

SAANYS Professional Development



School Administrators Association of New York State



Discover Your Strengths and Create a Strengths-based Organization

Presenter: Noreen Perna Nouza

Heard of the strengths revolution? It's the idea that you, your team, and your company, will get farther faster when you focus on what you do well vs. what you don't. In individual coaching, team meetings, half-day or full-day session, leaders and teams learn about individual and group strengths while having fun at the same time. This is an excellent and practical team-building experience. And, for leaders, when you identify your team's talents and build them into strengths, it is easier to become a high-performing team.

Before the workshop, participants read the first 40 pages of the book *StrengthsFinder® 2.0*, based on Gallup's research and results on employee engagement. Participants then complete a 20-minute online assessment and send their reports to the facilitator, who reviews and customizes the material. The individual assessment reports provide participants with detailed information on their top five strengths and how they can continue to build upon them. Also, the opportunity for teams to discover the rank order of all 34 strengths of participants can be included. With the information, teams are able to identify and plan for "holes" in their game plans such as staffing, project implementation, and communications.

How To Create A CAPE (Coalition to Achieve a Positive Environment) in Your School

Presenter: Steve (Dr. Bird) Birchak and Bruce Ballan

The Coalition to Achieve a Positive Environment (CAPE) had its humble beginning in upstate New York when a middle school principal recruited the indomitable Dr. Bird to work with students and staff to develop a plan for improving climate and promoting kindness. The content of this presentation will focus on the rationale and research that went into developing the Coalition to Achieve a Positive Environment and it will also focus on specific strategies and concrete steps utilized to implement the program.

Dealing with Difficult Employees

Presenter: Dr. Michael Johnson

This workshop will assist administrators in avoiding costly 3020a due process proceedings and demonstrate an efficient and inexpensive alternative to the disciplinary process. This workshop will demonstrate how to conduct counseling sessions and write letters of counsel to change and improve employee behavior.

Understanding and Addressing Harassment in the Workplace

Presenter: Dr. Michael Johnson

This workshop will assist administrators in effectively addressing inappropriate behavior in the workplace. Learn how to conduct an investigation of a complaint and how to resolve complaints at the informal level.

DASA: Addressing and Preventing Bullying and Harassment in the Workplace

Presenter: Dr. Michael Johnson

This workshop will help administrators and other school personnel understand the complexities of bullying and harassment and effective ways to change and improve their school's culture.

Team Building

Presenter: Dr. Michael Johnson

This workshop will assist administrators in building an effective team.

Communicating with Difficult Audiences

Presenter: Dr. Michael Johnson

This workshop will assist administrators with strategies to comfortably address difficult audiences.

Google Apps For Education – Google's Free Suite Of Tools For Schools

Presenter: Carol LaRow

Google's free service for schools provides a safe, closed, collaborative environment for administrators, teachers, and students. Districts determine which tools and features to offer. Teachers and students share the same productivity tools, allowing teachers to monitor student progress, and students to interact with teachers as they work on assignments. See an overview of how GAFE works and ways schools across the country are using it. There will be time for Q & A and an introduction to using one of the tools. Your district determines which tools and features to offer.

Getting Started With Google Docs For School Administrators

Presenter: Carol LaRow

Google Docs is a FREE online word processor, which allows you to collaborate in “real time,” or asynchronously. Extend your professional community online and make your job easier and more efficient. Organize a paperless workflow for administrative tasks, as you design documents to use with staff, parents, students, and other administrators that can be accessed from any computer/mobile device, anytime, anywhere. Add links to web-based resources, insert images, use the research tool. Upload existing documents you’ve already created. Also see ways your teachers and students can use Docs.



The Importance of a Growth Mindset

Presenter: Paul M. Fanuele

Leaders will learn about the importance of a growth mindset in the educational setting to understand how failure can be beneficial to students and staff. Strategies to build resilience and create a climate that fosters Carol Dweck’s ‘growth mindset’ will be shared, along with current resources on this timely topic.

