

Seventeenth Annual



*Policy &
Practice
Institute*

Delaware's Conference on Public Education

A Million Dreams

Wednesday, June 26, 2019

Dover High School
Dover, Delaware

Hosted by

*Delaware Academy for School Leadership
Delaware Association of School Administrators*

AGENDA

- 8:00 – 8:30 a.m. **Registration and Breakfast**
Main Street
- 8:30 – 9:30 a.m. **General Session I**
Theater, First Floor
- Featuring Keynote Speaker
 Jason Grissom, Ph.D.
- 9:30 – 9:45 a.m. **Transition Time**
- 9:45 – 10:45 a.m. **Breakout Session Strand 1**
- 10:45 – 11:00 a.m. **Transition Time**
- 11:00 a.m. – Noon **Breakout Session Strand 2**
- Noon – 1:00 p.m. **Lunch**
Main Dining Room, First Floor
- UDEL PPP Meet & Greet**
Dining Annex, First Floor
- 1:00 – 2:15 p.m. **General Session II**
Theater, First Floor
- Featuring Keynote Speaker
 Adolph Brown, III, Psy.D.
- 2:15 – 2:30 p.m. **Transition Time**
- 2:30 – 3:30 p.m. **Topical Meetings**
- 3:30 p.m. **Certificates Distributed**
Lobby
- Treats from UDairy Ice Cream Truck**
Lobby

**Attendees should park in the back parking lot at
Dover High School and enter through the South Entrance.**

WELCOME FROM THE DIRECTOR OF DASL

Welcome to the 17th Annual Policy and Practice Institute. On behalf of the Delaware Academy for School Leadership at the University of Delaware, I want to thank you for joining us for a day of learning, collaboration, and networking. Today is an opportunity to celebrate the end of another successful school year as you reconnect with colleagues, make new friends, and become inspired by the keynote speakers and practitioners who will be sharing their amazing work.

This year's conference theme is *A Million Dreams*. I have so many dreams for Delaware students. I have always believed that we have most of the answers we need to solve our greatest challenges within the buildings where we work. I have found that educators are creative and entrepreneurial when it comes to solving challenges with limited resources. I have seen the commitment and extraordinary things that are taking place in Delaware schools and we should celebrate the good work we have accomplished. Today we focus on leadership. Leadership is essential if we want great schools. As school leaders we have a tremendous responsibility to lead our schools responsibly. I challenge you to dream big today. How can you take what you learn and innovate in your school?

Today you will have a choice of four strands for breakout sessions:

LEADING FOR LEARNING

LEADING FOR INNOVATION

LEADING FOR EQUITY

LEADING FOR WELLNESS

As you participate in the learning sessions and collaborate with colleagues, remember to dream big and with no boundaries. My dream is that you leave today's conference with a million dreams in your pocket to inspire you. I know I will. Enjoy!

Sincerely,

Jackie O. Wilson, DASL Director

WELCOME FROM THE EXECUTIVE DIRECTOR OF DASA

The Delaware Association of School Administrators (DASA) welcomes you to the 17th Annual Policy and Practice Institute: Delaware's Conference on Public Education. DASA is a professional organization for school administrators and is aligned with the American Association of School Administrators, National Association of Secondary School Principals, and the National Association of Elementary School Principals. DASA's mission is to advance education through Service, Leadership, and Collaboration. The Annual Policy and Practice Institute melds perfectly with our mission as we recognize those who serve our students and award two student scholarships, provide professional learning to develop and improve leadership skills, and offer a venue for school leaders to network with colleagues.

I encourage you to celebrate education today as you enhance your knowledge and skills, reflect on the recent school year, and move forward with making important contributions to your profession. You play a critical role in ensuring the academic success and well-being of each student. My dream is that this year's Policy and Practice Institute gives you the inspiration and momentum to be an outstanding leader in the field—that is, someone who helps everyone else's dreams come true.

Sincerely,

Tammy J. Croce, Ed. D., DASA Executive Director

ABOUT THE KEYNOTE SPEAKERS

Jason A. Grissom, Ph.D.

