



# WASDA NEWS

**JUNE 2018**

**W**elcome to WASDA's June edition of our online Newsletter! We hope that you all enjoyed another successful school year in your district.

Membership information for the 2018-2019 year for WASDA and AASA has been **EMAILED** to all Wisconsin superintendents! If you do not receive your invoice, please contact Jessica at the WASDA office and she will send you another membership form. Also, registration for the WASDA Summer Legal Seminar is now open. It is always one of the highlights of our year. We hope to see many of you in beautiful Door County at the end of July!

A complete listing of all of WASDA's events for the 2018-19 year can be found on our website at [www.wasda.org](http://www.wasda.org).

We hope that those of you who have been members of the WASDA Video Library in the past have had an opportunity to check out the new [WASDA Resource Libraries](#), which features the Baird Video Library and the Legal Library. Complete information on how to subscribe to these two new Resource Libraries was included with your 2018-19 membership renewal email.

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***

***4797 Hayes Road***

***Madison, WI 53704***

***608/242-1090***

***608/242-1290 - FAX***

***[www.wasda.org](http://www.wasda.org)***



## ***JUNE 2018***

### ***WASDA E-NEWS***

***WASDA President's Message***

***WASDA Executive Director's Report***

***Thank You to the 2017-2018 WASDA Board of Directors***

***WASDA Summer Legal Seminar***

***2018 WASDA Fall Regionals***

***WASDA First Year Superintendents Academy Workshop I***

***Supporting Principals Excellence Academy***

***Fall School Finance Workshops***

***New Superintendents***

***2019 National Superintendent of the Year Program***

***Get Ready for Students To Take the Summer Leap***

***AASA Legislative Corps***

***New Superintendents Priority***

***The Capitol Report - John Forester, Dir. Of Gov. Relations***

***Superintendent Vacancies***

***WASDA Calendar of Events***

***[www.wasda.org](http://www.wasda.org)***



# 2018 QUALITY EDUCATOR CONVENTION

LEADING FOR STUDENTS' ACADEMIC, SOCIAL  
AND EMOTIONAL SUCCESS

June 27-29, 2018  
Kalahari Resort - WI Dells  
[www.geconvention.com](http://www.geconvention.com)

The QE is perfect for teams of classroom, school and district leaders to take learning to new heights in their systems. The convention includes keynotes by widely acclaimed thought leaders Mike Schmoker and Salome Thomas El and over 30 sessions on: Supporting Educator Excellence, Leading for Equity and Providing Safe, Supportive and Rigorous School Culture.

**Visit [www.geconvention.com](http://www.geconvention.com) to review the program and register today!**

The QE is presented through a collaboration of the Association of WI School Administrators (AWSA), the WI Association of School District Administrators (WASDA), the WI Department of Public Instruction (DPI), and the WI CESA Statewide Network (CSN).





**WASDA**  
**President's Message**  
**June 2018**  
**Barb Sramek**  
**Supt., Marshall**

Dear Colleagues,

I expect that you are enjoying the celebrations of student success that mark the end of a productive school year. In *The Power of Positive Leadership*, author Jon Gordon posits that leaders, "must create a positive culture that energizes and encourages people, fosters connected relationships and great teamwork, empowers and enables people to learn and grow, and provides an opportunity for people to do their best work" (p. 16). As a leader, as the school year comes to a close, taking the time to reflect on organizational culture provides a chance to recognize our successes and motives our continuous improvement efforts.

I am confident that you are also looking forward to the coming summer months, some well-deserved time off, and a slightly different pace. In one of my former districts, on the final day of school, when all of the students had left the building, it had become a tradition to play *School's Out for Summer* by Alice Cooper over the intercom system. While many years have passed, I must confess that each year, on the final day of school, as I watch our students depart, that tune is replayed in my head and it causes me to smile. I must confess, it will be a bit strange for me this year. While school may be out for summer, it is certainly not out forever.

Thank you for the privilege of serving you along with the organization this past year. Leadership matters. Your leadership matters. I wish you the very best as you engage in this noble and important work and as you continue to advance equity and excellence for all of our children.

