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 2017.

First on the agenda is the 2017 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!

Wisconsin Association of School District Administrators
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2017 Wisconsin State Education Convention


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David Horsager
Best-selling author of “The Trust Edge,” David has worked to develop trusted leaders and organizations on six continents.

JoAnne Owens-Nauslar
Known for her high-energy and enthusiastic presentations, Dr. Jo has spent her career promoting the benefits of healthy, active living by laughing, learning and sharing.

Liz Murray
Author of “Breaking Night” and subject of the Emmy-nominated movie “Homeless to Harvard,” Liz’s life is a story of triumph over adversity.

Fredi Lajvardi
A nationally recognized STEM teacher, Fredi and his students are featured in the critically acclaimed documentary “Underwater Dreams” and major motion picture “Spare Parts.”

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WASDA E-NEWS

WASDA President’s Message
WASDA Executive Director’s Report
The Capitol Report - John Forester, Dir. Of Gov. Relations
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Superintendent Vacancies
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www.wasda.org
Happy New Year everyone!

What will 2017 bring? Since I’m a little behind on making my own New Year’s resolutions, it’s definitely a mystery to me. I do know, however, that whatever challenges that are sent our way, from our friends in Madison or Washington, we’ll be resolute in meeting those challenges while standing up for our own districts, as well as districts across the state, where those proposed ‘challenges’ simply don’t work for public education in our state.

There are many ways that we as Superintendents can advocate for our districts and for public education in Wisconsin. Whether it’s personal meetings, phone calls, letter correspondence, testifying at hearings, emails, or all of the above, by connecting with our state lawmakers, your messaging does help. With the adoption of Act 10, the WASDA membership has become the most relevant--and important--voice for children and K-12 education.

Whatever approach you feel the most comfortable with, please advocate on behalf of your district and for the great public education system we currently enjoy in our state. Our legislators need to know how their various education proposals impact our districts. It does help. By the way, Executive Director Jon Bales and SAA Director John Forester are excellent resources in this area should you need any help or advice on advocacy.

I look forward to seeing everyone at the State Education Conference in a few weeks. It’s a great event to connect with colleagues, learn new things, and it also provides an opportunity to honor our Superintendent of the Year, Damian LaCroix, at the WASDA luncheon.

Stay warm!

Todd Gray
WASDA President
tgray@waukesha.k12.wi.us
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Executive Director’s Message
January 2017
Dr. Jon Bales

NEW YEAR, RENEWED COMMITMENT

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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WREA PARTNERSHIP
MEMBER BENEFITS

As you know, WASDA and WREA have forged a long-term relationship in order to strengthen our advocacy voice for public education. This relationship also allows us to bring to you personal and professional benefits that emerge from our business partnership. Among the benefits, are an array of opportunities available to you while you are still in active employment. Note that these same benefit opportunities can be made available to employees in your district if that is of interest to you.

We partner with AMBA (Association of Member Benefits Association) to offer a menu of benefits. The benefits are available to any employee who has a membership with WREA – which is available to you through your WASDA membership at a reduced cost. This and successive newsletters will provide you a series of videos that will highlight many of the benefits available to you. We will begin with the first video of an overview of the benefits. The remaining six videos will highlight specific benefits. We hope they will be beneficial to you and your staff in making their personal decisions.

http://www.wasda.org/?page=MbrBenefitIntro
PAULINE ROLL

Pauline (Polly) Anne Roll, 71, of Kerrville, Texas, died peacefully Sept. 15, 2016, at Gentiva Hospice in San Antonio, Texas, due to complications from surgery for diverticulitis.

She was born to Robert Eugene and Margaret (Peg) June (Roberts) Roll. She often said she and her brother Ron had chosen Larry Decker to be their new “Dad” when they were children.

Polly graduated from Macalester College, St. Paul and Winona State College. She taught science in Hastings, Minnesota and was a school counselor in Kenosha, Black River Falls, New South Wales, Australia, and Ellsworth. She served as district administrator at Cassville, Bloomer and Necedah. After retiring in 2004 she volunteered in Texas as a Court Appointed Special Advocate for abused/neglected children and their families.

Polly enjoyed bridge, traveling, collecting rocks and pottery, time at the family cabin, and people of all ages. She became the doting owner of Pugsley, her brother’s dog, after his death.

She will be greatly missed by her uncle, Wayne Roberts of Texas; cousins; and friends from around the country.

In lieu of flowers, donations for the Necedah High School Alumni Memorial Scholarship fund would be appreciated.

ARE YOU RETIRING IN 2017?

