



# Texas Association of Secondary School Principals **ASSISTANT / ASPIRING PRINCIPAL WORKSHOP**

**February 10 - 12, 2019  
Austin Airport Hilton Hotel**

*Timely Training for Assistant Principals and Aspiring Administrators of Texas*



## **Welcome from the TASSP President**

### **Dr. Herb Cox, Principal, Midway Middle School, Midway ISD**

Welcome to the 2019 Assistant/Aspiring Principal Workshop, hosted by the Texas Association of Secondary School Principals. As President of your Association, it is my honor and privilege to be here with you during this conference as we work together and learn from one another. There is no better way for you to network with your fellow administrators from across the great state of Texas than through these types of conferences and meetings held by TASSP. I know that in my own personal development as an administrator, I have leaned heavily on the shoulders of my friends and colleagues who are all in the same boat; most of us are facing the same challenges day in and day out, and some of us have some great solutions to these problems. It is my sincere hope that each and every one of you will leave with ideas that can make an immediate impact either on your campus or for your own professional development that will ultimately shape the way you serve the students on your campus. Thank you for coming, and learn as much as you can to share with your fellow administrators when you return to your schools. Have a great conference!



## **Welcome from the TASSP Executive Director, Archie E. McAfee**

Welcome to Austin and the TASSP Assistant Principal Workshop! Whether you come from a large school, small school or somewhere in between, the educational needs of your students are basically the same. In this time of high stakes testing and renewed accountability, finding new and innovative ways to meet the educational needs of your students is always a challenge. Our hope is that at this conference you will discover possible solutions to meet these challenges.

The Vision of the Texas Association of Secondary School Principals is to offer Texas Principals and Assistant Principals a forum to explore the best practices in school administration with the ultimate goal of helping facilitate student learning. It is the intent of the organization that we honor our motto, "Above All, Students First," in all we do. The vision statement for your school may be different, but the focus remains the same – putting the needs of students above everything else. Thank you for joining us in Austin for a time of professional renewal. We hope your experience in our city is filled with exceptional Austin hospitality!



Sunday, February 10

Registration Hours: 9:00a - 4:30p in the Pre-Function Area - Lower Level

8:30 AM – 9:30 AM | COMMITTEE MEETING (TASSP AP Committee members only)

9:30 AM – 12:45 PM | IN-DEPTH TRAINING SESSION (lunch provided for attendees)



Documentation Training with Dr. John Crain (additional fee).....Violet Crown (Main Level)

This session is designed to train administrators on the legal framework within which documentation of all Texas public school employees takes place and to focus on specific steps required to document an employee's performance effectively. Registration for this session includes lunch and a copy of the latest edition of the Texas Documentation Handbook.

11:30 AM – 1:00 PM | LUNCH ON YOUR OWN

1:00 PM – 2:15 PM | BREAKOUT SESSIONS: SET 1 (Choose 2 sets of repeated sessions)



• Dr. Ruby Payne.....Bergstrom D

(Set 1) Do you have male students who shut down and refuse to work? More discipline referrals for males? 76% of K-12 educators are female but 50% of the student population are male. This session will provide deeper understandings of male brains and some of the strategies for better discipline results.

(Set 2) Why do students explode? This session will focus on unintegrated, unregulated brains and the calming strategies that can be used to have shorter and fewer emotional out of control episodes.



• Dr. Courtney Gober – How to Score the Most 'Assists' as an Assistant Principal .....Bergstrom B

This session will examine the role of the assistant principal and how to maximize their impact on campus and student success. From being an effective leader/participant in PLCs and creating win-wins with difficult parents to giving students high-fives in the hall and monitoring chicken nugget thievery in the lunch lines, the role of the assistant principal has evolved to be the "Jack or Jill of all trades." Learn how to better manage your time, build capacity in yourself and others, and prepare yourself for your next steps by delivering the necessary "assists" to your campus, students, and principal. Courtney Gober, Ed.D., has served as a teacher, assistant principal, principal, and now assistant superintendent for the last 18 years in both urban and suburban settings. He was the 2001 Teacher of the Year for a large Dallas area school district, a 2017 finalist for TASSP's Principal of the Year, and serves as a board member for College Board's Southwest Forum. Dr. Gober is currently an Assistant Superintendent in San Antonio ISD.