Best regards,

Barb

Barbara J. Sramek, Ph.D.  
WASDA President  
District Administrator  
Marshall Public Schools  
[bsramek@marshallschools.org](mailto:bsramek@marshallschools.org)





**WASDA**  
**Executive Director's Message**  
**June 2018**

**Dr. Jon Bales**

*"Summer Planning"*

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](mailto:jbales@wasda.org).

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**2018 FALL SUPERINTENDENTS CONFERENCE**

**Presented by WASDA**  
**in cooperation with the**  
**Wisconsin Department of Public Instruction**  
**Tony Evers, State Superintendent**

**SEPTEMBER 19-21, 2018**  
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**BEST WESTERN INN ON THE PARK - 1-800-279-8811**  
**DOUBLETREE OF MADISON - 1-800-222-TREE**  
**THE CAMPUS INN - 1-800-589-6285**  
**UNIVERSITY INN - 1-800-279-4881**

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**BOARD OF DIRECTORS**

**JULY 1, 2017 - JUNE 30, 2018**

**SITTING:** Kurt Lindau, CESA #12; Bryce Bird, CESA #3; Annette Thompson, CESA #6; Barbara Sramek, CESA #2-West/WASDA President; Cindy Zahrt, CESA #4; and Jon Bales, WASDA Executive Director.

**STANDING:** Blake Peuse, CESA #1; Todd Gray, Large School Rep./WASDA Past President; Larry Ouimette, CESA #9; Greg Nyen, CESA #5; Paul Schley, CESA #10; Nick Ouellette, CESA #11; Steve Bloom, CESA #2-East/WASDA President-elect; and Todd Carlson, CESA #8.

**MISSING:** John Zegers, CESA #7

# **WASDA SUMMER LEGAL ISSUES SEMINAR**

**JULY 25-27, 2018**

**STONE HARBOR RESORT - STURGEON BAY**

The Wisconsin Association of School District Administrators (WASDA) has worked directly with some of the most prestigious school law firms in the state to set up this year's summer **LEGAL ISSUES SEMINAR**. Below is an outline of this year's seminar. Please note that the annual golf outing will again be a pre-conference activity and will be an **11:30 a.m.** shotgun start at the [Horseshoe Bay Golf Club](#) in Egg Harbor on Wednesday, July 25.

## **WEDNESDAY, JULY 25:**

**5:30 p.m. REGISTRATION OPENS**

**6:00 p.m. DINNER** *(Included with registration fee)*

Spouses may register for this meal on the registration form.

***\*\*Enjoy various stations set up throughout the ballroom featuring prime rib, Door County Cherry Chicken, stuffed shells with meat sauce, beef enchilada casserole, taco pizza and much more!***

**7:15 p.m. YOU MAKE THE CALL**

Again, the Wednesday evening program for the Legal Seminar will involve an informative, yet entertaining, way to learn school law. This year the attorneys will present cases with a set of possible answers and each table will have to select what they believe to be the correct answer. This activity should provide for lots of table discussion and an opportunity to put on your legal thinking cap while debating these legally complex cases with your colleagues.

## **THURSDAY, JULY 26:**

**7:15 a.m. COMPLIMENTARY CONTINENTAL BREAKFAST FOR SEMINAR REGISTRANTS**

**8:00 a.m. - LABOR AND EMPLOYMENT LAW UPDATE**

**9:15 a.m.** There have been significant court and administrative agency decisions as well as legislative and regulatory actions which will have an impact on your district's employment practices. Steve will provide practical advice regarding implementation of these legislative, judicial and quasi-judicial developments.

***Presenter: Attorney Stephen Weld, Weld, Riley, Prenn & Ricci***

**9:15 a.m. BREAK**

**9:30 a.m. - SPECIAL EDUCATION PLUS**

**10:45 a.m.** This year has been monumental on all fronts! The legal relationship between trauma exposed students and the obligations under Section 504 and the IDEA is front and center in the courts and before hearing officers. Meanwhile as to the Endrew F. FAPE Decision, the federal district court on remand from SCOTUS, issued a scathing decision and ordered the school district to reimburse the parents thousands of dollars in private school tuition and attorneys fees. Additionally, school safety, teacher protection and violence prone individuals are demanding priority attention. Gary will address these issues on a very practical level, providing your district with strategic "practice pointers." He will also review several wide-ranging initiatives from the US DOE.

