

# EDUCATIONAL

## Leadership Conference

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### **SPECIAL THANKS**

**DR. PATRICIA SAELENS, SUPERINTENDENT**  
CAROLINE COUNTY PUBLIC SCHOOLS

**DR. D'ETTE W. DEVINE, SUPERINTENDENT**  
CECIL COUNTY PUBLIC SCHOOLS

**DR. DIANA L. MITCHELL, SUPERINTENDENT**  
DORCHESTER COUNTY PUBLIC SCHOOLS

**DR. KAREN M. COUCH, SUPERINTENDENT**  
KENT COUNTY PUBLIC SCHOOLS

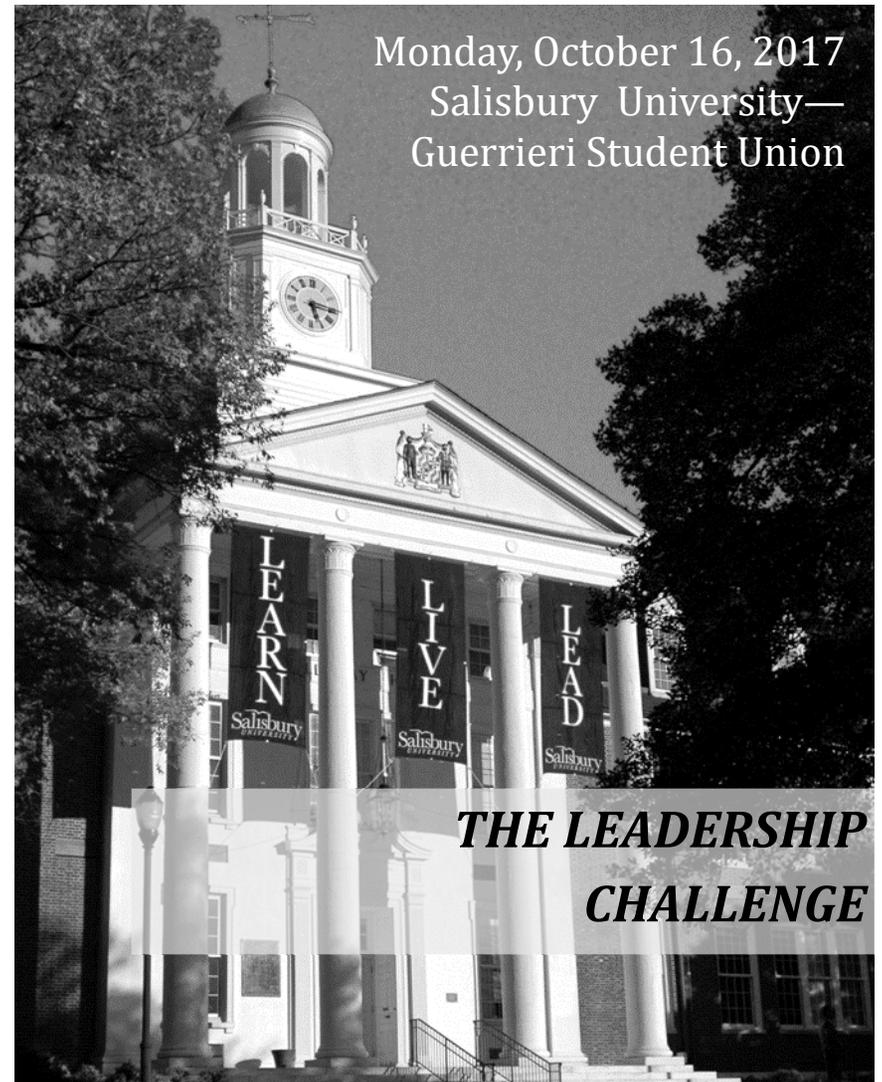
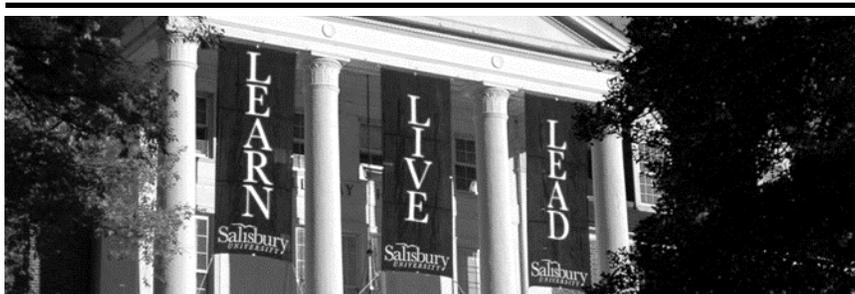
**DR. ANDREA KANE, SUPERINTENDENT**  
QUEEN ANNE'S COUNTY PUBLIC SCHOOLS