Building a Professional Learning Community through MentorCoaching

Presenter: Bonnie Tryon, Ed D.

One practice that countries with high-performing educational institutions consistently use is mentorcoaching. Not all mentoring and all coaching models are the same. This workshop focuses on what Ontario, Canada found to be effective in their highly acclaimed mentorcoaching program and how the practice of mentorcoaching supported PLCs.

- How mentorcoach programs support professional learning communities.
- The essential elements effective mentorcoaching programs need in order to make a real difference.
- Review their district’s mentor and mentorcoach models and practices against what research says make for solid programs, leaving with immediately implementable practices that cost little or nothing...but can add great value.

Professional Development Models that Work

Presenter: Bonnie Tryon, Ed D.

Discover the models of professional development that make a difference in student learning and how to build such sustainable models in these tough economic times. Participants will examine what the research says about various professional development models and how their district’s practices compare.

- Learn user-friendly protocols popularized by the National School Faculty Reform that can immediately be used in team and faculty meetings, and beyond.
- Understand structures that can be used to make a district’s professional development plans less costly to run.

So Little Time and So Much to Do

Presenter: Bonnie Tryon, Ed D.

“What now” echoes throughout many school hallways relative to new testing requirements, APPR, fiscal constraints, and leadership challenges. Participants will explore how what one believes and values has everything to do with how one uses their time.

- Know how values and beliefs, when in conflict with cultural norms and the school climate created by them, wreak havoc in schools.
- Understand how a strong school culture can save time.
- Know how to make the best use of time; discover time management tips and tools used by successful school leaders.

What Conversations Are You In ... or Should You Be In?

Presenter: Bonnie Tryon, EdD

Ever find yourself thinking: I'm not sure I can trust this person again; he completely blew the deadline; I keep talking with people about the same problem. Now what? We talk about all the ways we could improve but then no one does what they agree to do. This workshop teaches you a conversational path that actually makes a difference in building trusting relationships and a supporting culture, even when the stakes, and emotions, are high. Participants gain:

- A working understanding of the crucial conversational path.
- Tools that can be used in the school setting tomorrow that will help demystify and better prepare you to have a crucial conversation.
- Ability to differentiate the kinds of conversations that need to take place in your school setting.

Using Your Strengths to Build a Positive School Culture

Presenter: Bonnie Tryon, EdD

Knowing your strengths, and the strengths of the people around you, makes all the difference in how people work together to build a school culture where everyone thrives – students, staff, and you! Learn how to provide differentiated acknowledgment, build teams that are accomplished in what they do, and how to involve students in the process. Participants gain:

- A working understanding of one's strengths and how to go about finding out about the strengths of others.
- Tools to use immediately in your school setting that help you differentiate the kind of feedback and acknowledgment you provide to others.
- Ways to help your students appreciate their own strengths and the strengths of others.

Courageous Conversations that Improve Student Learning

Presenter: Bonnie Tryon, EdD

Half-day workshops, include:

- Session 1 – What are Courageous Conversations and Why We Don't Have Them?
- Session 2 – Listening at a Higher Level and Asking Impactful Questions
- Session 3 – Acknowledgment, Reflection, and Feedback... Building a Learning Culture
- Session 4 – When Disciplinary Conversations are Needed
- Session 5 – Managing to Have the Time

Training Session – Becoming a MentorCoach

Presenters: Mike Dawkins, Bonnie Tryon, and Mark Turner



Preparing school leaders for success, and sustaining those successful school leaders, is critical to the future of education. Now more than ever, it is essential that our school leaders be provided with high-quality support as they tackle the difficult, challenging, and rewarding work of educating our children. SAANYS, in collaboration with the Ontario Principals Center, is pleased to offer districts the training their administrators need to become more proficient as a MentorCoach. Whether part of a district team seeking to build an in-house mentorcoach program or as an individual wanting to become an effective mentorcoach, this workshop is designed to fill a gap that has existed for too long – the limited opportunity to grow professionally from a mentoring/coaching relationship. The skills and principles of coaching are focused on taking an individual from where they are to where they want to be. It is a tool for building individual and team capacity and developing competency and self awareness.