***Presenter: Attorney Gary Ruesch, Buelow Vetter Law Firm***

**10:45 a.m. BREAK**

**11:00 a.m. - MAKING THE TOUGH DECISIONS: MANAGING DIFFICULT PERSONNEL MATTERS**

**12:15 p.m.** District administrators make a number of tough decisions, but some of the most difficult decisions involve managing personnel. Making tough decisions becomes easier when all of the implications of the decision are understood. This presentation is aimed at overcoming the uncertainties associated with managing difficult personnel matters. For instance:

- When is it appropriate to utilize discipline versus discharge?
- When is a last chance agreement appropriate?
- How do you provide for accountability under your performance evaluation system?
- How does your Grievance Procedure come into play in discipline and discharge situations?
- What obligation do I have to report certain conduct to the Department of Public Instruction?

Tony will address the foregoing issues as well as a number of others.

*Attorney Tony Renning, Strang, Patteson, Renning, Lewis & Lacy, s.c.*

**12:15 p.m. NOON LUNCHEON (Included in registration fee)**

Spouses may register for this meal on the registration form.

**1:15 p.m. - LEGAL ISSUES ROUND TABLES**

**2:15 p.m.** Double your learning about legal issues. WASDA members frequently claim they learn as much from each other at conferences as they do from the speakers. In this session administrators will meet at round tables where they will share experiences on specific legal issues and create questions for a panel of some of the leading school attorneys in the state. Here is a chance to tap the best of both worlds.

*Panel: Attorney Steve Weld, Attorney Gary Ruesch, Attorney Kirk Strang, Attorney Mike Julka, and Attorney*

**2:15 p.m. FREE TIME FOR FAMILY ACTIVITIES**

**5:30 p.m. - RECEPTION**

**6:30 p.m.** Catch up on the day's events and the plans for your evening with your colleagues. Registrants and spouses are invited to this casual reception.

**FRIDAY, JULY 27:**

**7:30 a.m. COMPLIMENTARY CONTINENTAL BREAKFAST FOR SEMINAR REGISTRANTS**

**8:15 a.m. - TRAPS TO AVOID IN THE OPEN MEETINGS AND PUBLIC RECORDS LAWS**

**9:30 a.m.** The Open Meetings and Public Records Laws have been in place for decades, but pitfalls in their interpretation and application continue to make life complicated for District Administrators. Recent court decisions present a perfect opportunity for review and reflection upon some of the traps inherent in the day-to-day impact of these laws on school district governance. Attendees are encouraged to bring their "current practice" questions to the session.

*Presenter: Attorney Michael Julka, Boardman Clark*

**9:30 a.m. BREAK**

**9:45 a.m.- SCHOOL AND EDUCATION LAW UPDATE**

**11:00 a.m.** This session will help you to meet the challenges of the 2018-2019 school year by providing you with a comprehensive overview of the legal issues that administrators will confront as managers and as educators. This session will cover the latest developments in the courts, administrative agencies, and state legislature. Administrators will be briefed on the most pertinent decisions and legislation that they need to account for from the past year to manage their districts and brief their school boards and administrative teams.

This session will also identify strategies, policy issues, and other related matters for administrators to consider, as well as state and federal developments that have or will affect public education practice in Wisconsin.

*Presenter: Attorney Kirk Strang of Strang, Patteson, Renning, Lewis & Lacy, s.c.*

**11:00 a.m. SEMINAR ADJOURNS**

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## **2018 WASDA REGIONALS**

October 16	Quality Inn - Rhinelander
October 30	Comfort Suites - Hayward
October 31	Holiday Inn South - Eau Claire
November 1	Holiday Inn - Stevens Point
November 5	Holiday Inn Pewaukee Waukesha - Pewaukee
November 6	Ramada Inn - Richland Center
November 16	Hyatt/KI Convention Center - Green Bay

