Monday, September 22

7:00–8:00 a.m.	Registration and Continental Breakfast	Rooms TBD
8:00–9:45 a.m.	**Keynote**—Nicole S. Turner *Shift to Impact: Building Foundations for Lasting Change*	
9:45–10:00 a.m.	Break	
10:00–11:30 a.m.	**Breakout Sessions**	See page 2.
11:30 a.m.–1:00 p.m.	Lunch (on your own)	
1:00–2:30 p.m.	**Breakout Sessions**	See page 2.
2:30–2:45 p.m.	Break	
2:45–3:45 p.m.	**Role-Alike Networking**—*Participants with similar roles share successes and challenges they are experiencing*	

Tuesday, September 23

7:00–8:00 a.m.	Registration and Continental Breakfast	Rooms TBD
8:00–9:45 a.m.	**Keynote**—Aaron Hansen *Reclaiming Our Souls! Answering the Call to Not Just Teach but Change Lives*	
9:45–10:00 a.m.	Break	
10:00–11:30 a.m.	**Breakout Sessions**	See page 2.
11:30 a.m.–1:00 p.m.	Lunch (on your own)	
1:00–2:30 p.m.	**Breakout Sessions**	See page 2.
2:30–2:45 p.m.	Break	
2:45–3:45 p.m.	**Tough Topics Forum**—*Table groups work through the toughest coaching challenges in facilitated discussions.*	

Wednesday, September 24

7:00–8:00 a.m.	Continental Breakfast	Rooms TBD
8:00–9:30 a.m.	**Breakout Sessions**	See page 2.
9:30–9:45 a.m.	Break	
9:45–11:45 a.m.	**Keynote**—Matthew Treadway *The Candy Bowl Principle: Coaching to Remove Barriers and Empower Teams for Lasting Growth*	

Agenda is subject to change.

Breakout Sessions at a Glance

Rooms are listed beneath titles in *blue italics*.
A red asterisk* indicates a repeat session.

Presenter	Monday, September 22		Tuesday, September 23		Wednesday, September 24
	10:00–11:30 a.m.	**1:00–2:30 p.m.**	**10:00–11:30 a.m.**	**1:00–2:30 p.m.**	**8:00–9:30 a.m.**
Aaron Hansen	Data as the Entry Point: Leveraging Common Formative Assessments to Drive Coaching and Teacher Growth *Room TBD*	Hero Makers: Empowering Students to Own Their Learning Journeys and Become the Hero in Their Own Stories *Room TBD*	Facilitated Feedback! A Key to Developing Confidence in Teachers and Students *Room TBD*	Say *No* to Burnout and Fatigue: Align Your Personal Purpose With the Organizational Purpose and Make a Difference! *Room TBD*	Hero Makers: Empowering Students to Own Their Learning Journeys and Become the Hero in Their Own Stories* *Room TBD*
Nathan D. Lang-Raad	Cultivating Mindful Presence: The Foundation of Transformative Coaching *Room TBD*	Fostering Growth Through Empathetic Understanding *Room TBD*	Coaching Through Change and Complexity With Inner Stability *Room TBD*	Cultivating Compassion to Transform Resistance *Room TBD*	Building Authentic Connections Across Divides *Room TBD*
Tesha Ferriby Thomas	Coaching Teams to Amplify Their Impact *Room TBD*	Unlocking Potential: Strategies for Coaching the "Uncoachable" *Room TBD*	Navigating Tiered Coaching for Teams and Individual Success *Room TBD*	Side by Side: Breaking the "Us Versus Them" Mindset in Instructional Coaching *Room TBD*	Unlocking Potential: Strategies for Coaching the "Uncoachable"* *Room TBD*
Matthew Treadway	Coaching for Collaboration: Elevating Co-Teaching Partnerships *Room TBD*	Coaching Versus Other Assigned Duties: How to Balance All of the Hats We Wear *Room TBD*	Difficult Conversations: Don't Like Them, Can't Avoid Them *Room TBD*	From Zero to Trust: Establishing Coaching Credibility *Room TBD*	Using Formative Data: The Good, the Bad, and the Path to Better Instruction *Room TBD*
Nicole S. Turner	Blueprint for Impact: Implementing the S.I.M.P.L.E. Framework *Room TBD*	An Organized Instructional Coach: Simplifying Your Workflow and Focus *Room TBD*	Mastering the Simple Core 4: The Coach and Leadership Lens *Room TBD*	Measure the Impact: Using Data to Drive Coaching Success *Room TBD*	Navigating Resistance and Crucial Conversations *Room TBD*

Agenda is subject to change.

