



2018 Heads of School Conference Keynote & Session Presenters

(In alphabetical order)

Keynote Speakers

Maureen Costello leads the Southern Poverty Law Center's (SLPC) Teaching Tolerance project, one of the nation's leading providers of anti-bias education resources. She oversees all aspects of the project, including the award-winning Teaching Tolerance magazine, the development of multimedia teaching kits, professional development resources, and special projects. Before joining the SPLC, she oversaw development of the 2010 Census in Schools program for Scholastic Inc. in partnership with the U.S. Census Bureau. For eight years, she directed Newsweek's education program, which was dedicated to engaging high school and college students in public issues. Costello served as academic dean at Notre Dame Academy High School in Staten Island, N.Y., where she also taught history and economics. As a teacher, she worked with both the Advanced Placement Program and the New York State Regents on assessment-related projects. She is a graduate of the New School University and the New York University Graduate School of Arts & Sciences.

Harry M. Kraemer, Jr. is an executive partner with Madison Dearborn Partners, a private equity firm based in Chicago, and a Clinical Professor of Management and Strategy at Northwestern University's Kellogg School of Management. He was named the 2008 Kellogg School Professor of the Year. Kraemer is the author of two bestselling leadership books: *From Values to Action: The Four Principles of Values-Based Leadership* and *Becoming The Best: Build a World-Class Organization Through Values-Based Leadership*. He is the former chairman and chief executive officer of Baxter International Inc., a \$12 billion global healthcare company. His 23-year career at Baxter included senior positions in both domestic and international operations. Before joining Baxter, Kraemer worked for Bank of America and for Northwest Industries. He serves on several boards of directors. He graduated from Lawrence University of Wisconsin with a bachelor's degree in mathematics and economics. He received an MBA degree in finance and accounting from Northwestern University's Kellogg School of Management and is a certified public accountant. For more information, visit www.harrykraemer.org.

Donna Orem was named president of the National Association of Independent Schools (NAIS) in November 2016 after serving as interim president since November 2015. Orem served as the chief operating officer for NAIS for 11 years before becoming president. She joined NAIS in 1998 as the vice president for educational leadership, later becoming the vice president for strategic initiatives and research. Prior to joining NAIS, she worked for 15 years at the Council for Advancement and Support of Education (CASE), and she also served as associate director for The American Association of University Women. Orem is the co-author of the NAIS *Trustee Handbook*, 10th edition, published in 2015 and is the author of numerous other books and articles. She holds a BA in English from St. Joseph's University (PA) and attended graduate school at the University of Maryland School of Journalism.

Session Presenters

Mark E. Brossman is a partner at Schulte, Roth & Zabel and is co-head of the Employment & Employee Benefits Group. His areas of concentration include all aspects of ERISA, employment discrimination, labor relations, and related litigation. Brossman is well known for his expertise in education law and representation of independent schools, colleges, universities, professional training programs and education-related associations. He is a frequent public speaker and author. He has served as an instructor in the Columbia University Teacher's College and as a lecturer in the Cornell University ILR School's Labor Relations Studies Program. He serves on the Board of Directors of LiveOn NY, the Board of Directors of New York University School of Law's Center for Labor & Employment Law, the Advisory Council of Cornell University ILR School, the Board of Trustees of Bard College, and the Board of Trustees of Montefiore Health System Inc. Brossman earned a BS from Cornell University and a JD and LLM from New York University School of Law.

Luke Felker serves as head of school at The Bay School of San Francisco, an independent high school located in the Presidio of San Francisco. Prior to joining Bay, he spent 10 years leading Madison Country Day School, a PK-12 IB World School in Madison, Wisconsin. Felker is immersed in the wider independent school community, including extensive accreditation work and current service on the boards of ISACS, California Teacher Development Collaborative, and Presidio Knolls School.

Aimee Gruber is the senior director of outreach and business development at The Enrollment Management Association. Before joining The Enrollment Management Association in 2006, Gruber was associate director of The Association of Boarding Schools (TABS) where she managed professional development workshops, organized international student recruitment fairs in Asia, developed marketing materials about boarding schools, and represented TABS worldwide. Prior to her position at TABS, she worked in admission at The White Mountain School (NH), Tilton School (NH), and the Webb School of Knoxville (TN). She served on the board of the Independent Educational Consultants Association foundation and is a recipient of the Western Boarding Schools Association's Hilton Award for outstanding contributions to the association. Aimee holds a bachelor's degree from the University of New Hampshire and a master's of education from Plymouth State University.

Elizabeth Hofreuter has served as the head of school at Wheeling Country Day School in West Virginia since 2009. She has chaired several ISACS visiting teams and currently serves on the ISACS Accreditation Review Committee. Hofreuter earned her MEd from Harvard University Graduate School of Education and her BA from Princeton University. She was a 2015 fellow in the Klingenstein Heads of Schools Program at Teachers College, Columbia University.

