

>>*schedule preview*



SESSIONS

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Independent School Finance for English Majors, Historians, Coaches, Aspiring Heads, and Other Leaders

Josh Clark, Head of School, Schenck School

The role of the head of school has evolved from an academic and philosophical steward into the CEO of a multi-million dollar organization. For many aspiring heads and new heads, the financial responsibilities can be an overwhelming barrier. An expertise in Milton's *Paradise Lost* does not always prepare you for realized and unrealized gains and losses. This session will demystify independent school financial basics. From generalized principles to finance committee jargon to key questions for your finance director, participants will gain confidence and better understand the head's role in overseeing and influencing the school's financial direction.

Making the Most of DASL for Your School Finance

Jeff Mitchell, Head of School, Currey Ingram Academy

Many questions that boards, heads of school, CFO's and other administrators have about their finances can be answered objectively, accurately, and thoughtfully by using good data. This session will show attendees how to maximize the use of the NAIS' DASL (Data and Analysis for School Leadership) to collect and present important school finance data. The session will also highlight several key financial benchmark statistics that all who have oversight of school finances should know.

Schools as Great Places to Work

Adam Mandell, Attorney, Boykin and Davis, LLC

Steve Mandell, Head of School, Pinewood Preparatory School

Join a head of school and education attorney on a journey of what it takes to make your school a great place to work. Hear one school's "wellness" based approach to human resources and building a positive school culture while learning why salaries and benefits need to be thoroughly reviewed and made a priority. For new school leaders, starting the journey of HR management is about charting an employee-centered course from the very beginning. For experienced leaders, it's never too late to adjust your tack towards a positive, pro-active point making your school truly a great place to work!

Budgeting Practices & Recent Research into Reserves

Damian Kavanagh, Executive Director, MISBO

There are different methods used to build budgets. The most common of these are historical or incremental, zero-based, and functional categories. Most schools unknowingly use a combination of all of these approaches. Learn how to use a budget-building tool that shows benchmarks and allows you to compare your school to others of similar size. We will look at different ways to approach budgeting with an eye towards fulfilling the mission of the school and understanding the big items in an independent school budget: salaries, health insurance, retirement, PRRSSM, utilities, transportation,

supplies, technology, and hopefully reserves. We will also look at recent research into amounts of reserves held by schools and policies and philosophies around when to spend to fill gaps and take advantage of market conditions.

Managing the Mountains of Data

Palmer Ball, President, Palmer Ball Consulting

The amount of data independent schools produce each year can be overwhelming, yet heads want to be able to get to important information quickly. Hear various techniques used to gather and track data over the years, including creating an annual notebook for the head of important enrollment, financial, and faculty salary data, as well as charts that are updated annually that show five to ten years' worth of history on everything from NAIS' DASL information to medical insurance rates. See sample schedules that are prepared annually including 14-year financial aid models, cost effectiveness by division, net tuition revenue by grade, dashboards, benchmarking, and financial aid analysis.

Financial Planning Tools for Successful School Leadership

Palmer Ball, President, Palmer Ball Consulting

Accreditation and strategic planning are important processes that require boards and school leadership to focus on the long-term future and financial equilibrium of a school. Review sample tools and receive templates you can implement in your school, including five-year DASL stats comparison with benchmark schools, faculty salary analysis with public schools and benchmark schools, and a one page financial dashboard. Identify questions school leaders should ask in relation to your school's financial health, its recent history, and its future projections.

Endowment Best Practices

Michael Murray, Senior Director, TIAA Endowment & Foundation Services

Suzanne Spunzo, Director, TIAA

An educational presentation addressing critical decisions for endowment and foundation success and corresponding best practices. Content will address key components necessary for successful endowment and foundation management and characteristics that help assure longevity. Governance and fiduciary responsibility will be addressed, as well as several case studies, which will tie concepts together with practical application.

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