

Pre-Conference | Monday, June 16, 2025 - 1:00 to 4:00

Legal Updates for School Administrators - This presentation provides an in-depth overview of recent developments in special education law, highlighting key case law decisions and emerging trends. It will also examine pending state legislation that could significantly impact the rights of students with disabilities and the responsibilities of educational institutions.

Key Highlights:

- Oregon educational legal review
- Administrative compliance updates
- Actionable to-do list for school leaders

Strategy to Execution: Leading for Improvement - This workshop focuses on developing leadership skills and capabilities to align goals, behaviors, and processes to achieve positive results. Participants will learn how to use continuous feedback to execute key strategies by gathering data, analyzing data, collating and synthesizing information, taking action, and continuing to assess progress. Examples will show how to lead people with purpose, deliver excellent service, measure what matters, and apply feedback to improve.

Oregon Education Workforce Wellness Initiative: A Collaboration Between ODE, TSPC, and EAC - Creating a culture of belonging and holistic wellness for education-system employees leads to professional satisfaction and employee retention and well-being. Improved workplace culture creates a ripple effect to impact students' success and positive outcomes. Now is the time for the education sector to unite and address these complex systemic challenges!

To improve the recruitment and retention of the high-quality educators our children need and deserve, we must take strategic, cohesive, and systematic action. This includes supporting educators across the Educator Advancement Continuum and prioritizing their social and emotional health and well-being.

This interactive, experiential session will explore ways to tend to wellness at the personal/individual, interpersonal collective and structural systems levels. Participants will leave feeling refreshed and equipped with resources that can be shared across the state. Improving educator well-being impacts the overall school climate and collective wellness for all; together we can create a culture of well-being! Thanks to the Oregon Wellbeing Trust, our session will include a raffle for a rejuvenation station (well-being basket), which includes wellness tools such as chocolate, Mindfulness card decks, a yoga mat, foam roller, noise cancelling headphones etc. Estimated value is \$500.

Redefining Courage as District Leaders: Leading Transformational Change During Challenging Times - What does courageous leadership look like in times when systems are stretched, trust is fragile, and the stakes for students furthest from justice remain high? In this interactive pre-conference session, Dr. Zinnia Un, the Superintendent's Office, and TTSD's Instructional Core Directors invite you into a conversation about redefining courage—not as isolated heroic acts, but as a disciplined practice of deep listening, honest reflection, and equity-centered action.

Participants will hear real stories from district leaders who have engaged in humanizing, restorative processes to navigate discomfort, rebuild trust, and lead through complexity and challenge.

This session will center practical tools, protocols, and leadership practices designed to support transformational change through trauma-informed and restorative approaches—grounded in the belief that sustainable change must humanize the people within our educational communities.

You'll leave with:

- Tools and frameworks for leading equity-centered change across systems
- Protocols that foster deep listening and build trust through consistent, intentional actions
- Strategies for supporting those impacted by change in meaningful, humanizing ways
- Lessons learned from leaders actively engaged in facilitating sustainable systems change

Whether you're a new leader or a seasoned practitioner, this session offers a space for connection, clarity, and courageous leadership rooted in community, care, and collective responsibility.

Updated Strategies for Addressing Youth Substance Use - Drug overdoses are now the leading cause of youth deaths in Oregon and over the past 5 years overdose deaths have grown faster for youth than for any other age group in Oregon, in large part due to fact that youth do not understand the risk of fentanyl and fake pills.

State law requires that all Oregon middle and high schools educate their students about fentanyl and fake pills beginning in the 2024-25 school year – a great step forward for our state. Yet more can be done to protect our state's youth. Classroom education combined with community awareness and education can further protect communities against the impact of fentanyl.

In this session:

- The Song for Charlie (SFC) team will open this session by educating the audience about the increased risk of the street drug supply due to fentanyl and fake pills, and the impact it has had on Oregon's youth.
- Seaside Counselors will share how they used resources from ODE and Song for Charlie to expand their classroom education and create a community education program, culminating in an evening community event that attracted over 360 parents, students and community members for an educational film screening and panel discussion.
- Feedback from one parent who attended the event: "Just a quick note to say that the event last night was incredible! Thank you so much for putting it together! My son and I both really enjoyed it and even on the car ride home found ourselves talking and connecting in a way I don't know that we would have had we not been to the event. I am continually impressed with the School District but in particular in the way that this event provided parents with information and tools for how to be more empathetic and vulnerable with their children. As a parent I am always looking for educational viewpoints on how to be a better parent and your panel of experts really spoke to that. Thank you!"
- SFC will share the New Drug Talk (NDT) resources and discuss how schools can use them to support classroom learning with parent and caregiver education. The NDT aims to protect Oregon youth by using evidence-based strategies that have been proven to prevent and/or delay drug use:
 - by providing youth/families an understanding of the risks of today's drug landscape, and
 - by encouraging families to connect and discuss mental health and the current drug landscape.