**DR. JOHN B. GADDIS, SUPERINTENDENT**  
SOMERSET COUNTY PUBLIC SCHOOLS

**DR. KELLY L. GRIFFITH, SUPERINTENDENT**  
TALBOT COUNTY PUBLIC SCHOOLS

**DR. DONNA C. HANLIN, SUPERINTENDENT**  
WICOMICO COUNTY PUBLIC SCHOOLS

**MR. LOUIS H. TAYLOR, SUPERINTENDENT**  
WORCESTER COUNTY PUBLIC SCHOOLS



Sponsored by:

Salisbury University (SU)

Academy for Leadership in Education (ALE)

Eastern Shore of Maryland Educational Consortium (ESMEC)

**Salisbury**  
UNIVERSITY

# EDUCATIONAL Leadership Conference

## MORNING KEYNOTE SPEAKER



**DR. MICHAEL BROWNE**, Principal, Pocomoke Elementary School. Dr. Browne has served in the educational field for 20 years and this school year marks his 19th year in Worcester County Public Schools. Prior to becoming the Principal at PES, he served as the Assistant Principal here for eight years. He is a firm believer in the importance and benefits of being a lifelong learner. He earned an

**MARYLAND ASSOCIATION OF  
ELEMENTARY PRINCIPALS'  
NATIONAL DISTINGUISHED  
PRINCIPAL**

Associate's degree in music from the Community College of Philadelphia, a Bachelor's of Science in Elementary Education from West Chester University of Pennsylvania, a Master's

of Education degree in School Administration, Master's of Education degree in School Counseling, Post Master's certificate in Applied Technology in Education and a Doctorate of Education with a concentration in School Leadership and Supervision from Wilmington University.



## Leadership Journey: Passport to Leadership *"Leadership begins with you!"*

Drs. Kouzes and Posner



As leaders, we are continuously seeking knowledge and experiences to enhance our capability to lead. We understand that learning to lead is a journey of self-reflection and personal development. It is our hope that this conference will inspire you to pursue additional professional experiences to enhance your leadership capacity.

As you attend sessions, we are asking you to reflect on each session and identify new understandings and next steps in your leadership journey by completing the following:

Session:	Big Concepts That You Heard or Discovered:
Morning General Session	
Morning Breakout Session	
Afternoon Breakout Session	
Afternoon General Session	

**What are your next steps on your leadership journey?**

**DR. ZULIEKA JARMON-HORSEY** is the Coordinator of School Counseling in Dorchester County Public Schools where she has served as a school counselor and pupil personnel worker providing over 10 years of service to students and families. She started her professional career in Washington, DC as a kindergarten teacher.



In addition, she taught first grade in Prince George's County Public Schools. Dr. Jarmon-Horsey has worked part-time during the summer for the National Board for Professional Teaching Standards (NBPTS) as Site Manager. She attended the University of Maryland Eastern Shore and Bowie State University. Dr. Jarmon-Horsey is committed to supporting school counselors and Dorchester County School's leadership, teachers, and staff with developing strategies to foster meaningful relationships to support student personal growth and achievement.

