Welcome to WASDA’s December edition of our online Newsletter! Happy Holidays to all of our members! We are looking forward to seeing many of you at the upcoming WASDA/AWSA SLATE Conference, December 4-6 at the Kalahari Resort in Wisconsin Dells. This should be a great event with 1400 people registered!

Complete details about all of WASDA’s events for the remainder of the year can be found on our website at www.wasda.org. If you experience any difficulty with the website, please contact Jessica directly at jschwedrsky@wasda.org.

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!

From all of us at the WASDA office, we wish you all Happy Holidays!

Jon, Nancy & Jessica

Wisconsin Association of School District Administrators
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Madison, WI 53704
608/242-1090
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www.wasda.org
DECEMBER 2017
WASDA E-NEWS

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www.wasda.org
2018 State Education Convention


Register Today!
Visit WASB.org/convention

Ravi Hutheesing
Now a cultural diplomat for the U.S. State Department, Ravi shot to fame in the 1990s as a guitarist for the triple Grammy nominee band Hanson. Ravi’s philosophies and strategies aim to bridge generational and cultural divides.

Dr. Bill Daggett
Recognized worldwide for his proven ability to move education systems forward, Dr. Daggett will inspire you to embrace what is best in our education system and make the changes needed for the 21st century.

Alton Fitzgerald White
A record-setting, triple-talented singer, actor and dancer who has starred in six smash Broadway hits, Alton uses the “power of redefining service” to bring his best to every performance.

JANUARY 17-19, 2018
Wisconsin Center • Milwaukee
The close of the calendar year presents an opportunity to take time to reflect on 2017. Looking back allows us to celebrate our successes and identify opportunities.

As leaders, our focus is centered on the children we serve and improving achievement for all of our students. Recently, each of our districts received our school and district report cards. While the report card represents one piece of data, the results allow us to compare the results with other student data and information that lead to our continuous improvement efforts. Student achievement data gives us pause to consider our beliefs about our students and specifically student learning.

For some time, our leadership team has been exploring the notion of efficacy, and in particular, collective teacher efficacy. In our organization, we recognize that each member of our district is both a teacher and a learner. Collective teacher efficacy refers to the "collective self-perception that teachers in a given school make an educational difference to their student over and above the educational impact of their homes and communities." (Tschannen-Moran & Barr, 2004, in Donohoo, 2017)

John Hattie's (2016) work reveals that, of all the factors that influence student achievement, collective teacher efficacy tops the list. Jenni Donohoo (2017) adds, "Highly efficacious staffs are characterized by high expectations, effort, and persistence in overcoming the most difficult challenges."

As leaders, we can examine our own beliefs about student learning and achievement and, in an environment in which many influences have import, we can provide focus and build capacity within our organizations for collective teacher efficacy. Our students as well as our staff will be the beneficiaries of our efforts.

Leaders leverage influence, and our beliefs about our students influence the staff in our organizations. As we look back on the past year, it is important to reflect on and reexamine our own beliefs about the children we serve and the influence and contribution our leadership makes to our schools, our districts, and to the profession. I appreciate and respect the contribution you make each day.

Wishing you peace, health and happiness during the holidays and all year long!

Barb

Barbara J. Sramek, Ph.D.
WASDA President
District Administrator
Marshall Public Schools
bsramek@marshallschools.org
Executive Director’s Message
December 2017
Dr. Jon Bales

Important Messages - Including Happy Holidays

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.

ARE YOU RETIRING IN 2018?

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 five (5) 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 April 18-20 at the Best Western Premier in Oshkosh. (Conference begins with a reception at 5:30 p.m., April 18, followed by the Recognition Banquet & ends at 12 noon on April 20.)
Strang, Patteson, Renning, Lewis & Lacy, s.c. is pleased to announce that Attorney Jenna E. Rousseau has been promoted to a Shareholder of the firm. Jenna practices primarily in the areas of School and Higher Education Law, Municipal Law, Labor and Employment Law, and Civil Litigation. Jenna earned her Bachelor of Arts Degree from Marquette University, *cum laude*, and her Juris Doctor Degree from Marquette University Law School, *magna cum laude*. 
WISCONSIN SUPERINTENDENT OF THE YEAR SELECTED

The Wisconsin Association of School District Administrators is pleased to announce the selection of Dr. Pat Greco as Wisconsin's 2018 Superintendent of the Year.