Jason A. Grissom is Associate Professor of Public Policy and Education and (by courtesy) of Political Science at Vanderbilt University's Peabody College. He also serves as Faculty Director of the Tennessee Education Research Alliance, a research-policy-practice partnership that produces research to inform Tennessee's school improvement efforts, and currently is Co-Editor-in-Chief of *Educational Researcher*, flagship journal of the American Educational Research Association.

Professor Grissom's research uses large survey and administrative data sets to investigate school leadership, educator mobility, and issues of educational equity. He is particularly interested in identifying the impacts of school and district leaders on teacher and student outcomes. He has ongoing research projects on principal effectiveness, measurement and evaluation of principal job performance, and how principals make human capital or talent management decisions in their schools.

Professor Grissom is the winner of best paper awards from the Journal of Educational Administration and the *Journal of Public Administration Research and Theory*, and the Wilder Award for Scholarship in Social Equity and Public Policy for his work on leader diversity and teacher job outcomes. He co-edited the 2016 book *Improving Teacher Evaluation Systems: Making the Most of Multiple Measures* (Teachers College Press). Professor Grissom holds a master's degree in education and a doctorate in political economics from Stanford University.

Adolph Brown, III, Psy.D.

Dr. Adolph Brown, III is an American urban and rural school educator, author, research-scientist, businessman, and keynote speaker. He is a servant-leader at heart and is admired around the world for his simple and direct “Real Talk” and powerful, universal, and timeless teachings. Dr. Brown is best known for inspiring all who hear him to learn, laugh, and lead, while simultaneously reducing implicit bias at every turn. He is the leading provider of anti-bias training in business and education.

As a Master Teacher, Dr. Adolph Brown shines in the classroom and in research. He is in the top one percent of world-class scholar teachers based on peer-reviews, nominations, teaching performance, teaching awards, published evaluations, and ratings from America’s best schools, colleges, and universities. He is recognized as one of the top 10 most influential thought leaders in America. Dr. Brown is the author of acclaimed books, including the international mental wellness best seller, *Two Backpacks*. Other best sellers authored by Dr. Brown include a business classic, *Championship Habits*; and the education classic, *Real Talk*.

Dr. Brown earned undergraduate degrees in anthropology and psychology with a minor in education, master’s degree work in special education and experimental psychology, and a doctorate degree in clinical psychology. Before joining the psychology/education faculty at Hampton University, Dr. Brown became one of the initial major investigators of “The School To Prison Pipeline” paradigm and received the First Annual Francine Kee Peterson Memorial Scholarship for Social Justice advocacy from his role model, social activist Geoffrey Canada. Based on his record of teaching and research excellence in education, implicit bias training and servant leadership, Dr. Adolph Brown was appointed chairperson of his department, promoted as a tenured full professor and was also the dean of the graduate college. Dr. Adolph Brown continues to be a business, community, and educational leader whilst being a continuous learner. Bringing people together to learn, laugh, and lead has become his life’s work.