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**PLANNING COMMITTEE MEMBERS:**

**DR. JON ANDES**  
**DR. DOUG DEWITT**  
**DR. MAIDA FINCH**  
**MS. RUTH MALONE**  
**DR. RON SIERS**



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## AFTERNOON KEYNOTE SPEAKER

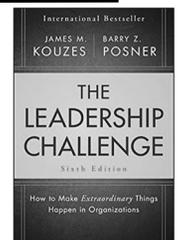
**SANDRA G. REID** has always believed in the value of a great education. After receiving her BA in Economics from the University of Pennsylvania, she continued to pursue her love of learning by earning a Masters in Education in Teaching and Curriculum from Harvard Graduate School of Education. Over the past twenty-six years with Baltimore County Public Schools, she has served as an AP history educator, mentor teacher, assistant principal on both the middle and high-school levels, as well as a middle-school principal. In 2015, she was appointed to be the principal of Pikesville High School where she promoted collaboration between students, parents, teachers and the community so as to bring acclaim to the school. She is BCPS' Principal of the Year for 2016-2017 and remains passionate about transformative instructional leadership and cultivating a culture of high-caliber teaching and learning.



**MARYLAND 2017 HIGH SCHOOL  
PRINCIPAL OF THE YEAR**



"The domain of leaders is the future".  
– James Kouzes and  
Barry Posner



## SCHEDULE OF EVENTS

- 8:30 - 9:00 a.m. Registration and Refreshments  
Guerrieri University Center, Wicomico Room
- 9:00-10:30 a.m. **MORNING GENERAL SESSION**
- Welcome  
**Dr. Melissa Boog**  
Associate Vice-President  
Salisbury University
- Introduction of Keynote Speaker  
**Dr. Maida Finch**  
Associate Professor  
Salisbury University
- KEYNOTE SPEAKER*  
**DR. MICHAEL BROWNE**  
Principal  
Pocomoke Elementary School  
Maryland Association of Elementary Principals' National  
Distinguished Principal
- Leadership Journey  
**Dr. Ron Siers**  
Associate Professor  
Salisbury University
- 10:30 -10:45 a.m. BREAK
- 10:45-11:45 a.m. **MORNING BREAKOUT SESSIONS**
- 11:45 - 1:00 p.m. Lunch in the Commons
- 1:00 - 2:00 p.m. **AFTERNOON BREAKOUT SESSIONS**
- 2:00 - 2:15 p.m. **AFTERNOON BREAK**
- 2:15 - 3:15 p.m. **AFTERNOON GENERAL SESSION**
- Introduction of Keynote Speaker  
**Dr. Jon M. Andes**  
Executive Director  
ESMEC  
Professor of Practice  
Salisbury University
- KEYNOTE SPEAKER*  
**MS. SANDRA REID**  
Principal  
Pikesville High School  
Maryland High School Principal of the Year
- 3:15 p.m. Closing Comments, Conference Evaluation, and Next Steps  
**Dr. Ron Siers**



**DR. ANNETTE WALLACE** has served as Principal of Pocomoke High School since 2012. She is committed to providing every student access to a high quality education and dedicated to opening doors to post-secondary learning opportunities for every student through higher education and workforce-development partnerships.

She is steadfast in her vision to expand access and participation in Advanced Placement/Dual Enrollment. Under her leadership, AP/DE enrollment has tripled and the pass rate has nearly doubled. She launched Project 100, Pocomoke's overarching goal for every student to attain an education beyond high school through college/university, workforce development, or military. Wallace is vigilant in sharing this goal with students, parents, and the community.

She holds a Bachelor of Science degree in Mathematics from Salisbury University, a Masters of Education degree in School Leadership from Wilmington University, and a Doctoral degree in Educational Leadership from the University of Maryland Eastern Shore.

**JENIFER RAYNE** is currently the Assistant Principal of Pocomoke High School in Pocomoke City, Maryland. She is passionate about ensuring the success of all students as an instructional leader. She is committed to facilitating a school community and implementing necessary initiatives that nurture and inspire students to reach individualized and rigorous academic, career and personal goals.



Mrs. Rayne holds degrees in Elementary Education, Special Education K-12, and Educational Leadership. Mrs. Rayne has attended Stevenson University and The College of Notre Dame of Maryland as an Undergraduate, as well as Wilmington University, where she obtained her Master's degree.



**DENISE M. SOPA** has been a public school educator for 24 years serving as an Elementary School Teacher, Elementary School Assistant Principal, Elementary School Principal, and Middle School Principal. Ms. Sopa is currently the Principal of North East Middle School in Cecil County. Ms. Sopa is married and has two children and resides in Rising Sun, MD. She earned her Bachelor of Science in Education from the University of Delaware and Master of Education in School Leadership and Instruction from Wilmington University.



