

Texas Association of Secondary School Principals



ASSISTANT / ASPIRING PRINCIPAL WORKSHOP

Feb. 6 - 8, 2022 | Hilton Austin Airport

Timely Training for Assistant Principals and Aspiring Administrators of Texas



Welcome from the TASSP President

Demetric Wells, Principal, El Campo High School

Welcome to the Texas Association of Secondary School Principals' Assistant Principal Workshop! As President of your association, I am honored to serve and learn alongside you. TASSP has a long tradition of providing high quality professional development and I applaud you for continuing your professional growth and attending this conference. In addition to your learning, please take this opportunity to network with others and discuss the great things you are doing at your own campus as well as learn different approaches to the challenges we all face as administrators. I believe every professional development

opportunity is impactful and ultimately the students and communities we serve benefit. Thank you for your commitment as an educator and enjoy the 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!

**Scan the QR Code with your phone camera to get
the APW Sched online event app and stay connected!**



Sunday, February 6, 2022

9:00 AM – 4:30 PM | REGISTRATION..... PRE-FUNCTION AREA LOWER LEVEL

9:30 AM – 12:45 PM | OPTIONAL IN-DEPTH SESSION: DOCUMENTATION TRAINING..... BERGSTROM C/D

(Additional fee for this training) 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* from ED311.

Effective Documentation of Teachers with Zachary Hobb, TASB

If it's not written down, it didn't happen. An effective documentation process is crucial for improving employee performance and making informed personnel decisions. This interactive presentation will guide participants through the ED311 Texas Documentation Handbook: Appraisal, Nonrenewal, Termination. The training will focus on developing documentation to support appraisal, nonrenewal, and termination decisions.

11:30 PM – 12:30 PM | LUNCH (on your own)

1:00 PM – 2:15 PM | BREAKOUT SESSIONS SET 1 (Sessions repeat in Set 2)

• PLC'S: TRUANCY...COUNTY COURT OR DISTRICT SUPPORT?.....BERGSTROM A

Dr. Courtney Gober, Steve Ewing, Sharon Bradley, Denise Hammersla, Plano ISD

Learn how to build district capacity to design an internal platform to hear individual family cases to discover the root causes of student attendance issues and implement appropriate district support. Focus on Evidence-based approaches that change student behavior and increase student attendance amongst high-risk populations to re-engage students and families, improve graduation rates, and increase the district's attendance rate.

• ESTABLISHING SCHOOL-WIDE PRACTICES TO IMPROVE OUTCOMES
FOR SECONDARY ENGLISH LEARNERS BERGSTROM B

Dr. Philip Capin, UT Meadows

Despite their significant potential, many English Learners do not meet grade level expectations. This presentation will highlight a few high-leverage practices that benefit all middle school students but are particularly critical to the success of English Learners. Recommendations for school leaders looking to close the achievement for English Learners will be discussed.

• BUILDING A STRONG CAMPUS CULTURE.....BERGSTROM D

Dr. Herb Cox, Baylor

Hear about some of the things that made us successful at Midway Middle School like: TLCs, Mission and Vision, and Good to Great! Knowing what you stand for on your campus RtI and how that can change the trajectory of your student's academic success. Celebrations to empower your teachers; also creating a "Fail Safe" campus culture, and developing a culture of positive discontent. Join us!

• RECOGNIZE AND REINFORCE THE LASSO WAY BERGSTROM C

Sean Cain, Lead Your School

"I think if you care about someone and you got a little love in your heart, there ain't nothin' you can't get through together." -Ted Lasso
We can make a great impact. We can be role models. We can make things better for the people we work with and the students we serve. This session will focus on the power of common-sense goodness elevated to a practice that can create a safe, productive place for students and adults. *Aligned with The Fundamental 5*

2:15 PM – 2:30 PM | BREAK

2:30 PM – 3:45 PM | BREAKOUT SESSIONS SET 2 (A repeat of Set 1 sessions above)

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

• STACK THE DECK: INCREASE YOUR ODDS ON THE STAAR

Sean Cain and Dr. Tricia Tsang, Lead your School

Welcome to the most adverse testing environment schools have ever faced. Oh, and the State doesn't care. What every school leader and teacher need NOW is a plan to both optimize time and effort. Join Texas's Go To Expert on academic improvement, Sean Cain, and walk away with THE plan to improve your odds on the STAAR this year. *Aligned with The Fundamental 5*

Monday, February 7, 2022

7:30 AM – 8:15 AM | CONTINENTAL BREAKFAST / VISIT EXHIBITS..... PRE-FUNCTION AREA LOWER LEVEL

8:15 AM – 11:15 AM | GENERAL SESSION BERGSTROM
PART I - THE POWER OF CONNECTION

Dr. Adam Saenz

Remember? You went into education to make a difference! But is it really possible to build the kinds of life-impacting relationships with students in the wake of the massive disruptions caused by a global pandemic? Licensed psychologist Dr. Adam L. Saenz answers with a resounding, “Yes!” Dr. Saenz presents two case studies that will encourage you by reminding you that that what you do in your role in education doesn’t just matter—it matters deeply. We in education are uniquely postured to make life-changing impacts in the students with whom we interact every day.

