



WOMEN IN

leadership 2025

ANNUAL CONFERENCE

MAY 3

Campbell's Resort, Lake Chelan

Owning Our Strengths to Lead Without Limits

Every Journey Supported!
Every Destination Celebrated!



WASA Women In Leadership Conference 2025

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WASA
EQUITY | LEADERSHIP | TRUST | ADVOCACY

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2025

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Owning Our Strengths to Lead Without Limits

Working Together for Women



WASA Women In Leadership Conference 2025

Conference Resources & Wi-Fi

Conference resources will be located at:

www.wasa-oly.org/WIL25Res



Wi-Fi Password

Relax@2025



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Success Criteria

Participants will ...

- Learn to embrace their inner “Empowered Sister Leader”.
- Gain a deeper connection with other women leaders.
- Leave with practical steps empowering women leaders.
- Shape the future of support for WIL.

Saturday | May 3, 2025

7:30 a.m.	Registration Opens
7:45–8:30 a.m.	Breakfast
8:30–8:45 a.m.	Welcome & Sponsor Introductions
8:45–10:45 a.m.	<i>Winning at Work and Crushing it at Home: Work Life Harmony for Female Leaders</i> Dr. Donna Marie Cozine
10:45–11:00 a.m.	Break & Transition
11:00 a.m. – 12:00 p.m.	Concurrent Sessions I
12:00–12:45 p.m.	Lunch – Is Next Level Leaders Next for You?
12:45–1:00 p.m.	Break & Transition
1:00–2:00 p.m.	Concurrent Sessions II
2:00–2:10 p.m.	Break & Transition
2:10–3:20 p.m.	<i>Breaking Ceilings and Avoiding Cliffs: Next Steps to Empowering Women in the Superintendency</i> Dr. Ingrid Colvard & Dr. Michelle Kuss-Cybula
3:20–3:30 p.m.	Closing
5:30 p.m.	Post-WIL Dinner Party Shuttle to Tsillan Cellars. Meet outside Campbell's lobby.

Thank you, Sponsors!



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Donna Marie Cozine
Keynote Speaker & Author

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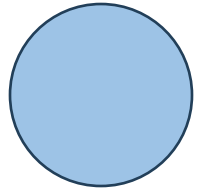
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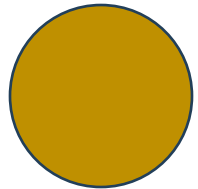
Owning Our Strengths to Lead Without Limits

Concurrent Session I



Stehekin A

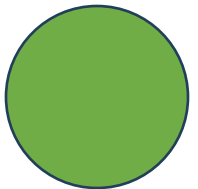
Live a Fearless Story



Stehekin B

Hope-Empowered

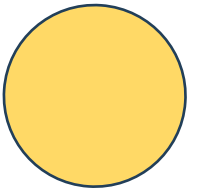
*Leadership: Navigating Change for
Coherence and Progress*



East Room

Rooted and Rising:

*A Collective Space for
Women Leading in Education*



West Room

A Deeper Dive into the

Empower Sister Leader Roadmap

Second Floor Breakout Rooms





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Break & Transition to
Concurrent Session
Sessions start at 11:00



Lunch

12:00-12:45



**NEXT LEVEL
LEADERS**

WASHINGTON STATE'S PREMIERE LEADERSHIP DEVELOPMENT ACADEMY

Join Us

Virtual Event

"Evaluative Thinking"

May 6th 2025
2PM-3:30PM PT



EVALUATIVE THINKING- *It is not what we teach or how we teach, but how we think about our teaching that matters most.*

So what and how should we think about our teaching? The answer: making learning visible. We must continuously make learning visible in our schools and classrooms so that we can evaluate the impact of our teaching on students' learning. This type of deliberate thinking is known as evaluative thinking and is the focus of this action-packed, mind-blowing institute. Making learning visible and engaging in evaluative thinking helps ensure that each student makes at least one year's worth of growth for each year of school. While the Visible Learning database provides a robust collection of what has the potential to work best in teaching and learning, moving from potential to impact requires us to move from deliberate thinking to engaging deliberate practices in our schools and classrooms that accelerate student learning.

An Exclusive Event for Washington State Leaders and Aspiring Leaders!

