



AISA Leadership Conference

June 13 – 15, 2022

Edgewater Conference Center, Gatlinburg, TN

Monday, June 13, 2022

Registration

1:30 p.m. – 2:30 p.m.

Early Bird Exhibitor Bingo

Welcome

2:30 p.m. – 2:45 p.m.

Michael McLendon
AISA Executive Director

Session One

2:45 p.m. – 3:45 p.m.

“Walk the Line: Access and Affordability, Recruitment and Retention”

Damian Kavanagh
President
MISBO

Session Two

4:00 p.m. – 5:00 p.m.

“How to Know if your School is Healthy”

Walter Kearns
Director of Strategy
The Champion Group

Welcome Reception

5:30 p.m. – 6:30 p.m.

Sponsored by:
AISA Headmasters Association

Tuesday, June 14, 2022

Breakfast	8:00 a.m. – 8:40 a.m.	
Session Three	8:45 a.m. – 9:45 a.m. <i>“Financial Sustainability”</i>	Kelly Blake Co-CEO The Champion Group
Session Four	10:00 a.m. – 11:15 a.m.	Round Table Discussion
Session Five	11:30 a.m. – 12:30 p.m. <i>“The Educator’s Toolbox: Fighting Teacher and Administrative Burnout”</i>	Dr. Spencer Jordan Executive Director South Carolina Independent School Association

Breakfast sponsored by: Troy University
Snacks sponsored by: FACTS Mgt.
Coffee and Water Station sponsored by: Soil3

Wednesday, June 15, 2022

Breakfast	8:00 a.m. – 8:40 a.m.	
Session Six	8:45 a.m. – 9:45 a.m. <i>“Strategic Planning”</i>	Ron Mitchell Strategist The Champion Group
Session Seven	10:00 a.m. – 11:00 a.m. <i>“Minute to Present It”</i>	AISA Exhibitors
Session Eight	11:05 a.m. – 12:05 p.m. <i>“The Promises and Pitfalls of Differentiation”</i>	Dr. Lando Carter Asst. Professor of Education Middle Tennessee State University
Closing and AISA Door Prizes	12:05 p.m. – 12:20 p.m.	Michael McLendon AISA Executive Director

Breakfast sponsored by: BJU Press
Snacks sponsored by: FACTS Mgt.
Coffee and Water Station sponsored by: Abeka

WORDS OF APPRECIATION FROM AISA TO THE FOLLOWING:

LEADERSHIP CONFERENCE SPONSORS

Abeka
AISA Headmasters Association
BJU Press
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Soil3
The Champion Group
Troy University

LEADERSHIP CONFERENCE EXHIBITORS

Abeka - Scott Braunels and David McDonald
Academic Technologies, Inc. - Christy Rogers
ACT - Gennine Holley
BJU Press - Brian Keith
Dennis Uniforms - Mark Maloney
FACTS Mgt. - Phelecia Leitch and Marcey Ayers
iCEV - Mike Chism
Nancy Larson Science - Sherry Grimes and Eugene Grimes
Shocco Springs - Laurie Mullinax and Larry Mullinax
Soil3 - Helen McGregor
Troy University - Korrie Lynn Williamson
Twin States Recreation - Karen Maxwell, Max Maxwell and Pam Stephenson
UA Early College - Taylor Eppler

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SESSION 1



“Walk the Line: Access and Affordability, Recruitment and Retention”

Damian Kavanagh
President, MISBO

Description of Presentation: Fear makes you do dumb things. You might be afraid that the teacher shortage is growing faster than a rapid test. You might be afraid that you can't keep up with the teacher pay gap that is widening like a COVID waistline. You might be afraid that your school's tuition needs to be raised but your families will go nuts like Alabama fans when Georgia won the national championship (yes, I did just say that!). Let's take a minute to breathe and figure out how to put aside fear and face the future bravely and with the courage that comes from delivering on the imperatives of our mission.