• Dr. Shelley Garrett & Dr. Karyn Cummings – Texas Education Code Ch. 37: What Every Aspiring Principal Needs to Know.....Bergstrom A

With more than 50 years combined experience in Texas public schools, Dr. Shelley Garrett and Dr. Karyn Cummings will present an interactive and entertaining session on the pieces of TEC Ch. 37 that cause the most heart-burn for campus administrators. Be prepared to talk about cell phones, guns, indecent exposure, and other things that make you sweat. Shelley Garrett, Ed.D., has served as a teacher, a high school assistant principal, and now serves as Executive Director of Administrative Services with Mesquite ISD. Karyn Cummings, Ed.D., has served as an elementary and middle school teacher, an assistant principal, and a principal at all levels in public schools. She now serves Mesquite ISD as the Assistant Superintendent for Administrative Services.



• Dr. Amy Anderson – Get Unstuck: Learn How You Can Uncover What's Holding You Back .....Bergstrom C

Join this experienced and savvy educator at both the elementary and secondary levels as she provides you with 'skills' and 'tips' on how to achieve your career goals in the ever changing 'world' we call 'education'! Amy Anderson, Ed.D., has served as a teacher, elementary assistant principal, elementary principal, and now serves as Chief Academic Officer over Secondary Schools for Rockwall ISD.

2:15 PM – 2:30 PM | BREAK

2:30 PM – 3:45 PM | BREAKOUT SESSIONS: SET 2 (A repeat of Set 1, exception: Dr. Ruby Payne)

4:00 PM – 5:30 PM | OPENING GENERAL SESSION ..... Bergstrom Ballrooms



Dr. Ruby Payne – The Emotional Noise on Your Campus

Have you noticed that there is more emotional noise before and after holidays? Some classrooms have more noise than others? This session will look at the contributions that adults make to the emotional realities of a campus. Stages of adult development will be discussed as well as emotional triggers. Principals find this information to be so beneficial in leading their campus and addressing the adult issues on their campus.

5:30 PM | DINNER ON YOUR OWN

Registration Hours: 7:30a - 4:30p | Exhibit Hours: 7:30a - 4:30p

7:30a - 8:15a | CONTINENTAL BREAKFAST

8:30a - 9:45a | BREAKOUT SESSIONS - SET 3 (Choose 2 sets of repeated sessions.)



• **Sean Cain – Power & Problems of Pacing: The Hardest, Easy School Improvement Strategy...Bergstrom C**  
Join former Texas educator and nationally recognized school improvement expert, Sean Cain, Lead Your School, in a practical discussion on instructional pacing. Improved instructional pacing is the most overlooked and under-appreciated school improvement strategy because of how difficult it is to accomplish for the unprepared. Unprepared, meaning every school administrator who does not attend this session.



• **Jacob Edwards – Foundations for a Proactive and Positive Learning Climate .....Bergstrom D**  
This session will provide an overview of an effective leadership style as participants reflect on their current style. An overview of evidence-based strategies for leading effective and efficient school reform will also be explored. Objectives: to reflect on current leadership style; explore the characteristics of effective leadership; understand the concept of PBIS and the principles of behavior change; and be introduced to the STOIC Framework as a way to identify gaps in current systems. *Jacob Edwards began his career in education teaching chemistry and biology in the inner-city of Los Angeles. Fueled by the belief that all students deserve an equal and quality education, he began to broaden his impact as an educator. For over 12 years, he worked in a variety of secondary schools, serving as both a teacher and administrator in middle and high schools across a variety of socioeconomic contexts. Jacob’s most recent work was serving as a middle and high school building administrator with Green Dot Public Schools, a non-profit public charter management organization out of CA. He served as the founding principal for the first Green Dot Middle School in Watts, California, and led the transformation efforts of the first Green Dot Middle School in Memphis, TN. During that time, he led the school-wide implementation of positive behavior supports for classrooms and individuals.*



• **Carrie Jackson – Digital Leadership is Just Good Leadership.....Bergstrom A**  
Let’s face it: “digital” is simply a part of our everyday lives. If we have not embraced digital tools for leading our schools, we are behind and had better catch up soon! Join us in a discussion of how assistant principals can and should use digital resources for leading schools, connecting with the community, networking and learning from others, assisting principals, and taking that next-level step in leadership. The future is NOW! *Carrie Jackson has served as a teacher, assistant principal, middle school principal, and now proudly serves Northwest HS in Northwest ISD as campus principal. In 2013, Carrie was recognized by NASSP as the Digital Principal of the Year! Carrie served as President of TASSP in 2017-2018. And this past summer, Carrie was a featured keynote speaker at NASSP’s Principal Conference in Chicago.*



