

Wednesday, December 4, 2024 - 10:00 to 12:00

Cognia Accreditation Orientation for Schools with a 25/26 Accreditation Review

The objective of this preconference is to assist Cognia accredited schools with their upcoming 25/26 accreditation review by completing the mandatory orientation session.

Wednesday, December 4, 2024 - 1:00 to 4:00

Ethical Leadership: Making Clear Decisions About Ethical and Administrative Dilemmas

Using a case-study approach to real-life administrative situations in the work of school and district administrators, this session provides insights into both the legal and ethical nuances surrounding dilemmas often faced by education leaders. Building on a set of principles that can help guide decision-making, participants will be engaged in dialogue about issues ranging from conflict of interest and confidentiality to questions about First Amendment rights and religious liberty to challenges in personnel and board relations. This session with Dr. Sheldon Berman, author of *The Ethical Educator: Pointers and Pitfalls for School Administrators* and monthly contributor to the *Ethical Educator* column in *School Administrator* magazine, will provide practical guidance in approaching some of the most vexing problems administrators confront.

Legal Issues Impacting Oregon Small Schools

OSBA attorneys and the OSBA policy director will provide an update on the legal issues impacting small schools including addressing employee chronic absenteeism, employee disability accommodations, addressing employee criminal activity and Garrity warnings, employment reference checks best practices, and much more!

Back to Basics: Employee Discipline and Dismissal

This in-depth presentation will review the constitutional and statutory legal foundations for the discipline and dismissal of school district employees, while providing practical advice for the most common disciplinary scenarios.

Student Rights and Discipline

Attorney Nancy Hungerford addresses the basics of student rights, with updates for recent court decisions and developments, and also covers problem areas in handling student discipline.

Nuts and Bolts Special Education

This session covers the basics of special education law in a sequential approach, from child find, eligibility issues, IEP meeting process and dynamics, through IEP development and implementation. The session will also provide for a brief Q&A period at the end of the session for more targeted issues and questions.

Thursday, December 5, 2024 - 9:50 to 10:50

Intersecting Rights: Sex Harassment Complaints Involving Students with Disabilities

Navigating complaints involving sexual harassment is challenging. Navigating complaints involving students with disabilities is challenging. Put the two together, and you have challenged squared! This session will go into depth in discussing how your district can protect the rights of parties and witnesses in sexual harassment complaints while also protecting the rights of students with disabilities. We will walk through the Title IX 2024 regulations, discussing how to manage each step when one of the parties is a student with a disability. This session will help you prepare for challenges ahead!

Not in Our School: The Administrator's Role in Preventing and Addressing Bullying

Bullying is everywhere. OSBA attorneys will discuss the important role of administrators in recognizing bullying, applying effective prevention techniques, and taking appropriate corrective action to address bullying in our schools

Free Speech for School Administrators

Join the Honorable John V. Acosta in a discussion of free speech considerations for school administrators.

Custody Issues for School Professionals

This presentation will offer school professionals a comprehensive understanding of the legal landscape surrounding custody rights, parental rights, and their obligations when faced with subpoenas. The goal is to equip educators with the knowledge needed to navigate sensitive legal situations while ensuring compliance with the law and safeguarding children.

Thursday, December 5, 2024 - 11:10 to 12:10

Navigating Workplace Investigations: Best Practices for Your District

Effective investigations are essential to maintaining a healthy and supportive workplace, and are increasingly necessary to respond to allegations of harassment, discrimination, and retaliation. Investigations also take a lot of time and resources, and it's essential to get them right. This session is designed to equip school district leaders, administrators, and HR professionals with the essential tools and knowledge needed to effectively oversee and conduct thorough and impartial workplace investigations, from receiving complaints and gathering evidence to interviewing witnesses, documenting findings, and writing an effective report. Come learn with us!

Title IX: What's New & How Do We Implement It?

New rules and guidance on Title IX became effective August 1, 2024, requiring quick action to implement the changes. Rebekah will review what's new in the rules and how to implement these changes at both the District and building level.

Spotting the Signs: Identifying Discrimination

This presentation focuses on identifying discrimination, a key component of the training required by House Bill 2281. Participants will gain a deeper understanding of the various forms discrimination can take and how to recognize it within their school environments. This training emphasizes the importance of recognizing discrimination as the first step toward building a truly equitable educational experience.

Legislative Advocacy 101 and Preparing for the 2025 Session

Legislative advocacy is a marathon, not a sprint. In this session, COSA's Policy and Advocacy Team will share best practices and strategies on legislative advocacy as we support YOU as education leaders in advocating for stable, adequate, and equitable funding for students and schools, as well as student-centered investments and policies. From relationship-building to testifying before a legislative committee, we will help you practice and develop your legislative advocacy skills as we prepare for the 2025 Legislative Session.

Search and Seizure in Schools

This presentation examines the legal standards and limits to searches and seizures in the school environment for both students and school staff.

Thursday, December 5, 2024 - 1:30 to 2:30

Collective Bargaining Trends

Hear from an expert regarding the latest trends in collective bargaining.

National Origin Discrimination: Trends Arising from OCR

This session will address the United States Department of Education's focus in the past year on national origin discrimination, including shared ancestry. Key OCR guidance and resolution agreements will be reviewed to assess best practices in preventing and responding to allegations of national origin discrimination. Similarly, the session will address the intersection of guidance and First Amendment free expression rights.