Greco has served for the last seven years as the Superintendent for the School District of Menomonee Falls, a high-performing 4K-12 district serving approximately 4,000 students in the northeast corner of Waukesha County. Her vision for public education has resulted in the development of evidence-based leadership, continuous improvement at all levels and tremendous growth in student success that prepares them for a profoundly different future.

With Dr. Greco's leadership and commitment to continuous improvement, the School District of Menomonee Falls has won a Journal Sentinel Top Workplace award three years in a row, Menomonee Falls High School is a silver-rank school by U.S. News & World report and students are achieving at record levels with 130 Advance Placement Scholars, $2.3 million in scholarships earned and 4 WIAA Sportsmanship Awards in three years.

Her connection and commitment to the community shines through all of her work, making a concerted effort to pull all community stakeholders into a collective impact that moves Menomonee Falls, as a village, forward. She serves on the Froedtert Community Memorial Hospital Board, Chamber of Commerce's CEO Roundtable, and Optimist Club. She is co-facilitating the Menomonee Falls Collective Impact team with Chief Anna Ruzinski.

In the nomination for Superintendent of the Year, School Board President Faith VanderHorst had this to say about Dr. Greco:

"Pat has navigated our district through difficult and challenging times during her 6 year tenure-both legislatively and financially. In that time, she has been unwavering in her support of each student, teacher, administrator, parent, taxpayer, business partner and school board member," she said. "She has effectively created the only sustained culture we have seen to leverage data and make it actionable to improve student outcomes while constantly changing the way we approach education. The most amazing aspect is the way she has 'brought everyone along on the journey,' making it a combined effort where everyone has felt to be a contributor and important component to our overall success."

From Dr. Greco's perspective, this work and in part this award is due to the collective work of the entire system; from administrative assistants to reading interventionists to facilities grounds crew each person knows their role is important in bringing innovative change to the system with a focus on improvement for students.

"I am honored to accept the recognition on behalf of our entire team," Dr. Greco said. "Our work is clearly a team effort. We together have earned the Spotlight Recognition from Carnegie Foundation and this recognition. We are doing work that is ground breaking. We are leading the understanding of improvement and what it means to applying it across an entire system. We are fundamentally a different organization than we were and we will continue to focus on getting better."

Dr. Greco started her educational career in the Kewaskum School District as a special education teacher and has worked in various levels of education across many districts in southeastern Wisconsin. Fortuitously enough, Dr. Greco's first principal role was as Ben Franklin Elementary's principal during the 1980s, Menomonee Falls' largest elementary school.
Another packed agenda awaits attendees at this year's Jt. WASB/WASDA/WASBO Convention in Milwaukee, January 17-19. A highlight of this joint convention for WASDA members is the annual WASDA noon luncheon. The luncheon will be held Thursday, January 18.

PATRICIA GRECO, Superintendent of the Menomonee Falls School District and the 2018 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 18. Visit www.wasb.org for complete details.
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715-602-3664 or www.securityhealth.org/mayo
See us at Booth 705 during the State Education Convention in January!
WASDA AWARDS

Each spring WASDA recognizes deserving educators at the WASDA Annual Educational Conference. This year’s conference will be held April 18-20, 2018, at the Best Western Premier in Oshkosh. 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, 2018. 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!

Would you pass an IRS audit of your 403(b) plan?

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Retirement and Investment Services Consultant
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Ask for our free “Top 10 list” on the most common 403(b) plan audit errors when you call!
Robert (Bob) Bredesen, a lifelong resident of Altoona, entered into Eternal Life from Dove Healthcare-Osseo on Sunday, October 29th, 2017, following a brief illness due to an infected gall bladder.