**SHAWN M. JOHNSON** has been a public school educator for 13 years serving as a Middle School Language Arts Teacher, Instructional Coach, Elementary and Secondary Assistant Principal, and Middle School Principal. Mr. Johnson is currently Principal at Perryville Middle School. Mr. Johnson is married and resides with his wife and son in Port Deposit, MD. Mr. Johnson is a Nationally Board Certified Teacher and a Certified Professional Developer. Mr. Johnson earned his Undergraduate degree from Towson University, Masters degree at McDaniel College, and is currently a Doctoral candidate at the University of Delaware.



## MORNING BREAKOUT SESSIONS

Please consult your name tag for your assigned session number.

### Session 1: Model the Way

Location: Commons, Worcester Room

Presented by: Robert Watkins, Queen Anne's County

Leaders establish principles concerning the way people (constituents, peers, colleagues, and customers alike) should be treated and the way goals should be pursued. They create standards of excellence and then set an example for others to follow. Because the prospect of complex change can overwhelm people and stifle action, they set interim goals so that people can achieve small wins as they work toward larger objectives. They unravel bureaucracy when it impedes action; they put up sign posts when people are unsure of where to go or how to get there; and they create opportunities for victory.

### Session 2: Inspire a Shared Vision

Location: Commons, Frederick Room

Presented by: Gina Jachimowicz and Laura Jacob, Kent County

Leaders passionately believe that they can make a difference. They envision the future, creating an ideal and unique image of what the organization can become. Through their magnetism and quiet persuasion, leaders enlist others in their dreams. They breathe life into their visions and get people to see exciting possibilities for the future.

### Session 3: Challenge the Process

Location: Commons, Montgomery Room

Presented by: Dr. Derek Simmons and Lisa Hopkins, Caroline County

Leaders search for opportunities to change the status quo. They look for innovative ways to improve the organization. In doing so, they experiment and take risks. And because leaders know that risk taking involves mistakes and failures, they accept the inevitable disappointments as learning opportunities.

### Session 4: Enable Others to Act

Location: Commons, Nanticoke A Room

Presented by: Dr. Lisa Kline Devaric, Talbot County

Leaders foster collaboration and build spirited teams. They actively involve others. Leaders understand that mutual respect is what sustains extraordinary efforts; they strive to create an atmosphere of trust and human dignity. They strengthen others, making each person feel capable and powerful.

### Session 5: Encourage the Heart

Location: Guerrieri Student Union, Pocomoke Room

Presented by: Tracey Cottman, Somerset County

Accomplishing extraordinary things in organizations is hard work. To keep hope and determination alive, leaders recognize contributions that individuals make. In every winning team, the members need to share in the rewards of their efforts, so leaders celebrate accomplishments. They make people feel like heroes.

## AFTERNOON BREAKOUT SESSIONS

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### Session 6: Model the Way

Location: Commons, Worcester Room

Presented by: Dr. Ron Siers, Salisbury University

Leaders establish principles concerning the way people (constituents, peers, colleagues, and customers alike) should be treated and the way goals should be pursued. They create standards of excellence and then set an example for others to follow. Because the prospect of complex change can overwhelm people and stifle action, they set interim goals so that people can achieve small wins as they work toward larger objectives. They unravel bureaucracy when it impedes action; they put up sign posts when people are unsure of where to go or how to get there; and they create opportunities for victory.

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### Session 7: Inspire a Shared Vision

Location: Commons, Frederick Room

Presented by: Micah Stauffer and Susan Jones, Wicomico County

Leaders passionately believe that they can make a difference. They envision the future, creating an ideal and unique image of what the organization can become. Through their magnetism and quiet persuasion, leaders enlist others in their dreams. They breathe life into their visions and get people to see exciting possibilities for the future.

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### Session 8: Challenge the Process

Location: Commons, Montgomery Room

Presented by: Dr. R. Joseph Buckley, Denise Sopa, and Shawn Johnson, Cecil County

Leaders search for opportunities to change the status quo. They look for innovative ways to improve the organization. In doing so, they experiment and take risks. And because leaders know that risk taking involves mistakes and failures, they accept the inevitable disappointments as learning opportunities.