**MARK YOUR CALENDAR!**



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# WASDA FIRST YEAR SUPERINTENDENTS ACADEMY WORKSHOP I

*Sponsored by*



**AUGUST 1-2, 2018  
HOLIDAY INN - STEVENS POINT**

## **WEDNESDAY, AUGUST 1:**

**11:30 a.m. Registration**

**12:00 p.m. Welcome Luncheon**  
*Jon Bales, Executive Director, WASDA*

**12:30 p.m. What Is WASDA?**  
*Jon Bales, Executive Director, WASDA*

**12:45 p.m. Break**

**1:00 p.m. General Session**

### **Introduction to the Academy:**

*Kathleen Cooke, WASDA Academy Facilitator/KCMG Consulting*

- Introduction of new superintendents
- Introduction of academy support team
- *Joe Donovan, President, Donovan Group*
- *Drew Howick, Practice Director, Howic Associates*
- *Michael Gallagher, KCMG International LLC*
- Reflection of Practice/Data Collection Component:  
    *"To What Degree Have Academy Objectives Affected Thinking and Practice?"*
- Overview of Coaching and Mentoring
- Completion of KWL (What do I KNOW? What do I WANT TO LEARN?)

**2:00 p.m. What Is Policy Governance?**

Effective school board fulfill their responsibilities through policy governance. Learn how the board adopts policy to define the organization's values, identify parameters for decision making and delegate responsibility to the administrative team.

*Jon Bales, Executive Director, WASDA*

*Kathleen Cooke, WASDA Academy Facilitator/KCMG Consulting*

- 2:30 p.m. Board Responsibilities**  
This session will provide an introduction to the basics of school and governmental law as it pertains to the school board responsibilities. Topics covered will include the school board and board member powers and duties, respective roles of the board and district administrator, conflicts of interest, and board member liabilities.  
*Attorney Bob Butler, Associate Executive Director and Legal Counsel, WASB*
- 3:15 p.m. Break - LIFETOUCH PHOTO SESSION**
- 3:30 p.m. Strategies for Promoting Effective Board/Superintendent Relationships**  
The superintendent is in a key position to assist the board to fulfill their governance responsibilities, reduce micromanagement and avoid conflict between the board and administrative team. Learn strategies for promoting effective board superintendent relationships that are used by the most seasoned, successful leaders.  
*Kathleen Cooke, WASDA Academy Facilitator/KCMG Consulting*  
*Jon Bales, Executive Director, WASDA*
- 4:30 p.m. Break - LIFETOUCH PHOTO SESSION**
- 5:00 p.m. Reception**
- 6:00 p.m. Dinner**
- 6:45 p.m. Meet the State Leaders**

Visit with the Leaders of the state's educational associations and agencies. Each panelist will give an overview of their state association or agency.

**8:00 p.m. Adjourn for the Day**

## **THURSDAY, AUGUST 2:**

- 7:15 a.m. Breakfast -**
- 8:00 a.m. Supt./Board Relations - Building an Effective Team**  
This activity will model, through active participation, facilitation and engagement strategies superintendents can implement to promote effective board operations and thoughtful decision making.  
*Jon Bales, WASDA Executive Director, and Drew Howick, Howick Associates*
- 9:30 a.m. Break**
- 9:45 a.m. School Business Essentials**  
The School Finance team from Robert W. Baird Co. will review key school finance variables and provide for each district, customized "need to know" school finance information for analysis, insight and increased understanding.  
*Robert W. Baird & Co. School Finance Team*
- 11:30 a.m. Lunch/Networking**

- 12:30 p.m. Break**
- 12:45 p.m. Effective Communications -**  
Effective communications are the foundation for relationships and decision making. Learn principles of communication that will promote your initiatives while engaging your stakeholders.  
*Joe Donovan, President, Donovan Group*
- 1:30 p.m. Know Your Annual Meeting Laws**  
State Statutes require all common school districts to hold an annual meeting. Are you ready? Attorney Ruesch will share important reminders and tips to make your annual meeting a success.  
*Attorney Gary Ruesch, Buelow Vetter*
- 2:15 p.m. Break**
- 2:30 p.m. Building Your 100-Day Plan**  
A new leader's performance during the first 100 days is crucial. It signifies capacity in relationship building, organizational skills, vision, executive presence, accountability, work ethic, and character. Participants will collaborate and identify top priorities for their first 100 days.  
*Special Guests: Marggie Banker, Supt., Montello; Paul Mielke, Supt., Oconomowoc; Diane Tremblay, Supt., Barron; and Brad Saron, Supt., Sun Prairie*
- 3:30 p.m. General Q & A First Year Superintendent Needs**
- 4:00 p.m. Adjourn Workshop**

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# **SUPPORTING PRINCIPAL EXCELLENCE: PROFESSIONAL GROWTH COACHING FOR LEADERS ACADEMY**

*Presented By*  
**WASDA & AWSA**

School administrators need skillful support from leaders of teaching and learning; leaders who believe in coaching as a vehicle for developing exemplary leadership. The Professional Growth Coaching for Leaders Academy, presented by WASDA and AWSA, will equip superintendents, central office leaders and others who directly support principals with the tools and practices that enhance principal performance in leading schools of equity and excellence for student success. The overarching goal of the Academy is to assist with the development of instructional leadership skills that deliver breakthrough results for all students.