Session Descriptions—Day 1

Nicole S. Turner

Shift to Impact: Building Foundations for Lasting Change
Participants in this session explore how to make the *shift to impact* by embracing their role as an impact builder. Nicole S. Turner introduces the power of simple, intentional actions to transform classrooms and schools. Participants learn how to focus on what matters most, inspire others, and create a foundation for meaningful, sustainable change.

MORNING BREAKOUT SESSIONS

Aaron Hansen

Data as the Entry Point: Leveraging Common Formative Assessments to Drive Coaching and Teacher Growth
Participants in this session discover how school leaders and instructional coaches can be part of the common formative assessment (CFA) process as a powerful entry point for driving meaningful student and teacher growth. Participants gain a deeper understanding for how to use CFA data to influence practice, boost student outcomes, and build a culture of continuous improvement.

Participants learn:
- How to help teams gather the right kind of data to make smart intervention decisions
- How to spot opportunities for coaching at both the team and individual teacher levels
- How to pinpoint when the whole team needs greater clarity on essential learning targets versus when individual teachers need targeted coaching

Nathan D. Lang-Raad

Cultivating Mindful Presence: The Foundation of Transformative Coaching
In this session, coaches explore the power of mindfulness practices to enhance their coaching effectiveness. Participants learn practical tools for showing up more fully present in their coaching interactions through a balance of self-reflection and guided exercises.

Participants in this session:
- Understand the neuroscience behind how mindfulness improves emotional regulation and attentional control.
- Learn and practice a simple yet powerful framework for quickly centering themselves before coaching conversations.
- Engage in mindful listening exercises to sharpen their ability to pick up on subtle cues.

- Reflect on their current mindfulness habits and create a personalized plan for integrating regular mindfulness practices into their workday to support more present and effective coaching.

Tesha Ferriby Thomas

Coaching Teams to Amplify Their Impact
Implementing the PLC process can feel like solving a complicated puzzle, but with thoughtful planning and intentional coaching, the pieces fall perfectly into place. In this session, Tesha Ferriby Thomas focuses on equipping teacher teams to thrive. Participants dive into coaching strategies that help teams build stronger connections, reflect more deeply, and collaborate like pros. The cornerstones of clarity, feedback, and support are our secret weapons.

Participants in this session:
- Discover why team coaching is a game changer for successful PLCs.
- Practice using powerful, practical tools to rock their coaching roles and inspire teams to shine!

Matthew Treadway

Coaching for Collaboration: Elevating Co-Teaching Partnerships
Co-teaching is a growing practice that requires intentional support to thrive. Matthew Treadway guides participants in understanding how to coach co-teaching partnerships effectively. Participants explore strategies for fostering collaboration, addressing challenges, and moving from co-instructing to truly co-teaching.

Participants in this session:
- Identify and describe the key components of an effective co-teaching model.
- Evaluate the current practices of co-teaching teams in their school using the effective co-teaching model as a framework.
- Develop coaching strategies to support co-teaching teams in implementing effective practices.

Nicole S. Turner

Blueprint for Impact: Implementing the S.I.M.P.L.E. Framework
Participants in this session learn how to build a coaching program that drives results with the S.I.M.P.L.E. blueprint. Nicole S. Turner provides a step-by-step guide for participants to structure their coaching approach and ensure clarity, alignment, and sustainable success.

Participants in this session:
- Create a vision and clear priorities for their coaching program.
- Launch and sustain coaching cycles that lead to real change.
- Engage in collaborative learning that empowers teachers and leaders.

Aaron Hansen

Hero Makers: Empowering Students to Own Their Learning Journeys and Become the Hero in Their Own Stories

All too often students sit passively in compliance "doing school" to get by but aren't really *learning* what they need to learn. Others refuse to even try. In this session, Aaron Hansen demonstrates how to shift the student mindset from one of compliance, apathy, and even victimization to a new story of hope where they are the hero. Help learners learn how to develop purpose, ownership, and the courage to try as well as face failure and persevere. It's a new story for teachers and leaders, too. It's a story of renewed fulfillment, purpose, and excitement for their work as they help students develop a strong sense of self-efficacy and motivation.

Participants in this session:
- Learn how to use a seven-step framework for helping students take ownership:
  - Set goals, establish relationships, self-assess, track progress, make choices, engage in metacognition, and develop a vision for the future—all to develop a strong sense of self-efficacy.
- Understand some of the psychological and sociological principles of why students often don't try and the steps to change their mindset.

Nathan D. Lang-Raad

Fostering Growth Through Empathetic Understanding

In this session, Nathan D. Lang-Raad focuses on developing coaches' capacity for deep empathy that catalyzes teacher growth. Through protocols and reflective discussions, coaches learn and practice powerful frameworks for building trust, surfacing underlying needs, and facilitating pivotal conversations that shift teachers' mindsets.

