



WASDA NEWS

JANUARY 2015

Happy New Year! Welcome to WASDA's January edition of our online Newsletter! We hope you all had a wonderful holiday season with your family and friends. After a very busy and productive fall, the WASDA office is ready to tackle many new projects in 2015.

First on the agenda is the 2015 Jt. WASB/WASDA/WASBO Convention in Milwaukee. We look forward to seeing many of you at this annual event. Please be sure to stop by to see us at booth #900. Also, we are very pleased to announce that members attending this year's convention will be able to earn one credit through Viterbo University. We will be emailing the information you will need to sign up for one credit for attendance at the convention to all WASDA members **PRIOR** to the convention so that you can bring it with you. There will also be copies available at the WASDA booth.

Complete details about all of WASDA's events for the remainder of the year can be found on our website at www.wasda.org. Remember, we are not mailing out any meeting notices. If you experience any difficulty with the website, please contact Jessica directly at jschwedrsky@wasda.org.

Jessica is also the person to contact regarding any registration issues or questions regarding SAM - our WASDA Video Library. We are excited that almost 200 school districts have again joined this service. Please be sure to check it out! You have access to many videos on a wide range of educational topics 24/7. Again, if you experience any difficulties with the Video Library, please do not hesitate to contact Jessica.

We are always looking for new ways to serve our members. If we can ever be of service to you, please do not hesitate to contact us. We are here to serve you!

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JANUARY 2015

WASDA E-NEWS

WASDA Executive Director's Report

[The Capitol Report](#) - *John Forester, Dir. Of Gov. Relations*

Kenneth Ochalla Obituary

WASDA New Superintendents Workshop IV

Wisconsin Rtl Summit

Jt. WASB/WASDA/WASBO Convention Information

WASDA Luncheon

Election of WASDA Board of Directors

Becoming a Complete Facilitator

Are You Retiring in 2015?

2015 WASDA Bert Grover Child Advocacy Award

WASDA Awards

[Superintendent Vacancies](#)

[WASDA Calendar of Events](#)

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WASDA
President's Message
January 2015
Kristine Gilmore
Supt., D. C. Everest

While sitting (on a bitterly cold day) and reflecting on my last day of break before heading back to the new year and a return to school, I thought about what I should write for this newsletter. Then I received a text from my seventh grade son while attending a birthday party.

Connor: Do you think we are having school tomorrow?

Me: Absolutely!

Connor: Have you even looked at the weather?

Me: Stop texting me.

Although there is some excitement in a change of pace, what has happened that kids and teachers would do anything for another day off? What has become of school being interesting, challenging and a place to socialize? With social media, students are no longer dependent on us as the place to be social with their friends and peers.

We could blame it on the increased demands on rigor, but that doesn't work. As I watched my own three children work for hours on becoming better athletes, I realized today most families would be okay with school closing due to inclement weather, yet would still find a way to get a child to a beloved practice or game.

My hunch is we have held on to school as we "knew it" for way too long. We need to give teachers the freedom to try new things and take risks without fear that they may receive a "2" on an evaluation system. We need to care about kids' ability to read, communicate, write, think, compute, and collaborate – but on things that matter and are of interest to them. We need to give kids and teachers more freedom to think and learn in new ways. How do we do this? As I reflect on my own district, I believe the answer is "it starts with me." As Superintendent or District Administrator you set the stage each and every day for teachers and students. They look to us for guidance and approval. Do we celebrate new ideas, risk taking, and doing whatever it takes for kids? Or do we look for compliance? My resolution for this year is to continue to do what I know is best and right for our students and staff. Some days this may take more courage than others, but I know ultimately that our kids are counting on us! I wish you the very best 2015!

Oh-I ended up canceling school.

Kris Gilmore
kgilmore@dce.k12.wi.us

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WASDA

Executive Director's Message

January 2015

Dr. Jon Bales

A New Year, New Opportunities

Please click on the link below to hear a message from Jon.

CLICK [HERE](#).

Please send your comments and questions to Jon - jbales@wasda.org.



