

**SMHC District Reform Network Conference
Chicago Westin O'Hare**

AGENDA

The goal of the conference is to learn about and discuss multiple issues related to Strategic HR and, by the end, to have groups of districts, each working on 1 or 2 of the breakout session topics, assuming that in depth work will require multiple years of effort. This would form the core of SMHC district actions over the next several years and inform agendas for both SMHC National Task Force meetings and the annual SMHC National Conference.

Tuesday, March 24, 2009

LaSalle Ballroom A & B – Lobby Level

1:00-2:00: Welcome, Overview, and Goals: James Kelly and Allan Odden, SMHC Co-Directors

2:00-3:00: Quick Overview of 4 Focus Areas: Allan Odden, SMHC Co-Director

- a. Recruitment of Teacher and Principal Talent
- b. Principal as Human Capital Manager
- c. Assessing Teaching Practice with the Vision of Instruction to Anchor All HR Programs
- d. Issues and Barriers to HR Process Reform

3:00-4:30: HR Alignment Analysis: Anthony Milanowski, SMHC Senior Researcher
Herbert G. Heneman, III, Dickson-Bascom Professor (Emeritus)

This exercise will take the entire group through the beginning HR alignment process to have district teams identify how strongly their various HR programs reinforce the systems view of effective instructional practice and gaps in alignment that should be addressed

4:30-6:00: District Team Time

Time together to discuss both the HR alignment results and to discuss which of the other 4 areas your team would like to hear more about

6:00-6:30: Cocktails – **LaSalle Foyer**

6:30-8:00 Dinner – **LaSalle C**

Conference participants will be asked to have dinner at “table groups” focused on particular issues: HR Alignment, Principal as Human Capital Manager, Assessing Teaching Performance, Policies and Contract Provisions that Impede HR Process Reform and two issues not on the conference follow through agenda this year, the Fiscal Context of HR Reform, and Teacher Performance Pay.

Wednesday, March 25, 2009
LaSalle Ballroom A & B – Lobby Level

7:30-8:30: Continental Breakfast – **LaSalle Foyer**

8:30-9:30: Keynote Presentation: **Turning Tough Times Into Opportunity**
Karen Hawley Miles, Executive Director, Education Resource Strategies

9:30-9:45: Break

9:45-11:45: Breakout Sessions

In these sessions participants will have the opportunity to learn about and discuss key issues involved, ways of addressing the topic, and what an implementation effort would entail over the next 2-3 years as part of the SMHC District Reform Network.

Breakout 1 - Recruiting Teacher and Principal Talent

Division

Tim Daly, President, The New Teacher Project
Connie Showalter, SMHC Assistant Director
Sara Appleyard, Assistant Vice-President, Widmeyer Communications

Breakout 2 - The Principal as the Human Capital Manager

Madison

Steve Kimball, SMHC Researcher
Herbert G. Heneman, III, Dickson-Bascom Professor (Emeritus)

Breakout 3 - Measuring Teaching Practice, With a Vision of Effective Instruction, Producing a Metric Used to Anchor HR Programs Including Teacher Development & Evaluation

Executive Forum

Anthony Milanowski, SMHC Senior Researcher
Allan Odden, Co-Director, SMHC

Breakout 4 - Issues and Barriers to HR Process Reform

LaSalle A & B – near front

Elizabeth Arons, Senior HR Policy Advisor, New York City Department of Education, former HR Associate Superintendent in Montgomery County (MD) and HR Director, Fairfax County (VA)

Wednesday, March 25, 2009 (continued)

12:00-2:00: Lunch, Keynote Presentation and District Team Time
LaSalle C

12:30-1:00: Keynote Presentation: Strategically Managing Teacher and Principal Talent

John Deasy, Deputy Director, Empowering Effective Teachers, Bill and Melinda Gates Foundation, Former Superintendent Prince Georges County (MD), Santa Monica/Malibu (CA), Coventry (RI)

1:00 – 2:00: District Team Discussion Time

- Discuss the 4 breakout session topics and the HR alignment assessment
- Decide which 1-2 topics your district would like to work on, and make commitments to work with the SMHC project on them

2:00-3:30: Report Out From the District Teams
LaSalle A & B

Reports should include commitment by the team to be involved in working generally on SMHC reform, and specifically on one or more of the topics covered by the conference.