2026 Tennessee Principals Conference

Conference Schedule and Guide

TENNESSEE PRINCIPALS ASSOCIATION

ONE

STANDARD ★ VOICE ★ TENNESSEE

Building a Unified Culture of Excellence Through Leadership and Advocacy

Our mission is to support, empower, and connect Tennessee Principals.

www.tnprin.org

Tennessee Principals Association

SUPPORT

EMPOWER

CONNECT

President's Welcome

Dear Dear Tennessee Principals, Assistant Principals, and Educational Leaders,

It is with great excitement and gratitude that I welcome you to the 2026 Tennessee Principals Conference! As President of the Tennessee Principals Association, I am honored to gather with dedicated school leaders from across our great state for a time of learning, fellowship, reflection, and renewal.

This year's presidential theme, **ONE STANDARD. ONE VOICE. ONE TENNESSEE**. Building a Unified Culture of Excellence Through Leadership and Advocacy, reflects our shared commitment to the students, educators, and communities we serve.

- **ONE STANDARD** reminds us that excellence begins with our leadership and the expectations we set.

- **ONE VOICE** challenges us to stand together, advocate for what is right, and elevate the importance of the principalship.

- **ONE TENNESSEE** reminds us that regardless of our school, district, or region, we are stronger when we learn, lead, and support one another.

As school leaders, we spend countless hours pouring into others, celebrating successes, navigating challenges, and ensuring that everyone around us has what they need to thrive. However, I want to remind you of something that is often overlooked in the demands of our profession: YOU MATTER.

Your leadership matters. Your well-being matters. Your voice matters. Just as we work to ensure our students, teachers, and staff feel valued and supported, we must extend that same care and encouragement to one another.

Throughout this conference, I encourage you to embrace every opportunity to connect with colleagues, share your experiences, discover new ideas, and renew your passion for leadership. Take time to celebrate the incredible work happening in schools across Tennessee, but also take time to invest in yourself.

My hope is that you leave this conference not only with new strategies and meaningful connections, but also with a renewed sense of purpose and the reassurance that you are not alone in this important work.



Thank you for your dedication, your service, and your unwavering commitment to Tennessee's children.Together, let us continue building cultures of excellence where every student, educator, and leader knows they matter.

Welcome to the 2026 Tennessee Principals Conference! I look forward to an incredible time of learning, collaboration, and celebration with each of you.

Sincerely,

Patrick Certion, President
Tennessee Principals Association

Helpful Hints

How to Make the Most of Your Conference Experience:

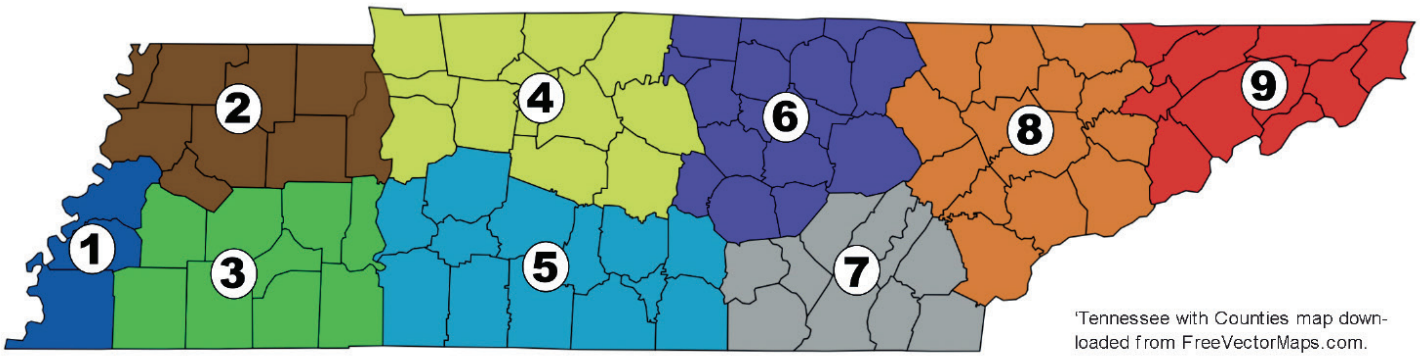
1) Attend as many sessions as possible! TPA secures National level speakers for YOU!
2) Spend time in the Exhibit Hall. The latest educational RESOURCES and PRODUCTS will be featured. Please remember to THANK our VENDORS for their support! Monday is the only day for Exhibits – with dedicated Exhibit Hall time built into the schedule.
3) Be sure to participate in the Exhibit Hall Scavenger Hunt! Prizes Await!
4) DOOR PRIZES will be available throughout the conference! YOU MUST BE PRESENT TO WIN! Prizes include: CASH $$$, gift cards, vendor gifts, and MORE!
5) NETWORK, NETWORK, NETWORK! Reach out and meet a colleague from across the state. Connections and relationships are a vital part of our organization!
6) Get INVOLVED! Would you like to...
   - Be a Membership Ambassador?
   - Do a breakout session at next year's conference?
   - Serve on the TPA Board of Directors?