## **Knowledge Objectives:**

1. Identify strategies to determine best practices in teaching and learning.
2. Understand how to use evidence of principal practice to identify next steps of leader improvement that foster a positive educational environment and support the diverse cultural and learning needs of students.
3. Learn a process for determining local academic priorities and problems of practice.
4. Understand how to identify a shared problem of practice and recognize strategies to impact change.

## **Practice Objectives:**

1. Analyze coaching conversations and scenarios for effectiveness and intended impact.
2. Promote reflection on impact by engaging leaders in coaching simulations that use targeted questioning and conversation strategies.
3. Engage in a relationship with a principal for the purpose of practicing and analyzing coaching skill.
4. Facilitate coaching conversations that ensure equity and excellence in schools.

**Location:** [Holiday Inn Madison at the American Center](#)

## **DATES**

**Thursday, October 18, 2018**

**Friday, November 30, 2018**

**Thursday, January 31, 2019**

**Thursday, March 7, 2019**

The Academy will include four (4) full-day sessions and the sessions are intended to build upon each other. Registration will cover attendance for all four dates and will open in July.





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**Limited English proficiency language services** ATENCIÓN: Si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-800-472-2363 (TTY: 711). LUS CEEV: Yog tias koj hais lus Hmoob, cov kev pab txog lus, muaj kev pab dawb rau koj. Hu rau 1-800-472-2363 (TTY: 711).

# GETTING SCHOOL FINANCE RIGHT: FROM THE BUDGET TO THE LEVY

THURSDAY, OCTOBER 18, 2018 - WASDA SCHOOL LEADERSHIP CENTER - MADISON  
MONDAY, OCTOBER 22, 2018- [HOLIDAY INN-STEVEN'S POINT](#)  
9 a.m. - 2 p.m.

WASDA is pleased to announce that it will be hosting two workshops entitled *"Getting School Finance Right: From the Budget to the Levy."* These workshops will be conducted by the DPI School Finance Team. Although open to all, this "how to do it from the ground up" workshop is geared toward new administrators or those with less than 3 years' experience. It will include:

- A detailed discussion and hands-on practice of the 2018-19 revenue limit calculation
- What to do with the October 1<sup>st</sup> Equalized Property Valuation from DOR and the October 15<sup>th</sup> General Aid Certification from DPI
- Determining the impact of the exempt business computer valuation ("Computer Aid")
- Conceptual overview of Equalization & Special Adjustment Aid (General Aid)
- How the pieces all fit together (revenue limit/general aid/levy; equalized property valuation/levy/mill rate)

The extended time will allow participants to use their own district's numbers to do the various calculations with hands-on help from the School Finance Team. The goal is for you to be confident in your budget, revenue limit and general aid numbers so the board can certify your district's levy correctly. **This is your opportunity to make sure you're getting it right!**

Items to bring with you to the workshop:

- A laptop computer
  - Your district's 2017-2018 final revenue limit worksheet\*
  - Your district's Oct. 15<sup>th</sup> Certification of 2018-19 General Aid from DPI\*
  - Your district's September membership count, including 2018 summer school\*
  - Your district's 2018 Equalized Values received October 1 from Department of Revenue\*
- \*This information will be available on the SFS Team website so districts may choose to bring a hard copy or simply access the information online while at the workshop.*

**REGISTRATION OPENING SOON!**

***Please call the STEVEN'S POINT HOTEL & CONVENTION CENTER at 715/344-0200 to reserve a sleeping room for the evening of October 21.***

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## NEW SUPERINTENDENTS

If you are leaving your district, please be sure to notify the WASDA office of the name of the new person who will be assuming the superintendency. If the new person is either new to the superintendency or new to the state of Wisconsin, be sure to have them hold the dates of August 1-2 for the first New Superintendents Workshop for the 2018-19 school year, which will be held at the Holiday Inn-Stevens Point.