Participants in this session:
- Explore a proven framework for structuring empathetic coaching conversations that foster openness and insight.
- Practice a step-by-step process for picking up on subtle verbal and nonverbal cues that provide a window into teachers' internal experiences.
- Engage in a conversation guide to build skill in surfacing core challenges and co-creating impactful next steps.
- Examine coaching case studies to extract key lessons about recognizing and responding skillfully to teachers' underlying developmental needs.

Tesha Ferriby Thomas

Unlocking Potential: Strategies for Coaching the "Uncoachable"

Have you ever felt like you're trying to coach a brick wall? Some folks just seem allergic to growth! They cancel meetings, resist new ideas, and bristle at feedback. Frustrating? Absolutely. But

giving up on them isn't an option; students deserve better. In this session, Tesha Ferriby Thomas explores what makes someone "uncoachable" and, more importantly, how to help them reverse course and become coachable. Participants explore practical strategies that empower them to unlock the potential in every educator—even those who would rather not!

Participants can expect to:
- Crack the code of coachability with research-backed insights.
- Spot and spark coachable traits in themselves and others.
- Explore a strategy implementation guide with specific activities to turn resistance into growth.

Matthew Treadway

Coaching Versus Other Assigned Duties: How to Balance All of the Hats We Wear
Instructional coaches often juggle multiple responsibilities, from coaching to intervention to administrative tasks. Participants explore strategies to prioritize coaching, set boundaries, and support teachers in refining their instructional practices. Participants leave with a clearer understanding of their coaching roles and a plan for balancing their diverse responsibilities effectively.

Participants in this session:
- Identify and understand the three primary roles of an instructional coach.
- Determine how and when to assume each coaching role to best support teacher growth and instructional improvement.
- Evaluate current time management practices and set goals for prioritizing coaching responsibilities effectively.

Nicole S. Turner

An Organized Instructional Coach: Simplifying Your Workflow and Focus
In this session, Nicole S. Turner equips participants with tools and strategies to streamline their workflow, prioritize tasks, and stay focused on high-impact activities. Participants explore practices to help them stop feeling overwhelmed and start working smarter.
Participants in this session:
- Learn time management strategies that work.
- Use trackers and templates to stay on top of coaching cycles.
- Build a planning system to stay organized and productive.

Session Descriptions—Day 2

Aaron Hansen

Reclaiming Our Souls! Answering the Call to Not Just Teach but Change Lives

Great teachers have always understood that education's true purpose is more than getting good scores on tests, delivering knowledge, or even just teaching skills; it's about developing individuals who are equipped to face life's inevitable challenges. Yet, today's teachers often feel disconnected, hamstrung by accountability to standardized tests, and struggle to see the impact of their work. In this keynote, Aaron Hansen calls on participants to reclaim their *soul* purpose: empowering learners with resilience, adaptability, and self-efficacy. By embracing this higher calling, educators can reignite their passion and find fulfillment and joy! When they understand their true purpose, teacher retention is no longer an issue. Together, let's reimagine education's purpose as we prepare students to face the challenges of an ever-changing world and celebrate the role we get to play in it!

Aaron Hansen

Facilitated Feedback! A Key to Developing Confidence in Teachers and Students

 "Unless people believe they can produce desired effects by their actions, they have little incentive to undertake activities or to persevere in the face of difficulties" (Bandura, *Encyclopedia of Human Behavior*, 1998). Without some level of confidence, people don't face challenges. We give a lot of lip service to the development of self-efficacy or confidence, but few teachers know how to intentionally develop it in their students. Even fewer coaches know how to intentionally help adults develop it. Facilitated feedback is an important step!

Learn and practice how to help teachers and students:
- Facilitate self-assessment instead of waiting to receive direct feedback.
- Track their own progress.
- Metacognitively reflect on their progress to inform future learning or challenges.

Nathan D. Lang-Raad

Coaching Through Change and Complexity With Inner Stability

In this session, Nathan D. Lang-Raad equips coaches to maintain grounded, empathetic leadership during times of disruption and uncertainty. Through a balance of self-reflection, partner discussions, and action planning, coaches enhance their ability to both model and support resilience in the face of change and complexity.

Participants in this session:
- Assess their own change response patterns and comfort level with ambiguity.

- Learn a powerful technique for gaining a systems view of how change and complexity impact different levels and groups within their school.
- Apply a practical framework to a current complex challenge to generate ideas for supporting teachers and teams through streamlining and phased implementation.