The Five W's of Child Find: What You Need to Know

This presentation will cover the Child Find mandate under the Individuals with Disabilities Education Act (IDEA) and Section 504. This session will provide a thorough understanding of what Child Find is, the legal requirements for schools, and how to effectively implement the process to support students' educational access and progress.

Making Clear Decisions About Ethical and Administrative Dilemmas

Drawing from real-life case studies in School Administrator's award-winning Ethical Educator column, this session will delve into both the legal and ethical nuances surrounding dilemmas often faced by district leaders. Applying a set of principles that help guide decision making, participants will engage in dialogue about actual school and district situations involving such issues as conflict of interest, confidentiality, First Amendment rights, religious liberty, personnel, and board relations. The session will offer practical advice about some of the most vexing problems administrators confront.

A Team Approach to Financial Success

This presentation will provide K-12 superintendents and central office staff with essential strategies to maintain financial soundness in their districts. Attendees will learn the roles and responsibilities of key personnel, the importance of monthly and quarterly financial reviews, identify risk areas, and best practices for achieving long-term financial stability.

Thursday, December 5, 2024 - 2:50 to 3:50

Special Education Hot Topics

Join us for an engaging workshop that delves into the latest trends and essential topics in special education, designed to equip educators with innovative strategies and practical tools.

Back to Basics: The Grievance Procedure, Discipline, Weingarten, Loudermill, and Garrity

Going back to the nuts and bolts of the grievance procedure, considerations when investigating employee misconduct and imposing discipline, including a refresher on Weingarten, Loudermill, and Garrity

Policy 101

This policy overview is good for new administrators and more seasoned administrators. Learn about how the OSBA sample policies are structured and coded, and where to locate the most frequently used policies.

50 Years of PECBA: The History of Collective Bargaining in Oregon and Where We Go from Here

Collective bargaining is often a complex and frustrating process for school administrators. Learn from an expert about how the current collective bargaining law in Oregon came to be and where it appears to be headed.

Friday, December 6, 2024 - 9:50 to 10:50

How Not to Get Fired for Administrators

The presenters, Nancy Hungerford and Nathan Rietmann, return to discuss the Oregon law governing administrators' contracts and rights, in view of current controversies and challenges with diverse community opinions about education.

Building Bridges: Implementing District Equity Committees for Inclusive Education

Join us for a workshop style session on the establishment and implementation of District Equity Committees (DECs) aimed at fostering inclusive and equitable educational environments. This session will explore the critical role DECs play in addressing disparities, promoting diversity, and ensuring that each student has access to quality education. Participants will learn about:

- The law and policy language on District Equity Committees.
- Review of ODE guidance Strategies for forming and sustaining effective committees.
- Best practices for engaging diverse individuals, including students, parents, educators, and community members.
- Tools and resources to implement.
- Success stories and challenges from districts that have successfully implemented DECs.

Attendance CAN Be Improved: Turning Overwhelm Into Action

Feeling overwhelmed by chronic absenteeism? You're not alone! Join us for a practical, solutions-oriented session led by the Learning 2025 Oregon Cohort. We'll move beyond simply acknowledging the attendance crisis and delve into proven strategies that are making a real difference in Oregon schools.

This session will equip you with:

- Actionable strategies: Discover concrete approaches to attendance improvement, drawn from the real-world experiences of the Learning 2025 Oregon Cohort.
- Research-based insights: Learn about the underlying causes of chronic absenteeism and how to address them effectively.
- Collaboration opportunities: Connect with fellow educators and share challenges, successes, and resources.
- A renewed sense of hope: Leave feeling empowered and motivated to tackle attendance challenges in your own school community.

Navigating Challenges: Collaborative Solutions for Common Issues in Mid-Size School Districts

Join us for an engaging workshop where we explore effective strategies and collaborative approaches to address common challenges faced by mid-size school districts.

Overview of Education Civil Rights and the Role of Coordinators

This workshop provides an overview of Oregon and Federal civil rights law and how districts can create comprehensive, cohesive, and responsive systems for addressing discrimination. Participants will gain a basic understanding of Oregon nondiscrimination law and the three federal nondiscrimination civil rights laws (Title VI, Title IX, and Section 504). Participants will also learn how the state-required Civil Rights Coordinator and federally required Coordinator positions intersect, and best practices they can implement to be ready to proactively address discrimination complaints and be prepared to respond to investigations by the Office of Civil Rights or the Oregon Department of Education.

Friday, December 6, 2024 - 11:10 to 12:10

Artificial Intelligence

The use of artificial intelligence through applications like google has been occurring in schools for years; however, the capacity of artificial intelligence is developing at a faster rate than school policies can keep up. Learn about the advances in artificial intelligence and how school administrators can be prepared to address the issues that will arise from artificial intelligence in schools.

Restraints and Seclusions and Subsequent OTIS Investigations

Explore the critical issues surrounding the use of restraints and seclusions in educational settings and the subsequent investigations conducted by the Office of Training, Investigations, and Safety (OTIS). This workshop will provide educators and administrators with insights into legal guidelines, best practices for ensuring student safety, and effective strategies for compliance and reporting.

Who Makes the Decision, the School Board, or the Superintendent?

Questions frequently arise about who has the authority to make decisions, the superintendent, or the school board. Hear about frequent areas of dispute that sometimes will lead to conflict between a superintendent and a school board. This presentation is helpful for non-superintendent administrators as well so that administrators understand who will ultimately be making decisions regarding personnel matters like non-renewal and termination.

Legislative Advocacy 101 and Preparing for the 2025 Session

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