If you answered YES to any of these questions, seek out a TPA Board Member and start a conversation!

7) Set aside money in your school budget next year to attend the 2027 Tennessee Principals Conference.
8) Take time to laugh during the conference! It's healthy!
9) HAVE FUN and LEARN A LOT!
10) Let us know if you need anything . . . this conference is for YOU! Thank you for being here!

NOTE: *TASL information will be available at the conclusion of the Awards Luncheon on Tuesday. TASL credit can only be obtained by FULL conference participation (must be present to be awarded credit).*

TPA District Map



'Tennessee with Counties map downloaded from FreeVectorMaps.com.

Not a TPA Member? Have Questions? We Can Help!

See **page 12** to identify your **District Membership Director** to get started!

Keynote Speakers

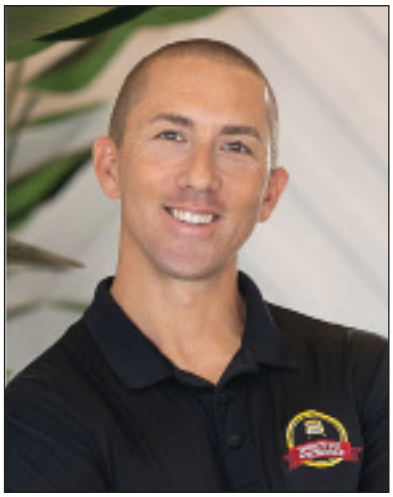


JON GORDON is a best-selling author and keynote speaker whose books and talks have inspired readers and audiences around the world. His principles have been put to the test by numerous Fortune 500 companies, professional and college sports teams, school districts, hospitals, and non-profits.

Jon is the author of 33 books, including 19 bestsellers and 5 children's books. His books include the timeless classic *The Energy Bus*, which has sold over 3 million copies, *The Carpenter*, which was a top 5 business book of the year, *Training Camp*, *The Power of Positive Leadership*, *The Power of a Positive Team*, *The One Truth*, and *The 7 Commitments of a Great Team*.

Jon and his tips have been featured on The Today Show, CNN, CNBC, The Golf Channel, Fox and Friends, and in numerous magazines and newspapers. His clients include The Los Angeles Dodgers, In-N-Out Burger, The Los Angeles Rams, Campbell Soup, Dell, Publix, Southwest Airlines, The Miami Heat, Truist Bank, Clemson Football, Northwestern Mutual, Bayer, Texas Roadhouse, West Point Academy and more.

Jon is a graduate of Cornell University and holds a Master's in Teaching from Emory University. He and his training/consulting company are passionate about developing positive leaders, organizations, and teams.



DR. JIM VAN ALLAN is passionate about helping schools create positive cultures where educators thrive, students succeed, and every member of the school community feels valued. As President of the Energy Bus for Schools Program, he partners with schools across the country to strengthen culture through practical strategies, meaningful relationships, and intentional leadership.

Jim works alongside 20-time bestselling author Jon Gordon and is co-author of the national bestseller The Energy Bus for Schools. Through coaching, professional learning, and practical resources, he helps school leaders build positive, high-performing cultures that empower both educators and students.

