

AISGW Retreat for School Heads:

Sustaining Your Headship



November 12, 2021
Salamander Resort and Spa
Middleburg, Virginia

AGENDA AND SCHEDULE OF EVENTS

Thursday, November 11th

Thursday events are optional

6:00- Welcome Reception, Culinary Garden (Complimentary)

Dinner on your own

Friday, November 12th

All sessions to take place in the Bluemont Room and Bluemont Foyer

8:00-9:00- Breakfast and Registration

**9:00-12:00- Morning Keynote and Interactive Session with Ted Fish:
*Sustaining Your Headship***



The last two years have pushed to the foreground a key leadership issue that will have ramifications upon virtually every independent school in the country: the sustainability of the headship. Leading a school has never been easy but some advancing trends, added to the generational pressures of the last two years, have made the headship a pressure-cooker that threatens not only the durability of sitting heads but the success and thriving of the organizations they lead. Moreover, the literature about great organizations is clear – one of the key factors associated with long-term success is the stability of leadership.

In our time together, we'll take a deep dive into the question of how to proactively and strategically design your success as a head of school. What are some of the steps you can take to better sustain yourself, while you are sustaining those around you? What are some of the habits of mind, strategies, and practices that characterize those heads who are thriving? We will draw upon research from fields like Leadership studies, Organizational psychology and Resilience theory, taking time to personally reflect and authentically share with a cohort of your peers. Together, we will create a space to begin etching out new patterns to take care of one of the most important resources at the heart of any successful school: its leader.

The session will include a brief break as determined by the speaker.

12:00-12:45- Break and lunch

12:45-2:15- Afternoon Keynote with Anne-Marie Balzano:

The Impact of the Head-Board Partnership on Leadership Sustainability



In this interactive workshop, we will examine the current landscape of independent school leadership utilizing trends from recent research including the NAIS 2018 governance study, the study on head of school turnover and the factors that affect tenure, as well as the implications for leadership sustainability. In addition, participants will explore how the head of school-board partnership has shifted as a result of the pandemic and how to reestablish boundaries around roles and responsibilities. Finally, participants will provide targeted feedback on what kinds of support heads of school need from their boards in order to thrive in their leadership practice.

2:15-2:20- Short break

2:20-3:30- Closing Session: *100 Years of Headship: Panel with Veteran Heads of School*

There's nothing like hearing insights from colleagues who are a little farther on the journey. Moderated by Retreat co-chairs Catherine Karrels and Donna Lindner, this session will feature stories and expertise from long-standing AISGW heads of school who are about to (or soon to) retire. Collectively, this esteemed group will share stories reflecting 100 years of headship.

3:30- Closing remarks