Tesha Ferriby Thomas

Navigating Tiered Coaching for Teams and Individual Success

Coaching thrives when it's grounded in purpose and flexibility, meeting teachers where they are, while moving teams toward shared success. In this session, Tesha Ferriby Thomas explores the power of the Coaching Compass, a framework that clarifies what matters most in coaching—trust and relationships, goals and outcomes, teaching and modeling, support and resources—to reimagine coaching as a purposeful journey so that every teacher and every team can grow in the direction of student success.

Participants can expect to:
- Dig into the Coaching Compass framework and the elements that set it apart from other coaching models.
- Explore how compass-based coaching looks different at the team, subgroup, and individual levels.
- Apply practical coaching tools to address real-world challenges.

Matthew Treadway

Difficult Conversations: Don't Like Them, Can't Avoid Them

In this session, Matthew Treadway leads participants through various scenarios that often present themselves in schools. Through those scenarios and the new learning presented in this session, participants navigate how to engage others in courageous and respectful conversations that lead to improved student learning.

Participants can expect to:
- Understand and apply the "why, who, how, do" protocol to approach difficult conversations effectively.
- Collaborate with peers to craft effective responses to challenging coaching conversations.
- Reflect on personal experiences with coaching conversations to identify strengths and areas for growth.

Nicole S. Turner

Mastering the Simple Core 4: The Coach and Leadership Lens

In this session, Nicole S. Turner demonstrates how to unlock the full potential of the Simple Core 4 framework to accelerate teacher growth and improve student outcomes. Participants learn how to implement each pillar effectively through the lens of both coaching and leadership.

Participants in this session:
- Apply actionable strategies from the Core 4 pillars.
- Use the Core 4 to provide targeted support to teachers.

Aaron Hansen

Say *No* to Burnout and Fatigue: Align Your Personal Purpose With the Organizational Purpose and Make a Difference!

The stress and pressure of teaching, coaching, and leading day in and day out pose a real risk of burnout and fatigue. The culture, teacher resistance, and daily demands often leave even the most idealistic educators feeling buried, overwhelmed, frustrated, jaded, and sometimes even victimized by the system. The antidote, surprisingly, is to take responsibility. That doesn't mean doing more tasks, but instead taking more ownership of the things that truly matter. In this session, Aaron Hansen encourages participants to let go of what doesn't matter and focus on the work that makes a real difference! Participants leave this session ready to reclaim their purpose, reframe their challenges, and rediscover the joy and energy that come from doing work that truly matters.

In this session, teachers and leaders:
- Remind themselves of their personal purpose as teachers and leaders and align it to the organization's purpose.
- Identify small, achievable actions that translate into habits aligned with their purpose.

Nathan D. Lang-Raad

Cultivating Compassion to Transform Resistance

Because resistance is a natural part of the change process, Nathan D. Lang-Raad empowers coaches to approach it with greater empathy, wisdom, and skill. Through highly engaging discussions and creative problem solving, coaches gain transformative tools for uncovering the growth opportunities hidden within defensiveness and skillfully converting resistance into forward momentum.

Participants in this session:
- Examine the most common types of resistance and gain insight into the universal human needs that underlie them.
- Explore a step-by-step protocol through roleplays to build skill in understanding and addressing underlying causes of resistance.
- Collaborate to analyze resistance-related coaching scenarios and generate creative, empathetic solutions.
- Reflect on their own "growth edge" in working with resistance and identify specific new approaches to experiment with.

Tesha Ferriby Thomas

Side by Side: Breaking the "Us Versus Them" Mindset in Instructional Coaching

Instructional coaching can feel like walking a tightrope—balancing peer relationships while guiding teachers toward growth. Participants in this session tackle the "us versus them" mindset that can hinder coaching success. Tesha Ferriby Thomas helps coaches and teachers move forward together.

Participants engage in hands-on activities and focused discussions to:
- Explore strategies that build trust and foster a culture of partnership between coaches and teachers.
- Practice specific coaching strategies through real-world scenarios.
- Develop an action plan to foster a collaborative coaching culture.

Matthew Treadway

From Zero to Trust: Establishing Coaching Credibility

Coaching credibility is essential for fostering trust and driving instructional improvement. Whether you're a new coach, transitioning from colleague to coach, or building relationships in a new school, Matthew Treadway helps participants establish credibility. Participants engage in discussions and activities that culminate in an actionable plan for building trust and influence as a coach.

Participants in this session:
- Identify strategies to build trust and rapport with teachers in their coaching role.
- Learn how to apply listening as a technique to build credibility and foster meaningful connections.
- Evaluate current coaching practices and develop a personalized action plan to enhance credibility and trust.