Jim earned his doctorate in Educational Leadership and serves as a Professor of Communication Studies at Keiser University E Campus. He is also a sought-after keynote speaker and professional learning facilitator.

Above all, Jim is a husband, a proud father of three, and a competitive soccer coach. Whether in schools, the classroom, or on the field, he believes the principles that build strong families and successful teams are the same ones that create thriving schools.

Keynote Speakers



DR. RICKI GIBBS II is a dynamic education leader who drives innovation and excellence for students from kindergarten through high school through his work with LEAD. Under his leadership, LEAD has expanded opportunities for students to achieve academically, develop as leaders, and prepare for success in college and beyond.

Known for his visionary approach and commitment to equity, Gibbs inspires educators and communities to believe in the limitless potential of every child. His work reflects the principle that excellence is not an exception, it is an expectation, and he continues to champion strategies and partnerships that transform schools into thriving centers of learning and opportunity.

Gibbs earned his doctorate in education from Lipscomb University and holds a bachelor's in elementary education from Tennessee State University.



DR. RUBY K. PAYNE is a renowned speaker and author whose focus is working across economic classes to create sustainable communities. In addition to focusing on poverty and education, Payne also works in the areas of social services, criminal justice, healthcare, the workplace, and emotional poverty. Her efforts have achieved a global reach, and she has worked in Australia, China, Europe, India, North America, and Southeast Asia.

Payne has written or coauthored many other books, including *Bridges Out of Poverty*. Her book, *A Framework for Understanding Poverty*, has sold 1.8 million copies. Two recent publications won IPPY awards (Independent Publisher Book Awards): *Emotional Poverty in All Demographics* and *Before You Quit Teaching*.

In 1996, Payne founded aha! Process, a publishing and consulting firm, which has received awards for its publications. Payne has published books with Solution Tree Press and the Association for Middle Level Education.

Ruby lives in Texas with her husband, Tee, and loves spending time with her grandchildren.

Keynote Speakers continued page 6 >

Keynote Speakers



HAMISH BREWER is a powerful and positive disruptor who transcends the status quo and typical norms in leadership and education. A school turn-around and school improvement specialist, Mr. Brewer has worked with some of the most at-risk students in the United States. He is a highly sought-after keynote speaker - motivating and inspiring audiences around the world.

Mr. Brewer has become globally recognized while inspiring, advocating, and amplifying the voices of communities everywhere. He built his reputation on results and performance, becoming affectionately known as the Relentless, Tattooed Skateboarding Principal with his galvanizing message to "Be Relentless" and his high-octane delivery style.

Highlighted as a Hometown Hero by Fox 5 in Washington, DC (32+ million views), Mr. Brewer's story has become a viral sensation through the Freethink Docuseries "Relentless," which has been aired on US and international news broadcasts. He is also featured in the skate-boarding humanitarian movie documentary "Humanity Stoked."

Mr. Brewer has served as a multiple award-winning principal at both the secondary and elementary school levels. Under his leadership, his elementary school was recognized as a Nationally Distinguished Title 1 School. He went on to turn around one of the toughest middle schools in the state of Virginia.

Originally from New Zealand, Hamish earned his first degree from the University of Auckland. Mr. Brewer is currently a doctoral student at Virginia Tech University. Hamish is the best-selling author of *Relentless – Disrupting The Educational Norm*, published in 2019.



DR. ANN-MARIE GLEASON has almost 30 years of service in education, including 19 as a dedicated principal, Dr. Gleason stands out as a visionary leader in education. It's this leadership that led to her being elected NAESP vice president, serving in that capacity from 2024-25, then as president-elect from 2025-26, and now as NAESP president from 2026-27.

Ann-Marie earned an Ed.D. in Leadership and Educational Practice from Trevecca Nazarene University and holds additional graduate credentials in administration, instructional effectiveness, and reading recovery. Her career has been defined by a commitment to student achievement, instructional excellence, and leadership development.