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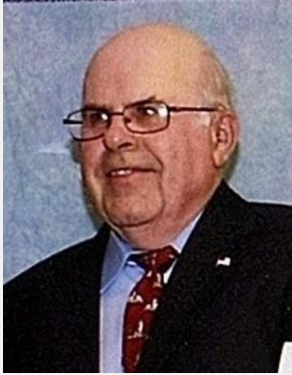
Visit our booth, January 21 and 22 at the **Wisconsin State Education Convention** to learn about our successes and see how we can add value to your District.



LEARN MORE!

Christin Mlsna
cmlsna@findorff.com
608.442.7352 direct
608.225.5122 cell

**CHARACTER
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KENNETH L. OCHALLA

Kenneth L. Ochalla, age 71, of Omro, died Friday, December 26, 2014, at Theda Clark Medical Center. He was born May 21, 1943 in Madison, the son of John and Jean (Hering) Ochalla. Ken served his country in the U.S. Navy from 1960-1964. He married Mary Jo (Mast) on August 10, 1968 in Whitewater. Ken's career spanned from teaching, being a principal and Superintendent of Schools at various schools throughout Wisconsin. He moved to Omro in 1994 and worked as Superintendent of the Omro School District until his retirement in 2005. Ken was a longtime member of the Omro Lions Club, American Legion Post # 234 of Omro, DAV, Wisconsin Education Association, Oshkosh Kennel Club, and Siberian Husky Club of America. He was active with Boy Scouts for many years, enjoyed coin collecting and breeding and raising Siberian Huskies and traveling to many dog shows showing his Siberian Huskies.

Ken is loved by his wife of 46 years, Mary Jo; two sons, Kevin of Oak Park, IL and Adam of Omro; brother, John D. "Jack" (Janet) Ochalla; sister, Raene (Jeff) Williams; nieces, nephews, other relatives and friends.

Memorials in lieu of flowers may be directed to ALS Association Wisconsin Chapter, 3333 N. Mayfair Rd., Wauwatosa, WI 53222.

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WASDA NEW ADMINISTRATORS WORKSHOP IV

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**WEDNESDAY, FEBRUARY 18, 2015
WASDA SCHOOL LEADERSHIP CENTER-MADISON**

PROGRAM

8:00 a.m. COFFEE & MUFFINS

8:30 - 10:15 a.m. SCHOOL FINANCE ESSENTIALS

Building your first-year budget can be daunting, for sure! We'll walk through the complete new-year, budget-building process - from estimating kids, expenditures, and revenues (including Equalization Aid and Revenue Limits) to the numerous other pieces you'll need to gather in assimilating everything into a "big picture" and a "bottom line."

DPI School Finance Team

10:15 – 10:30 a.m. BREAK

10:30 – 11:00 a.m. ADMINISTRATOR CONTRACTS

A discussion of administrative contract laws and their implications for the administrative team.

Jon Bales, WASDA Executive Director

11:00 – 12:00 a.m. REFERENDUM 201 - SUCCESS STRATEGIES

Developing a communication plan and schedule, effective message development, managing the news media, role of District vs. role of YES Committee.

Kit Dailey, Eppstein Uhen & Associates & Mike Clark, Director and Lisa Voisin, Director, Robert W. Baird Co.

12:00 – 12:30 p.m. LUNCH

12:30 – 1:30 p.m. IMPORTANT TIPS FOR A NEW SUPERINTENDENT

A veteran Superintendent will share insights that would take years to experience on your own. These tips will save time and reduce conflict in your first year.

Dr. Kathleen Cooke, Supt., Hamilton School District

1:30 – 2:15 p.m. DREW HOWICK

2:15 - 2:30 p.m. BREAK

2:30 - 3:00 p.m. JOE DONOVAN

3:00 – 3:45 p.m. NETWORKING AND FEEDBACK FOR FUTURE WORKSHOPS

3:45 p.m. CONCLUDING REMARKS
Joe Heinzelman, Director of Executive Coaching

REGISTER AT WWW.WASDA.ORG!