The NDT program resources are free to use in Oregon thanks to our partnership with Trillium Healthcare

Strength in Readiness: Preparing School Communities to Push Back Against Organized Bigotry and Build Inclusive Democracy -

This interactive workshop uses the Confronting White Nationalism in Schools Toolkit to deepen participants' understanding of the complex pressures educators and administrators face when confronting organized bigotry and anti-democracy movements in their schools. Grounded in the real-world challenges of each participant's unique context, the session provides space for honest reflection, peer dialogue, and collaborative problem-solving. Through scenario-based exploration, participants will engage with the emotional, political, and logistical dimensions of responding to hate-driven incidents. They will design actionable response plans that address three critical phases: proactive measures to build resilience and readiness, immediate steps to take in the wake of an incident, and long-term strategies for restoring trust, repairing harm, and rebuilding a more inclusive school community.

Main Conference - Tuesday, June 17, 2025 - 9:55 to 10:55

Protect Your Campus From Online Drama - Digital devices are integral to students' lives, but they can also create challenges within the school environment. From harmful social media trends like TikTok challenges to serious issues such as school shooting threats and the rise of anonymous "Fake" or "Fight" accounts, administrators often face growing concerns. Additionally, the trust gap widens as students hesitate to report problematic online behaviors, fearing repercussions. This session equips administrators with effective strategies to bridge the trust gap, promote a safer school environment, and eliminate online threats. You'll leave with actionable lessons to empower students as Digital First Responders, giving them the tools and confidence to address online issues responsibly. Return to your school with ready-to-use activities that foster a drama-free, supportive campus.

Lessons Learned from Two Decades of Equity Work: Preparing for Times Like These - Drawing from over 20 years of equity leadership, Dr. Zinnia Un and Guest Facilitators invites participants into a reflective and practical session on how foundational equity work has prepared educators and systems to lead through today's most complex challenges.

Guest Facilitator, Dr. Sue Rieke Smith, joins the conversation and will support the conversation with lived experience and wisdom of practice and reflection.

This session explores the essential tools, mindsets, and practices needed to navigate adaptive problems with clarity, care, and courage. Grounded in real-world experience and anchored in equity moves, the session will uplift lessons that have enabled systems to hold multiple truths, build shared vision, and remain focused on transformational change.

The Students' Six Process: Students Teaching Teachers - What if you were to ask students, 'How might we create a more inclusive learning environment?' Students' Six is a process that sets out to answer that question by engaging cohorts of students in an exploration of culturally responsive teaching strategies; supporting them to teach these practices to their teachers. Learn from one district about their implementation of Students' Six, and the role of student voice as a key driver for encouraging a politically mixed school board to invest in equity and belonging focused work. Participants will leave with the set of research-based strategies that Students' Six cohorts work from.

Fiscally Fit - Our Journey to Financial Stability - When the unthinkable happened and Silver Falls SD could not make payroll in June of 2024, the district was left searching for a way to recover from declining enrollment and other budget issues. When new district leadership took control, there were a myriad of challenges that required a concerted effort, steeped in networking and support from other agencies. Our journey, and steps we took to turn the tide and calm the waves of uncertainty are shared today to help other administrators gain a better understanding of how to move forward when budget uncertainty or disaster strikes.

Ripples of Recognition: Strengthening SEL Through Core-Value Focused Leadership - This session explores how an intentional focus on core values helps build social-emotional competency and a strong sense of belonging among students. Participants will learn how branding, positive recognition systems, monthly themes, and advisory structures can create consistent opportunities for students to connect with core values and develop essential SEL skills. The session will also highlight how bridging the school-to-home connection through positive notes fosters a culture where all students feel seen, supported, and motivated. This approach is closely aligned with COSA's equity stance, ensuring that students from all backgrounds, including those from historically marginalized groups, experience recognition and belonging. Attendees will leave with practical strategies for integrating core values into daily practice to strengthen SEL and support student success.

Wrangling Data with Discovery Education & Otus: Empowering Educators with Time-Saving Insights - Explore how Discovery & Otus can help educators wrangle the chaos of student data and turn it into actionable insights that answer their most pressing questions. In this session, we will explore how Discovery & Otus streamlines data collection, analysis, and reporting, saving educators valuable time while providing a comprehensive view of each student. Whether it's identifying at-risk students, tracking progress, or uncovering trends, this session will show you how Otus equips educators with the tools they need to make informed, impactful decisions.