A respected leader at both the state and national levels, Dr. Gleason has been an active member, serving in numerous leadership roles,of the Tennessee Principals Association (TPA) and NAESP for more than two decades. She represented Tennessee as the NAESP National Distinguished Principal in 2018 and served as NAESP Zone 4 Director from 2019 to 2022.

Her professional accomplishments include being named MNPS Elementary Principal of the Year in 2019, receiving the Tennessee Principals Association Meritorious Service Award, and earning Teacher of the Year honors early in her career. Gleason also mentors aspiring educational leaders through Lipscomb University and contributes to educational leadership initiatives across Tennessee and beyond. Her career reflects a steadfast dedication to empowering students, supporting educators, and strengthening school communities.

Conference Agenda

Sunday, November 15, 2026

2:00 - 4:00 PM	Vendor Hall Set Up and Registration Open
5:00 PM	TPA Executive Board Meeting
6:00 PM	Full TPA Board Meeting & Dinner

Monday, November 16, 2026

7:30 AM	Registration and Breakfast
8:00 AM	Vendor Hall Opens
8:30 AM	Keynote #1 - Mr. Jon Gordon
10:00 AM	Dedicated Vendor Hall Time
10:30 AM	Breakout Sessions #1
11:15 AM	Breakout Sessions #2
12:00 PM	Lunch and Vendor Hall Time
1:00 PM	Keynote #2 - Mr. Jim Van Allan
2:15 PM	Vendor Hall Time & Break
2:45 PM	Keynote #3 - Dr. Ricki Gibbs II
4:00 PM	Vendor Hall Reception and Final Give-Aways

Tuesday, November 17, 2026

8:00 AM	Breakfast
8:30 AM	Keynote #4 - Dr. Ruby Payne
10:00 AM	Break/Checkout
10:15 AM	TPA Business Meeting
10:30 AM	Keynote #5 Mr. Hamish Brewer
11:30 AM	Break & Luncheon Buffet
12:00 PM	Awards Luncheon – Speaker: NAESP President, Dr. Ann-Marie Gleason
1:00 PM	TASL Verification & Departure

Breakout Sessions

MONDAY, November 16 - 10:30 AM

Leading for Impact: The 5 Leadership Moves That Improve Student Outcomes Without Burning Out Your Staff

Presenter(s): Dr. Andre Warren

Audience: All Levels (E, M, H)

Organization/School(s): PIVOT: School Improvement Leaders

Location: General Session Ballroom

Description: This session explores the high-leverage leadership practices that help principals improve teaching and learning, build teacher capacity, and strengthen school culture. Through reflection, discussion, and practical application, participants will leave with actionable strategies to focus their time on the leadership moves that matter most and drive lasting results for students and staff.

One Standard, Stronger Schools: Building a Growth Mindset Culture That Retains Great Teachers

Presenter(s): Dr. Terence E Bobo

Audience: All Levels (E, M, H)

Organization/School(s): Oakshire Elementary School

Location: Azalea Junior Ballroom

Description: Teacher retention is more than a staffing challenge—it is a reflection of school culture and leadership. In this interactive session, participants will explore how principals can intentionally build a growth mindset culture that strengthens teacher efficacy, increases belonging, and encourages great educators to stay and grow within their schools. Using Oakshire Elementary School's eight-year teacher retention journey as a real-world case study, Dr. Terence E. Bobo will introduce the True Retention Rate, a practical approach for examining retention beyond traditional year-to-year staffing numbers.

Participants will examine the leadership practices that influence teacher morale, professional growth, collaboration, and commitment; reflect on their own leadership mindset; and identify strategies that can be implemented immediately within their schools. Interactive discussion, reflection, and action planning will move participants from simply analyzing retention data to examining the leadership conditions behind the numbers.