Wisconsin RtI Summit

March 4-5, 2015

[KI Convention Center](#)

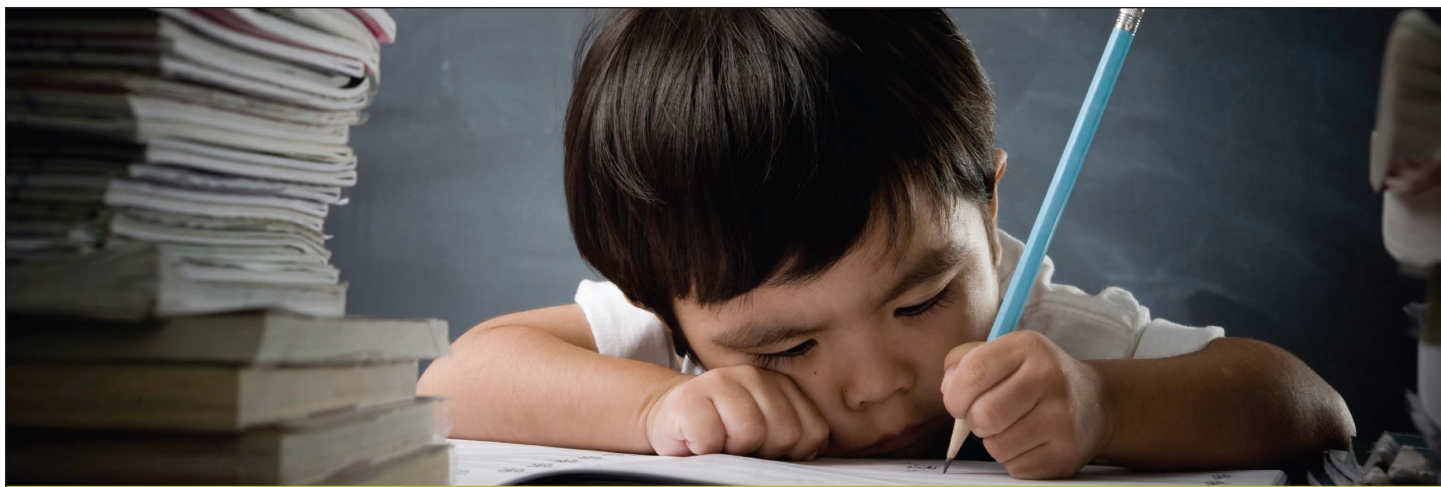
Green Bay

The Wisconsin Association of School District Administrators (WASDA), and in collaboration with AWSA, WCASS, WASB and the DPI, invite you and your school or district teams to the Wisconsin RtI Summit.

Featuring a Keynote Presentation by:

Dr. Demond Means, Supt., Mequon-Thiensville School District

REGISTER YOUR TEAM TODAY AT WWW.WASDA.ORG



“The principle goal of education is to create men who are capable of doing new things, not simply of repeating what other generations have done – men who are creative, inventive and discoverers.”

–JEAN PIAGET

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WASDA COMMITTEE MEETINGS AT THE JT. WASB/WASDA/WASBO CONVENTION

Below is a listing of the WASDA committees that will be meeting during the Jt. WASB/WASDA/WASBO Convention in Milwaukee. Please note the date and time of your committee and **PLAN TO ATTEND YOUR COMMITTEE MEETING**. The meeting room assignments for the committees will be announced at a later date.

TUESDAY, JANUARY 20:

WASDA Board of Directors 1:00 - 4:00 p.m. **HILTON HOTEL**

WEDNESDAY, JANUARY 21:

The locations for the following meetings will be emailed to the membership prior to the convention.

WASDA Legislative Committee	8:00 a.m.	Juneau Room
WASDA Awards Committee	9:00 a.m.	Mitchell Room
WASDA Small Schools Committee	8:30 a.m.	Oak Room
WASDA Professional Improvement Committee	8:00 a.m.	MacArthur Room

Large District Caucus - 12:00 - 2:00 p.m. **HILTON HOTEL - Regency Ballroom**

WASDA LUNCHEON



Another packed agenda awaits attendees at this year's Jt. WASB/WASDA/WASBO Convention in Milwaukee, January 21-23. A highlight of this joint convention for WASDA members is the annual WASDA noon luncheon. The luncheon will be held Thursday, January 22. **JAMIE NUTTER**, Superintendent of the Fennimore School District and the 2015 Wisconsin Superintendent of the Year, is this year's luncheon speaker.

Also, WASDA members are reminded to stop by the WASDA booth to find out what's new with your association. WASDA members are encouraged to attend the Jt. WASB/WASDA/WASBO Convention and register for the WASDA noon luncheon January 22. Visit www.wasb.org for complete details.