DELAWARE ASSOCIATION OF SCHOOL ADMINISTRATORS RECOGNITION AWARDS PROGRAM

Welcome

Dr. Tammy J. Croce

DASA Executive Director

Scholarship Winners

Essay Contest Winners

Dr. Tammy J. Croce

DASA Executive Director

Paul Carlson Dedication Scholarship

Elizabeth Holz, Sussex Central High School

William B. Keene Dedication Scholarship

Lindsey Reynolds, Cape Henlopen High School

2019 Award-Winning Administrators

Dr. Jason Hale

DASA President

Delaware School Personnel Administrators

Dr. Amelia Hodges, Polytech School District

Delaware School Nutrition Supervisors

Roger Holt, Smyrna School District

Delaware Administrators of Special Education Programs

Jeff Conrad, Cape Henlopen School District

Delaware Association of School Business Officials

Gerald Gallagher, Smyrna School District

Delaware Curriculum and Instruction Administrators

Dr. Amelia Hodges, Polytech School District

Delaware's Chief School Officer of the Year

Heath Chasanov, Woodbridge School District



Delaware's Secondary Principal of the Year

Dr. Sherry Kijowski, Caesar Rodney High School,
Caesar Rodney School District

Delaware's National Distinguished Principal

Dr. Kirsten Jennette, Blades Elementary School, Seaford School District

Recognition of Retiring DASA Members

Dr. Tammy J. Croce

Dr. Mark Dufendach, Polytech School District

Dr. Victoria Gehrt, New Castle County Vocational School District

MaryAn Scarbrough, New Castle County Vocational School District

Michele Martel, Lake Forest School District

Karen Gilbert, Colonial School District

Tonya Guinn, Capital School District

DASA Change of Officers

Outgoing Board President

Dr. Jason Hale

Introduction of 2019–2020 Incoming DASA Board President

Dr. Rebecca Feathers

SESSION A

C201

EQUITY

**Supporting Inclusion in Early Childhood:
Where are we? Where do we want to be?**

Presenters: Rena Hallam, Ph.D., Associate Director, Delaware Institute for Excellence in Early Childhood, University of Delaware (UD); and Jamie Walko (J. Walko Educational Services)

While research and policy indicate that children with disabilities should be served in natural settings with their peers, young children with disabilities continue to have difficulty accessing high-quality early childhood programs. Highlighting a recently completed self-assessment on inclusion in early childhood, this session will share Delaware's current strengths and challenges in supporting inclusion in early childhood contexts, as well as facilitate discussion on suggestions and recommendations for next steps.

SESSION B

A213

INNOVATION

**Leadership Learning Collaborative:
Creating Communities of Leaders**

Presenters: Denise Parks, Head of School; Stephanie Beckel, Administrator; Juliana Sheehan, Teacher; and Lambrine Kolionis, Teacher, Odyssey Charter School

Overview and implementation guide for creating voluntary PLCs for leadership development. Participants will engage in discussion and will leave with a guide for immediate implementation.

SESSION C

C202

INNOVATION

S.M.I.L.E.!

Presenter: Jenine Thomas, Principal, Olive B. Loss Elementary School

Novice or veteran, teacher or administrator, our collective success starts with a SMILE: Share of yourself, Make a difference, Inspire others, Learn to give, Expand your horizons.

SESSION D

A214

LEARNING

Board Policies 101

Presenter: Stephen H. Guthrie, Superintendent, Sussex Technical School District

The session will review the fundamentals about Board of Education policies, including the difference between policy, regulation, procedures, and practice. The breakout session will also include what topics should be covered by policy, the purpose of Board policy and the best practices on how policies should be constructed and reviewed.

SESSION E

LIBRARY (SECOND FLOOR)

LEARNING

Do Unto Others: Creating Engaging and Rigorous Adult Learning Sessions

Presenter: Christine Eisenhauer, Dean, Relay Graduate School of Education Delaware

Participants will identify and practice ways to make adult learning more engaging and productive by ensuring that all participants have multiple opportunities to reflect, discuss, practice, and implement learning outcomes. This session is all about making sure that adults receive the same strong instructional practices in their learning sessions as teachers are expected to implement in their own classrooms. Session attendees will walk away with 2–3 strategies to up the engagement and effectiveness of a future session they are facilitating.

SESSION F

C203

LEARNING

Inspiration, Investigation, & Interaction: DDOE's Online Science Portal for Administrators

Presenters: Tonyea Mead, Education Associate—Science, Delaware Department of Education (DDOE); and Tracy Hudson, Leadership Associate, Delaware Academy for School Leadership, UD

Administrators and teacher leaders will have the opportunity to explore and become familiar with DDOE's new online science education portal. In this collaborative session, participants will reflect on the importance of science in elementary classrooms and learn how to identify what a Next Generation Science Standards classroom looks like. Participants will have time to plan how they will introduce the science education portal resources to their teachers.