MONDAY, November 16 - 10:30 AM *(continued)*

ONE TEAM. ONE VOICE. SCHOOL-WIDE IMPACT.
Creating Leadership Teams That Lead, Learn, and Grow Together

Presenter(s): Miranda Manley & Tonya Hawkins

Audience: Elementary

Organization/School(s): Donelson Elementary School & Arlington Elementary School

Location: Iris Junior Ballroom

Description: What happens when a leadership team moves beyond managing a school to intentionally leading its growth? This session explores how to build a leadership team that grows together, supports one another, and takes collective ownership of school success. Participants will learn how to transform leadership team meetings from “gripe sessions” into purposeful, collaborative, and solutions-oriented conversations focused on leadership development, the district strategic plan, student growth, and solving school-wide challenges. Walk away with practical strategies for creating leadership meetings that develop leaders, strengthen collaboration, and turn conversation into action.

One Voice, Many Pathways: Building a Unified Culture of Learning and Achievement

Presenter(s): Dr. Taurus Hines

Audience: All Levels (E, M, H)

Organization/School(s): Rozelle Elementary School

Location: Magnolia Jr. Ballroom

Description: As Tennessee schools continue striving toward excellence, strong school culture remains the foundation for student success. This session will explore practical strategies school leaders can use to create a unified vision, align instructional practices, strengthen educator collaboration, and build meaningful partnerships with students and families. Participants will learn how a shared commitment to high expectations, effective communication, and continuous improvement can transform school communities and improve outcomes for all learners. Through real-world examples, actionable tools, and interactive discussion, attendees will leave with strategies they can implement immediately in their schools.

MONDAY, November 16 - 11:15 AM

From Chaos to Clarity: A Principal's Guide to Resilience

Presenter(s): Sharonda Rose-Clark

Audience: All Levels (E, M, H)

Organization/School(s): Rivercrest Elementary School

Location: General Session Ballroom

Description: Come rediscover your purpose, protect your peace, and reclaim your joy as a school leader. Principalship can be deeply rewarding and deeply exhausting. Somewhere along the way, many principals begin pouring from an empty cup and quietly wonder, "How long can I keep doing this?" From Chaos to Clarity is a powerful, honest, and practical session designed to remind school leaders that resilience is not about simply surviving the job; it is about creating a way to lead that is sustainable.

Participants will explore how to recognize the warning signs of burnout, establish healthy boundaries, release the pressure to do everything, and build systems that allow leadership to be shared rather than carried alone.

The session will address the things principals often need to hear but rarely hear. Participants will leave with actionable strategies for protecting their time and energy. You will leave with practical tools, a renewed perspective, and a personal resilience plan to help you lead without losing yourself in the process.

The Advantage in Action: Building Organizational Health in Your School

Presenter(s): Jon Wilson

Audience: All Levels (E, M, H)

Organization/School(s): The Edison School

Location: Azalea Junior Ballroom

Description: Every principal has lived it: the new initiative that fizzles, the talented hire who doesn't fit, the team that nods in the meeting and stalls afterward. Patrick Lencioni's research argues the cause is rarely strategy or talent — it's organizational health, the often-ignored advantage that determines whether everything else works.

In this session, Jon Wilson, Head of School at The Edison School, shows how his school put Lencioni's model into daily practice. You'll learn how to write core values that actually shape behavior (not posters), how to use the Working Genius model to hire smarter and build stronger teams, and how simple meeting rhythms keep clarity alive all year.

You'll leave with three things you can use Monday morning: a draft set of behaviorally-defined values, one hiring practice to change, and a meeting cadence that fits your school. The session includes a 10-minute guided exercise where you'll begin applying the framework to your own building. Aligned with the conference theme "One Standard. One Voice. One Tennessee," this is organizational health made practical — for real schools, with real constraints.

MONDAY, November 16 - 11:15 AM *(continued)*

Literacy Is in Everything: Ways to Spread Literacy Across Your School

Presenter(s): Blake Hopper

Audience: PK-8 (E, M)

Organization/School(s): Tazewell - New Tazewell Primary School

Location: Iris Junior Ballroom

Description: Join this session as a former classroom teacher and school librarian turned primary school administrator shares practical, engaging ways to spread the joy of literacy throughout your school. Discover creative ideas that build a culture of reading in classrooms, hallways, libraries, and beyond. You'll leave with fun, easy-to-implement strategies and ready-to-use ideas you can start using on Monday to inspire students and staff alike.