Bob was born December 13, 1928, in the city of Altoona to Edwin and Ruth (Johnson) Bredesen. After graduating from Altoona High School, he attended the University of Wisconsin-Eau Claire and became a physical education/biology teacher. His first teaching job was in Eleva-Strum, where he also coached JV boys’ basketball. After one year, he felt the calling to serve his country and enlisted in the Marine Corps. He spent one year training at Camp Pendleton, CA, and then was sent to Korea for another year. Bob was always proud of the fact that he was a “runner” for the great General Chesty Puller. When he returned from Korea, he took a job teaching and coaching boys’ basketball at Elk Mound. While he was only there for a year, he was able to take the boys to the sectional finals and attended a reunion of that team in April of 2017. After Elk Mound, he was asked by Einar Pedersen to come and teach and coach at his alma mater, Altoona. He was an extremely successful coach and still holds the record in boys’ basketball for the most wins in one season. In his tenure at Altoona, Bob served many roles including High School biology teacher, driver education teacher, basketball coach, Principal, Athletic Director, and finally Superintendent of Schools. Bob attained Master’s degrees from UW-Madison in physical education, UW-Stout in guidance and counseling, and an Education Specialist degree from UW Superior in administration. After his retirement, he continued his love for athletics by serving as the Cloverbelt Conference Commissioner for 13 years. Bob was a member of the Altoona VFW and also was a past member and former president of the Altoona Lion’s Club.

In 1978, Bob married his wife, Marlene, and they were blessed with a son, Matt, in 1980. Matt was the apple of his Father’s eye and followed closely in his footsteps by becoming a physical education teacher, driver education teacher, boys’ basketball coach, and obtaining a Masters degree in administration. Bob, Marlene, and Matt traveled by motor home to 49 states (no road to Hawaii!), all the Canadian Provinces, and Mexico. The most adventurous trips were to Alaska, Yellowknife, Churchill, and Labrador. Bob and Marlene also traveled to Europe to visit relatives and made annual trips “out West”, Bob’s favorite area, since he used to go hunting mule deer and antelope in the Dakotas and Wyoming. This time, instead of hunting, they hunted for winnings in casinos along the way! He enjoyed watching all kinds of sports including the Brewers, Packers, Badgers, Bucks, and PGA golf. Bob was proud of the “tree farm” he developed on 135 acres between Altoona and Fall Creek. He loved the fact that he created a habitat for lots of wildlife, which he no longer hunted, but instead fed and enjoyed watching throughout the seasons. Bob and Marlene walked everyday at the Mall, and while walking, planned where they would go out for lunch that day when they got done with their 2 miles!

Bob is survived by his wife, Marlene, and son, Matt. He is also survived by a sister, Joan, in Florida, nieces Renee (Kevin), Vickie (Gary), Shari (Tom), Jackie, Jodie (Kit), and Rhonda, nephews Ron, and Mike (Shireen), in-laws Don and Donna Miller, Carol and Tom Sippel, and many special cousins especially Kathy, Sharon, and Steve. He was preceded in death by his parents, brother Jerome, sister Betty, nephews Randy, Chris, and Neil, brother-in-law Lloyd Toutant, brother-in-law Neil Manor, sister-in-law Edna Bredesen. A special thanks goes out to Scott and Kayleen Soden, the best neighbors anyone could have, and to the staff at Mayo Clinic, Osseo, for all their care and compassion.

Memorials can be directed to Bethlehem Lutheran Church, the Eau Claire County Humane Society, the Altoona United Methodist Church, or a charity of your choice.

“For God so loved the world that He gave His only begotten Son, that whosoever believeth in Him should not perish, but have everlasting life.” See you later, Bob

Online condolences may be shared at www.cremationsociety-wi.com.
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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. This month's video highlights Vacation and Travel Benefits. We hope they will be beneficial to you and your staff in making their personal decisions


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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 16:**
- WASDA Board of Directors 1:00 - 4:00 p.m.  
  **HILTON HOTEL**

**WEDNESDAY, JANUARY 17:**
*The locations for the following meetings will be emailed to the membership prior to the convention.*

- WASDA K-8 Schools Committee 8:15 a.m.
- WASDA Legislative Committee 8:00 a.m.
- WASDA Awards Committee 9:00 a.m.
- WASDA Small Schools Committee 9:00 a.m.

  Large District Caucus - 12:00 - 2:00 p.m. **HILTON HOTEL**
WASDA CHILD ADVOCACY COMMITTEE ANNOUNCES 2018 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 9, 2018.

[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.

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WISCONSIN DATA LEADERSHIP SUMMIT

*Using Data to Inform Student, Staff & Systems Improvement*

**March 1-2, 2018**

KI Convention Center

Green Bay

WASDA in collaboration with AWSA, WCASS, and the DPI, invite you and your school or district teams to the Wisconsin Data Summit.

**Featuring Keynote Presentations by:** Patricia Greco, Supt., Menomonee Falls and Cassie Erkins, Solution Tree.

**REGISTRATION OPENING SOON!**