SESSION G

A215

LEARNING

Identifying and Leveraging Capacity to Critically Evaluate Research Evidence

Presenters: Horatio Blackman, Ph.D., Research Associate and Assistant Professor of Education, Center for Research Use in Education, UD; Samantha Shewchuk; and Katherine Tilley

The Center for Research Use in Education will briefly present findings from its two large-scale pilots (n=1,628 practitioners) on research use in schools. Specifically, we will present on practitioner capacity to critically evaluate research. Following the brief presentation will be a semi-structured discussion on successes, challenges, and potential strategies related to improving the use of research evidence in schools.

SESSION H

C204

LEARNING

Getting the Most Out of Specialist Evaluations

Presenters: Sharon Brittingham, Ed.D., Senior Associate Director; and David Santore, Ed.D., Senior Leadership Specialist, Delaware Academy for School Leadership, UD

This session will focus on District Instructional Specialists and how to collect evidence for their formative and summative evaluations. Focusing on job descriptions and national standards, participants will generate a list of expectations and monitoring procedures for their district instructional specialist. They will then plan who, when, and how the IS will be evaluated.

SESSION J

A210

INNOVATION

Enhancing Your Communications with Google Forms

Presenter: Crystal Samuels, Graphic Design Teacher, William Penn High School, Colonial School District

How much time do you spend on communicating with parents and teachers or painstakingly creating certificates? What if there was a way to expedite the process and make it more efficient? Teachers and Administrators can now use Google Forms to easily send out customized emails, create certificates, and so much more! Autocrat allows you the capability to create a template and then, using the information from Google Forms, it will create a Google Doc, create a Google Slide, draft an email, or export to PDF.

Dual Language Immersion Programs in Delaware: Progress and Next Steps

Presenters: Ned Gladfelter, Principal, H.O. Brittingham Elementary School, Cape Henlopen School District; Darren Guido, Ed.D., Supervisor of Instruction, Caesar Rodney School District; and Tamara Stewart, Principal, Claymont Elementary School, Brandywine School District

This session highlights the positive growth and development of immersion programs across the state. Principals, assistant principals, district office staff, and teachers who have immersion programs in their school or district are encouraged to attend so we can continue to build a support network for immersion education.

Entrance & Resistance: Approaching Equity-Oriented Professional Learning

Presenters: Erin Baugher, Associate Director, Partnership for Public Education, UD, and Abdul-Malik Muhammad, Ed.D., CEO, Akoben LLC & Transforming Lives Inc.

This session captures reflective work designing and engaging in equity-oriented professional learning—addressing matters of institutional racism and social injustice—with in-service teachers and administrators. The session also offers advice for P–12 leaders to begin or advance the work in their spaces.

Andrew F Supreme Court Decision and Specially Designed Instruction

Presenter: Amy Pleet-Odle, Ed.D., Inclusion Focused Coaching

This interactive session will provide a summary of the recent Andrew F Supreme Court decision and new expectations for special education services. Participants will explore the distinctions between provision of accommodations, modifications, and specially designed instruction. They will collaboratively develop a list of “look fors” and “ask fors” appropriate for inclusive classroom observations.

Leading Wellness

Presenters: Evelyn Edney, Ed.D., School Leader, Early College High School; and Rebecca Feathers, Ed.D., Principal, Brick Mill Elementary School, Appoquinimink School District

Two current school leaders share successful strategies for personal wellness and leading school wellness initiatives to impact the wellbeing of staff, students, and families.

BREAKOUT STRAND 2

11:00 A.M. — NOON

The Power in Relationships: How to Empower your Staff and Change the Culture of Your Building

Presenter: Wendy Johns, Assistant Principal, Brandywine School District

Cultivating and maintaining healthy relationships with students is essential to building a positive school culture. The skill of building positive relationships is one that needs to be reinforced, monitored, and cultivated. Building relationships is one way to provide our best impression and foster a positive school-wide culture.

At-Risk Teachers Teaching At-Risk Students: How to Use the RTI Protocol to Support Teachers

Presenters: Sharon Brittingham, Ed.D., Senior Associate Director, Delaware Academy for School Leadership, UD; and Charlene Rainer, Kindergarten Teacher, Christina School District, and UDEL Principal Preparation Program Intern

How can school leaders identify and support their Tier 2 and 3 teachers? Learn how one school used the RTI framework to identify and support at-risk teachers in a high-needs school on classroom management, curriculum implementation, and pedagogy. Leave with a sample implementation plan focused on data collection, targeted individualized support, and ongoing follow up.