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. ALL WASDA members retiring will be recognized at the banquet. This year’s convention will be held May 10-12 at the Madison Concourse Hotel in Madison. (Conference begins with a reception at 5:30 p.m., May 10, followed by the Recognition Banquet & ends at 12 noon on May 12.)
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WASDA FIRST YEAR SUPERINTENDENTS ACADEMY
WORKSHOP IV
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WEDNESDAY, FEBRUARY 7, 2017
WASDA SCHOOL LEADERSHIP CENTER-MADISON

PROGRAM

7:30 a.m.  REGISTRATION/CONTINENTAL BREAKFAST

8:00 a.m.  WELCOME/SHARING: REFLECTIONS, QUESTIONS, AND CELEBRATIONS
What is on your mind ……which can benefit the entire group?  Bring your questions and concerns, and consider sharing an accomplishment which we can help celebrate.

8:15 am  ADMINISTRATIVE CONTRACTS
Contract renewal conversations will be occurring soon. Bring your questions and gain ideas to create win/win opportunities for you, the school board and the district.
Jon Bales WASDA Executive Director

9:00 a.m.  BUDGET PLANNING AND DEVELOPMENT: PHASE II
Members of the Baird Financial Team will facilitate Part II of budget planning and development including identifying budget priorities, budget calendar implementation, and analysis of potential state budget scenarios for your individual districts. (Note: Bring your customized budget scenario information to reference which was handed out at the last academy session)
Robert W. Baird Financial Team

10:00 a.m.  BREAK

10:15 a.m.  LEGAL UPDATE: ROUND II
Back by popular demand…..Attorneys from Strang, Patteson, Renning, Lewis & Lacy will return to share insights for effective superintendent leadership including “Do’s and Don’ts.” The practical ideas will position you for success with your board and help you avoid legal challenges.
Strang, Patteson, Renning, Lewis & Lacy Attorneys

11:00 a.m.  NAVIGATING DIFFICULT PERSONNEL CHALLENGES TO ENSURE A POSITIVE WORKPLACE CULTURE
Ensuring a culture of success for each learner requires proactive, strategic leadership regarding difficult personnel issues. Our legal experts will present hints for dealing with difficult staff employment, discipline and termination issues. Bring your questions for discussion.
Strang, Patteson, Renning, Lewis & Lacy Attorneys

12:00 p.m.  Lunch
12:45 p.m. LEAD MORE....CONTROL LESS: STRUCTURING MEANINGFUL GROUP CONVERSATIONS
Learn practical strategies for making discussions more engaging and outcomes more effective!
Drew Howick, Patina Solutions

1:45 p.m. SUPERINTENDENT PANEL DISCUSSION: “THINGS I WISH PEOPLE WOULD HAVE TOLD ME DURING MY FIRST YEAR....!”
A distinguished panel of ‘early career’ superintendents will join us to share their insights and help us benefit from their “a ha” moments!

2:45 p.m. WRAP UP

3:00 p.m. ADJOURN

WASDA CHILD ADVOCACY COMMITTEE ANNOUNCES 2017 AWARDS!

Please help us by nominating child advocates from your district. There are two ways to recognize child advocates from your district; you can nominate individuals or companies. Each nomination will receive a certificate from WASDA that you can present at a local board meeting. State finalists will be honored at our spring convention.

Two Awards:

Bert Grover Child Advocate - Individual/Community Based

The Individual/Community-Based award is created to acknowledge an exceptional individual or civic or other community based organization's 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. The award is to acknowledge the importance of individuals working to support the greater mission of educating all children.

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. Superintendents are encouraged to nominate business partners who have demonstrated significant commitment to children by sharing time, talents and/or financial support. The award is to acknowledge the importance of business partnerships as essential to the greater mission of educating all children.

Please use the links below to view the nomination forms. Please submit completed nomination by February 15, 2017.

Individual/Community Based Award

Business Award

If you have any questions or need further information, please contact Mark Gruen, Child Advocacy Chair at gruenm@royall.k12.wi.us or (608) 462-2600 Ext 2113.
YOUR GOALS. OUR MISSION.

We share your commitment to public education and our children’s futures. And we’re ready to help you meet the challenges that the school year will bring.

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Register at - www.wasb.org

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 17:
  WASDA Board of Directors 1:00 - 4:00 p.m.  HILTON HOTEL

WEDNESDAY, JANUARY 18:
The locations for the following meetings will be emailed to the membership prior to the convention.

  WASDA K-8 Schools Committee  8:00 a.m.
  WASDA Legislative Committee  8:00 a.m.
  WASDA Awards Committee  9:00 a.m.
  WASDA Small Schools Committee  8:00 a.m.

