

Breakout Round 1

AI Teacher Tools in Practice: Lessons Learned During AI Integration - Hear what worked, what did not, and what we are still learning as one rural district navigated three years of AI integration. This session will share practical steps, implementation challenges, professional learning strategies, and lessons from early adopters. A panel of teachers, instructional coaches, and administration will offer first hand accounts of teacher 's confidence, instructional impact, and barriers they encountered. Participants will leave with realistic insights and actionable ideas for supporting AI integration in their own schools and districts.

Appreciative Administration - Looking to add some strengths-based tools to your administrative toolbox? This session will provide an overview of Appreciative Administration, a theory-to-practice framework for leading educational organizations. We will cover the latest research on Appreciative Administration, including specific ways administrators are infusing the framework into their daily practice to build better relationships.

Creating an Effective Ecosystem for School Turnaround Leadership - When students within a school underachieve, the impact for a school community is profound. When schools underperform in the state accountability system, it causes reputational harm in the community, lowers confidence in district and school administration, stifles enrollment, impacts staffing challenges/turnover, and most importantly, it represents a potentially compounding systemic failure for students. This workshop analyzes the core dimensions that support an effective school turnaround "ecosystem" and reconciles your district's current approach with practical applications to address any systemic deficiencies.

Educators as AI Visionaries: Policy, Practice and Pedagogy - While student AI adoption is near-universal, 45% of educators report receiving no AI training, widening a persistent implementation gap between student use, educator readiness and policy intention. This session encourages movement beyond reactive prohibitions toward proactive, literacy-based utilization and leadership. Participants will explore pedagogical archetypes and master the Human-in-the-Loop mandate. Using a number of real classroom scenarios, attendees will investigate the transformation of AI from a shortcut vending machine into a collaborative partner for deep pedagogical innovation.

From Reactive to Predictive: A "Moneyball" Driven Approach for School Leaders - "Thus it happens in matters of state; for knowing afar off the evils that are brewing, they are easily cured. But when, for want of such knowledge, they are allowed to grow so that everyone can recognize them, there is no longer any remedy to be found." — Niccolò Machiavelli. This session explores how predictive analytics can shift schools from reacting to results to anticipating them. Drawing on Major League Baseball and hedge funds, participants will learn to identify early indicators of student performance and act before failure occurs, building timely, data driven interventions that improve outcomes.

Project Believe: Driving Recruitment Success through Strategic Focus - When faced with over 575 projected teacher vacancies in spring 2025, The School District of Lee County launched Project Believe. This transformative initiative was grounded in the Four Disciplines of Execution (4DX) Framework from Franklin Covey. The Wildly Important Goal was simple yet ambitious: ensure a certified teacher in every classroom by the first day of school. Through focused execution, data transparency, and cross-departmental collaboration, the HR Division achieved remarkable results, reducing vacancies to less than 1% by opening day.

Breakout Round 2

ALIEN SUPERSTAR: Crafting A Plan for Resilient New Teachers From Alternative Places - While there is notably a massive teacher shortage, the number of new teachers from non-traditional preparation pathways outnumber new teachers who enter the field from traditional preparation programs. Thus, conventional methods must shift to prepare teachers to enter classrooms and provide the best possible learning experiences. This workshop is designed to equip school leaders with the strategies and tools needed to effectively lead and support brand new, out-of-field teachers, particularly those with non-traditional or no formal preparation programs.

Building Effective School and District Teams for School Improvement - Participants are introduced to OELL's professional learning focused on developing school/district leadership team effectiveness while addressing a defined problem of practice. Grounded in research-based phases - team building, strategic planning, and implementation - participants engage in a structured experience using the Team Readiness and Effectiveness Application Tool (TREAT). Teams analyze results to identify strengths, gaps, and readiness needs, then connect these insights to their problem of practice to inform targeted actions that strengthen collaboration and drive measurable school improvement outcomes.

BUILDing Momentum for Instructional Excellence through Coaching-Based Leadership - School leaders influence instruction daily—but how intentional is that impact? This session helps leaders transform everyday interactions into powerful coaching moments. Grounded in the BUILD framework (Build relationships, Utilize resources, Interpret data, Listen/observe/question, and Develop others through feedback), participants will explore strategies to strengthen coaching conversations, foster reflection, and build collective efficacy. Through practical tools and real-world scenarios, leaders will leave prepared to move from directing to developing practice and create a culture of continuous instructional improvement.

Get REAL: A Framework for Building District AI Capacity Through Professional Learning - Artificial intelligence is already entering schools through educator experimentation, student use, leadership demands, and workplace expectations. This session introduces the Reason First, Evaluate Critically, Add Your Voice, Lead Transparently (Get REAL) framework for responsible AI use grounded in the Digital Education Council's AI Literacy Framework. Participants will explore how districts can focus professional learning on two immediate priorities: developing critical thinking and judgment and strengthening role-based AI expertise for educators and school leaders.

Leading for Impact: Principal Supervision that Transforms Teaching and Learning - This session explores how principal supervisors strengthen instructional leadership and improve student outcomes across schools. It highlights Broward County Public Schools' approach to aligning supervision practices with coaching, data use, and professional learning to build principal capacity. Participants will gain insight into how intentional supervision supports high-quality teaching and consistent improvement across schools.

Project Thrive: A Data-Driven Approach to Teacher Retention - Project Thrive is a strategic initiative by The School District of Lee County aiming for a 95% teacher retention rate by July 2026. Utilizing the Four Disciplines of Execution framework, the program focuses on "lead" measures and weekly accountability. Attendees will explore a multi-faceted roadmap involving targeted school support, structured onboarding, and healthy organizational culture. By leveraging actionable data and cross-departmental collaboration, this session provides a sustainable blueprint for moving from tracking data to actively retaining high-quality educators.