SESSION Q

C210

INNOVATION

Beginning with the End in Mind: Measuring Impact of New Programs

Presenters: Jeff Klein, Associate Director, and Sue Giancola, Associate Director, Center for Research in Education and Social Policy, UD

This session is on evaluation design for school leaders, beginning with the basic idea behind logic models and how they can help in the early stages of developing new educational initiatives or programs. Particular focus will be made on determining the necessary inputs for the project as well as short-term outcomes. Participants will be asked to think of a current new program, and we will work together to identify both key parts of the program as well as ways to assess the program success.

SESSION R

A214

INNOVATION

Show and Tell: Video and Audio to Enhance Your Abilities

Presenter: Douglas Timm, Principal, Carrie Downie Elementary School, Colonial School District

Explore the use of video and audio to enhance your own growth and communicate more effectively with staff, students, and community. This session will be delivered via video, face to face, and other interactive tools.

SESSION S

A216

LEARNING

Trauma and Self-Regulation: How to Keep Calm and Carry On

Presenters: Deborah Stevens, Director of Instructional Advocacy, Delaware State Education Association

This interactive session focuses on the importance of adult and student self-regulation to support student success. Participants will discover the benefits of early intervention and will explore a variety of self-regulation strategies that promote a better learning environment.

Leveraging Leadership with Professional Standards

Presenters: Michael Saylor, Ph.D., Education Associate, DDOE; Brenda Wynder, Ed.D., Superintendent, Lake Forest School District; Sharon Pepukayi, Ed.D., Assistant Superintendent, Appoquinimink School District

In this interactive session, participants will unpack the Professional Standards for Educational Leaders (PSEL) and find out how current district leaders are integrating the standards into professional learning for their administrators. Participate in sample PSEL aligned professional learning that you can use with building and district leaders. Additionally, see how PSEL standards can be used to leverage Interstate Teacher Assessment and Support Consortium (InTASC) standards with the goal of improving student outcomes.

What Works in the Classroom? How Can We Apply It to Help Improve Student Performance?

Presenter: Jackie Lee, Leadership Specialist, Delaware Academy for School Leadership, UD

Coaching teachers toward implementation of Dr. Marzano's High Yield Strategies will improve instructional practices. Identify best practices associated with strategies. Dr. Marzano links specific classroom instructional strategies and practice to percentile gains in student performance.

Strategies for Personal Wellness—At Home, Work, Wherever You Are

Presenters: Kim Blanch, RN, Community Services Manager, Beebe Healthcare Population Health Department, and Owner/LMT/AYS/Health Coach, Holistic Coastal Wellness, LLC

Learn the science behind various breathing techniques, stress management skills, and simple, effective movements. Create a plan to incorporate them into your personal wellbeing goals and your health-positive strategies within your school culture.

SESSION W

C207

EQUITY

All Means All

Presenters: Darren Guido, Ed.D., Supervisor of Instruction, Caesar Rodney School District; Krissy Hall, Guidance Counselor; Sabra Collins, Physical Education Teacher; Megan Loder, Special Education Teacher; Jeff Fleurantus, Creole Translator, Caesar Rodney High School

This session highlights how educators at Caesar Rodney High School are focused on changing culture and structures related to serving their growing population of English Learners (ELs). Presenters will share teaching strategies and techniques that apply to all learners but specifically benefit ELs and will coach educators to use their personal strengths to teach a diverse group of learners.

SESSION X

C203

LEARNING

Whole Novel Approach

Presenter: Pamela Nolte, ELA Instructional Coach, Colonial School District

This professional learning opportunity highlights the Whole Novel Approach, based on a book written by Ariel Sacks. The Whole Novel Approach presents teachers with a way to engage readers in deep comprehension and lively discussion of literature. Learn to prevent over-teaching and bring back the love of reading literature in your classroom.