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

WASDA LUNCHEON

Another packed agenda awaits attendees at this year's Jt. WASB/WASDA/WASBO Convention in Milwaukee, January 18-20. A highlight of this joint convention for WASDA members is the annual WASDA noon luncheon. The luncheon will be held Thursday, January 19. DAMIAN LaCROIX, Superintendent of the Howard-Suamico School District and the 2017 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 19. 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, 2017:

  CESA #1    Deb Kerr-Brown Deer
  CESA #5    Gus Knitt-Pardeeville
  CESA #6    Kieth Kriewaldt-Erin
  CESA #9    Larry Ouimette-Lac du Flambeau
  CESA #12   Chris Patritto-Hurley

Gus Knitt and Larry Ouimette are eligible for reelection for a three-year term on the board. The other board members are NOT eligible for reelection.

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, 2017. 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, 2016, with an established deadline for return of the completed ballot of June 1.

WASDA AWARDS

Each spring WASDA recognizes deserving educators at the WASDA Annual Educational Conference. This year’s conference will be held May 10-12, 2017, at the Concourse Hotel in Madison. 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, 2017. 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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Matching/vesting isn’t just a private sector benefit anymore. Many districts now offer matching and vesting contributions through their 403(b) programs to improve recruitment and retention of quality staff. Matthew Spets, Assistant Superintendent of Business Services at Howard-Suamico, will share his district’s experience including why they made the decision, how the rollout process worked, staff response, and the impact on recruitment, retention, and plan participation.

Don’t miss our session on Jan. 19th!

Trending: Matching/Vesting to Improve Recruitment and Retention
1:45 • 202AB/Wisconsin Center • Kelly Behnke and Marty Richards

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The 403(b) retirement program is offered by the WEA TSA Trust. TSA program registered representatives are licensed through WEA Investment Services, Inc., member FINRA.
Assessments are a key way for schools and districts to promote equity in their classrooms. When effective and accurate assessments are used, the resulting data tells a story about each individual student, helping teachers determine where each student is on his or her learning journey, and then how to inform instruction to help all students and close persistent achievement gaps. But, in order to do this, educators, principals, and district leaders need support to ensure that everyone understands how to use assessment results effectively to advance equitable education. When teachers are prepared to use the data to improve instruction, incredible growth for all students can happen.

Interim assessments provide data throughout the school year that educators can use to meet students where they are and provide timely, targeted instruction to help each student grow. To paint a clearer picture of where students start and how they grow over the course of the year, effective assessments are not limited to grade level, regardless of a student's grade placement. This allows educators to track how students are progressing on their own trajectory, whether they start below, at, or above grade level. This allows educators to focus on how to help each student make gains and close gaps. In addition, computer adaptive tests, in which questions adapt as students work through the assessment, accurately measure where each student currently stands—without taking up too much instruction time.

For assessments to be powerful tools for promoting equity, however, teachers must be comfortable with and knowledgeable of how to best use the resulting data to improve teaching and learning for all students. Teachers need reliable information about each student to help them move forward academically, rather than a blanket overview of a classroom's overall performance. This level of detail in assessment data gives teachers the tools they need to focus on personalizing learning for every student and work toward closing achievement gaps. Professional learning specifically focused on how to effectively use these assessment results help educators better understand how to effectively use assessment data and can lead to long-term student growth.

Such transformation is fueled by valid, reliable information on how each student is actually performing - and teachers who are well trained in using that information to drive growth. From there, teachers can set a learning trajectory for each student that ultimately helps close gaps.

Learn more about assessment literacy and how to effectively support educators using assessment data in your district at assessmentliteracy.org.
AWSA ASPIRING ADMINISTRATOR PROGRAM and WORKSHOP

The Aspiring Administrator Program is for outstanding educators whom we hope to attract to school administration. The Program's primary purpose is to connect teachers, whose career goals include seeking administrative positions, to currently practicing administrators through publications, inservice programs, attendance at AWSA sponsored only programs, AWSA meetings, etc. These opportunities will provide an excellent introduction to topics, issues, problems, and other facets of school administration.

The annual fee to the program is $48.

Services available to participants include:

● Professional research and information, including AWSA's publications (daily news clips, weekly Marshall Memo, and monthly Main Idea)
● Attendance at the Aspiring Administrators Program for a reduced registration fee of $28. The Workshop will be held on March 28 in Madison; March 29 in Appleton; and, March 30 in Eau Claire.
● Free admission to all AWSA sponsored only conferences and convention, subject to space limitations
● Access to AWSA staff members for information and advice

Questions, call the AWSA office at (608) 241-0300.

Please note: The Aspiring Administrator Program is a limited membership. Persons enrolled will not become members of an administrators group, since most are teachers who aspire to become administrators and are already members of WEAC or WFT.