Reimagining Special Education General Supervision Accountability and Support: A New Era for Special Education in Oregon - Oregon's current General Supervision system has not fully addressed persistent gaps in student outcomes for students with disabilities. To create meaningful change, ODE is modernizing its approach by focusing on processes most closely aligned to student outcomes, and by investing in EdPlan, a technology solution that streamlines processes, enhances data access, and strengthens the connection between compliance and student success. This session will explore why the changes are needed what they mean for districts, and how Oregon practitioners can get involved to inform the changes ahead. A short demo of EdPlan will highlight how real-time insights can improve decision-making.

Embracing Inclusion: An Equitable Approach to the Continuum of Services - This presentation will explore the development of a district-wide continuum of services based on inclusive practices to support all students, drawing on a systematic process for considering specialized programming. We will examine the steps involved, from building-level professional meetings and district engagement to IEP and placement meetings, ensuring equitable consideration of student needs. Aligning with COSA's Equity & Anti-Racist Stance, this session emphasizes a process that prioritizes discussion of current needs and universal supports within the neighborhood school, ensuring that decisions regarding more specialized placements are made thoughtfully and without predetermination, thereby cultivating every student's unique gifts and talents and ensuring success is not predicted by background.

Making Courageous Conversations Every Day Conversations - In this time of attacks on "DEI" in schools and with greater polarization, school leaders are called upon to facilitate and engage in challenging conversations with students, families, staff and the community. This session will provide skill development in listening, facilitation, and repairing harm.

Replicating Seaside's Substance Use Prevention Education Success - Drug overdose is now the leading cause of death among Oregon youth, and schools are well-positioned to help change that. Join us to learn how Seaside launched a school-wide fentanyl education program and community event attracting 350+ attendees using Oregon Department of Education and Song for Charlie

resources. Leave with fresh strategies for how to protect your community, including best practices for engaging students and families, free resources, and potential funding opportunities to help you create a prevention plan that connects with your community.

How System Coherence Drives Early Literacy Improvements - Discover how Portland Public Schools is creating coherence for school leaders and teachers to improve literacy outcomes for students by carefully aligning (1) professional learning on the Science of Reading, (2) high-quality instructional materials, (3) PLC protocols, (4) instructional coaching, and (5) instructional leadership. PPS is leveraging ODE's Early Literacy Success Grant to partner with TNTP in creating a coherent system where every support and every resource that teachers and leaders experience deepens their motivation and capacity to bring the Early Literacy Framework to life in classrooms. Hear about the lessons learned, current challenges, and next steps in PPS's three-year journey toward research-based instruction and guaranteeing literacy as a civil right

Supporting LGBTQIA+ Students in Our Schools - This session aims to equip educators with the knowledge and tools necessary to support LGBTQIA+ students in their schools. Participants will explore relevant laws, district policies, and effective practices for creating an inclusive environment. Through interactive activities, including role plays and scenario discussions, attendees will leave with practical strategies to implement in their schools. This presentation aligns with the COSA Equity Stance by focusing on the rights and needs of LGBTQIA+ students, promoting an environment of equity and inclusion. By addressing systemic barriers and fostering supportive relationships, we aim to empower historically marginalized groups within the educational system.

Making Waves in School-Based Mental Health: Expanding Partnerships, Growing the Workforce, and Strengthening Early Intervention - Creating meaningful improvements in student mental health requires proactive leadership. Rather than relying solely on reactive models, schools can develop a continuum of care to better support students and families. This session highlights the Phoenix-Talent Community Care model, a school-based framework that expands mental health services through collaborative school-agency partnerships, tiered interventions, staff upskilling pathways, and strategic funding sources. Educators and leaders will learn how to build inclusive, trauma-informed systems by integrating school-based services and strengthening community partnerships, breaking down systemic barriers and expanding support for historically marginalized students with limited access to behavioral health care.

Tuesday, June 17, 2025 - 11:15 to 12:15

I Did a Systems Health Check (Equity Audit)... Now What? - What happens after you complete an equity audit? In this session, follow Dr. Zinnia Un's journey of turning a Systems Health Check for Linguistic Equity into a 10-year strategic plan rooted in TTSD's Governing Policies of Educational Equity and Racial Justice. Learn how this work aligned district, state, and federal mandates into a living plan that fosters transformational change through restorative systems design.

This session will highlight how TTSD continues the practice of using restorative practices at the macro level—including Fair Process, Restorative “With” Principles, and Participatory Action Research—to humanize systems, engage community, and move from insight to implementation.

Guest Facilitator, Dr. Sue Rieke Smith, joins the conversation and will support the conversation with lived experience and wisdom of practice and reflection.