ELECTION OF WASDA BOARD MEMBERS

The following terms of board members currently serving on the WASDA Board of Directors expire as of June 30, 2015:

CESA #2-East	Steve Bloom-Palmyra-Eagle
CESA #2-West	Barb Sramek-Marshall
CESA #3	Rachel Schultz-Richland Center
CESA #11	Ron Walsh-Elk Mound

All of the board members listed above are eligible for reelection for a three-year term on the board.

Members of the WASDA wishing to place their names on a ballot to run for the board position open in their respective CESAs must notify the WASDA office on or before April 15, 2015. **In order to have a name placed on the election ballot, voting members of the WASDA must follow one of the two following procedures:**

1. A written letter of declaration (or email) by the voting member sent to the WASDA office. OR
2. By three voting members of the WASDA signing a nomination paper requesting the name of a WASDA member to be placed on the ballot.

In the event more than two candidates qualify for the ballot, there shall be a primary election held not less than 30 days before the general election, to be conducted in the same manner as the general election. Ballot order shall be determined by draw of names by the Executive Director of the association in the presence of two voting members who are not candidates for the office. The ballots shall be distributed to the voting members no later than May 15, 2015, with an established deadline for return of the completed ballot of June 1.

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Dr. Shelly Severson
Superintendent
School District of Black River Falls



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DR. BRIAN BUSLER
Oregon School
District Superintendent

In the fall of 2011, Drew Howick facilitated a future search forum for a group of over one hundred diverse stakeholders to contribute jointly to a vision of the future of the Stoughton Area School District. Drew's work in leading the district on this journey enabled the SASD to overwhelmingly pass a recurring referendum this year.

DR. TIM ONSAGER
District Administrator
Stoughton Area School District

BECOMING A COMPLETE FACILITATOR

We call them groups, teams, task forces, committees, clubs, congregations, crews, councils or boards. Their members can be staff, volunteers, stake holders, recruits, or citizens. Whatever their name and composition, when people gather to put their diverse opinions, experiences, insights, talents and energies to the task of accomplishing a goal together, magic can happen. When group work is happening well, information flows, ideas multiply, creativity flourishes, productivity increases and community strengthens.

Or not. We have all seen how group work can go awry. Even the best-intentioned groups can be short-circuited by power struggles, muddy communications, conflicting roles, unclear goals, and hidden agendas. Plans can get stonewalled, feelings can get hurt, and time and money can get wasted.

Many things contribute to the effectiveness of a group and I've observed that one of those things is that successful group leaders and members understand the nature of groups, the difference between productive and unproductive group behaviors, and some basic approaches to facilitating the group process. There are many aspects of becoming a quality facilitator, including:

- Creating an agenda that helps participants prepare, clarifies expectations and builds interest
- Choosing a way to open the meeting that sets the desired tone
- Build a climate for meaningful conversation, allowing the group to communicate openly and honestly
- Encouraging active participation and insuring that each group member has an equal opportunity to participate
- Guiding the group through idea generation and decision-making
- Creating an action plan that insures what is agreed to actually gets done!

I'll stop here, knowing that there is much more. My experience in working with meeting leaders is that they KNOW most of these aspects are important-after all, these are pretty fundamental to an effective meeting. But to what degree are these aspects actually practiced? Do they DO them?

This question points to one of the practices of an effective facilitator that is often overlooked: Feedback and evaluation. The group needs to know how it is doing and YOU need to know how you're leading. Share your observations with them frequently. The objective, constructive feedback you offer during the process, helps the group reflect on how well the work is progressing. In addition to providing feedback, it is important to regularly solicit feedback from the group.

Feedback can be as formal as a survey or as casual as a check-out at the end of a meeting.

During the process the facilitator should assess:

- How well is the process working?
- Are we adhering to our groundrules?
- To what degree is there open communication?
- To what degree is there balanced participation?
- Are we having meaningful conversation?
- Is the group accomplishing its mission?

At the end of the meeting:

- Did we achieve our meeting objectives?
- Did we stay on track?
- Did we honor our groundrules?
- What should we do differently next time?
- What can I do better in order to help this group perform to it's best ability?

Remembering to not take yourself too seriously is good advice for life as well as for facilitation. Don't walk into every facilitation expecting to slay dragons. Expect however that you will be human, with all the foibles and frailties that are part of the human package. If you forgive yourself for being imperfect, so will your group. Don't forget to forgive the group for its imperfections as well!