Strategies for Working with and Among Difficult People

Presenter(s): Dr. Reginald R. Williams, Sr.

Audience: All Levels (E, M, H)

Organization/School(s): Overton High School

Location: Magnolia Junior Ballroom

Description: Every CEO must deal with difficult individuals. We can't fire and/or replace everyone. We will go over strategies and personal experiences that our presenter has learned over his 20 years as a "turnaround" high school principal. His most important phrase: keep your lawn manicured, shrubbery groomed, grass well cut and keep weeds down to a minimum, so you can spot the snakes in your organization. This same analogy applies on your job, a business, in your church, any civic organization, or even your family.

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Dr. Ann-Marie Gleasonh
NAESP President-Elect

Tennessee Principals Association: K-8 Membership Enrollment Form

The ***only*** association focusing on Principals and the Principalship! Two ways to join: 1) Complete and return this form, or 2) Enroll online at www.tnprin.org .

Name _____ Position _____

School _____ System _____

Enrollment Date _____ ❑ Elementary ❑ Middle ❑ Secondary ❑ New Principal ❑ New Member

Phone _____ Fax _____

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School Address _____
Street *City - State - Zip* *County*

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Join with Other Colleagues! Networking • Conferences • Legal Benefits ($2 Million Liability) Publications (State/National) • Advocacy (State/National) • Research • and more!

TPA / NAESP Membership Dues - *(Check One)*

___ $499.00 Active "A" (Line Administrators)
___ $549.00 Institutional/Active "B" (Line Administrators)
___ $454.00 Active Assistant Principal "AAP" (Assistant Principals)
___ $214.00 Aspiring Principal "G" (Teachers, Counselors)
___ $324.00 Associate "P" (Professors, Central Office)
___ $229.00 Emeritus "E" (Retired, Voting Privileges, Insurance Coverage)

TPA / Secondary Membership - Grades 9-12 Only

___ $225.00 Active Individual

- Requires membership in national association, excludes legal benefits

Payment Method

___ Check (payable to TPA) ___ Purchase Order (attach copy)
___ Credit Card > ❑ AMEX ❑ VISA ❑ MasterCard

Mail form and payment to:

Tennessee Principals Association
P.O. Box 3623
Johnson City, TN 37602

Questions? Email membership@tnprin.org

Credit Card Number Exp. Date CVV Name on Card



MAKE YOUR SCHOOL STAND OUT.

Build a culture that brings students, staff, and families together.

The Energy Bus for Schools gives you a simple, powerful framework to create a positive school culture where students feel valued, staff feel supported, and everyone is moving in the same direction.

With ready to use resources and ongoing support, your school can bring the five principles to life every day, creating a more positive, connected, and thriving school community.

YOUR ENERGY BUS TOOLKIT

Everything you need to bring positive culture to life across your school.

Ready to use. Easy to implement. Designed for individual schools or districtwide impact.

WEEKLY READY-TO USE LESSONS

Grade specific lessons that make the five principles meaningful, memorable, and actionable for students.

MONTHLY LIVE COACHING

Practical ideas, inspiration, and support to help your team keep the energy going all year long.

FAMILY CONNECTION RESOURCES

Simple ways to bring the Energy Bus language and principles home, creating stronger connections between school and family.

SCHOOLWIDE POSTERS & VISUALS

Bright, engaging reminders that keep the five principles visible throughout your school.

ASSEMBLY GUIDES & ACTIVITIES

Turn the principles into schoolwide experiences that build excitement, connection, and shared purpose.

THE 5 PRINCIPLES

1 YOU'RE THE DRIVER

Take ownership of your choices, attitude, and the direction you set.

2 CREATE AND SHARE A POSITIVE VISION

Dream big, invite others in, and believe in what's possible.

3 FUEL YOUR RIDE WITH POSITIVE ENERGY

Choose your attitude, encourage others, and make it count.

4 LOVE YOUR PASSENGERS

Value and care for everyone on your bus.

