Transportation Consulting Services, Center for Effective School Operations (CESO)

Elyse Rethlake, Center for Effective School Operations (CESO)

*Florida Educational Leadership Standard 3*

### **Generational Hiring in the K-12 Sector: Winning Brand Strategies to Attract Diverse Talent**

As Baby Boomers, Gen X, Millennials, and Gen Z coexist in the workforce, understanding generational differences is key to successful hiring. Using insights from top brands and K-12 case studies, we'll uncover effective strategies to attract, hire, and retain talent across generations. Uncover how generational understanding can help you build a diverse, inclusive, and dynamic workforce, leading to improved employee satisfaction and a more effective school environment. Equip your school district with winning strategies to attract and retain a multigenerational workforce, directly improving your overall school performance.

Molly McGowan Gorsuch, Director of Client Engagement, Rhodes Branding

*Florida Educational Leadership Standard 6*

### **Elevating the New Leader Through Building Relationships, Being Responsive, and Becoming Resilient**

In this engaging and interactive session, participants will learn ways to build relationships with staff to improve morale, effective communication skills to impact teacher efficacy, and how resilience in daily work challenges can foster a less stressed and more efficient work life balance.

Joyce Conley, Assistant Principal, Orange County

*Florida Educational Leadership Standard 6*

### **Coffee with Craig: An Open Conversation with the FHSAA**

In this session, FHSAA staff will review the role of a member school's administration (principal), pertinent FHSAA regulations and procedures as well as changes for the 2024-25 school year in an informal manner. You will become familiar with the structure of the association and leave equipped with tools to better serve your students.

Craig Damon, Executive Director  
Brandi Waters, Associate Executive Director of Finance  
*Florida Educational Leadership Standard 3*

## **Tuesday 6/11 1:00 PM - 2:15 PM Breakout Session B**

### **Identifying Pitfalls and Systematizing Your Leadership to Maximize Your Time, Leverage Stronger Outcomes, and Reduce Stress!**

The objective of this presentation is to equip school administrators with practical strategies to reduce stress, maximize efficiency, and enhance leadership effectiveness. By delving into current research on stress levels among school leaders, addressing the gaps in preparation, and introducing systematic approaches, participants will gain valuable insights to optimize their roles and well-being. Attendees will leave with tangible strategies to implement immediately.

Justin Faulkner, Clinical Instructor, School Leaders Program Coordinator, FAU  
Michele White, CAE, Executive Director, FASA  
*Florida Educational Leadership Standard 3 and 4*  
***This session will be repeated.***

### **“Before You Leave...”: Practical Methods to Identify, support, and Prepare Future School Leaders**

A vital role and standard for principals is building capacity for potential school leaders. In this session participants will discuss rationale for this role, and practical methods of identifying, supporting, and preparing future school administrators through realistic mentoring and awareness of institutional memory.

Jason Driver, Principal, Shoal River Middle School / Okaloosa County Schools  
*Florida Educational Leadership Standard 6 and 7*

### **Supporting Teachers to Increase Student Engagement**

Engaging students in the learning process motivates the practice of higher-level critical thinking skills and promotes meaningful learning experiences. This interactive session provides participants an opportunity to: reflect on current instructional practices, explore approaches that motivate and engage students in deeper learning, and gain new strategies that promote active learning.

Rachael Havey, Senior Director, Professional Learning, Cognia  
*Florida Educational Leadership Standard 5*  
***This session will be repeated.***

### **Level Up: How to Transform Your School Culture**

Level Up: How to Transform Your School Culture; Participants will explore how a strong school-based leadership came into a school and Leveled Up the school in every measurable category. Facilitators will guide participants through innovative family engagement, PBIS, attendance, and instructional strategies that they can use to take their school to the Next Level!!

Dr. Mike Lastra, Principal, Hernando County/Eastside Elementary  
Eric, Schwartz Assistant Principal, Hernando County Schools  
Vikki Seifried, School Social Worker, Hernando County Schools  
Malinda Gorham, Instructional Coach, Hernando County Schools  
*Florida Educational Leadership Standard 2*

### **Pathways to Success: Mentor, Learn, LEAD!**

Join our dynamic training session, to elevate mentorship for new administrators. Unlock leadership potential, foster growth, and create thriving educational environments. Elevate your mentoring skills using practical strategies.

Lisa Higham, Staff Development Coordinator, Brevard School District

Kathy Hamilton-Brown, Assistant Principal, Brevard School District

Courtney Shiffrin, Assistant Principal, Brevard School District

Kellee McCluney, Assistant Principal, Brevard School District

*Florida Educational Leadership Standard 6 and 7*

### **Leadership Starts at Home - Creating an Aspiring Leaders Program at Your School**

Building capacity in your building is critical to the success of your school. When teachers are empowered beyond their classroom, they will exceed your expectations. Dr. Basilo discusses the importance of identifying and cultivating leaders on your campus and providing opportunities at experiences prior to taking on an administrative role.

Eric Basilo, Assistant Principal, Seminole School District

*Florida Educational Leadership Standard 6 and 7*

### **FASA Membership 101**

This session is an opportunity to bring new members, future members, and established members of FASA together to learn about our association, our mission, the benefits, and value we provide, resources and the many opportunities available to you as a leader. Join us and get to know other members of FASA and find ways to engage with one another across the state, foster connections, and feel empowered to actively participate.