Bullying Prevention and Intervention Workshop: Training for New York State Certification

Presenter: Karen Siris, EdD

Creating Positive Classrooms and Schools: At the “CORE” of Teaching and Learning

Presenter: Karen Siris, EdD

Dr. Siris' workshops combine background information about the causes of bullying behavior and important strategies for combating the problem. They are interactive, engaging, and powerful. She stresses the importance of positive school climate and social and emotional learning as the keys to safe and caring schools. Sessions meet the requirements for full school, Dignity Act coordinator, and New York State certification training.

Data Handbook

Presenter: Donna Marie Norton

Norton's Data Handbook was created for the administrative team at NSCSD. It was so well received that she was asked to present on it at the local BOCES and at the statewide DATAG meetings. She has run data teams here at North Syracuse for the past seven years and used this tool to construct meeting protocols and focus discussions. She has found it to be closely aligned to the data driven instruction model proposed by Bambrick-Santoyo at network team meetings, allowing data teams here to disaggregate benchmark and summative assessments, as well as other relevant data not related to testing.

How to Build a Better Test

Presenter: Donna Marie Norton

This workshop is based on the frustrations heard from teachers within the presenter's district and around the state. Teachers explained that they had very little training in creating test questions and were unsure if the exams they were developing (especially for SLOs) were valid. Norton has conducted this workshop within the North Syracuse Central School District, at local BOCES, at a statewide DATAG meeting. She became very interested in the topic when she was asked to teach an Assessment and Accountability Course at LeMoyne College. In the course of this research, she found it possible to distill the pertinent information into a workshop format that has an interactive component and some very interesting actual examples of poorly developed test questions.

Assessment Development – Refining SLOs

Presenter: Christine Barry

Do you feel that your district needs more guidance in developing assessments that meet the rigor of the APPR regulations? This workshop will examine a step-by-step process for creating high-quality assessments that can be used in your district's SLOs. Participants will reflect on multiple criteria for SLO development.

Team Dynamics in the Instructional Program

Presenter: Christine Barry

Targeted interventions to support effective instruction will be shared. The responsibilities of the members of the educational team will be examined. Strategies designed to minimize the impact of personal safety issues on academic achievement will be detailed.

Goodbye Power Point! Create Dynamic Multimedia Presentations that Engage Your Audience

Presenter: David R. Ashdown

Let's face it... PowerPoint has become a much dreaded presentation tool that some researchers feel can encourage passivity in the audience. In this hands-on workshop, participants will create a dynamic multimedia presentation using easy-to-learn digital tools that encourage more active involvement. No more slides filled with text and bullets!

Google Apps for Education: A Toolkit for Successful Implementation

Presenter: David R. Ashdown



Is your district thinking about "Going Google?" This workshop will provide school leaders with an implementation toolkit drawn from the best practices of other New York school districts that have already begun to roll out this powerful set of educational and productivity tools. Real-life examples will be shared on a variety of important topics that will equip administrators for a successful Google Apps implementation.

If You Take a Mouse to School...

Presenter: Mark D. Mambretti

At its core, education is about providing a memorable experience. Taking lessons taught at the Disney Institute's "Approach to Leadership Excellence" course, discover how simple principles and leadership lessons that have been perfected at the world's leading theme park can apply to your school. Themes include: defining your organization's values and vision, over managing your brand, the keys of intentional leadership, effective communication, ensuring success through values alignment, and the importance of legacy building. *Note: Presenter is a graduate from The Disney Institute's "Disney's Approach to Leadership Excellence" course. **Workshop seen at NYSMSA '14 and NCEA '15.

Personal Sustainability in an Era of Reform

Presenter: Mark D. Mambretti

At no point in recent memory has so much been asked of public education and at no point has the need for quality educators been so great. How do schools, teams, and individuals find the energy needed to remain focused on priorities and keep alive the passion that inspired them to become educators in the first place? In short: How do we not just survive, but thrive in the era of reform? ** Workshop seen at WNYMSA '14 and NYSMSA '14.