Using the Priority Leadership G.R.O.W. Coaching Framework to Avoid Burnout and Drive Change - Public institutions are under attack. It has never been more important to maintain balance, build resiliency, and sustain energy to avoid burnout. In this session you will learn about your own leadership and coaching style and how it aligns with best practices in the coaching and leadership field through the Priority Leadership G.R.O.W. Coaching Framework. During this session you will take a deep dive into research and skills of Priority Leadership which includes: Relationships, Empathy, Hiring for Talent, Delegation, Inquiry, Choice, Innovation, Action, Vision, and Grit. You will also have an opportunity to practice coaching skills and work through equity problems of practice you are facing in your school and district and learn how this model was used to support a state mentoring grant.

Leading with Pride and Purpose: Queer Voices Shaping Equitable Schools - This presentation, drawing from a qualitative study of queer educational leaders in Oregon, explores their lived experiences, challenges navigating political scrutiny, and the transformative impact of their identities on school leadership. It highlights the systemic obstacles and biases they face and their commitment to creating safe and affirming environments for all students and staff. By understanding these experiences, K-12 leaders can gain insights into fostering more equitable and inclusive school cultures, directly aligning with COSA's commitment to

equity and the success of every Oregon student and staff member, particularly those from historically marginalized groups. The presentation underscores the importance of authenticity, visibility, and building support systems to ensure that success in Oregon schools is no longer predicted by identity.

Winning the Day: Reimagining, Refreshing and Reclaiming Work-Life Balance - Educational leaders are flexible in meeting the demands of their communities. They juggle tasks, emails, and meetings, while focusing on the big picture. They prioritize the needs of students, staff, and the community, many times at the detriment of their health, family, and personal needs. Just surviving in our role is not the desired outcome, let's thrive! In this session, Dr. Coakley shares his experience finding balance, including key strategies that will increase any leader's work-life balance. Participants will reflect, and discuss concepts that increase work-life balance, and retention of leaders, BIPOC leaders, and future educators as we model self-care.

Walkthroughs That Matter: Giving Meaningful Feedback for Teacher Growth - Join this in-depth, interactive session where school administrators will explore strategies for conducting effective classroom walkthroughs and delivering meaningful, targeted feedback. Together, we'll dive into how to align observations with instructional strategies and professional development goals to foster sustained teacher growth. Participants will engage in focused discussions, analyze real scenarios, and leave with practical tools and frameworks to strengthen their walkthrough processes and instructional coaching practices.

Friday Electives- A Creative Solution To Limited Schedule and Staffing Capacity - This presentation will provide an overview of how Pacific High School implemented a creative Friday elective schedule for the 2024-25 school year to support a more well-rounded education experience and increase education opportunities for our students that have historically been denied the same opportunities as their peers in larger communities. The presentation will cover how student voice, community engagement, and teacher input played a crucial role in the creation and implementation of this program. We will also share the successes and challenges of the first year and how those have informed our plan moving forward.

Initiative Overload to Lasting Impact: Aligning Leadership for Results - Leading transformational change can be exhausting, especially when navigating fragmented initiatives and limited resources. This panel of district leaders shares how they foster an improver's mindset to align efforts, reduce burnout, and create sustainable impact for all, specifically those historically marginalized. By focusing on clarity, communication, and execution, they engage leaders at all levels to remove barriers, improve processes, and drive real results. Learn how they create safe spaces for data sharing, embed small tests of change, and keep teams energized. Walk away with actionable strategies to balance resilience and results, ensuring both personal well-being and lasting organizational improvement.

How to Recruit, Mentor and Retain Your AD without Overwhelming Them - This presentation will describe the role of the athletic administrator in today's comprehensive high schools. It will address the culture in the school concerning education based athletics & activities. You will learn concrete examples of ways to structure the position to fit your school and community with the goal of creating an administrative team with limited turnover.

Tips, Tricks & Strategies: Ready-To-Use Leadership Methods Supporting Building Administrators - Sometimes it's the smallest things we do as building administrators that provide us opportunities to thrive. Presenters will share seemingly simple everyday leadership methods, strategies, and activities, utilized by elementary and secondary administrators in the InterMountain ESD region. The presentation will provide participants with ready-to-use strategies to implement in their respective practices, supporting students, paraprofessionals, teachers, and school communities.

Strengthening Equity through Student Voice and Partnership - This session will explore how schools can create authentic youth-adult partnerships that support students to take an active role in decision-making and school improvement. Using guiding principles from Student-Powered Improvement, participants will engage in a reflective activity to identify opportunities to share power with students and foster more inclusive and equitable learning environments. The session will feature examples of student-led improvements from a high school in North Clackamas that has seen measurable impacts from centering historically marginalized students.