9:30 AM – 10:00 AM | INTERMISSION/VISIT THE EXHIBITS

PART II - SURVIVAL MODE: WHAT IS IT, HOW DID I GET HERE, AND HOW DO I GET OUT?

Dr. Adam Saenz

Each day presents new challenges for educators in the pandemic: student attendance, staff shortages, concerned parents, and the demands of our personal lives can leave us feeling like we’re just living to get through the day (or the hour!). It’s called “survival mode.” While knowing how to live in survival mode is necessary through these times, we do not want it to become our new normal. The good news is that we can make small physical and mental adjustments each day that will keep us from being driven by the chaos of external forces.

11:15 AM – 12:45 PM | VISIT EXHIBITS / LUNCH (on your own)

12:45 PM – 2:00 PM | BREAKOUT SESSIONS SET 3: (Sessions repeat in Set 4)

• **LEADERSHIP AND THE PANDEMIC: WAYS TO KEEP THE CAMPUS FOCUSED DURING COVID FATIGUE ..BERGSTROM A**
Sophia Acevedo, Dickinson ISD

Principals are the instructional leader on their campus; but they are also the gatekeeper for culture, social emotional health, and the one responsible for moving the campus forward. This upbeat session will build up the campus leader with stories of celebrations, ideas and tools for staying focused on the work, and how to stay focused on the future.

• **STEALTH SEL AND THE FUNDAMENTAL 5..... BERGSTROM B**
Dr. Tricia Tsang, Lead Your School

Teachers have too much to accomplish in the time allotted. Cover content, deliver high quality instruction, maintain hygiene protocols, and meet student EMOTIONAL HEALTH NEEDS... in 45 minutes. Impossible! Or is it? Join Dr. Tsang to learn how to manage a classroom and implement a body of FUNDAMENTAL practice that double and triple dips every action. *Aligned with The Fundamental 5.*

• **LEARN HOW ALT CERTIFICATION WORKS TO INCREASE TEACHER POOL..... BERGSTROM C**
Kay Clark, iTeach

Come learn how iTeach works and what is required by the state when you hire an alt certification candidate. We will also show how we can help you increase your pool of teachers by tapping into your degreed paraprofessionals and teacher aides that already have a 4-year degree.

• **LEARN MORE WITH LESS FOR ACCELERATED SKILLS RECOVERY.....DEL VALLE**
David Waldherr, Cambridge Education with Cheryl Baird and Linda Walls

It is possible to accelerate skills recovery by addressing a much more limited number of skill gaps. In 45-minutes you can administer an accelerated skills achievement assessment in mathematics and reading to better help you and your staff respond to your students’ level of skill development. Specifically, this webinar will support you and your staff to: gain strategies and methods to deliver the new normal of highly effective instruction; define the support and coaching your staff needs to successfully transition to using higher impact instructional practices, and provide staff with the skills, behaviors, and intrinsic belief system to support students in a new learning environment.

• **THE HERO’S JOURNEY: A NEW WAY TO UNDERSTAND STRESS.....BERGSTROM D**
Dr. Adam Saenz

Stress is energy our bodies produce when we wonder whether we can deal effectively with a given task (like teaching through a global pandemic!). Believe it or not, stress doesn’t have to be the enemy. In fact, stress can be a fuel source (adrenaline and cortisol) that powers us to peak performance in all areas of our lives, turning us into life givers instead of life suckers. We’ll explore the sources of our stress, the impact it has on our body, and how we can hack that energy to slay the dragons we face as we journey through the forest of the unknown. Learn: fight or flight strategies that create tonic (versus toxic), life giving work environments; fight or flight strategies that create toxic (versus tonic) life sucking work environments; Participants will build their personal Dream Team—those four relationships that any educator must have to stay at top performance.

2:00 PM – 2:30 PM | BREAK / VISIT EXHIBITS

2:30 PM – 3:45 PM | BREAKOUT SESSIONS SET 4 (Repeat of Set 3 above)

Monday Continued...

Monday Continued...