Register someone for Madison, Eau Claire or Appleton. The non-member rate includes a year long limited membership.

MARCH 9-10, 2017
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For complete program details and to register your team, please visit: www.wasda.org
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9. Decisions made for our customers and members, not for Wall Street.
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ACADEMIC AND CAREER PLANNING

The Wisconsin Department of Public Instruction and the ACP Team recently held a very successful Academic and Career Planning (ACP) Leadership Conference in December under the theme "ACP: Equipping Today's Students for Tomorrow's Opportunities." This conference was hosted to assist teams from Wisconsin school districts to learn from others and prepare for ACP implementation required to begin in fall 2017. Moreover, communications leading up to the conference challenged districts to consider how ACP can be used in their overall planning and quality improvement efforts for developing college and career ready students in their district.

The two day conference featured many inspiring speakers which served to emphasize the notion that Academic and Career Planning can be a real catalyst for system transformation. On the first day, four in-depth special interest workshops were conducted to include: the ACP selected Software-Career Cruising, the Inspire Business-Education partnership portal, Labor Market Information tools from the Department of Workforce Development, and facilitated ACP district team time led by lead researcher, Dr. V. Scott Solberg, Boston University. The workshops were followed by the Conference opening by State Superintendent Evers and a spirited and inspiring Keynote Address by Richard Gerver. The panel of District Administrators provided implementation strategies and advice to engage the entire school to support academic and career planning. This panel included representation from large and small school districts that are in different stages of the academic and career planning process. The second day of the conference included over 35 breakout sessions featuring information on various aspects of ACP implementation: leadership, classroom practices, community partnerships, connecting career development, personal financial literacy, and ACP in specific grade bands.

Teams from districts were highly encouraged to attend and network as a group. We were very pleased with the attendance, hosting 1200 people representing all types of staff including teachers, counselors, and administrators. Representation included 219 public school districts, 14 of 16 Wisconsin Technical Colleges, 12 business/chamber of commerce groups, two Workforce Development Boards and all 12 CESA's. Of the 219 school districts, 83% attended as a team! The breakout sessions provided the opportunity for teams to collaborate and develop plans for deeper implementation. Conference feedback has been overwhelmingly positive with respondents noting priorities to focus on cultivating a staff culture for career development and advisement and determination of grade level scope and sequence in courses. One comment in particular summed up the climate of the conference. The attendee noted that "it wasn't just the counselors or teachers here; it was a chance for us to talk about ACP as a school group that made the conference so valuable!"

As we prepare for implementation in 2017, we will continue to share the message and resources needed for successful Academic and Career Planning with school leaders around the state. Look for an ACP presentation during the 2017 State Education Convention on January 17-20 in Milwaukee, as well as the 2017 Wisconsin ACT State Organization Conference on February 16 in Sheboygan, WI. For other professional development opportunities, visit our events page http://dpi.wi.gov/acp/events.

Videos from conference opening as well as session materials from the breakouts can be accessed here at: http://dpi.wi.gov/acp/events/leadership-conference. For a brief 2 minute conference recap video, follow this link: https://www.youtube.com/watch?v=5Vqv62OsCsE. Feel free to check out the ACP Guide or contact Robin.Kroyer-Kubicek@dpi.wi.gov or 608-266-2022 with any questions regarding ACP.
YOU’RE INVITED
Baird and WASDA Business/Education Roundtable: College and Career Readiness

January 17, 2017
2:00 – 4:00 p.m.
Panel Discussion & Small Group Interaction

Baird Conference Center (Milwaukee Office)
777 East Wisconsin Avenue
29th Floor – Development Room
Milwaukee, Wisconsin

R.S.V.P. Today!
Seating is limited and will be honored on a first-come-first-served basis. Click the appropriate button below to respond before Tuesday, January 10:

REGISTER

DECLINE

When students graduate from high school, there is an expectation that they have the knowledge and skills needed to succeed in today’s colleges and job market. But if you’re a school district, university, employer or student, what does “college-ready” or “career-ready” mean to you? What kinds of skills are colleges and businesses really looking for?

Baird Public Finance and WASDA kindly invite you to this exclusive panel discussion of college and career readiness with representatives from private sector employers, universities and technical colleges. Please join us to hear their unique perspectives and to learn what school districts are doing to build deeper partnerships with local colleges and businesses.

The panel will include representatives from Kohl’s, Aurora, WCTC, Marquette, Kohler and Baird.

Questions?
Baird Corporate Events (888-331-1907) can assist with registration support. Should you have any additional questions, please contact Baird Public Finance.

If you do not wish to receive further Baird email announcements, reply to this email with “Remove Me” in the subject line.