Beyond Locked Doors: School Safety & Prevention Within Oregon Schools' Walls - School safety goes beyond locked doors—it's about creating a culture of prevention and connection. This session highlights how Oregon schools are using comprehensive strategies to support safety beyond physical measures. Presenters will cover culturally sustaining mental health supports, suicide prevention, behavior safety assessment, and efforts to strengthen school climate. Participants will gain best practices, resources, and tools to integrate prevention into related initiatives like TSEL and Health standards. Leave with actionable steps to enhance

your school's safety and prevention efforts. Join us to learn how a connected, informed, and proactive school community is the key to lasting safety.

Tuesday, June 17, 2025 - 3:30 to 4:30

A United Vision & Shared Accountability for Student Outcomes - In this 60-minute session, the Oregon Department of Education will share a high-level roadmap of what's ahead as HB 2009 and SB 141 put forth a vision for shared K-12 educational accountability in Oregon. Expanding on the work of the Student Success Act, the Department aims to strengthen how it works in service to schools and students through a clear and defined Continuum of Supports for districts. You can expect to learn about ODE's efforts to improve internal operations by making comprehensive changes to grant processes and reporting requirements to reduce administrative redundancies.

Strategies for Improving Attendance and Reducing Chronic Absenteeism - Over the past 18 months, a dozen Oregon school districts have joined together to attempt to find positive solutions to the crisis in attendance. The districts vary in size from district enrollments of 65 to 38,000. Working together and documenting their progress, this group of districts has utilized a variety of strategies and approaches that have made a significant difference in student attendance. This panel will share a variety of strategies they have found most effective in moving the needle on attendance.

New Special Education Directors Session: Navigating Change on the Road Ahead - Come hear an experienced panel of SPED directors share how they handle periods of significant change. We will also have a special education legislative update provided by Corvallis SD.

Roundtable Discussion on Effective School Systems (Focus on Curriculum, Intervention/OSAS) - This session features an interactive discussion focused on successful school systems. Leaders will have the opportunity to take practical ideas back for implementation. Please be prepared to share your experiences in a small group setting, as there will be opportunities to learn and grow from each other.

OEBB Benefit Plan Changes 2025 - Join us for a session on the OEBB renewal, benefit plan changes and enhancements that will be effective October 1, 2025. There are a number of updates we plan to share!

I'll Take Education Civil Rights for 200, Alex - Who says civil rights isn't fun? In this interactive session, participants will have the opportunity to test and enhance their civil rights knowledge and skills through a dynamic and enjoyable game format. This session is designed to help identify areas for continued learning and growth in a collaborative, low-stress environment. We highly encourage Civil Rights Coordinators (CRCs) and other staff with civil rights responsibilities to attend. Join us for a unique opportunity to make professional development both informative and enjoyable, while fostering community learning and engagement.

Leading Inclusion: Lessons from the Neighborhood Schools Model (NSM) Leadership Team on Systemic Change - Transforming schools to be truly inclusive requires more than a good plan—it demands leadership, collaboration, and a willingness to rethink everything. As the NSM Leadership Team, we worked across schools and departments to implement the Neighborhood Schools Model (NSM), aiming to shift special education from a place to a service. Through this process, we faced hard truths, surprising breakthroughs, and invaluable leadership lessons. This session will take attendees inside our team's journey of leading systemic change—the challenges we faced, the shifts that made the biggest difference, and what we would do differently if we started over/next year. We'll share: What we learned about leading complex change across multiple schools. How we navigated resistance from principals, teachers, and staff. Why collaboration across departments was essential—but harder than expected. The mindsets and leadership moves that helped us stay aligned and make progress. Attendees will leave with real-world insights on leading inclusive transformation, not just in schools, but in leadership teams working to drive systemic change.

How's That Working For You? Realistic Coaching for Leaders - An open-door policy can backfire when your office becomes a place to vent. To create an asset-based responsive environment for working and learning, leaders must shift thinking. Leadership is challenging, often lonely work. It takes courage, patience and vision to move human organizations forward. This session focuses on what leaders do and why, to expertly support and challenge their employees to excel. The session provides clear examples of how to provide structure and nurture a healthy culture that serves the diverse needs of students and staff.

Psychologically Safe Emergency Drills in Schools - This session is not about adding new work on top of what schools already do; it is about shifting the work and emotional energy that is already happening around emergency drills to the front end. This supports students and staff to learn important protocols, be able to carry them out effectively, remain calm and perceive they are safe, and support families to be on the same page as the school. Co-presenters will start things off with a group discussion on the challenges faced by administrators along with the needs of staff, students, and families. Then, the focus will shift to how to integrate trauma-informed practices, psychological safety, and developmentally adaptive approaches to emergency drills in schools in a sustainable way.