Register now to reserve your spot for this free event!

<https://corwin.zoom.us/meeting/register/WgRgWv8GRQyBn9nnuM4lGQ>

SPEAKERS



John Hattie



Janet Clinton



Next Level Leaders is for leaders who:



- Have 3+ years in building/district educational leadership*
- Are members of AWSP or WASA and have been an educational leader for a minimum of three years at a rate of approximately \$600 per year.
- Have school district teams of AWSP/WASA members who want to participate at a rate of \$3,000 per group
- Represent each ESD region.
- Limited to 200 participants with applications available NOW!



About Us- Our Advisors



Peter DeWitt
Next Level Leaders Advisor,
Facilitator, and Evaluator
pmdewitt518@gmail.com



Jenni Donohoo
Next Level Leaders Advisor,
Facilitator, and Evaluator
jenni.donohoo@praxis-engage.com



About Us- NLL Planning Team



Kim Fry
Assistant Executive Director,
WASA

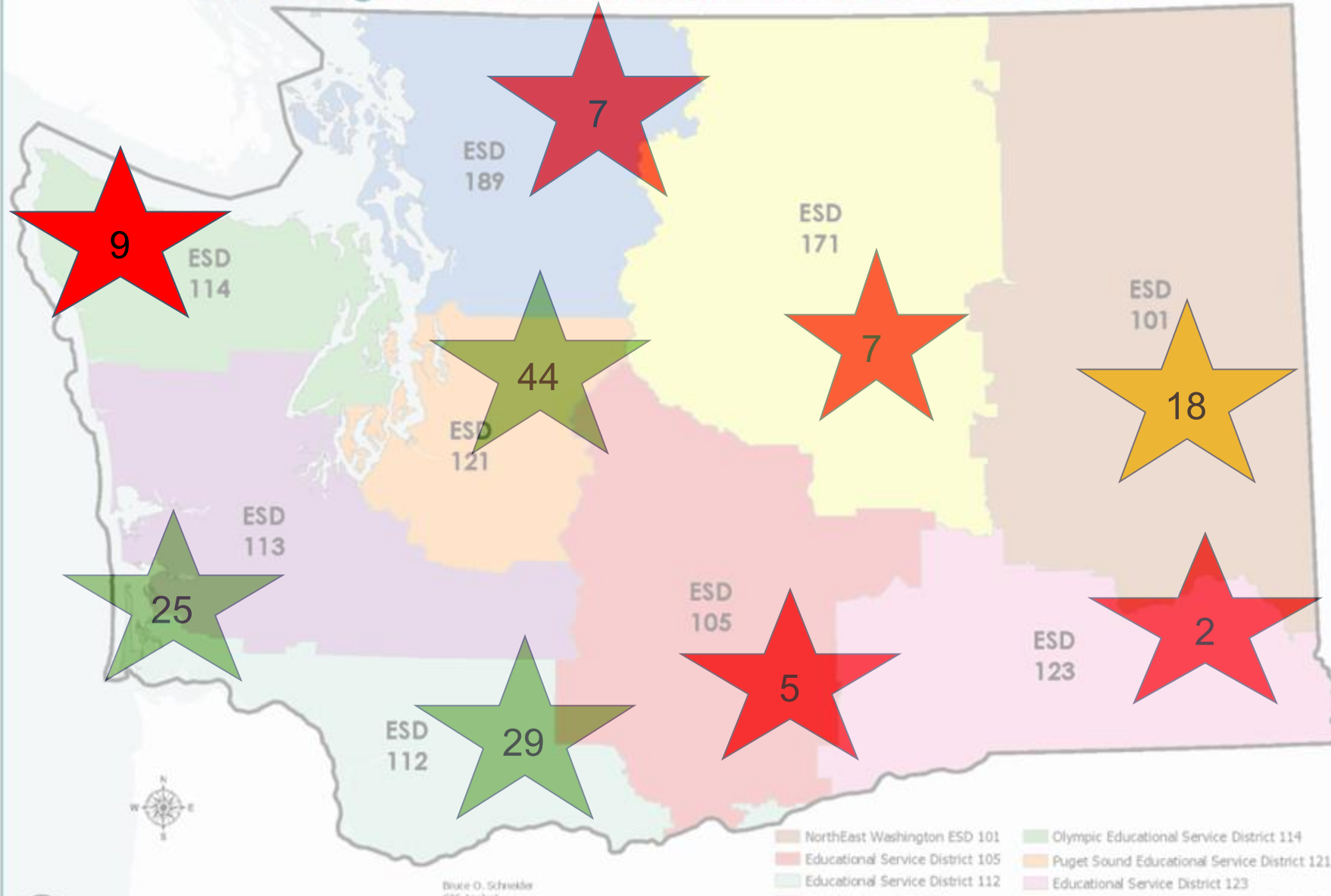


Shawn Batstone
Assistant Executive Director,
WASA



Gina Yonts
Associate Director, AWSP

Washington State Educational Service Districts



Participants by ESD Region



★ *62 Districts-*

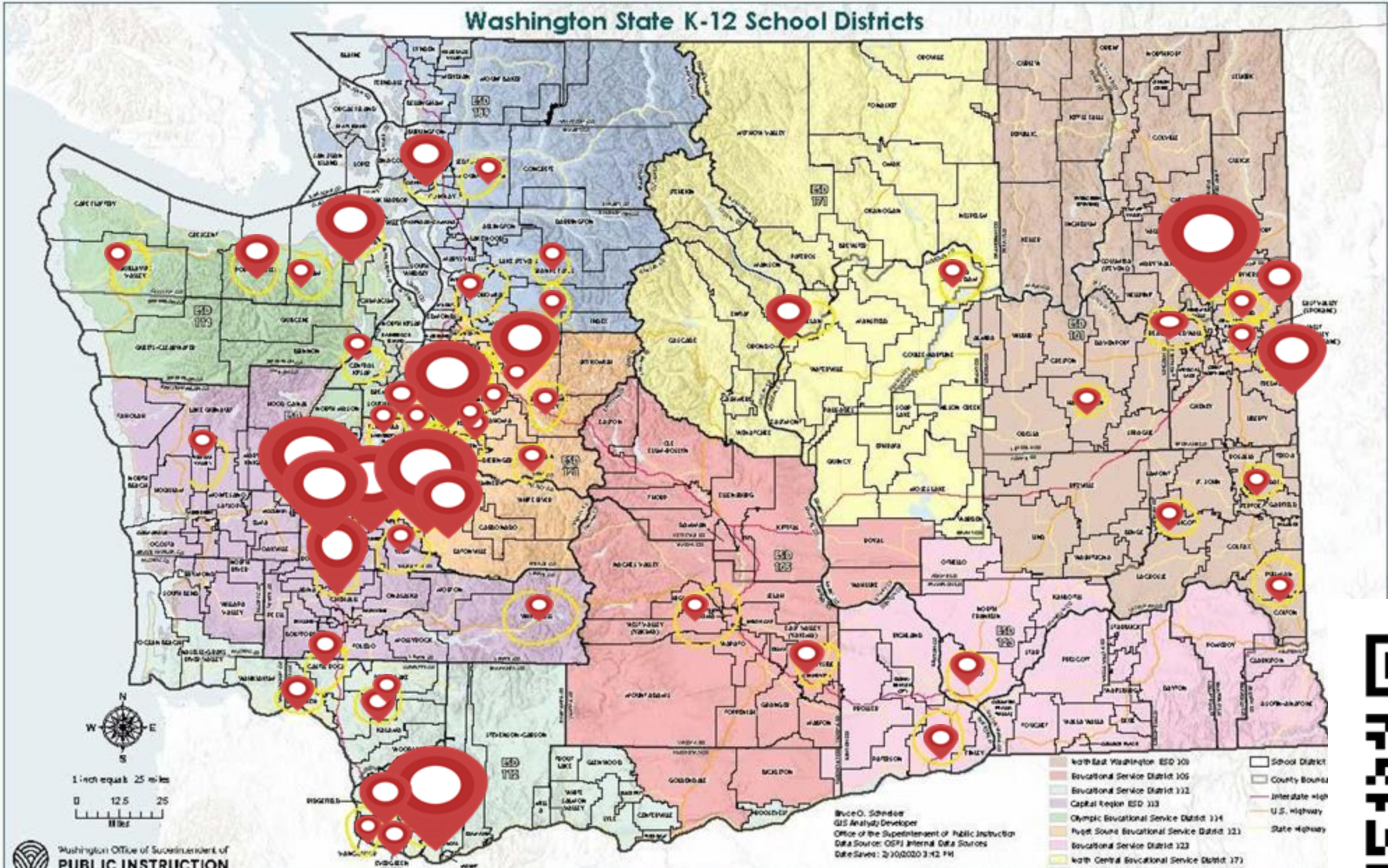
- *Comprised of different types:*
 - *8 Urban, 29 Rural, 22 Small, 15 large Schools/Districts*
 - *100 Schools*