Thermometer or Thermostat: Social Justice as a Model for School Leadership

Presenter: Mark D. Mambretti

Amongst both students and adults, school cultures reflect societal norms. Most often, this is for the worse: bullying, competition, punitive decisions, and an us/them culture. But what would happen if we modeled the "best" of what a society could be in an attempt to change the culture and climate of our school... and, in turn, the larger society around us? Learn from societal visionaries who dreamed of a better world and apply these lessons to the 'society' of your school with surprising results!

One School's Journey: Using Data to Lead the Hearts and Minds of Teachers

Presenters: Michelle Robinette and Sarah Vakkas

Using the Data Wise Process and the Collaborative Learning Cycle, faculty can utilize data to improve collaboration across disciplines and support common core standards for all students.

Goals:

- Participants will be able to use a structured process with faculty to look at state and local assessment data in order to drive instruction and increase collaboration across disciplines.
- Participants will be able to understand and apply the steps to both the Data Wise Process from Harvard and Collaborative Learning Cycle from Wellman & Lipton.
- Participants will be able to reflect on how they might modify the process demonstrated to best meet the needs of their faculty and students.

How to Coach and Manage Strategic Change in Challenging Times

Presenters: Dr. John McKenna and Dr. Walter Polka

Leaders need to be able to manage strategic change in ways that foster creativity and motivate others, yet hold people accountable. Today's educational leaders need to be coaches, motivators, skilled decision makers, creative problem solvers, and instructional leaders. In this workshop participants will learn specific skills and strategies to facilitate positive change. Participants will also gain thorough understanding of how to manage strategic change to achieve desired goals and maximize organizational effectiveness. Learn:

- how to set mission, vision, and goals for your school or district.
- how to organize and run effective meetings.
- how to conduct meaningful/interactive walkthroughs.
- how to foster creativity and energize staff.
- how to build trust and encourage risk taking.
- how to empower staff and build productive mindsets.

LEGAL ONE NEW YORK: Webinars and Onsite Workshops

Presenter: SAANYYS Legal One Staff

LEGAL ONE NY
the leader in school law training

LegalOne NY is a SAANYYS initiative to provide comprehensive professional development on legal topics important to building administrators. We recognize the necessity for school administrators to be current on key legal issues they encounter in their demanding administrative positions. Available sessions/webinars include: bullying, special education, employee rights and responsibilities, and more.

Professional development topics include ongoing and emerging legal issues such as:

- Dignity Act with the addition of the 2013 Amendment including cyberbullying
 - Special education legal topics
 - Student expression
 - Search and seizure
 - Anti-discrimination
 - Student safety
 - Drugs and alcohol
 - Teen dating violence
- And more!*

What Does Common Core Instruction Look Like and Sound Like in Real Classrooms: Identifying the Strategies That Make It Work

Presenter: Karen Bronson

The goal of this workshop is to simplify and demystify the hallmarks of instructional strategies for deeper learning by identifying practices that are essential to new modes of learning. Through the use of video examples of real classrooms at the elementary, middle, and high school levels, participants will be able to identify common core instructional strategies using the NYSED CCLS Instructional Evidence Guides and then connect the practices to domains and components in their own district evaluation rubrics. Participants will be able to use this format as an ongoing professional development activity with faculty over the course of the next school year.

Effective Feedback Around Instruction

Presenter: Karen Bronson

The focus of this workshop is on the post observation conference. Using video examples participants will practice with protocols that provide a step-by-step process that integrates effective praise, targeted questions, identification of areas for growth, exploration of solutions, and confirmation of next steps. Discerning high inference from low inference feedback, and providing actionable steps with accountability will be addressed. Strategies for difficult conversations and coaching competencies will also be explored.