## 2019 National Superintendent of the Year Program

### About the Program

Now in its 31st year, the AASA National Superintendent of the Year Program pays tribute to the talent and vision of the men and women who lead our nation's public schools. This program is sponsored by ARAMARK Education, VALIC and AASA.

### Eligibility

Any superintendent, chancellor or top leader of a school system in the United States who plans to continue in the profession may be nominated. This program is designed to recognize the outstanding leadership of active, front-line superintendents. It is not recognition of service at retirement or a program to reward current state or national leaders.

### Nomination

Each candidate for the National Superintendent of the Year Award must first be named by their state association as the State Superintendent of the Year.

The nominator must include a letter of nomination with the application submitted online at [soy.aasa.org](http://soy.aasa.org).

AASA notifies the candidate of the nomination and provides instructions for submitting the application.

Candidates submit the application online through the AASA website, [soy.aasa.org](http://soy.aasa.org).

Completed nominations must be received online at AASA by August 1

The deadline for completed applications for State Superintendent for Wisconsin is SEPTEMBER 1.

Completed nominations from State Associations must be received online at AASA by November 1.

Completed applications for the National Superintendent of the Year Award must be received online at AASA by November 1.

### Application

Visit <http://soy.aasa.org> for all the details!

### Awards

The AASA National Superintendent of the Year presents a \$10,000 scholarship to a student in the high school from which he/she graduated. All state and overseas nominees receive a medallion and are honored at AASA's National Conference on Education.

### Staff Contact:

Bernadine Futrell, Director of Awards and Collaborations

[bfutrell@aasa.org](mailto:bfutrell@aasa.org)



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# GET READY FOR STUDENTS TO TAKE THE SUMMER LEAP

*By Karen Baicker*

As school is wrapping up, your staff and students are all looking forward to much needed, well-earned downtime. But as a superintendent, you are well aware that, for many students, summer can mean a break from reading and learning. Summer has been pinpointed as a crucial reason for the achievement gap, while offering one of greatest opportunities to close it.

Studies show that teachers typically spend between four to six weeks at the beginning of the school year re-teaching material that students have forgotten over the summer (K. Alexander, 2007). Research also show that children who read four or more books over the summer score higher on reading comprehension tests in the fall than their peers who read one or no books at all (J Kim, 2004). This is your chance to help promote reading as a part of all families' home routines.

The academic backsliding that may occur when students are out of the classroom is often known as the "**summer slide**." Making sure that teachers, families and students are aware of this challenge is one of the first steps to reversing it - so arm yourself with these facts.

## The Numbers

- The equivalent of two months of reading skills are lost after summer vacation for students who are not reading.
- By the end of grade six, students who have experienced summer learning loss over the years are an average of two years behind their peers.
- Six in ten children ages 6-17 agree "I really enjoy reading books over the summer" (62%), with the main reasons being "I just enjoy reading" and "It's a fun way to pass the time." (YouGov)
- Two-three hours per week during summer vacation is needed to prevent any learning loss.

Not only is this slide preventable, but summer can also be used an opportunity for students to make a summer leap, and close the gap. Summer reading habits are formed months before summer even begins, so have your staff encourage **independent reading at home** throughout the school year. By the time summer starts, students will be used to reading outside of a school setting.

## More Tips to Promote Summer Learning

- Play Games:** Contrary to popular belief, kids are actually working out their mental rotation skills every time they pick up a controller and turn on a video game. Encourage occasional gaming, which is especially beneficial for girls. A study from the University of Toronto found that when girls play action games, they close the spatial ability gap generally noticed between boys and girls. Be sure to limit screen time however, as too much of this is never a good thing. Have families challenge their children to board games as well, which can improve math skills.
- Reading Freedom:** Researchers from the University of Tennessee offered second-grade students the choice to select a book on their own, regardless level, for three consecutive summers. The result of this was

comparable to those students attending summer school for three years. Encourage families to have their children select whatever book they would like from the library.