• **Dr. Gabe Trujillo – The “Drive” in my Leadership.....Bergstrom B**  
The “Drive” in my Leadership: We will view leadership through an uncharacteristic lens. Our unconventional “Road trip” will explore the many tools, features and experiences of a simple, daily task and discover its parallel to our daily leadership walk, opportunities and experiences. Fasten your seatbelts and enjoy the ride! *In his 25 plus years, Dr. Trujillo has served rural, suburbia and urban public education in a myriad of positions, all of which, have continue to influence his professional ability as a school leader. The core of his leadership is rooted in loyalty, integrity, belief in quality education and the absolute worth and development of his relational capacity. Currently as Area Superintendent, he serves all level campus leadership and their respective district support services, as an experienced member of Grand Prairie ISD’s executive team.*

9:45a - 10:00a | BREAK & VISIT THE EXHIBITS

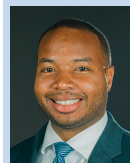
10:00a - 11:15a | BREAKOUT SESSIONS - SET 4 (A repeat of Set 3)

11:15a - 1:00p | LUNCH ON YOUR OWN / VISIT EXHIBITS

1:00p - 4:30p | GENERAL SESSION ..... Bergstrom Ballrooms



• **TEA Commissioner Mike Morath – TEA Update**  
Find out the latest happenings at the Texas Education Agency.



• **Jacob Edwards – Responding to Misbehavior: Changing the Mindset of Punitive Staff Members**  
Everyone knows that teachers should implement positive behavior support strategies. However, most schools still struggle with some or many staff members who repeatedly fall into negative patterns with students. Explore the reasons why and learn to provide protocols and menus of strategies that can inspire staff to view misbehavior as a puzzle, not a threat. This evidence-based approach, implemented in hundreds of districts, both large and small, guide the implementation of proactive, positive and humane strategies to prevent misbehavior, resulting in improved behavior and academic growth. In this interactive session, participants will identify strengths and gaps in their current professional development for both general education and special education educators.

4:30p | DINNER ON YOUR OWN

7:45a - 8:30a | CONTINENTAL BREAKFAST

8:30a - 11:30a | CLOSING GENERAL SESSION / LEGAL UPDATE ..... Bergstrom Ballrooms



**Sandi Tarski & Jan Watson of Walsh/Gallegos Law Firm – Legal Issues for the Assistant Principal 2019**

This session will cover student discipline, special education, 504, liability and other concerns that are practical and relevant to AP's. This session will emphasize the practical and leave plenty of time for Q and A.

*Sandi Pearson Tarski has been a longtime advocate for public schools. Her work began with service as a school board member in her community from 2000 to 2006. She then served as a TEA Hearing Examiner from 2007 to 2009, resigning that position to join the Irving office of Walsh Gallegos. Sandi represents school districts in administrative hearings and litigation, governance, employment law, and student discipline. She also provides training to school district employees and Board members on legal issues including personnel and student matters.*

*Jan Watson brings an extensive background in special education to her legal practice. She supports Texas school districts in preparing staff for Admission, Review, and Dismissal (ARD) committee meetings. She expertly files and responds to requests for, prepares witnesses and evidentiary materials for, and represents districts at due process hearings. She also consults with school personnel on special education and negotiates in mediation sessions. In addition to active representation, Jan provides pro-active training for both general education and special education administrators, teachers, and service providers on legal topics related to special education.*

11:30a - 11:45a | REFLECTION AND ADJOURNMENT

**TASSP Assistant Principal Committee:**

TASSP would like to extend a special word of thanks to the members of the Assistant Principal Committee for their efforts. Their willingness to provide time and expertise is very valuable in shaping TASSP's training for Assistant Principals.

- Chair: James Bryant, Principal, Gruver High School
- Vice-Chair: Randall Harris, Associate Principal, Conroe High School
- Jose Chapa, Assistant Principal, Edinburg North High School
- Audra Barrett, Assistant Principal, Graham Jr High School
- Jess Wheeler, Assistant Principal, Midway High School, Waco
- Karen Ray, Academy Principal, Saginaw High School
- Sandra Fellers, Coordinator for C&D, El Campo High School
- Shonda Thompson, Assistant Principal, MacArthur High School, Irving
- Heather Wainscott, Assistant Principal, Frenship 9th Grade Ctr., Wolfforth
- Theresa Taylor, Assistant Principal, Ford Middle School, Allen