Empowering Every Student: Building Confidence, Leadership, and Community Connections - This interactive session introduces educators to The Leadership Academy's POWER Skill Program, recently implemented in Creswell School District. Founded by Leadership Expert Mindy Lockard, this program equips all students with essential skills in confidence, leadership, and meaningful connections. Through hands-on activities, participants will explore K-12 Leadership Classroom Conversations, fostering self-awareness, interpersonal skills, and career readiness. Activities vary by grade, from building social confidence in elementary school to resume writing and networking in high school. Educators will gain strategies to create student-centered, inclusive classrooms, ensuring all learners develop the skills needed for long-term academic and personal success for life after High School.

Leveraging Professional Networks to Support Sustainable Leadership and Accelerate Early Literacy & Learning - Children's Institute and Stand for Children Oregon support innovative professional networks supporting school leaders with the effective implementation of practices serving early learners. Hear from a panel of principals who participate in these Networks about the benefits of these collaborative spaces, the importance of focusing on early learning, and leadership lessons learned. This aligns with COSA's Equity Stance in that each Network and learning opportunity provided by these Networks provide time, tools, resources, and accountability for identifying and working to mitigate barriers that impact the equitable access for children and families who public school systems have historically marginalized.

Leading with Purpose: Professional Development that Transforms Culturally Responsive Practices - This presentation explores how educational leaders can design and implement meaningful learning opportunities to enhance cultural competence among school-based practitioners. Using a case study from the Northwest Regional ESD, it highlights culturally responsive (CR) practices implemented by Speech Language Pathologists (SLPs) and Speech Language Pathologist Assistants (SLPAs). Grounded in transformational leadership strategies, attendees will explore how targeted professional development and ongoing professional learning can be replicated across domains such as Deaf/Hard of Hearing (D/HH) services and SEL/trauma-informed approaches. Leave with actionable strategies to lead sustainable, equity-driven change in your system.

Shared Vision, Shared Ownership: Leading Equitable Student Success - In this interactive session, explore how to co-design equity-based strategic plans with your community and focus on the student outcomes that matter most -- creating waves of change. Learn about our journey in working to cultivate strong leaders who can champion this work, making it truly meaningful for staff at every level. Discover how to help leaders be courageous to set goals they believe in, measure progress along the way, and use practical tools to facilitate equity-focused improvement processes with their teams. Walk away inspired with ideas for building cohesive, inclusive leadership teams dedicated to rising hope and creating bright futures for every learner.

Wednesday, June 18, 2025 - 9:40 to 10:40

A United Vision & Shared Accountability for Student Outcomes - In this 60-minute session, the Oregon Department of Education will share a high-level roadmap of what's ahead as HB 2009 and SB 141 put forth a vision for shared K-12 educational accountability in Oregon. Expanding on the work of the Student Success Act, the Department aims to strengthen how it works in service to schools and students through a clear and defined Continuum of Supports for districts. You can expect to learn about ODE's efforts to improve internal operations by making comprehensive changes to grant processes and reporting requirements to reduce administrative redundancies.

2025 Legislative Session and 2025-27 Budget Update - As the 2025 Legislative Session wraps up, COSA's Policy and Advocacy Team will provide an update on key education policy bills that have passed and give a detailed breakdown of the K-12 budget for the 2025-27 biennium. Whether it is your first legislative session, or your fifteenth session, join us for an informative breakout on the 2025 Session to learn more about how new laws and the state budget will impact students, staff, and schools.

From Balanced Literacy to Science of Reading: One School's Journey - How do you shift the deeply ingrained culture of a school to embrace the Science of Reading? This session chronicles one school's transformative journey from balanced literacy to science-

based instructional practices. Participants will leave with actionable ideas and inspiration to begin or advance their own school's journey toward evidence-based literacy practices. The transition to evidence-based literacy practices addresses inequities in literacy outcomes that disproportionately affect students from historically marginalized groups. By improving literacy instruction, schools can cultivate every student's unique gifts and talents, ensuring success is not predetermined by race, ethnicity, socioeconomic status, or language proficiency.

The Long Blue Line: Athletics & Activities for Inclusive Outcomes - Athletics and activities can be used to cultivate nurturing, safe, positive, and predictable spaces where students a) feel a sense of connection and belonging, b) have relationships with trusted adults, c) are encouraged to express their emotions, and d) know their voices are valued. We emphasize inclusive strategies that are culturally responsive and embed social-emotional well-being practices into athletics and activities to support well-rounded student-centered outcomes for all students (not just those competing on athletic teams). Specific examples utilized and outcome data from the Youth Truth Survey results regarding staff and student belonging at Bend Senior High will be shared.