- Just Talk:** With all of the events and get-togethers that can come up over the summer, there are several opportunities for conversation. Debating, reflecting, or even just small talk has been proven to improve a child's vocabulary and help them comprehend new ideas and expand their sense of empathy.

- Travel:** Seeing new places, even if that place is simply a local park or beach a child has never visited before, has been proven to teach students more about geography than a textbook can, while also boosting their vocabulary.

- Sleep:** Sleep helps to strengthen memories formed during the day, so encourage families to promote an early bedtime after all of these daytime summer activities. Building healthy routines will help students stay on track for attendance and focus during the school year.

As a superintendent, you can especially help students and teachers make this summer leap.

- Try enacting a district-wide summer reading campaign. You may consider selecting one book per grade for every student and teacher to read, so that all classes can work on the same project when they return to school.

- Send out district-wide, grade level recommended summer reading lists.

- You may also want to send out a newsletter before the school year ends, or even over the summer, including suggestions for summer literacy activities.

As superintendent, you are uniquely positioned to serve as your district's Lead Reader. Share with families what you're reading in a newsletter or on social media. Invite others to do the same, and use literacy as an opportunity to form year-round connections in your community.



Leslie Finnan

Senior Legislative Analyst

[The Leading Edge Blog](#)

[Legislative Action Center](#)

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MAY 25, 2018

## Promising News on Military Voucher Fight

Earlier this week, the House rejected consideration of an amendment by Rep. Banks (R-IL) that would have started a new federal program to voucherize funding for Impact Aid. This is a major win for AASA and our allies given that close to 70 Republicans co-sponsored the legislation. This bill also came up Secretary DeVos testified before the House Education Committee on Tuesday. DeVos openly stated that the Administration is opposed to using funds from Impact Aid to fund private school vouchers. However, in her remarks she indicated that they would be open to supporting a voucher program that used a different federal funding stream. Thus, we have to prepare for another fight to create a military student voucher program using another a yet unspecified federal fund.

In the Senate, the Senate Armed Services Committee rejected consideration of two voucher amendments offered by Sen. Sasse (R-NE) to create voucher programs for military-connected students. However, Sen. Sasse could still attempt to offer his amendment on the floor of the Senate although it's much less likely to receive 60 votes.

## SALT Tax Work-Arounds and State Vouchers

Stemming from the tax reform bill passed this winter, many states are eyeing work-arounds from the cuts to State and Local Tax Deduction (SALT). The Institute on Tax and Economic Policy just released a new report and penned a blog post for AASA on these work-arounds and IRS regulations on them. In that report, they argue that any limits on SALT work-arounds should also impact the tax work-arounds in state tuition tax credit programs. Find the blog post [here](#) and the full report [here](#).

## AASA Recommends Against House Considering the PROSPER Act

House GOP members have scheduled a meeting for tomorrow, May 23 to discuss bringing to a vote the PROSPER Act, the GOP bill to reauthorize the Higher Education Act. AASA, along with AESA, ASBO, and NREAC, sent a [letter](#) urging House leadership to refrain from taking up this partisan bill. The PROSPER Act would greatly increase the problem of educator shortages and the student loan burden on teachers.

## USED Holding Webinars on Student-Centered Funding Pilot

The U.S. Department of Education (USED) announced a new pilot to afford local educational agencies (LEAs) flexibility to create equitable, student-centered funding

In this Issue:

- ▶ Promising News on Military Voucher Fight
- ▶ SALT Tax Work-Arounds and State Vouchers
- ▶ AASA Recommends Against House Considering the PROSPER Act
- ▶ USED Holding Webinars on Student-Centered Funding Pilot
- ▶ Local Engagement Under ESSA Handbook
- ▶ USED To Support District Website ADA Compliance

systems. The Department first accepted applications in March and will accept a second round of applications by July 15, 2018. To support LEAs interested in applying this summer, the Department is hosting a series of two webinars, each of which will be repeated.

- The first webinars focus on describing how student-centered funding systems function and how to complete the application. These will take place on [Wednesday, May 30 from 2 to 3:30 PM Eastern Time](#) and [Thursday, May 31 from 12:30 to 2 PM ET](#).
- The second webinars will go into more detail about the requirements of the pilot, provide plenty of time for Q&A, and address lessons learned during the spring 2018 submission cycle. These will take place on [Wednesday, June 20 from 2 to 3:30 PM ET](#) and [Thursday, June 21 from 12 to 1:30 PM ET](#).