FASA Board Members and Staff

## **Tuesday 6/11 2:45 PM - 4:00 PM Breakout Session C**

### **New Policies and Legislative 101**

In this session, FASA's professional lobbyist and former educator, Jessica Janasiewicz will impart the various aspects of legislative advocacy and a recap of what policies were passed during the 2024 Legislative Session. You will learn the ins and outs of the Florida Legislature exploring the roles of the various players from legislators to lobbyists to citizens. We will also explore the role of the executive branch in policy creation and execution. Jessica will provide guidance on ways to communicate and connect with lawmakers beyond meetings at Capitol offices.

Jessica Janasiewicz M.A., M.Ed. Governmental Consultant Rutledge Ecenia, P.A.

*Florida Educational Leadership Standard 1*

***This session will be repeated.***

### **Feeling Lonely? Mentoring Partnerships for School-Based Administrators**

Leadership is lonely! Having a mentor, friend, and/or think partner is essential in serving as a successful Principal or AP. This session explores ways to enact FELS Standard 7...leaders cultivate, support, and develop other school leaders. Learn about how the CCDS novice/mentor AP and Principal programs are designed to strengthen these partnerships. Participants will walk away with practical ways to establish effective mentoring relationships among leaders.

Jennifer Collins, Supervisor of School Improvement and Leadership Development, Clay School District

Dr. Jennifer Shepard, Director of School Improvement, Professional Learning, and Assessment

Mallory McConnell, Principal, Clay School District  
*Florida Educational Leadership Standard 7*

### **Supporting Teachers to Increase Student Engagement**

Engaging students in the learning process motivates the practice of higher-level critical thinking skills and promotes meaningful learning experiences. This interactive session provides participants an opportunity to: reflect on current instructional practices, explore approaches that motivate and engage students in deeper learning, and gain new strategies that promote active learning.

Rachael Havey, Senior Director, Professional Learning, Cognia  
*Florida Educational Leadership Standard 5*  
***This session will be repeated.***

### **Empowering Children Through Resiliency and Personal Safety Strategies**

95% of child sexual abuse is preventable through education and awareness. This presentation will discuss the partnership with Broward County Public Schools using the Safer, Smarter Schools curriculum for grades K-5. Participants will understand best practices around teaching safety, and abuse prevention skills and concepts as well as strategies to involve caregivers and the community.

Blythe Adreon, Director of Curriculum Expansion, Lauren's Kids/ Broward County Public School  
Kimberly Young, Mental Health Coordinator, Broward School District  
*Florida Educational Leadership Standard 3*

### **Establishing a Comprehensive Induction and Mentoring Program District-Wide**

Experts from Orange County Public Schools will share information about the award-winning OCPS Induction and Mentoring Program. OCPS leaders will share how to leverage best practices to create a comprehensive induction program that utilizes the distributive leadership model and includes job-embedded professional learning, mentorship, and differentiated support to ensure beginning teachers receive support from school-based administrators, lead mentors, and mentors to transform teaching practice and impact student achievement.

Claire Steele, Director, Professional Learning Department, Orange County Public Schools  
Nicollette Allen, Professional Learning Department, Orange School District  
*Florida Educational Leadership Standard 6 and 7*

### **Triangulating in on Success: Culture, Competence, and Character**

Administrators will leave this presentation with an "I can do list" revolving around Culture, Competence, and Character. Sit back and enjoy this breakout filled with real-world suggestions and practices that triangulate in on success. Walk Throughs, Showtime, Viking Values, Hattie's Cheat Sheet, Instructional Feedback, and Community Engagement Initiatives are just some of the areas within this session.

John Spolski, Assistant Superintendent, Okaloosa School District  
Marcelo Mueller, Assistant Principal, Okaloosa School District  
Victor Mann, Assistant Principal, Okaloosa School District  
*Florida Educational Leadership Standard 3, 4 and 8*

## **Wednesday 6/12 9:00 AM - 10:15 AM Breakout Session D**

### **Identifying Pitfalls and Systematizing Your Leadership to Maximize Your Time, Leverage Stronger Outcomes, and Reduce Stress!**

The objective of this presentation is to equip school administrators with practical strategies to reduce stress, maximize efficiency, and enhance leadership effectiveness. By delving into current research on

stress levels among school leaders, addressing the gaps in preparation, and introducing systematic approaches, participants will gain valuable insights to optimize their roles and well-being. Attendees will leave with tangible strategies to implement immediately.

Justin Faulkner, Clinical Instructor, School Leaders Program Coordinator, FAU  
Michele White, CAE, Executive Director, FASA  
*Florida Educational Leadership Standard 3 and 4*  
***This session will be repeated.***

### **"Empowering the Future: Leading with Financial Wisdom"**

"Empowering the Future: Leading with Financial Wisdom" is a brief yet impactful presentation focused on guiding school leaders in integrating financial literacy into their institutions. Learn how financial education benefits students, discover practical strategies, and gain insight into fostering a financially empowered school community. Equip yourself to lead your school into a prosperous financial literacy future.

Jamarr Akins, Director of Partnerships & Advancement, Florida Council on Economic Education  
Brett Burkey, Director of Education, Florida Council on Economic Education  
*Florida Educational Leadership Standard 4, 5 and 7*

### **Courageous Conversations**

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Dr. Jennifer Halter, Principal, Clay School District  
Dr. Kyle Dresback, Regional Superintendent for Secondary and Alternative School, St. Johns School District  
*Florida Educational Leadership Standard 1, 4, 5, 6 and 7*  
***This session will be repeated.***