4:00 PM – 5:15 PM | BREAKOUT SESSIONS SET 5

• HOW TO SCORE THE MOST ASSISTS AS AN ASSISTANT PRINCIPAL.....BERGSTROM A Dr. Courtney Gober, Plano ISD

This presentation will outline the day-to-day duties of an assistant principal and provide practical strategies to move your daily schedule from being reactive to proactive while spending more time as an instructional leader. Learning how to manage the “chaos” of what lands on the AP desk while effectively serving your staff and students is the key to scoring the most assists as an Assistant Principal.

• LEARN HOW ALT CERTIFICATION WORKS TO INCREASE TEACHER POOL.....BERGSTROM C Kay Clark, iTeach

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Tuesday, February 8, 2022

7:45 AM – 8:30 AM | CONTINENTAL BREAKFAST..... PRE-FUNCTION AREA LOWER LEVEL

8:30 AM – 11:30 AM | CLOSING GENERAL SESSION BERGSTROM

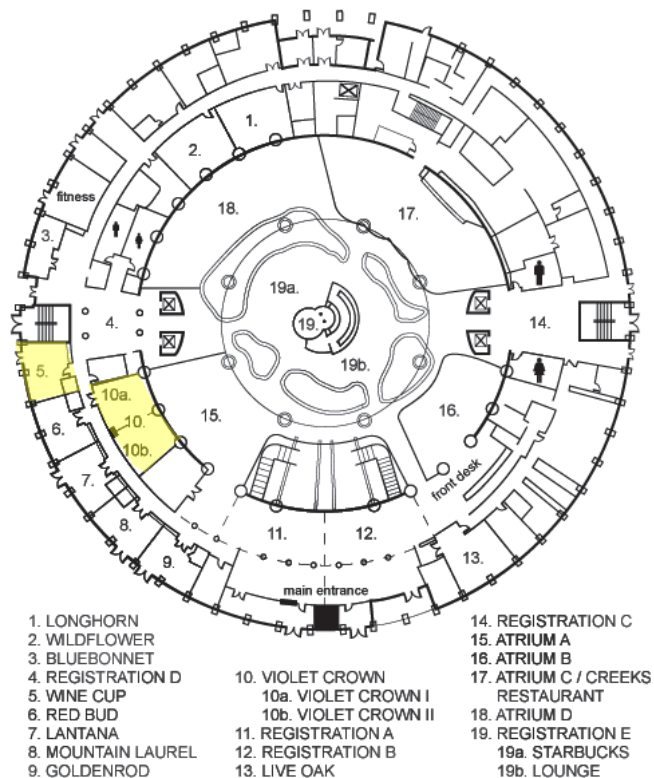
LEGAL ISSUES FOR THE ASSISTANT PRINCIPAL 2022

Jim Walsh, The Law Dawg, Walsh Gallegos Treviño Kyle & Robinson P.C.

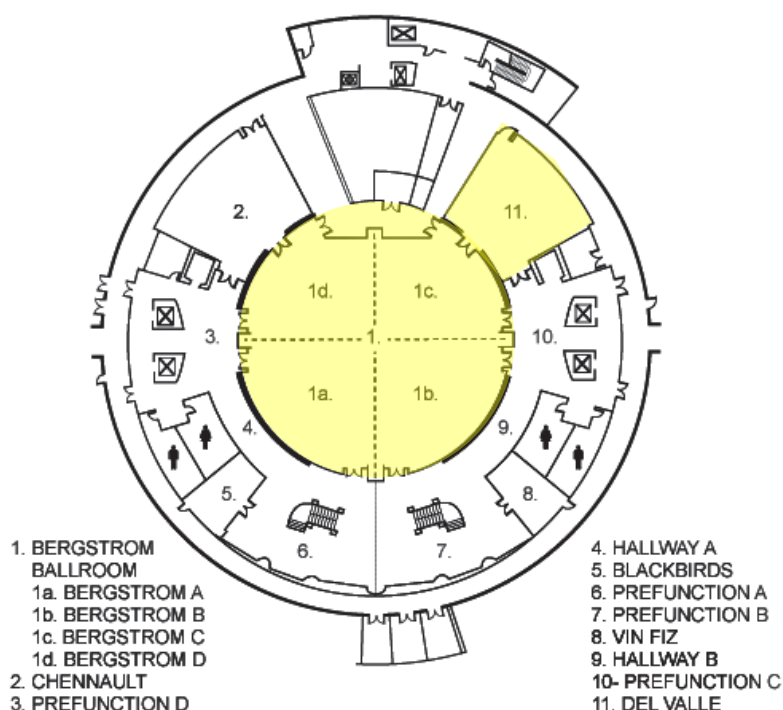
This session will cover student discipline, special education, 504, liability and other concerns that are practical and relevant to AP's. This session will emphasize the practical and leave plenty of time for Q and A.