Peter Hoskow is principal and managing director at CCS. In his 17th year with CCS, he oversees the company's central US operations out of Chicago. He has partnered with non-profit organizations on fundraising goals ranging from \$1 million to \$3 billion to raise upward of \$5 billion across all sectors including education, health, arts and culture, social service, faith based, national advocacy organizations, and professional associations. Hoskow's extensive experience includes board development and engagement, development strategic planning, lead and principal gift programs, capital campaign planning and management, endowment fundraising, foundation and corporate giving, grassroots fundraising strategies, and analytics and data utilization.

Thomas C. Hudnut is a consultant at Resource Group 175 (RG175). Hudnut began his teaching career at St. Albans School (DC) in 1970. A school head for 36 years, he has led Norwood School (MD), Branson School (CA), and, for 25 years, first Harvard and then Harvard-Westlake School (CA). During his career, Hudnut has served on the boards of six independent schools and one private college in addition to his presidencies of The Headmasters Association, The Country Day School Headmasters' Association, The Cum Laude Society, and the California Association of Independent Schools. He currently sits on two foundation boards and has served as an Area Planning Commissioner for the City of Los Angeles. During his years at Harvard-Westlake, the school raised close to \$400 Million in annual, capital and endowment gifts; and 19 of his former administrators and faculty have gone on to become independent school heads. Hudnut is a graduate of Princeton and holds a master's degree from the Fletcher School of Law and Diplomacy at Tufts.

D. Scott Looney became Hawken's 10th head of school in July, 2006. During his tenure, he has overseen the development of Hawken's urban extension campus in University Circle, a new Early Childhood Center, and a state-of-the-art upper school academic facility. In addition, Looney is the founder of the Mastery Transcript Consortium, an organization of over 150 independent schools working together to change the high school system of assessment, crediting, and transcripting. Prior to becoming head of Hawken, he spent 11 years at Cranbrook Schools (MI), where he served in various capacities including assistant director of schools, co-head of the girls' middle school, director of external affairs, and director of admission and financial aid. Before Cranbrook, he was director of admissions at Lake Forest Academy (IL) and assistant dean of admissions at Phillips Academy (MA). Looney has served as a trustee and executive committee member of the National Association of Independent School (NAIS), faculty member at the NAIS Institute for New Heads and the NAIS Financing Institute, and executive director of the Midwest Boarding Schools Association. He is a graduate of DePauw University and Northwestern University.

Doreen Oleson is a consultant at Resource Group 175 (RG175). Oleson served Saint Mark's School (CA), an Episcopal parish day school, as head of school for 25 years and retired this past summer. Prior to her appointment in 1990, she was assistant vice-president at Pepperdine University (CA) and also taught in the public schools in Hawaii and California. Oleson served as the president of the governing board of the National Association of Episcopal Schools, was trustee of the National Association of Independent Schools, was president of the California Association of Independent Schools' board of directors, served on the National Commission on Accreditation, was chair of the Commission on Schools for the Episcopal Diocese of Los Angeles, and was a field instructor at the Klingenstein Center, Teachers College. Oleson currently coaches aspiring school leaders and belongs to organizations and boards which support education and community service learning.

Audrey Perrott is the head of school at Near North Montessori in Chicago. She holds an MSC in Communications from Northwestern University and a BA in Early Childhood and Elementary Education from Northeastern University. She received a Certificate in Non-Profit Leadership from Kellogg School of Management and AMI Montessori certification for both the primary and elementary levels. Perrott is a founding board member of Beacon Academy in Evanston, IL and the Montessori Peer Review Council (MPRC). She currently serves as president of the Lake Michigan Association of Independent Schools (LMAIS), chair of the ISACS Accreditation Review Committee, and as a trustee on the ISACS board.

Bryn Roberts is in his 12th year as the head of school at St. Paul Academy and Summit School (SPA), an independent, co-educational day school of 929 students in grades K-12 with two campuses in St. Paul, MN. Roberts is also a member of the ISACS board of trustees and serves as ISACS treasurer and as a member of the ISACS Accreditation Review Committee. He is the principal liaison at the state capital for independent schools in Minnesota. He has been a teacher and academic leader for more than 30 years. Prior to joining SPA, Roberts served as head of school at St. Gregory College Preparatory School in Tucson, AZ.

Debra Wilson is general counsel for the National Association of Independent Schools (NAIS). She joined NAIS in August of 2000. As general counsel, Wilson executes or coordinates all of NAIS's legal work. In addition, she directs NAIS' government relations work, including reviewing regulations, legislation, and cases impacting independent schools. She writes many articles on legal issues impacting independent schools, presents on the various issues that schools face, and is committed to helping schools mitigate legal risks on the front end. Beyond the legal realm, Wilson is involved in the governance work at NAIS, including co-authoring the *Trustee Handbook* with Donna Orem.

Gloria J. Woods is a consultant and facilitator with The Kaleidoscope Group, a Chicago based diversity consulting firm. She has experience as a trainer and diversity practitioner specializing in diversity strategy implementation, training design and delivery, and measuring results. Woods has consulted with a variety of organizations including The Federal Reserve Bank of St. Louis, FDNY (Fire Department of New York), Blue Cross/Blue Shield, Northwestern University, and many others. She offers practical application of inclusion to the everyday work of people at all levels. Prior to her career in business, she served as an officer in the U.S. Army.