

# WASDA FIRST YEAR SUPERINTENDENTS ACADEMY WORKSHOP IV

*Sponsored by*



**TUESDAY, FEBRUARY 19, 2019  
WASDA SCHOOL LEADERSHIP CENTER-MADISON**

## **PROGRAM**

- 7:30 a.m. REGISTRATION/CONTINENTAL BREAKFAST**
- 8:30 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.
- 8:30 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*
- 9:15 a.m. BUDGET PLANNING AND DEVELOPMENT: PHASE II**  
The district is nearing the end of the school year. Decisions made this year can have an impact on your budget in 2019-20 including levy and mill rate. In this session, we'll review end-of-year processes and discuss potential impacts and considerations for future budget planning.  
*Debby Schufletowski & Mike Clark, Robert W. Baird Financial Team*
- 10:30 a.m. BREAK/NETWORKING**
- 10:45 a.m. STRATEGIES FOR GAINING SUPPORT AND ADVANCING AGENDAS WITH THE BOARD OF EDUCATION**  
Understanding board member perceptions and expectations and leveraging this information to achieving forward movement on district initiatives is fundamental to superintendent (as district CEO) success. Explore strategies and techniques to find common ground, gain consensus and garner school board support of vision, goals and initiatives and advance agendas on behalf of learners and the school community.  
*Jon Bales, WASDA Executive Director, and Kathleen Cooke, WASDA Academy Facilitator/KCMG Consulting*
- 11:45 a.m. Reflection regarding degree to which Academy activities are influencing thinking and practice.**
- 12:00 p.m. Lunch/Networking**

**12:30 p.m. NAVIGATING TEACHER CONTRACTS AND OTHER DIFFICULT PERSONNEL CHALLENGES TO ENSURE A POSITIVE WORKPLACE CULTURE**

Ensuring a culture of success for each learner requires proactive, strategic leadership regarding contracts and resolution of difficult personnel issues. Our legal experts will provide Case Studies for contract development and a complex personnel Issue to promote how to think like a superintendent including addressing the legal context, local school board policies parameters, handbook considerations, precedence setting, and political implications.

*Attorney Kirk Strang - Strang, Patteson, Renning, Lewis & Lacy Attorneys*

**2:00 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!

*Panelists include: Jeff Nelson - Grafton, Marggie Banker - Montello, Tanya Kotlowski - Necedah, Matt Joynt - Mequon-Thiensville*

**3:00 p.m. ADJOURN**