Wednesday January 13, 2021   10:00 - 11:30 a.m.

10:00 a.m. Creating and Posting School Board Agendas and Other Legal Meetings – Attorney Bob Butler, WASB Associate Executive Director and Staff Counsel

What is necessary to put in the agenda item description when you post a board meeting? Should public input occur throughout the meeting or be in one section? Should there be a posting if all the school board members are going to the graduation ceremony or a district back-to-school breakfast? Does a facilities committee need to be posted? Creating appropriate postings requires more than appropriate statutory references. Join Attorney Bob Butler for an interactive discussion regarding the nuances of successfully posting school board and other publicly noticed school meetings.

10:30 a.m. Superintendent/Board Relations – Building an Effective Team – Drew Howick, Howick Associates and Jon Bales, Executive Director WASDA

This activity will model facilitation and engagement strategies superintendents can implement to promote effective board operations, collaborative board superintendent relationships and thoughtful decision-making.

11:20 a.m. General Q&A: Back to School Preparations and First Year Superintendent Needs

11:30 a.m. Adjourn

Wednesday January 27, 2021   10:00 - 11:30 a.m.

10:00 a.m. Budget Monitoring, Policy Alignment BOE Reporting and Responding to Prior Year Audit Results – Baird School Finance Team

Now that you are halfway through the fiscal year it is a good time to check the status of the budget. Are things going well? Are there budget variances? Baird’s team will provide tools and ideas on how to keep your budget on track, make sure policies are followed and board reports are prepared. Bring your list of ‘To Do’s’ from your audit management letter and the Baird team will help with ideas to address them.

10:40 a.m. How to Communicate your Accomplishments and Results to the Board during Your Evaluation – Jon Bales WASDA Executive Director, Barb Sramek WASDA Director Professional Development and Member Services, Ron Walsh WASDA First Year Superintendents Coach

Are you prepared with the proper documents or artifacts to illustrate your accomplishments? Do your documents align with the goals and expectations of the board? Evaluation sessions are typically nerve-wracking for the board president as well as the superintendent. Learn tips to effectively prepare for your evaluation and communicate your work and results to the school board.

11:00 a.m. Debriefing with Colleagues and Coaches: First Year Superintendent Needs

11:30 a.m. Adjourn
Wednesday February 3, 2021   10:00 - 11:30 a.m.

10:00 a.m. Financial Management Brief: How Student Count Impacts School Funding – Baird School Finance Team

Open Enrollment or resident student. Tuition placement for special education services. Tuition waiver. How are categories of enrollment counted and funded? What impact do they have on the budgeting process? The Baird Financial team will clarify what you need to know to develop a realistic budget for 2021-22.

10:30 a.m. Navigating Teacher Contracts and Other Difficult Personnel Challenges to Ensure a Positive Workplace Culture – Attorney Kirk Strang, Strang, Patteson, Renning, Lewis & Lacy s.c.

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.

11:30 a.m. Adjourn

Wednesday February 17, 2021   10:00 - 11:30 a.m.

10:00 a.m. Leading with New Eyes: Shifting Mindsets, Disrupting Assumptions, and Creating New Metaphors – Jim Rickabaugh, Consultant

The process of transforming a system requires deep reflection, questioning old assumptions on which we have relied, developing new metaphors for the work, and shifting mindsets about what is possible. This session will feature ideas and activities to assist system leaders and stakeholders in transforming their organization by "seeing through new eyes." This interactive session will provide participants with opportunities to engage in activities and reflect on their assumptions, metaphors and mindsets about learning, leading, teaching, and schools.

11:30 a.m. Adjourn

NOTE: March sessions are scheduled on Tuesday to avoid the WASDA Regional Meetings

Tuesday March 2, 2021   10:00 - 11:30 a.m.

10:00 a.m. Change Theory and Creating a Culture of an Engaged Workforce – Drew Howick, Howick Associates

The more employees are engaged, the more likely they are to display discretionary effort, stay with the organization and effectively adapt to changing conditions. The session will focus on change theory concepts and engagement strategies to assist you in creating a positive workplace culture focused on learning and achievement.