11:30 AM – 11:45 AM | REFLECTION AND ADJORNMENT / RAFFLE DRAWINGS

HILTON AUSTIN AIRPORT - MAIN LEVEL



HILTON AUSTIN AIRPORT - LOWER LEVEL



Meet the Speakers



SOPHIA ACEVEDO is the 2021 Texas recipient of the U.S. Department of Education's Terrell Bell award. With over 15 years of successful campus leadership, Sophia believes in the power of the principalship. She understands the changing demands of this role and the many layers of decision making that occur every day. Her deep commitment to building leadership capacity in those around her results in high performing campuses, including multiple TEA distinctions, and most recently, the USDE Blue Ribbon designation. Sophia knows that the principal is only as strong as the campus team, and she works closely with principals to simplify and prioritize the many complex duties of what she believes is the "the quiet driving force behind successful schools".



CHERYL BAIRD, Cheryl Baird has been in education for over 8 years as a high school counselor and 12 years TRiO Upward Bound Director. She holds a Bachelor's degree in Social Work and a Master's in Education. She is extremely knowledgeable regarding test materials, college preparation and assessment needs. Cheryl's experience and insight paired with her out of the box thinking is always geared toward student college success. She has successfully written grants, developed high school and college freshmen curriculum and been involved in college professional development.



SHARON BRADLEY serves as Director of Family and Social Services for the Plano Independent School District where she has helped shape the district's approach to social and emotional development for all students. Throughout her 21 years in education, she has served as director, alternative high school principal, assistant principal, dropout prevention program coordinator, general education teacher, and special education teacher. Sharon Bradley is a SEL4TX board member who serves as an advocate for promoting high quality SEL integration into all schools and communities across the state of Texas.



SEAN CAIN spent the formative years of his career working in difficult instructional settings. Recognized for the success of both his students and the systems he designed and implemented, he quickly moved up through the instructional leadership ranks. This culminated in his last public education position as State Director of Innovative School Redesign (Texas). Currently, Cain serves as the Chief Idea Officer for Lead Your School (LYS), a confederation of successful school leaders dedicated to improving student, campus, and district performance. A passionate speaker, Cain is a sought-after national presenter and trains educators in schools and districts across the county. The primary foci of Cain's current research and fieldwork are making complex problem.



DR. PHILIP CAPIN is a research assistant professor for the Department of Special Education and a researcher for the Meadows Center for Preventing Educational Risk at the University of Texas at Austin. Dr. Capin's research focuses on improving reading instruction and assessment for children, including those with or at risk for reading disabilities. He currently serves as a Co-Principal Investigator for three large-scale funded projects: (1) an Education Development Research Center funded by the Institutes for Education Sciences (IES) that aims to improve opportunities and outcomes for English learners (ELs), (2) the Texas Learning Disabilities Research Center project funded by the National Institutes of Health (NIH) examining learning disabilities identification and remediation students with reading disabilities, and (3) an IES grant focused on developing an intervention that simultaneously enhances children's reading and growth mindset. Based on his research, Dr. Capin has published over 25 peer-reviewed articles Prior to receiving his Ph.D. in Special Education from the University of Texas at Austin in 2018, he was a special education teacher and a credentialed school administrator.



KAY CLARK is the Director of Field Experience for iteach Texas. She has been in education for 21 years, 16 of those with iteach. Kay has never met a stranger and this is evident in the relationships she has built with school districts across the state. Prior to her work in education, Kay owned her own produce business for 18 years. Kay enjoys traveling with her husband of 41 yrs and spending time with their 5 grandchildren.



DR. HERB COX Is a graduate of Baylor with a BS in Secondary Education. In 2008 received his EdD in Curriculum and Instruction. He earned his MS in Education Administration from the University of North Texas in 2005. Recently retired with 29 years of service as a teacher, coach, AP and most recently principal. His first 12 years of service were as a teacher and coach and last 17 years were spent as an administrator with 9 years as Principal at Midway Middle School in Hewitt, Texas. He and his wife have two adult children and five grandkids. Both kids and their spouses are also Baylor graduates, as were his father and his wife's mother and father. While at Baylor he was a member of the Baylor University Chamber of Commerce served as an assistant bear handler his senior year. Mr. Cox also served as the President for the Texas Association of Secondary School Principals, the largest association of its kind in the United States. He is now Teaching at Baylor, a life-long dream of his.