We Can't Do This Alone: Building A Collaborative Culture to Support Change

Presenter: Karen Bronson

Collaboration is more than a buzz word. It is the single most important factor to raise student achievement and manage the demands in a time of rapid change in our schools. This workshop identifies actions you and your colleagues can take to work together differently to build a culture that supports and promotes a collaborative culture in your school or department. By adopting practices that are truly collaborative in nature and rethinking the use of time at existing meetings, silos are dismantled and the foundation for true change is built. Participants will take away tools and how-to's of collaborative practices such as unpacking standards, looking at data together, developing common assessments, and using student work as a primary data source to provide focus and tools going forward.

Academic Vocabulary Crucial to the Core

Presenter: Karen Bronson

What is academic vocabulary, how do we teach it, and what words are most crucial for success with Common Core Standards? The teaching of vocabulary has shifted. Understanding which words to teach and adopting new and effective means of teaching them is essential to success with the Common Core Standards and new and emerging assessments. This workshop, which draws upon the work of leaders in the field such as Isabel Beck and Marilee Sprenger, will promote understanding of the three tiers of words and identify the most critical words students need to know for success, with complex text and academic discourse in all subject areas. Instructional strategies to use in the classroom at the elementary, middle, and high school levels will be shared and practiced in this informative and practical workshop.

Making Data Matter: Protocols and Practices that Work

Presenter: Karen Bronson

We've gathered a whole bunch of data, and now what do we do with it? How do we make the all-important leap from gathering, to interpreting, to actually using data to make a difference in classroom instruction? How can we revamp existing meetings (faculty, department, team, IST) to focus on data in a meaningful way? This interactive workshop will focus on strategies for leaders to use to create the conditions to engage teachers in an ongoing exploration and use of data. We will focus on student work and local assessments as a primary form of data and identify practical and realistic strategies that do not require additional resources to implement. Protocols for facilitating effective data meetings will be shared and explored and participants will practice with actual data sets.



Karen Bronson

SAANYS Director of Professional Development

8 Airport Park Boulevard | Latham, NY 12110 | 518-782-0600

kbronson@saanys.org | saanys.org

Google CAMP

October 17, 2015

Rochester Hilton
Garden Inn
155 E. Main Street
Rochester, NY 14604

December 14, 2015

Erie 1 BOCES
355 Harlem Road
West Seneca, NY 14224

January 29, 2016

Central Valley CSD
111 Frederick Street
Ilion, NY 13357

March 16, 2016

Minisink Valley CSD
2230 US-6
Slate Hill, NY 10973



Register at nyscate.org



Schedule for the Day

8:00 am - 8:30 am	Registration
8:30 am - 8:45 am	Opening
8:45 am - 9:00 am	Session Presentation
9:05 am - 9:50 am	Session 1
10:00 am - 10:45 am	Session 2
10:45 am - 11:00 am	Coffee Break
11:10 am - 11:45 am	Session 3
12:00 Noon - 12:45 pm	Lunch
1:00 pm - 1:45 pm	Session 4
1:50 pm - 2:35 pm	Session 5
2:45 pm - 3:30 pm	App Smackdown Closing Remarks

Topics include but are not limited to:

1. Chromebooks in the Classroom
2. Google Apps Management
3. Google + Hangouts
4. Understanding Google Classroom
5. Going Google
6. Customizing Chrome to make your life awesome!
7. Google Scripts
8. Google Apps for Mobile Devices
9. Deep Dive with Drive
10. Google App Smackdown

What is an Edcamp Format?

An "unconference" without keynoters; a **beginner strand** is preset, with advanced topics to be determined by the attendees themselves on the morning of the event. Five exciting, interactive, practical sessions will result, with a focus on all things Google.

Register early to reserve your spot!

Select registration option:

\$125 per person includes full program, Google Chromecast, lunch, and breaks

\$99 per person includes full program, lunch, and breaks.

All attendees are eligible for door prize drawings, to be held during the closing remarks.

Registration and Payment

Please register online at: www.nyscate.org
or fax registration to: 518-786-3983.

First Name	Last Name	
Email		
Address		
City	State	Zip
Employer		
Check#	Purchase Order #	
Credit Card #	Exp. Date	
Name on Credit Card		