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### Session 9: Enable Others to Act

Location: Commons, Nanticoke A Room

Presented by: Dr. Annette Wallace and Jenifer Rayne, Worcester County

Leaders foster collaboration and build spirited teams. They actively involve others. Leaders understand that mutual respect is what sustains extraordinary efforts; they strive to create an atmosphere of trust and human dignity. They strengthen others, making each person feel capable and powerful.

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### Session 10: Encourage the Heart

Location: Guerrieri Student Union, Pocomoke Room

Presented by: Dr. Zulioka Jarmon-Horsey, Dorchester County

Accomplishing extraordinary things in organizations is hard work. To keep hope and determination alive, leaders recognize contributions that individuals make. In every winning team, the members need to share in the rewards of their efforts, so leaders celebrate accomplishments. They make people feel like heroes.



**SUSAN JONES**, Director of Elementary Education, Wicomico County Public Schools. As a product of the Cecil County and Calvert County Public Schools, Susan began her teaching career in the Cecil County Public Schools after earning her Bachelor's degree in Elementary Education from Salisbury University. She earned her Master's degree in Administration and Supervision from Loyola University in Maryland. Susan served as the Principal of Cecilton Elementary School and Bay View Elementary School before serving as the Executive Director for Elementary Education with Cecil County. After 22 years in the northern most county of the eastern shore, Susan and her family moved to the beach as Susan joined Wicomico County Public Schools serving as the Director of Elementary Education. Susan is currently a Doctoral candidate at Wilmington University in the area of Educational Leadership and Innovation.



**DR. R. JOSEPH BUCKLEY** has been a public educator for 28 years serving as a Middle School Science Teacher, Assistant Principal, and Principal. Dr. Buckley currently serves as the Executive Director for Middle School Education in Cecil County. Dr. Buckley is married with one child and lives in Elkton, Maryland. His daughter is a first year teacher in Montgomery County, Maryland. He earned his Undergraduate degree in Biology from Grove City College in Pennsylvania, Master's degree in Supervision and Leadership from Loyola College of Maryland, and Doctorate of Education in Innovation and Leadership from Wilmington University. Dr. Buckley has served as an Adjunct Professor for McDaniel College and Wilmington University.



## BREAKOUT SESSION BIOGRAPHIES



**DR. RON SIERS**, Associate Professor, Salisbury University. Dr. Siers earned a Bachelor of Arts degree in Secondary Education/Social Studies and a Master of Education degree and a Physical Education certification from Salisbury University (SU) and a Doctorate in Organizational Leadership from

the University of Maryland Eastern Shore. He is entering his 1st year as the Associate Head Baseball Coach at SU. He is a certified coach of The Leadership Practices Inventory by Kouzes and Posner. Dr. Siers has specialized in the field of leadership development, skills and behaviors, team building, and athletic coaching. He was a public school teacher and athletic coach from 1989-2005 in the Wicomico County Public Schools.

*"And at the heart of leadership is caring. Without caring, leadership has no purpose. And without showing others that you care and what you care about, other people won't care about what you say or what you know. As a relationship, leadership requires a connection between leaders and their constituents over matters, in the simplest sense, of the heart. It is personal and it is interpersonal."*

- James Kouzes and Barry

**MICAH STAUFFER** is a product of Wicomico County Public Schools, having graduated from Wicomico High School in 1991. He earned his Bachelor of Science degree in Biological Sciences at the University of Maryland Baltimore County in 1996. In 1998, he earned his Master of Arts in Teaching, and he completed his Administrative certification in 2003 from Salisbury University.



Mr. Stauffer has taught high school science, coached two sports, and served as a middle and high school assistant principal. In addition, Mr. Stauffer served as both a middle school and high school principal. Currently Mr. Stauffer is the Director of Secondary Education for Wicomico County Public Schools.



**ROBERT WATKINS** is a Mathematics educator and Administrator for Queen Anne's County Public Schools. He earned a Bachelor's degree in Applied Mathematics from the University of Maryland, Baltimore County and a Master's degree in Educational Leadership and Administration from Wilmington University. During his 17 years with Queen Anne's County Public Schools, Rob has served as a Middle School Math Teacher, Math Specialist, Teacher

Specialist, and Assistant Principal. He is currently serving as the Supervisor of Instruction for Mathematics (PK-12). As a mathematics educator, Rob is passionate about inspiring teachers to effectively teach mathematics.

