

# 2025 VASS-VASBO WINTER CONFERENCE

## Masterminds



These small group sessions are personalized to meet the needs of veteran superintendents, finance officers, and other groups attending the VASS-VASBO Winter Conference. Read more below, and select your session before it fills up. We'll see you in Richmond!

## Select your experience



### Navigating Superintendent Mobility



**Experts:**  
*Dr. Wayne Harris, BWP Associates*  
*Dr. Kevin Castner, BWP Associates*  
Join Dr. Wayne Harris and Dr. Kevin Castner for a mastermind session on superintendent mobility. Learn the insider strategies behind how applications are screened and uncover what it takes to rise to the top of the candidate pool. Additionally, this session will help you develop a clear and strategic exit plan, ensuring a smooth transition from your current role while protecting your professional reputation and setting the stage for success in your new position.

### Virginia Education Legislative Liaisons (VELLS)



**Experts:**  
*Dr. Chris Jones, VASCD*  
*Kathy Burcher*  
The VELL mastermind group provides time for legislative advocacy sharing and planning.



### Navigating Tough Conversations



**Expert:** *Caitlin Sullivan, Leading Now*  
Join Caitlin Sullivan for a mastermind session on navigating difficult conversations in today's challenging political climate. Learn strategies to foster constructive dialogue, build trust, and address sensitive topics with confidence and clarity. This session will equip you with practical tools to lead effectively and maintain strong relationships in complex situations.



### Advancing the 3 E Framework



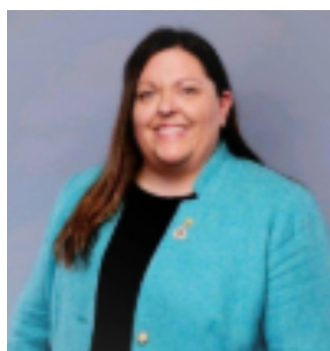
**Expert:** *Dr. Andy Armstrong, Assistant Superintendent of Strategic Innovation, Virginia Department of Education*  
Join Dr. Andy Armstrong for a mastermind session on programs, initiatives, and strategies for preparing students for enrollment, employment, and/or enlistment. Explore strategies to align educational pathways with post-secondary opportunities, support student readiness, and foster meaningful partnerships. Gain practical insights to drive success in preparing students for life beyond high school.



### Workplace Wellness for Thriving Teams



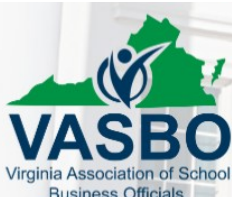
**Expert:** *Gaynell Lyman, Sr. Director of Partnerships, ALP*  
Join Gaynell Lyman for a mastermind session on strategies and best practices for fostering conditions that enhance employee thriving and engagement. Explore key drivers of burnout, such as role overload, lack of autonomy, and values misalignment, and discover research-based recommendations to address these challenges. Gain practical insights to create workplace conditions that support employee well-being, productivity, and organizational success.



### CFO Success Planning



**Expert:** *Dr. Christina Berta, Chief Operating Officer, Virginia Department of Education*  
Join Christina Berta for a mastermind session on CFO succession planning. Discuss strategies for identifying, mentoring, and preparing future financial leaders to ensure continuity and stability in school division operations. Gain actionable insights to strengthen your leadership pipeline and plan for long-term success.



Jan. 5-7 | Richmond, VA