An Educator's Journey: Creating A Pipeline to Success - Are you looking for ways to align initiatives for building pathways from the student experience in the classroom to becoming an educator? Are you desirous to find applicable ways to engage your Grow Your Own opportunities that support these pathways? Do you need sustainable ways to support educators during their journey and stages of becoming and remaining a successful educator? If your answer is yes to either or all of these questions, then this session will be a great space for you!

Join us as we share instrumental strategies and supports created to help one become an educator and maintain success throughout the different stages of their journey. In this session, we will share how the Northwest Regional Education Service District has co-designed supports for multiple districts to engage in the step by step journey from the classroom to becoming an educator. We will discuss how we support districts in Diverse Educator Pathways, Educator Preparation, Mentoring, Instructional Coaching, and Aspiring Administrators while discussing best practices that can build, transform, and retain educators within your districts and schools.

Gas in the Tank: Refueling PLCs to Avoid Running on Fumes - As we wave goodbye to the school year, it's common for both administrators and PLCs to feel drained—but what if we could refuel before burnout hits? In this fast-paced session, we'll cut through the noise and focus on what actually moves teams forward. What's working in your PLCs? What's stalling out? You'll walk away with practical strategies to monitor progress, give feedback that sticks, and keep momentum going all year long. Let's make sure your PLCs (and you) stay fueled, focused, and ready to accelerate into next year—so when your summer hits, you can actually hit cruise control.

From Stumbling Blocks to Stepping Stones: Pitfalls and Promising Practices in Conducting Investigations - Navigate investigations with confidence. This presentation provides a comprehensive overview of the investigative lifecycle, from referral to closure. Learn to avoid costly pitfalls and implement proven practices for achieving reliable and defensible results, turning potential challenges into stepping stones for success.

Shine Your Light: Charting the Course Through the Anti-Racist Multicultural Continuum - This session introduces participants to the Northwest Regional ESD's updated Anti-Racist Multicultural Continuum (ARMC), a transformative framework designed to guide schools and districts in identifying and dismantling systemic barriers that disproportionately impact historically marginalized students and staff. Grounded in COSA's Equity and Anti-Racist Stance, this presentation centers race while offering actionable strategies to build the will, skill, and courage of educational leaders to lead systemic change. Through a student-centered, equity-driven lens, participants will explore how to embed anti-racist practices in curriculum, policy, and leadership to ensure that opportunity, achievement, and belonging are no longer predicted by race or identity.

The 5 Pillars of Exceptional Teaching - Learn how the Vernonia School District created a high impact culture of teaching and learning by implementing the 5 Pillars of Exceptional Teaching Evaluation System.® This system supports COSA's equity stance through the five pillars of Positive Relationships, High Expectations, Quality Curriculum, Engaging Instruction, and Meaningful Assessment providing administrators the opportunity to give teachers constructive feedback that is specific to each domain. This program has built-in performance targets that support Social/Emotional Learning and Equity through a data-driven approach along with custom Walkthrough tools for each pillar. Learn how Vernonia implemented this model to improve student outcomes and close achievement gaps.

Healthy Schools: Improving Student Mental Health through Public Health Partnership - Have you ever felt like schools are asked to implement public health projects? Learn about the unique and symbiotic partnership between Bend-La Pine Schools and

Deschutes County Public Health to improve student mental health. In this session, the presenters will discuss how the program works, the improvements across 4 practice domains, and outcomes illustrating a healthier student population. The 4 practice domains include: Positive and Inclusive School Climate, Health Education, Linkages to Care and Community Resources, and Family Engagement.

Transforming PLCs Through Aligned Assessment Practices - Discover how the Salem-Keizer School District is revolutionizing Professional Learning Communities (PLCs) by shifting from routine compliance to purposeful, results-driven collaboration. In this session, you'll learn how the district has embedded assessment into the heart of the PLC cycle—empowering teacher leaders to clarify grade-level standards, align curriculum and instruction, and implement targeted strategies that drive real-time instructional decisions. Through this integrated, data-informed approach, educators are not only fine-tuning their practice but also accelerating student growth—especially among priority populations. Join us to explore practical strategies and how a unified focus on curriculum, instruction, and assessment can transform teaching and learning district-wide.

Hidden In Plain Sight (HIPS) - Hidden in Plain Sight is a student-informed professional development training designed for school staff at all levels. This session equips educators with the skills to recognize signs of housing insecurity in students and provides practical strategies to connect them with vital resources. Grounded in the voices of students with lived experience, this training strengthens staff capacity to support vulnerable youth and foster a more responsive school community.

Wednesday, June 18, 2025 - 11:00 to 12:00

Streamlining Investigations: Templates, Timelines, and Equity - This session equips administrators with ready-to-use templates and a clear, organized system for conducting major behavior investigations aligned with ORS timelines and board policies. We will begin with a brief overview of the critical MTSS systems to have in place and share resources. Then you will learn how to delegate tasks effectively, track repeat incidents, and ensure equity by following a consistent, bias-resistant investigation process. Participants will leave with tools to streamline documentation, improve efficiency, and meet required deadlines without missing critical steps.