**GINA SCALZO-JACHIMOWICZ** has worked for Kent County Public Schools for 27 years. Gina currently is a Director of Teaching and Learning supporting all elementary and secondary schools in curriculum, instruction, and assessment. She was an elementary school supervisor, principal, and teacher specialist. From 2013-15 she served as a MSDE Master Teacher in the area of School Leadership. Her certifications were earned from Mansfield University of Pennsylvania, Delaware State University, and Wilmington University in Delaware.



**DR. LAURA JACOB** serves as the Supervisor of Technology for Kent County Public Schools. Her previous teaching experience includes high school English, Elementary Principal, Middle School Principal, and Assistant Superintendent. Her education includes a B.S./B.A., M.S. Ed., Certificate in Curriculum and Instruction, and Ed.D. from Duquesne University. She recently completed a certificate in Advanced Educational Leadership from Harvard University.



**DR. DEREK SIMMONS** has been an educator for 18 years, all with Caroline County Public Schools. He is a graduate of Salisbury University with a Bachelor's degree in History and a Master's degree in Education. He completed his Doctor of Education in Innovation and Leadership from Wilmington University, earning the Aubrey K. Doberstein Award for Leadership. Dr.

Simmons has served as a Social Studies Teacher, Assistant Principal, Principal, and Supervisor of Instruction. Currently, he is the Director of Student Services, a position he has held for four years.

"Everything you will ever do as a leader is based on one audacious assumption. It's the assumption that you matter. Before you can lead others, you have to lead yourself and believe that you can have a positive impact on others. You have to believe that your words can inspire and your actions can move others. You have to believe that what you do counts for something. If you don't, you won't even try. Leadership begins with you. "

- James Kouzes and Barry Pozner

**LISA HOPKINS** has been an educator for 27 years. After graduating from Salisbury University with a Bachelor's Degree in Physical Science and Secondary Education, she began teaching in Somerset County Public Schools. While there she completed a Master's degree in Supervision and Administration, also from Salisbury University. After serving in Somerset as a Science teacher, Instructional Coach, Principal, Supervisor, and Director, she moved to Dorchester County Public Schools as the Supervisor of Secondary Education. Most recently, she is beginning her first year as Director of Professional Development and Assessment in the Caroline County Public Schools.



**DR. LISA KLINE DEVARIC** has been an educator for the past 24 years. She began her teaching career in Baltimore County in 1993 teaching third grade. She moved to Talbot County in 1997 and taught third grade at White Marsh Elementary School and fourth through sixth grades at Tilghman Elementary School before becoming an Assistant Principal at Easton Middle School in 2008. In 2010, Dr. Devaric worked as an

Assistant Principal at Easton Elementary School. She became Principal of the Dobson Building in 2015. Dr. Devaric obtained her Bachelor's degree in Elementary Education from Towson University in 1993. She went on to earn a Master's degree in Curriculum and Instruction from Coppin State University in 2002. In December of 2015, Dr. Devaric received her Doctoral degree in Educational Leadership from the University of Maryland Eastern Shore.

**TRACEY COTTMAN** received her Bachelor's of Social Work degree from Salisbury University and a Master's of Social Work degree from the University of Maryland at Baltimore. Ms. Cottman is a Licensed Clinical Social Worker, and has Administrative certification.



Ms. Cottman began her career in child welfare and is currently the Supervisor of Student Services for Somerset County Public Schools. She oversees School Counseling Staff; Learning Support Staff; McKinney Vento Education for Homeless Children and Youth programs; Alternative Education; Minority Achievement; School Based Mental Health; Enrollment; Foster Care; and other programs. Ms. Cottman has worked with Somerset County Public Schools for seventeen years and was initially hired to develop a school based mental health program. Ms. Cottman's previous positions include the Executive Director of the Somerset County Local Management Board and Adjunct Professor at Salisbury University. She is also the President of Love's First Fruit, a non-profit that she founded.