★ *Serving 36 Central Office Leaders; 110 Building Leaders (4 other)*

★ *Serving approximately 68,245 students across the state*

*Impact
Potential*





*Clusters
by ESD
Region*



ESD Regional Participants

ESD and Contact:

101- Jennifer Ireland/Dianna Harrington

112- Erin Lucich

113- Russell Rice

114- Dr. Mona Johnson

121- Julie Rolling

123- Molly Haymaker-Teals

171- Linda McKay

189- Deka Smith

105- Shane Backlund



Face to Face Learning Session Feedback

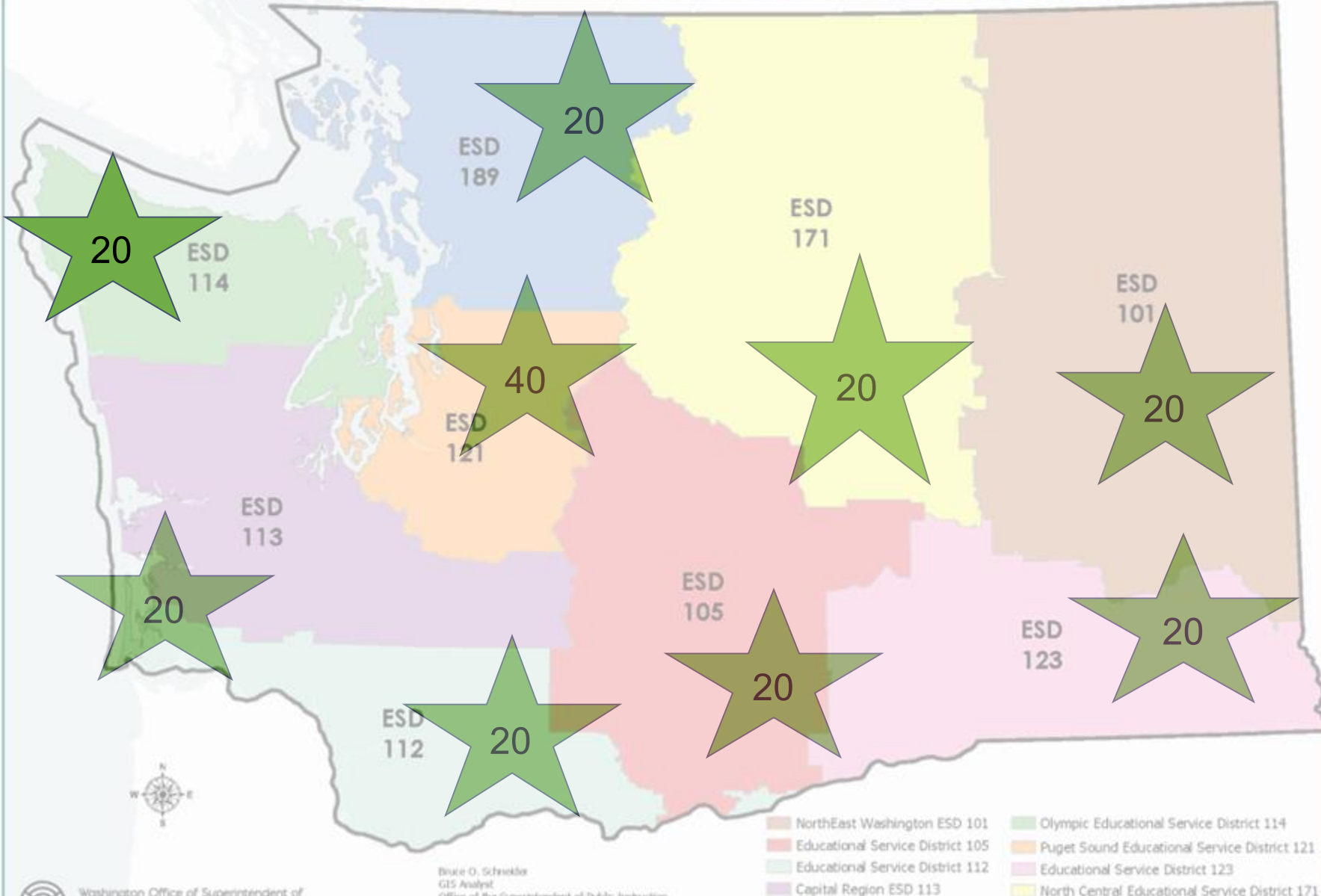
Our members say:

- 1) Protocols
- 2) Student voice
- 3) Networking related to authentic work
- 4) Coaching/support

Check out our Podcast- [HERE](#)



Washington State Educational Service Districts



*Possible
Participants
by ESD
Region*



**Are you an experienced, innovative leader who wants to
keep learning and growing your leadership?**



WASHINGTON STATE'S PREMIER LEADERSHIP DEVELOPMENT ACADEMY

Consider joining the Next Level Leaders 2025/26 Cohort!

Washington State's Premier Leadership Development Program

Please contact: ashley@NLL.academy or visit <https://nll.academy>

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Owning Our Strengths to Lead Without Limits

Shaping the Future of Support for Women Leaders

Data Collection

Shaping the Future of Support for Women Leaders

Data Collection



<https://bit.ly/MentorWIL25>

Concurrent Session 2 - Challenge Protocol

Think about a challenge you'd like to gain some insight on from your peers. The best type of dilemma to discuss is one that ...

1. You're regularly thinking about it,
2. Isn't already on its way to being resolved, and
3. Does not depend on getting other people to change. Instead, it's something you can influence by changing your leadership approach/actions.

Concurrent Session 2 - Challenge Protocol

Challenge: I tend to leave trainings excited to implement something I've learned. However, when I returned to the district I get so caught up in the urgency of my daily tasks and all the other initiatives I'm leading that I rarely implement the new idea.

Question: *How can I prioritize non-urgent but important tasks?*

Challenge Protocol

Challenge: We receive grants to do specific projects with students but when the money is gone, the work doesn't continue.

Question: *What needs to change about my approach for sustainability to actually occur?*

Challenge Protocol

Challenge: The school board says they want to be aware of how education should be evolving. I've provided books, article and opportunities to attend workshops, but they don't engage.

Question: *How can I support their desire to be forward thinking without being perceived as a drill sergeant?*

Concurrent Session 2 - Challenge Protocol



Yes, I'm ready to describe my dilemma and ask a **focus question** around that gets to the heart of the matter.



No, but I'll be ready in a few minutes.



I'd prefer to be a member of the peer consultancy group rather than a presenter.

Challenge Protocol

Three roles: Presenter - Facilitator - Timer

First 5 minutes:

- The presenter gives an overview of the dilemma (2 minutes)
- The peer group asks clarifying & probing questions of the presenter (3 minutes)

Next 5 Minutes

- The group talks with each other about the challenge presented. The presenter doesn't speak during this discussion, but instead listens and takes notes. (5 minutes)

Final 5 minutes

- The presenter reflects on what they heard and on what they are now thinking, sharing with the group anything that particularly resonated for them during any part of the Consultancy.

Modified from the NSRF Consultancy Protocol

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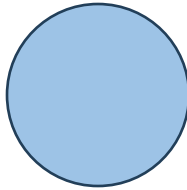
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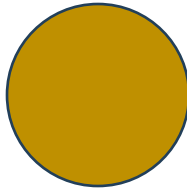
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Concurrent Session I

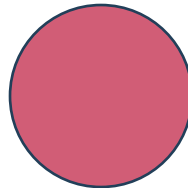
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Building Leaders



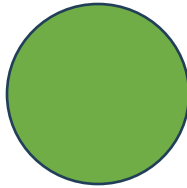
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District Leaders



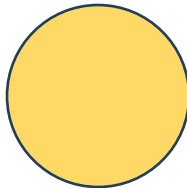
Centennial Ballroom
Q&A with Donna Marie



East Room
Superintendents



West Room
Leaders of Color



Second Floor Breakout Rooms



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Break Until
2:10

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Dr. Ingrid Colvard
Superintendent,
Stevenson-Carson SD



Dr. Michelle Kuss-Cybula
Superintendent
Oak Harbor Public Schools



Zoom Fall Kick-off
Week of October 6-10

LET'S FEAST!