If you would like to learn more about these ideas and other ways to enhance your facilitation effectiveness, I invite you to take advantage of a special offer of the book, *The New Compleat Facilitator*. Busy administrators and teachers have found this book to be a crucial reference tool to increase meeting efficiency, help groups be more productive and develop leaders. If you would like to learn more about the book and the special offer, contact me directly: drewhowick@patinasolutions.com.

Drew Howick
National Practice Director
Leadership and Organization Development
608.233.3377 - office
www.patinasolutions.com
drewhowick@patinasolutions.com



ARE YOU RETIRING IN 2015?

The requirements to receive the Honorary Life Membership and be recognized at the retirement banquet held in conjunction with the WASDA Annual Educational Conference are as follows:

- A. The recipient must have retired from school work.
- B. The recipient must have total experience in educational work on any level of at least twenty-five (25) years.
- C. The recipient must have been a member of the Wisconsin Association of School District Administrators at the time of retirement and for the ten (10) years immediately preceding retirement.
- D. CESA administrators who were county superintendents are to receive credit for the years served as county superintendents.

If you are retiring this year, please email the WASDA office immediately. ALL WASDA members retiring will be recognized at the banquet. This year's convention will be held May 6-8 at [The Osthoff Resort](#) in Elkhart Lake.

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2015 WASDA BERT GROVER CHILD ADVOCACY AWARDS

The Child Advocacy Committee is calling for award nominations and announcing a new award!

There are now **TWO** ways to recognize child advocates from your district: you can nominate individuals AND businesses. Please help us by nominating child advocates from your district! All nominees receive a Certificate of Recognition from WASDA that you can present at your local board meeting and use in other communications. The State Award Winners will be honored at our spring convention.

About the Awards:

Bert Grover Child Advocate- Individual/Community-Based: The Individual/Community-Based award is created to acknowledge exceptional individual or civic organization support for our children. Superintendents are encouraged to nominate local individuals/civic organizations who have demonstrated significant commitment to children by sharing their time, talents and/or financial support.

NEW! Bert Grover Child Advocate – Business: The Business Award is a new award created to acknowledge the exceptional business educational partnerships throughout the State of Wisconsin.

There is no fee to nominate an advocate and the nomination form is quick and easy to complete. The individual award winner will receive a \$1,000 donation to a program/organization of his/her choice. And, the individual award winner will receive a piece of artwork created by a student from their own district. The student artist will also receive a check of \$300. The business award winner will receive a plaque from WASDA to display at their office.

Criteria and nomination forms can be found online at www.wasda.org.

WASDA AWARDS

Each spring WASDA recognizes deserving educators at the WASDA Annual Educational Conference. This year's conference will be held May 6-8, 2015, at [The Osthoff Resort](http://TheOsthoffResort.com) in Elkhart Lake. At this time, we are seeking nominations for the following awards:

WASDA Outstanding Educator Award

WASDA Distinguished Service Award

WASDA Award of Special Recognition for Service to Wisconsin

Complete information on how to nominate someone for these awards can be found online at www.wasda.org. Please note that the deadline for nominations is **JANUARY 10, 2015**. The WASDA Awards Committee will be meeting during the Jt. WASB/WASDA/WASBO Convention to select their recommendations for this year's recipients. Their recommendations are then forwarded to the WASDA Board of Directors for approval.

Thank you for taking the time to nominate someone for one of these prestigious awards!

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NOMINATION ANNOUNCEMENT

2014-2015 WASDA BERT GROVER CHILD ADVOCACY AWARD INDIVIDUAL/ORGANIZATION

The Wisconsin Association of School District Administrators (WASDA) has set a priority of advocating for the welfare of Wisconsin youth. One effort is to recognize either individual or organizations who do this in an exceptional way. At this time, WASDA members are requested to please submit nominations for recognition through the WASDA Bert Grover Child Advocacy Award program.