Bio: Since July 2017, Damian has served as President & CEO of MISBO, the largest regional association serving independent school operations professionals. Damian spent eight years with SAIS where he oversaw the accreditation and membership programs of the association. Damian has presented and facilitated over 250 workshops to every level of independent school leadership in addition to universities and independent school associations. He has consulted for schools of every size, boarding and day schools, faith-based and secular, innovative and traditional. He has conducted research, published, and presented at numerous state, regional, national, and international independent school conferences on a wide variety of topics related to independent school organizational effectiveness and sustainability. Prior to joining SAIS, Damian spent fifteen years as a teacher, coach, and administrator at The Westminster Schools of Atlanta, GA and Head of School of Cambridge Academy in Greenwood, SC. A near native of Charlottesville, VA, Damian earned both his BA and MA in Latin literature from the University of Georgia, a Specialist degree in Education (Educational Leadership for Learning) from Kennesaw State University, and the Certified Association Executive designation from the American Society of Association Executives. Damian is active in the sport of lacrosse and has been recognized as a coach of the year and an official of the year and has been inducted into the Georgia Lacrosse Foundation Hall of Fame.

SESSION 2



“How to Know if your School is Healthy”

Walter Kearns

Director of Strategy, The Champion Group

Description of Presentation: How to Know if your school is healthy: There are 7 key components for any healthy school. To increase in overall health a school must ensure they are growing in each component. Oftentimes we are forced to focus on the most urgent issues instead of the most important issues. We will outline how you can start to identify the most important issues and focus on them for your school's growth and health.

Bio: **Walter Kearns** is Director of Strategy for The Champion Group, a Christ-centered fundraising and strategy consulting company. The Champion Group conducts major fundraising events and organizational strategy consulting for Christian schools, ministries and select charities throughout the U.S. and Canada. Walter attended Auburn University where he received his degree in Business Administration. He started his career in youth ministry at Kanankuk and KLIFE Ministries Inc. where God impressed a heart for discipleship and effective ministry that has lasted through the years. During his time with Kanakuk and KLIFE Walter was the Executive Director of one chapter before stepping into the management position in which he oversaw 8-10 chapters spread across the country. He is now the Director of Strategy at The Champion Group, husband to his amazing wife Jane, as well as dad of twin girls and a younger son. He is passionate about Auburn football, hunting and helping organizations reach their fullest potential.

SESSION 3



"Financial Sustainability"

Kelly Blake

Co-CEO, The Champion Group

Description of Presentation: Financial Sustainability is the elusive fantasy all schools dream about. If you were financially sustainable, what could you do? If you had the money you needed you could alleviate many of the burdens that weigh you down each day and allow you to focus on what's most important, your students. We will walk you step by step through the process of building a financially sustainable system from a Head of School who did it himself and generated over 3.5 million dollars every year in non-tuition revenue.

Bio: Kelly Blake is Co-CEO of The Champion Group, a Christ-centered fundraising and strategy consulting company. The Champion Group conducts major fundraising events and organizational strategy consulting for Christian schools, ministries and select charities throughout the U.S. and Canada. It brings experience from over 2,800 client engagements that have been conducted in 48 states and throughout Canada. As the former CEO of Vantis, a global best-in-class business with 360 employees, Kelly brings executive best practices to Christian schools for transformational funding, strategy and discipleship impact. Following the sale of Vantis, he served as head of school at Bearspaw Christian School in Calgary for ten years then as CEO of IGC, Inc – a provider of board development, funding and organizational strategy consulting for Christian schools. He is the former chairman of the board of The Mustard Seed Foundation, TSX traded Guest-tek Interactive Entertainment Ltd and a former member of the boards of publicly-traded TRVLSYS, Inc., HARS Systems, Inc., TravelClick, Great Kitchens for Less, Bearspaw Christian School Society, Thornhill Baptist Church, CORPATH and Life Spring Community Church. Kelly and his wife Micheyle reside in Phoenix, Arizona.

SESSION 4 *Round Table Discussion*

SESSION 5



"The Educator's Toolbox: Fighting Teacher and Administrative Burnout"

Dr. Spencer Jordan

Executive Director, South Carolina Independent School Association (SCISA)

Description of Presentation: In the new Post-COVID world of education, teachers and administrators alike are experiencing high levels of stress and trauma. Each of these groups are looking for ways to manage their stress, regulate their emotions and learn the art of self-help for themselves, their students, and the constituencies that they serve. This presentation offers a strategic viewpoint into the realities of 21st century education as related to organizational stress and personal burnout.