Digital Leadership: #ICANHELP's Proactive Approach to Cyberbullying & Online Wellness - With the right guidance and support, students of all ages can learn to use digital for good. Let's empower students to protect themselves, stand up for their peers, and become positive digital changemakers. Since 2013, #ICANHELP has equipped over 470,000 students with the skills to tackle online negativity and shape their digital footprint. This hands-on approach has led to a significant reduction in cyberbullying and fewer discipline issues linked to social media at schools. It's time to transform your school culture and learning environment into a positive space, both online and offline. Discover effective strategies and engaging activities that involve students, staff, and parents in making this change. Together, let's make your school a digital positivity zone.

Leading Effective PLCs in Small Schools - Struggling to run effective PLCs when no teachers share the same content? Waldport MS/HS has spent six years refining PLC practices in a small school setting. Through teacher-led PD, authentic administrative feedback, and data-driven strategies, we've built a collaborative approach that enhances instruction and student outcomes. Join our team as we share practical strategies you can implement to strengthen PLCs in your own school.

Toolbox for Surviving and Thriving as a New Principal - We've got you! Being a new principal is incredibly challenging, but also can be one of the most rewarding careers out there. Let us share with you our best tips and tricks to stay strong, sane and motivated. Come away with practical and easy-to-implement ideas to develop a positive, safe, learning-focused school where teachers can teach and kids can learn. Key topics will include: 1) Surviving the pressures of being a principal, 2) Staying out of hot water, 3) Streamlining and optimizing schoolwide communication, and 4) Creating a safe and positive school climate.

Wellness Warriors: Stepping up for our School Staff - As a member of the inaugural Leading Healthy Schools, as well as an administrator, Molly will share with you her passion of keeping her staffs' mental and physical wellness at the forefront of each and every day. Walk with her through the sharing of what has helped her staff focus on their well-being, as well as setting up a culture of self-care.

Elevating Learning: How High-Quality Instructional Materials Drive Grade-Level Success - High-Quality Instructional Materials (HQIM) play a critical role in advancing educational equity and student achievement. This session will explore how HQIM support consistent, standards-aligned instruction across schools and districts. Participants will examine the connection between HQIM and student access to grade-level content and the importance of Curriculum Based Professional Learning. The presentation will also

highlight strategies for selecting, implementing, and supporting the use of HQIM to ensure all students have the opportunity to engage in rigorous, grade-level learning experiences. Participants will leave with a deeper understanding of how instructional materials impact teaching and learning, and how strong systems and supports can drive more equitable outcomes for students, particularly for historically underserved populations.

From Student-Led Initiative to District-Wide Communication App - Join former student creator Terren Gurule (Roosevelt HS Class of 2021) and Portland Public Schools Senior Director Dr. Filip Hristić for a candid conversation about how a student-led project evolved into Trivory, a community hub used across all PPS high schools. We'll share lessons learned from a seven-year journey in building a shared community platform that centers students, fosters belonging, and keeps everyone informed. Our story highlights how giving students a real voice can boost engagement and build stronger ties among staff, families, and the community.

The Connection Advantage: Courageous Leadership That Sustains Us - In this interactive session, Moe Carrick introduces The Connection Advantage™—a practical, research-backed framework designed to help school leaders build unbreakable teams with courage, clarity, and humanity. Drawing from decades of experience and 1.4 million data points on workplace well-being, Moe offers just-in-time strategies to build trust, cultivate connection (the precursor to engagement), and sustain energy through change. Participants will explore preventing burnout, navigating hard conversations, and creating environments where people feel seen, safe, and supported. Equal parts inspiration and hands-on, this session equips leaders with tools they can use now—and frameworks they'll return to again and again.

Riding the Waves of Transformation: How Do You Show Up? - “How are you? No—really, how are you?” In this interactive session, we'll explore that question through a trauma-informed lens—examining how chronic stress and emotional fatigue can impact our ability as educators to effectively support student behavior. When we tend to our own well-being, we don't just feel better—we create ripple effects across school climate, student outcomes, and community wellness.

Grounded in neuroscience and guided by Oregon's commitment to student success, we'll consider how educator well-being plays a central role in reducing harmful and exclusionary discipline practices such as suspension, expulsion, restraint, and seclusion. Let's reflect, recharge, and reimagine what it means to “show up” in our schools. Together, we can build a culture of collective care where wellness is not an afterthought—but a foundation, that must be addressed at the personal/individual, interpersonal/collective and structural systems levels.