10:40 a.m. Legal Update – Attorney Kirk Strang, Strang, Patteson, Renning, Lewis & Lacy s.c.

The rapidly changing legal landscape continues to offer topics to be mastered to avoid legal entanglements. Gain insights from the “Legal Eagle” in a discussion of current issues with implications for your actions.

11:30 a.m. Adjourn
**Tuesday March 16, 2021  10:00 - 11:30 a.m.**

10:00 a.m. Financial Brief: How Will State Budget Proposals ‘Impact’ your District? – Baird School Finance Team

It is a biennial budget year. How will the legislative proposals under consideration affect your district? Members of the Baird Financial Team will help you analyze the impact of state budget proposals so you can effectively communicate with your school board, develop your draft 2021-22 budget, and advocate with your legislators.

10:40 a.m. Providing Leadership When Expectations Conflict – Lisa Elliott, Greenfield School District and Aaron Sadoff, North Fond du Lac School District, and Coaches

Successful leaders understand that expectations of the staff, community or board may conflict. Rather than feeling caught in the middle, they employ strategies to identify and build common ground and ownership for direction while serving as a child advocate. Learn tips utilized by experienced leaders who have successfully prevented or navigated conflicting expectations to create a culture of high expectations, transparency and results. **Break into small groups with colleagues and coaches at 11:00 a.m.** to apply the ideas learned to your own issues.

11:30 a.m. Adjourn

---

**Wednesday April 7, 2021  10:00 - 11:30 a.m.**

10:00 a.m. How Do High Performing Superintendents Approach Legal Issues? - Part I – Attorney Mike Julka, Boardman & Clark

Complex school legal issues are best resolved by using disciplined, systematic processes of critical thinking and decision making which include appropriately framing the issue, analysis by legal counsel, questioning and evaluating options from various points of view. This session will identify questions high performing superintendents ask, the role of legal counsel, as well as the steps and decision points involved in tackling a complex legal issue. Strategies will be applied to a real-world problem in a round table case study activity.

10:40 a.m. Strategies for Communicating, Gaining Support and Advancing Initiatives with the Board of Education – Joe Donovan, Donovan Group, Kathleen Cooke and Michael Gallagher, KCMG Consulting

Understanding board member perceptions and expectations and leveraging this information to achieve forward movement on district initiatives is fundamental to superintendent success. Explore strategies and techniques to find common ground, gain consensus and garner school board support of vision, goals, and initiatives on behalf of learners and the school community.

11:15 a.m. General Q&A: First Year Superintendent Needs

11:30 a.m. Adjourn
10:00 a.m. End of the Year Budget Planning and Preparations for the Next Fiscal Year – Baird School Finance Team

The district is nearing the end of the school year. Decisions made this year can have an impact on your budget in 2021-22 including levy and mill rate. In this session, you will review end of the year processes and discuss potential impacts and considerations for future budget planning.

10:40 a.m. How Do High Performing Superintendents Approach Legal Issues? – Part II – Attorney Mike Julka, Boardman & Clark

Description: Hone your critical thinking and decision-making skills as you apply strategies utilized by high performing superintendents to real-world complex school legal issues during this interactive session. Practice anticipating unfolding scenarios and analyzing issues from multiple points of view, learn to identify salient points, material facts and evidence, and select the best possible course of action against the backdrop of legal principles.

11:30 a.m. Adjourn

10:00 a.m. Finishing the Year Strong and Planning Proactively for the Next Year – Kathleen Cooke and Michael Gallagher, KCMG Consulting

The school year is coming to a close. Many accomplishments have been achieved in your first year. But, one good year doesn’t make a good run. Expectations will actually increase if you’ve had a good year. Attention to several tips can help ensure you have a strong finish to your first year and a productive start to your second.

10:20 a.m. Financial Literacy – Debt 101 – Baird School Finance Team

There are many procedures and statutory provisions relating to bonding and indebtedness. Learn from the experts what superintendents need to know including understanding the debt issuance process, Funds 38 and 39, ENNA filing requirements, the bond rating process role of bond counsel and other related topics.

11:15 a.m. Academy Evaluation

11:30 a.m. Adjourn

End of document