SESSION Y

A215

EQUITY

Building a More Diverse Educator Workforce: Linking Teachers and Leaders

Presenter: Jason Grissom, Ph.D., Associate Professor of Public Policy and Education, Peabody College of Education and Human Development, Vanderbilt University; Faculty Director, Tennessee Education Research Alliance

This session explores what Tennessee has learned about the impacts of having more diverse teachers and leaders and what factors contribute to higher turnover rates among teachers of color in the state. It also draws an important connection between leadership diversity and teacher diversity through research on differences in hiring and retention in schools with principals of diverse backgrounds. It then offers an opportunity for discussion of educator diversity issues facing Delaware's schools.

SESSION Z

A213

EQUITY

Say hELLO to Accelerated Language & Literacy Development

Presenters: Krissy Jennette, Ed.D., Principal, Blades Elementary School; Kelly Hageman, Supervisor of Instruction; and Lyndsey Gerstle, ELL Teacher, Seaford School District

Participants will explore school and classroom practices aimed at the achievement of English Language Learners. The Seaford School District will share how they reached their successes in accelerating language and literacy development of English Language Learners.

SESSION AA

C201

INNOVATION

Early Childhood Education: School Districts and Community Collaboration

Presenters: Christina Joe, Program Coordinator, Delaware Stars for Early Success, UD; Caitlin Gleason, Education Associate, DDOE Office of Early Learning; Dawn Alexander, Preschool Expansion Coordinator, Colonial School District; and Kim Brancato, Ed.D., Principal, Appoquinimink Preschool Center, Appoquinimink School District

Children's school readiness can be enhanced through partnerships between school districts and early care and education programs, as such partnerships provide a more comprehensive framework to support children and families. This panel will highlight existing collaborations between school districts and childcare settings and facilitate discussion around future possibilities.

SESSION BB

C202

LEARNING

Promoting More Meaningful Math Discourse in K–12 Classrooms

Presenters: Jamila Riser, Ed.D., Executive Director, Delaware Mathematics Coalition; and Nicole Marshall, Education Associate—Mathematics, DDOE

This active session featuring the use of authentic video, classroom scenarios, and role playing is designed to support administrators and other instructional leaders in their efforts to promote more meaningful discourse in their mathematics classrooms.

Supporting Student Behavior Through a Trauma Lens

Presenters: Kimberly Corbidge, Principal; Jennifer Leach, Assistant Principal; and Jason Scott, Teacher, Shields Elementary School, Cape Henlopen School District

When students are referred to the Shields Elementary Child Study Behavior Team, educators consider which of the four needs usually associated with trauma that the behaviors fall under. Are students acting out due to relational, emotional, control, or physical need? The team then puts into place interventions to meet the need that the student is struggling with the most. Interventions are revisited on a six-week cycle for monitoring and adjustment as needed. Attend this session to learn about Shield's Child Study Behavior Team model and how to implement strategies from a trauma lens in your building.

TOPICAL SESSIONS

2:30 – 3:30 P.M.

Select one of the following topical sessions. Come prepared to participate in a facilitated conversation and share your successes, ideas, and challenges related to the topic.

- 1: Equity Leadership: Room C201 or C203**
- 2: Special Education Leadership: Room A213 or A215**
- 3: Supporting Teachers and Students of Trauma: Room A214 or A216**
- 4: School Turnaround: Room C202**
- 5: School Improvement: Library (Second Floor)**
- 6: Leadership Pipelines: Sentrum (Second Floor)**



NOTES



THANK YOU

This event is hosted by the Delaware Academy for School Leadership (www.dasl.udel.edu) and the Delaware Association of School Administrators (www.edasa.org).

Thank you to the Capital School District and Dover High School for access to your facilities.

DASL would also like to thank Sarah Pragg, from the Institute for Public Administration at the University of Delaware, for designing the program booklet.

THANK YOU TO OUR SPONSORS



**Use hashtag #LeadsDE to follow
social media coverage of this conference,
and follow us on Twitter:**

@UD_DASL

@Dasa2lead



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