



COSSBA INAUGURAL NATIONAL CONFERENCE

Conference Learning Sessions



HR LESSONS FROM THE WORLD'S BEST BOSS: MICHAEL SCOTT FROM THE OFFICE

Tampa, Florida

EARLY BIRD SESSION

Friday, March 31, 2023
9:00 AM - 11:00 AM

This interactive training will walk attendees through common HR issues in public schools, by viewing clips from *The Office* and then discussing the many missteps of Michael Scott, the fictional regional manager of the Dunder Mifflin Paper Company. Attendees are certain to enjoy hilarious clips from the Emmy award winning series and learn important legal lessons on topics such as sexual discrimination, hostile workplace, student and employee privacy, interviewing job candidates, employee evaluations and more. This session will help board members better understand the legal issues school employees face and better prepare board members for their role as governing bodies of their school districts.

Presenter: Cody Kees, JD (AR), Bequette, Billingsley & Kees, P.A.

Cody Kees is a trial attorney at Bequette, Billingsley & Kees P.A., with a focus on employment, business, municipality and personal injury litigation. At BBK, Cody regularly represents school districts, municipalities and small businesses in litigation and as general counsel.

Cody is active in the firm's representation of school clients across the state, routinely handling administrative hearings ranging from employment matters to special education disputes. As a special education lawyer, Cody has the distinction of being one of only a handful of lawyers in Arkansas practicing in this specialized area. Cody has handled hundreds of administrative hearings under the Arkansas Teacher Fair Dismissal Act and Arkansas Public Fair Employee Fair Hearing Act.

Cody regularly litigates and provides legal training in Title VII of the Civil Rights Act, Title IX, Americans with Disabilities Act, Family Medical Leave Act, Individuals with Disabilities Education Act, Freedom of Information Act, Fair Labor Standards Act and Section 504 of the Rehabilitation Act. Cody's in depth understanding of these laws allows him to provide pre-litigation counsel and also a zealous defense of his clients if the matter proceeds to state or federal court.

Cody is regularly called upon to provide legal training to various education groups, and to date has provided legal training to every school board in the State. Cody annually trains new superintendents and school board members, which gives him the unique perspective of understanding the needs of his clients.



COSSBA INAUGURAL NATIONAL CONFERENCE

Conference Learning Sessions



I LIKE MY GRITS WITH BUTTER NOT SUGAR: BUILDING RESILIENCY IN LEADERSHIP

Tampa, Florida

Friday, March 31, 2023
3:00 PM – 5:00 PM

Saturday, April 1, 2023
3:00 PM – 4:00 PM

Science tells us that ever-increasing chaos is the way of the universe. With every chaotic moment leaders can have the opportunity to succeed or fail. Why do some leaders succeed when others seem to wither under the strain of failure? Why do some events impact us more than others? This session will focus on the interplay between struggle, failure, grit, and resilience. Participants will focus on the development of habits needed to build a resilient model of leadership through both success and failure.

**Presenter: Noal B. Cochran, PhD, LMFT (MS),
University of Southern Mississippi**

Dr. Noal Cochran has over 30 years of experience in the fields of education, and mental health. He earned an undergraduate degree in polymer science and holds a Master's degree in science education, a Master's degree in Marriage and Family Therapy; and a Specialist Degree and a PhD in Educational Leadership from the University of Southern Mississippi.

In addition to his current role as Teaching Professor at USM, Dr. Cochran has served various school districts as a teacher, coach, assistant principal, principal, and superintendent. He has also worked as a licensed marriage and family therapist with extensive mental health experience in family therapy, crisis management, addiction counseling, and identity formation in teens.



COSSBA INAUGURAL NATIONAL CONFERENCE

Conference Learning Sessions



LESSONS IN CRISIS RESPONSE

Tampa, Florida

Sunday, April 2, 2023

8:30 AM - 10:30 AM

The Council for School Safety Leadership was formed to bring together national experts to build prevention, preparedness, response and recovery programs for schools across the country.

John McDonald, who is the Chief Operating Officer, is known nationally for leading the security team at Jefferson County Schools in Colorado. The district includes Columbine High School, where two shooters opened fire in 1999 – killing 12 students and one teacher.

Two years after the shooting, he was tapped to build the school safety program and become the architect of the safety, security and emergency management program. The Council for School Safety Leadership has now become a part of the Missouri School Boards' Association. During this session school safety experts, including McDonald, will discuss best practices in prevention and response to crises impacting our students.

Presenters:

**Melissa Randol, Esq., Executive Director,
Missouri School Boards Association**

John McDonald, COO, The Council for School Safety Leadership