



Professional Development Schedule 2025

FRIDAY, JANUARY 31

8:00-9:30 AM

CS&A Welcome + Keynote Address by Dr. George James

10:00 AM – Interviews begin (through 5:00 PM)

10:00-11:15 AM – **Block 1**

Session 1 - The Impact of Diversity on Teacher Recruitment and Retention

Whitney Preston - Friends School of Baltimore

Attendees in this session will explore ways in which their institutions acknowledge, value, and manage diversity. They will also examine ways in which DEIB practices could be impacting teacher recruitment and retention. Come join in this interactive session as you learn and engage with peers and game plan for this upcoming hiring season through the lens of DEIB.

Session 2 – Cultivating a Culture of Belonging-From Culture Misfit to Culture Fit

Toya West and Tessa McKeown - The Blake School

Creating a culture of belonging is a common goal for school leaders, yet the notion that assimilating to a culture that requires you to sacrifice part of your identity or who you are does not align with the culture of belonging. Being yourself and adding value, while complex, benefits the school and the mission- but how are we supporting those who choose to challenge the status quo? Drawing from real-life examples and research, we'll share practical tools and strategies to enhance the sense of belonging amongst faculty and staff in your school. Join school administrators and team leaders as we navigate tried and true methods of creating a culture of appreciation, joy and belonging in our schools.

11:45 AM-12:45 PM – Block 2

Session 1 – Trevor’s Journey: From AIM to Mosaic

Gayle Pagnoni, Koreé Hood, Debra Alleyne-James - Trevor Day School

Trevor Day School's AIM audit provided the imperative and opportunity to expand the school's commitment to DEI initiatives, for students in grades N-12, with a unique program in the Advisory space. The curriculum developed and featured in this presentation – Mosaic, focused on “inclusive school culture” and “multicultural experience” – takes the audience on Trevor's journey from the AIM audit through the writing, piloting, and implementation process. In accordance with Trevor’s mission, the goal of Mosaic is to help prepare students for global citizenship, by cultivating inclusion in an ever-changing social landscape.

Session 2 – On-boarding Beyond Orientation Day

Elizabeth Guillory - Convent of the Sacred Heart

The purpose of the workshop is for participants to gain a deeper understanding and knowledge of onboarding for new faculty/staff with a mission-based lens. This workshop is an opportunity for hiring managers and other senior leaders to expand the ways they can build community for their new employees on Orientation Day and beyond. Participants will engage in group conversations to share best practices and reflect on the case study of Sacred Heart's year-long On-boarding program.

1:00-2:15 PM – Block 3

Session 1 – Equity-Centered Tools for Hiring: Diving Deeply into Job Postings, Screening Protocols, and Interview Practices

Jenny Jun-lei Kravitz - The Rivers School

Effectively embracing equity in today’s job market requires going beyond a diversity statement and a post on a BIPOC job board. In this workshop, we will take a close look at several exciting new approaches that signal an authentic institutional commitment to equity while also reducing the bias and inequities that typically permeate our traditional hiring approaches. In short: what can we do differently to reimagine hiring for more equitable outcomes? In a hands-on approach, we will collectively examine examples of writing job postings to attract diverse and equity-minded candidates, leveraging ABAR (anti-bias & anti-racist) methodologies for screening candidates, and designing interviews that center equitable processes for equitable outcomes. Participants will walk away with researched-based tools designed for immediate impact.

Session 2 – Hire Ed: How to Land Your Next Position

Thad Persons - The Westminster Schools, Brandon Jacobs - Carney, Sandoe & Associates

Led by two hiring veterans, this interactive workshop takes you from resume tips to interview prep to closing the deal and succeeding on day one. Whether you're an internal candidate seeking a promotion or searching for your next school, you'll get real world guidance on how to position yourself for success. Bring your resume and your aspirations.

2:30-3:45 PM – Block 4

Session 1 - *Creating a Sense of Belonging & Purpose for New Educators*

Jasper Turner, Devandria Bernard - Millbrook School

In this session, attendees will explore strategies for building belonging and purpose among new educators, especially those transitioning into independent or boarding school environments. Centered around Millbrook School’s mission of “being known and needed” and inspiring students to “live lives of meaning and consequence”, the session offers practical strategies for supporting new faculty as they transition into a new community. Through a presentation and discussions, educators will share experiences and effective practices that support new faculty (regardless of educational experience) in acclimating to school culture, feeling valued, and growing professionally.

Session 2 – *The ROADMAP: Unlocking Effective DEIB Leadership and Support for an Inclusive Community*

Prince Botchway - Emma Willard School

Join us for an inspiring workshop designed for DEIB practitioners and school leaders passionate about creating lasting, transformative change within their institutions. Attendees will uncover a powerful ROADMAP that brings DEIB to the heart of their school communities. Guided by six essential pillars—Relationships, Outreach, Academics, Data, Mindfulness, Action, and Presence—you’ll learn how to build strong alliances, cultivate inclusive learning environments, leverage data for meaningful change, and sustain resilience. Together, we’ll dive into actionable insights, hands-on activities, and leave with a personalized ROADMAP that empowers you to champion DEIB with clarity, purpose, and presence across every corner of your institution.



**Carney
Sandoe**
& ASSOCIATES

*Saturday, February 1 schedule begins on the next page.

SATURDAY, FEBRUARY 1

10:00-11:15 AM – Block 1

Session 1 - Dartmouth Masters of Liberal Arts Program

Dartmouth College Program Team

The MALS Program at Dartmouth College provides a rigorous and engaging master's degree in liberal studies. Join this session to explore opportunities to pursue a Master's in Cultural Studies, Creative Writing, Globalization Studies, or General Liberal Studies—all while maintaining full-time employment. We look forward to welcoming you and sharing how Dartmouth can help you achieve your advanced degree aspiration.

Session 2 - Competency-Based Hiring: A Tool for Equitable and Anti-Biased Processes

Sally Mingarelli - EF Academy

At EF Academy, we pride ourselves on being a school founded on the principles and practices of competency-based learning (CBL) - leveraging this equity tool to give feedback to our students, to structure professional learning & growth for our faculty & staff, and using these practices in all hiring processes. In our session we plan to share with attendees precisely how our hiring processes have been tuned for equity and anti-bias with thoughtful implementation of competency-based approaches. We aim to comprehensively share our tools and practices, making this session practical not theoretical.

11:30 AM -12:45 PM - Block 2

Session 1 - Transforming Crisis into Connection: A Case Study of Resilience in Private School Community

LaShundra Cook, Annette Fallon - AIM Academy

In this powerful and timely workshop, learn how one private independent school transformed a targeted hate incident into a model for compassion, resilience, and community growth. Through intentional, transparent actions, the school seized this moment to care for and foster meaningful connections among students, staff, and families, cultivating a deeper culture of belonging and respect.

Session 2 - How to Be a More Competitive Candidate

Seliat Dairo - Carney, Sandoe & Associates

Seliat has helped over 1,000 people land jobs and has worked with thousands more to explore their next role. This session offers prospective job candidates an opportunity to better understand the job search process and be better prepared to highlight their strengths in a way placement associates, search consultants and hiring teams can identify and connect with. From resume to cover letter to the interview itself, we will explore how to leverage each document and communication to articulate yourself to perfection.