Bio: Dr. Spencer A. Jordan currently serves as the Executive Director of the South Carolina Independent School Association. He has served in this capacity since 2018. Prior to serving in his current position, Dr. Jordan served as Headmaster of Laurence Manning Academy in Manning, South Carolina from 2004 until 2018. Born in Lake City, South Carolina, where he attended and graduated from The Carolina Academy in 1986. Dr. Jordan graduated from Francis Marion University with a Bachelors' of Science in Political Science in 1990.

After graduating from Francis Marion, Dr. Jordan returned to The Carolina Academy to teach and coach. Dr. Jordan worked in a variety of roles at his alma mater from 1990 until 1994. In 1994, Dr. Jordan was hired to teach and coach at Thomas Sumter Academy in Dalzell, South Carolina. He worked at Thomas Sumter until 2004 in a multitude of areas which included the start of his administrative career. While at Thomas Sumter, Dr. Jordan graduated from Troy University in December of 2002 with a Masters' degree in Public Administration with an emphasis in Educational Leadership.

In 2004, Dr. Jordan was hired by Laurence Manning Academy as the Assistant Headmaster. After serving for a year as the Assistant Headmaster, Dr. Jordan was promoted to the role of Headmaster beginning in the Fall of 2005. In 2006, Dr. Jordan received his Specialist Degree in Educational Leadership from The University of Sarasota/Argosy University. In 2009, he received a Doctorate of Education degree in Educational Leadership from The University of Sarasota/Argosy University.

Dr. Jordan is married to Dr. Kimberly Vosberg Jordan, and they have two children. Dr. Jordan serves as the Lay Minister for Mt. Vernon UMC and Lane UMC. Additionally, Dr. Jordan belongs to a variety of local and regional civic organizations. These organizations include the Clarendon County Historical Society, The Sumter Touchdown Club, The Francis Marion Alumni Patriot's Brigade, and the Manning Rotary Club. Dr. Jordan also serves on the board of the South Carolina Independent Colleges and Universities organization. He is also one of the charter board members of the South Carolina Exceptional Needs Scholarship Fund.

SESSION 6



"Strategic Planning"

Ron Mitchell

Strategist, The Champion Group

Description of Presentation: A Strategic Plan will allow your school to make decisions quickly and with confidence. How often are strategic plans created and then put in a binder to sit on a shelf until your next accreditation visit? In this session, we will unpack how to properly form and utilize a Strategic and Operational Plan which will help your school flourish in amazing ways.

Bio: Dr. Ron Mitchell recently retired as the Head of School at Prattville Christian Academy in Alabama where he served for 18 years. Prior to PCA, Ron was Senior Partner at a consulting company, and a Consulting Group Director at the American Productivity and Quality Center, both in Houston, Texas. As a past member of the AISA, Ron brings both knowledge of Alabama private schools and a passion for partnering with schools to become more efficient and God-honoring.

SESSION 7 *Minute to Present It - Conference Exhibitors*

Description of Presentation: This will be a short presentation by each of the conference exhibitors.

SESSION 8



"The Promises and Pitfalls of Differentiation"

Dr. John Lando Carter

Assistant Professor of Education, Middle Tennessee State University

Description of Presentation: The classroom is a chaotic environment, one with ever-changing conditions that shift without notice. Thus, teachers must be agile in order to know when, how, and why to differentiate for learners. However, differentiation isn't always the answer. This session will provide sound and practical strategies to help teachers make the right call and harness the powerful promises of differentiation while also learning how to avoid the pitfalls.

Bio: Dr. John Lando Carter is an assistant professor of education at Middle Tennessee State University and co-author of *Teaching Signature Thinking: Strategies for Unleashing Creativity in the Classroom*. He teaches classes in the *Assessment, Learning, and Student Success Ed.D.* program at MTSU.