Thank you for attending!

Please complete the survey that will be E-mailed to you. Your feedback is very important for planning the next Assistant Principal Workshop.

Meet the Speakers.



80 in two years. Mr. Ewing's specialty transforming low performing schools to competitive performing schools through systems development, high expectations, and excellent relationships.



Dr. COURTNEY GOBER graduated from Morehouse College where he earned a degree in history and sociology, he returned to his hometown, Detroit, MI and began teaching at Renaissance High School while earning his master's degree from the University of Michigan. In 2001, Dr. Gober relocated to Plano, TX where he has served as a teacher and administrator at Williams, Jasper, and Shepton High Schools. He earned his doctorate in Educational Administration and Curriculum and Instruction from the University of North Texas in 2012. From 2013-2018 he was principal of Rockwall HS, he then moved to San Antonio ISD where he was an Assistant Superintendent for IB Schools. In June of 2020, he reunited with Plano ISD as Assistant Superintendent for Student, Family and Community Services.



has 18 years with the district and has worked in different positions in elementary and senior high schools.



Zach received his bachelor's degree from Austin College in Sherman, Texas. He has a master's degree from the University of Texas at Tyler, received a superintendent certificate through the Texas A&M University at Commerce, and is a SHRM Certified Professional.



DR. ADAM SÁENZ earned his Ph.D. in School Psychology from Texas A&M University as a United States Department of Education doctoral fellow. He completed his predoctoral clinical training under a fellowship appointment to Harvard Medical School, and he has a post-doctorate in clinical psychology from the Alpert Medical School of Brown University. Dr. Sáenz

also earned a Doctorate of Ministry in Pastoral Counseling from Graduate Theological Foundation with a residency at Christ Church college of Oxford University.



DR. TRICIA TSANG is a public education advocate who has served as an academic achievement specialist, assistant principal, director of instruction, and principal. The teams of educators that Tsang has led at both the elementary and secondary levels have both improved student outcomes and been recognized for exceptional performance. Dr. Tsang currently works full time with Lead Your School (LYS), coaching districts and schools, using her experience in both curriculum and instruction and leadership to transform teacher practice and increase student performance.



DR. DAVID WALDHERR, first generation college student, enrolling only because of a scholarship, founded Cambridge in 1990 with the mission of helping all students, regardless of income level or previous achievement, build college readiness skills, increase test scores, and gain college admission and scholarships. Having spoken at hundreds of national and regional conferences, Dr. Waldherr is widely known for his commitment and expertise in providing quality test prep to all students. Cambridge materials are used by more than 2,000 schools, served over 7,000,000 students and through its Grant Award Program has given away over \$8,000,000 to deserving youth programs.



LINDA WALLS, first generation college student, was born and raised in Skidmore, Texas in a low-income household. Through the support and guidance of the Upward Bound Program, she earned a Business Administration degree and a teaching certificate from Texas A&M Kingsville and later obtained The University of Texas San Antonio and obtained a Masters in Education. As a result, she is very passionate about helping today's youth achieve all they can using the tools that are available to them. She became an Upward Bound Instructor, a Barnhart Mentor, and facilitates the success of young students today.



JIM WALSH graduated from the University of Texas School of Law in 1975. In 1983, he was one of the three lawyers who founded the firm now known as Walsh Gallegos Treviño Kyle & Robinson P.C. From the beginning the focus of the firm was on serving public schools—helping the people who help the kids. In his career of over 40 years, Jim has provided training to all of the Education Service Centers in Texas, numerous statewide organizations, and hundreds of school districts. He is the principal author of *The Educator's Guide to Texas School Law*, which is used as a textbook in many higher education programs. He has also authored *The Common Sense Guide to Special Education Law*. He was the longtime author of the popular "Law Dawg" column in the Texas School Administrators' Legal Digest and currently produces a daily digital blog, The Law Dawg's Ed Daily. (www.edlawdawg.com).

Meet our Exhibitors

Be sure and visit with our exhibitors and find valuable solutions to nearly every school need and maximize efficiency and learning on your campus.



CAMBRIDGE EDUCATIONAL SERVICES

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Houston ISD is the largest school district in Texas serving over 196,000 students at 276 campuses. The Board of Education's mission is to equitably educate the whole child so that every student graduates with the tools to reach their full potential.



LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT

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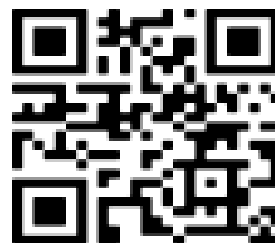
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