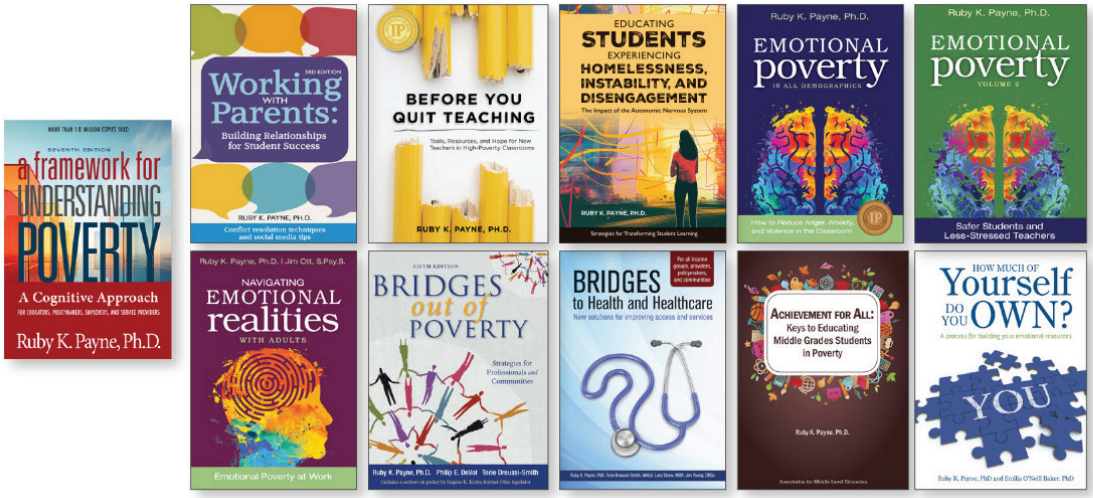
5 ENJOY THE RIDE

Find the positive, celebrate the journey, and make it fun.

One program. One shared language.
One school community moving forward together.

2027 Event Calendar

January 8,	Applications Due for National Outstanding Assistant Principal
January 27-28	NAESP Leadership Immersion Institute Mentor Training
February 5	Nominations Due for National Distinguished Principal
February 7-10	National School Leaders Advocacy Conference *(Washington DC)*
March 4	Mentor Recertification Training (register at naesp.org/events)
May 12-13	NAESP Leadership Immersion Institute Mentor Training
June 12-13	2027-28 TPA Board Summer Planning Meeting *(Nashville, TN)*
July 22-24	NAESP National School Leaders Conference *(Denver, CO)*
November 14-16 *(Tentative Date)*	2027 Tennessee Principals Conference *(Location TBD)*



With consultants and publications around the world, aha! Process helps communities move individuals, families, and entire neighborhoods out of poverty and into sustainability and growth.

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Growing Mid Level Leaders

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- Build leadership skills
- Create intentional growth opportunities
- Develop leaders through daily routines



FREE DOWNLOAD

Notes

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2026 Recognition & Awards

Ms. Ruth Pohlman

National Distinguished Principal - Elementary Level

Mrs. Kayla Pesce

National Outstanding Assistant Principal

Dr. Darla Young-Berry

Ernest Bentley, Jr. Excellence in Leadership Award
Past President Recognition

Robert Frazier Meritorious Service Award

Given to a member who has gone above and beyond the call of duty in supporting and promoting Tennessee Principals.

TPA Longevity Award

Given to a person who has been a long-time TPA member.

TPA Supervisor of the Year Award

Given for outstanding service and support to principals.

TPA Friend of Education Award

Gven to a person or organization outside of the association who has gone above and beyond the call of duty to support and promote education.

Dr. Nancy Flatt Meador IMPACT Award

Given to an individual who has made a significant impact on the principalship and education in Tennessee.



Opening the world through education

Every EF tour expands students' perspectives, prepares them for success in an ever-changing world, and is thoughtfully designed to align with our Responsible Travel initiatives. Our compelling itineraries stretch across the globe, and they're packed with experiential learning opportunities that spark curiosity and unlock potential. Explore our international tours at **eftours.com**

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