Nicole S. Turner

Measure the Impact: Using Data to Drive Coaching Success

In this session, Nicole S. Turner introduces practical tools like coaching scorecards to measure progress and make informed decisions that maximize impact. Participants learn how to track the success of their coaching efforts with data.

Participants in this session:
- Discover methods to gather meaningful coaching data.
- Use data to identify strengths and areas for growth.
- Share data insights to build buy-in and accountability.

Session Descriptions—Day 3

Aaron Hansen

Hero Makers: Empowering Students to Own Their Learning Journeys and Become the Hero in Their Own Stories

All too often students sit passively in compliance "doing school" to get by but aren't really *learning* what they need to learn. Others refuse to even try. In this session, Aaron Hansen demonstrates how to shift the student mindset from one of compliance, apathy, and even victimization to a new story of hope where they are the hero. Help learners learn how to develop purpose, ownership, and the courage to try as well as face failure and persevere. It's a new story for teachers and leaders, too. It's a story of renewed fulfillment, purpose, and excitement for their work as they help students develop a strong sense of self-efficacy and motivation.

Participants in this session:
- Learn how to use a seven-step framework for helping students take ownership:
  - Set goals, establish relationships, self-assess, track progress, make choices, engage in metacognition, and develop a vision for the future—all to develop a strong sense of self-efficacy.
- Understand some of the psychological and sociological principles of why students often don't try and the steps to change their mindset.

Nathan D. Lang-Raad

Building Authentic Connections Across Divides

In this session, Nathan D. Lang-Raad focuses on expanding coaches' capacity to foster greater unity and synergy across diverse school communities. Through a rich blend of research-based content, collaborative discussions, and practical planning, coaches gain powerful frameworks and strategies for bridging divides and creating a more cohesive, growth-oriented culture. Dr. Lang-Raad explores research on how underlying beliefs and identities contribute to divides and the vital role empathy plays in bridging them. He also assists participants in using cultural mapping tools to better understand the stated and unstated divides within their schools.

Participants in this session:
- Learn a research-based framework for building bridges across cultural differences through establishing shared language, designing meaningful collaboration opportunities, and facilitating courageous conversations.
- Engage in a consultancy protocol to co-develop ideas for a current "bridge-building" challenge.
- Create a concrete action plan for leveraging their empathetic leadership skills to foster a greater sense of "we" within their school community.

Tesha Ferriby Thomas

Unlocking Potential: Strategies for Coaching the "Uncoachable"

Have you ever felt like you're trying to coach a brick wall? Some folks just seem allergic to growth! They cancel meetings, resist new ideas, and bristle at feedback. Frustrating? Absolutely. But giving up on them isn't an option; students deserve better. In this session, Tesha Ferriby Thomas explores what makes someone "uncoachable" and, more importantly, how to help them reverse course and become coachable. Participants explore practical strategies that empower them to unlock the potential in every educator—even those who would rather not!

Participants can expect to:
- Crack the code of coachability with research-backed insights.
- Spot and spark coachable traits in themselves and others.
- Explore a strategy implementation guide with specific activities to turn resistance into growth.

Matthew Treadway

Using Formative Data: The Good, the Bad, and the Path to Better Instruction

Matthew Treadway leads participants in exploring how formative assessment data can be used to reflect on Tier 1 instruction and inform next steps. Coaches gain strategies to guide individuals and teams in analyzing data, fostering collective teacher efficacy, and driving instructional improvements.

Participants in this session:
- Understand what collective teacher efficacy is and its impact on instructional improvement.
- Identify strategies for teams to build collective teacher efficacy through the effective use of formative data.

Nicole S. Turner

Navigating Resistance and Crucial Conversations

Coaching isn't always easy, but navigating resistance and having tough conversations doesn't have to be intimidating. Participants in this session gain strategies to address challenges and turn resistance into growth opportunities.

Participants can expect to:
- Understand the root causes of resistance and how to address them.
- Develop skills to navigate challenging conversations effectively.
- Build trust and stronger relationships through honest dialogue.

Matthew Treadway

The Candy Bowl Principle: Coaching to Remove Barriers and Empower Teams for Lasting Growth

Why do some teachers flourish with coaching while others stall out—even when they have the same support? The answer may not be effort, but friction. In this keynote, Matthew Treadway explores the candy bowl principle: a behavioral insight that reveals how small barriers can create big resistance. Through relatable stories, real coaching scenarios, and powerful metaphors, participants rethink their role as instructional coaches and team leaders. Participants examine five high-leverage coaching moves that simplify complexity, foster ownership, and clear the path for real growth. Great coaching isn't about doing more; it's about doing what matters most to make change stick.