CRITERIA

1. Individuals or organizations can be nominated. WASDA members, Honorary Life WASDA members and current or past educators will not be considered as candidates.
2. Nominations must be made by a WASDA member.
3. The individual or organization must have demonstrated strong concern for children.
4. All nominations must be received by the WASDA Child Advocacy Committee on or before **FEBRUARY 6, 2015**. They should be forwarded to Dean Sanders, Chair, Child Advocacy Committee, Lake Mills School District, 120 East Lake Park Place, Lake Mills, WI 53551-1531; FAX - 920/648-5795, dean.sanders@lakemills.k12.wi.us.
5. The WASDA Child Advocacy Committee will evaluate the nominations and make a recommendation to the WASDA Executive Board. The WASDA Bert Grover Child Advocacy Award-Individual/Organization will be presented at the WASDA Annual Educational Conference in the spring.
6. All nominees for the WASDA Bert Grover Child Advocacy Award-Individual/Organization will receive a WASDA Certificate of Recognition. WASDA members submitting nominations will be responsible for presenting these Recognition Certificates to the individuals they have nominated. The WASDA Child Advocacy Committee will assist in this procedure.

Last year's recipient was the Ron Steindorf from Appleton.

2014-2015 WASDA Child Advocacy Committee:

CHAIR: Dean Sanders, Lake Mills Public Schools; (920) 648-4598, dean.sanders@lakemills.k12.wi.us

VICE CHAIR: Mark Gruen, Royall School District; (608) 462-2600 Ext 2101, gruenm@royall.k12.wi.us

Brian Hanes, Ashwaubenon Public Schools; (920) 492-2900, bhanes@ashwaubenon.k12.wi.us

Lowell Holtz, Whitnall Public Schools; (414)525-8402, lholtz@whitnall.com

Tom Malmstadt, Random Lake Public Schools; (920) 994-4342, Ext 250, tmalmsta@randomlake.k12.wi.us

Bob Mayfield, Kimberly Public Schools; (920) 788-7900, bmayfield@kimberly.k12.wi.us

Dan Nett, Niagara Public Schools; (715)251-1330, dnett@niagara.k12.wi.us

Christopher Peterson, Howards Grove Public Schools; (920)565-4454, cpeterson@hgsd.k12.wi.us

Kelly Thompson, Muskego-Norway Public Schools; (262)971-1800, Ext. 2111, kelly.thompson@muskegonorway.org

Bill Van Meer, New Holstein Public Schools, (920)898-3005, wvanmeer@nhsd.k12.wi.us

Please contact any committee member or the WASDA office if you have questions!

VISIT WWW.WASDA.ORG TO COMPLETE YOUR NOMINATION!

NOMINATION ANNOUNCEMENT

2014-2015 WASDA BERT GROVER CHILD ADVOCACY AWARD BUSINESS

The Wisconsin Association of School District Administrators (WASDA) has set a priority of advocating for the welfare of Wisconsin youth. One effort is to recognize a business that does his in an exceptional way. At this time, WASDA members are requested to please submit nominations for recognition through the WASDA Bert Grover Child Advocacy Award program.

CRITERIA

1. Any Wisconsin business can be nominated.
2. Nominations must be made by a WASDA member.
3. The business must have demonstrated strong concern for children.
4. All nominations must be received by the WASDA Child Advocacy Committee on or before **FEBRUARY 6, 2015**. They should be forwarded to Dean Sanders, Chair, Child Advocacy Committee, Lake Mills School District, 120 East Lake Park Place, Lake Mills, WI 53551-1531; FAX - 920/648-5795, dean.sanders@lakemills.k12.wi.us.
5. The WASDA Child Advocacy Committee will evaluate the nominations and make a recommendation to the WASDA Executive Board. The WASDA Bert Grover Child Advocacy Award-Business will be presented at the WASDA Annual Educational Conference in the spring.
6. All nominees for the WASDA Bert Grover Child Advocacy Award-Business will receive a WASDA Certificate of Recognition. WASDA members submitting nominations will be responsible for presenting these Recognition Certificates to the business they have nominated. The WASDA Child Advocacy Committee will assist in this procedure.

Last year's recipient was West Bend Insurance.

2014-2015 WASDA Child Advocacy Committee:

CHAIR: Dean Sanders, Lake Mills Public Schools, (920) 648-4598, dean.sanders@lakemills.k12.wi.us

VICE CHAIR: Mark Gruen, Royall School District; (608) 462-2600 Ext 2101, gruenm@royall.k12.wi.us

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