DINNER PARTY POST-WASA
WOMEN IN LEADERSHIP
CONFERENCE

May 3rd @ 6 pm
Tsillan Cellars
3875 Hwy97 A, Chelan

Scan to RSVP by 4/17

*Have a question? Reach out to one
of our hosts!*

Melissa Pendleton
melissap@mckinstry.com



Cindy Lawson
cindy.lawson@rightatschool.com

For a complimentary shuttle ride, meet outside
the lobby of Campbell's Resort at 5:30 pm

workpointe
spaces that work

OAC



Beresford Company, Inc.
Quality Floor Coverings



Renaissance
See Every Student.



Upcoming Events

WASA's AI Vendor Showcase



featuring



BRISK TEACHING



colleague.ai



schoolai



Thursday, May 15 | 3:00-6:00 p.m.



Supporting Current & Future Leaders



ASPIRING CENTRAL
OFFICE LEADERSHIP
ACADEMY



WASA SPECIAL
EDUCATION DIRECTOR
ACADEMY



ASPIRING
SUPERINTENDENTS
ACADEMY



Washington Office of Superintendent of
PUBLIC INSTRUCTION



INTEGRATED MTSS CONFERENCE

*Innovate, Include, Inspire:
Transforming Whole Child Education*

JULY 30 – AUGUST 1
WENATCHEE, WASHINGTON

2025

A graphic of a glowing lightbulb with a teal-to-yellow gradient, surrounded by numerous short, colorful lines (blue, green, yellow, purple) radiating outwards, set against a light blue background.

LEADERSHIP FOR A NEW ERA

— 43RD ANNUAL SUMMER CONFERENCE —

JUNE 22-24, 2025
SPOKANE CONVENTION CENTER

 **AWSP**
ASSOCIATION OF WASHINGTON
SCHOOL PRINCIPALS

 **WASA**
EQUITY LEADERSHIP TRUST ADVOCACY

Registration for September-April Academies is open



www.wasa-oly.org/Academies

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- Leave with practical steps empowering women leaders.
- Shape the future of support for WIL.



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Conference Evaluation Forms will be Emailed

**Clock Hour Forms Available at the
Registration Table**

Thank you, Sponsors!



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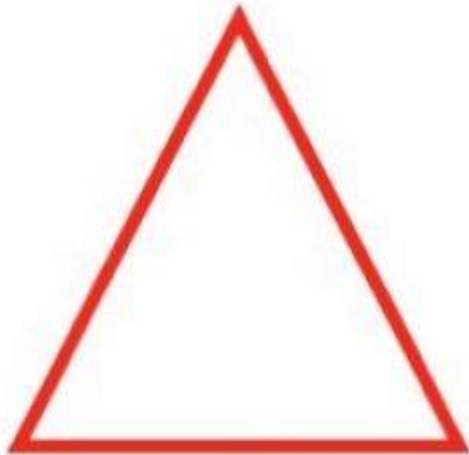
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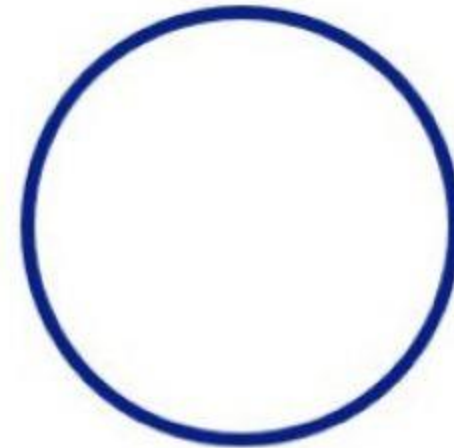
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Three
important
points



Something
that squares
with your
beliefs or
practice



Something
still circling
around in
your head