## Local Engagement Under ESSA Handbook

AASA was pleased to collaborate and contribute with a handful of education organizations to the [latest handbook](#) from Opportunity Institute and Council of Chief State School Officers to support local leaders working more collaboratively to include students, families, educators and partners into the ESSA policy making and implementation process.

The handbook is titled *Meaningful Local Engagement Under ESSA Issue 2: A Handbook for Local Leaders on Engagement in School Improvement* and is designed for state education leaders, school and district leaders and advocates to inform efforts to engage peers and stakeholders in all aspects of planning and implementation of ESSA. This handbook is a follow up to [Meaningful Local Engagement Under ESSA: Issue 1](#).

Access [the handbook](#).

## USED To Support District Website ADA Compliance

Is your school district's website ADA compliant? As a school leader, knowing the answer to this question is more important than you may realize, and if you are unsure whether that answer is yes, or no, then you need to have a conversation with whomever manages your schools' website to find out.

Recently, the U.S. Department of Education's Office of Civil Rights has been serving notices to school districts across the country whose school websites are not accessible to individuals with disabilities. And since you don't want that complaint hitting your desk, our team wanted to alert you to a new [website accessibility technical assistance initiative](#) that the OCR launched to provide schools and districts with vital information on website accessibility, including tips for making online programs accessible.

OCR will offer three initial webinars to jumpstart this initiative on the following dates:

- **Webinar I:** May 29, 2018, at 1:00 p.m. EDT
- **Webinar II:** June 5, 2018, at 1:00 p.m. EDT
- **Webinar III:** June 12, 2018, at 1:00 p.m. EDT

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## **New Superintendent's Top Priority: Discovering the Beliefs & Perceptions of Your Staff**

By: Jerry Kember, School Perceptions Consultant

You've just accepted a new position as superintendent of schools. You may have been promoted from within the system where you already worked, or perhaps you are joining a District completely new to you. Regardless, now that you are responsible for leading and improving the schools you serve, gaining a clear understanding of your employees' engagement levels, from where they feel supported and valued, to what issues they are struggling with, is fundamentally important to your success as a district administrator.

Gathering accurate data of all District employees, from building-level leaders to support staff, can be challenging. Interviewing each and every employee is most likely unrealistic. And, even if it were possible, it's unlikely you would get honest feedback about their work experiences and their overall feelings of the school district.

It is critical that you begin your new role with a strong understanding of how your staff feel in all aspects of their employment, from culture and climate to their professional development needs. Why? Because there is a direct correlation between staff engagement and their job performance which impacts student engagement, student performance and the community's perception of the school system. If your employees are struggling with various engagement factors, the likelihood of gaining support for any initiative is unlikely – either by them or the community at large. Thus, making it challenging to make a positive difference for the staff, students, and community.

What if you could gather this data within the first few months of your work as superintendent? What if you could ensure anonymity, allowing staff to be perfectly open and honest? There is a valid and viable solution. School Perceptions has been providing gathering staff engagement data for the last 15 years to hundreds of school districts in Wisconsin and across the country.

The **School Perceptions Staff Engagement Survey** will help you gather and quantify your District's employee engagement strengths and weaknesses. Collecting data on **School Perceptions' 12 Indexes of Employee Engagement**, including control over work environment, health/wellness, workload, affirmation, tools and training, collaboration/teamwork, trust in building leadership, culture of educational excellence, public/parent support, trust in District leadership, communications, and the planning/improvement process.

Survey data will not only allow you to learn the attitudes and beliefs of your own staff, but also compare your employees' engagement to similar school districts. This allows you to better understand your District's data and determine if the challenges you are facing are unique to your school system or a struggle educators are having across the state. That perspective is powerful in identifying which engagement areas to address first.

For the new superintendent, the information you are seeking is about the past and what exists as you assume this new role. It's not a reflection of the culture you created, but rather what it has been. With a complete assessment of what your staff are thinking and feeling, the superintendent has a valid measure of the in-house work that needs to be done. Conducting an engagement survey sends the message that active listening is what can be expected from the administration in the future. Staff will know that their voices will be heard. It's a tremendous way for a new leadership team to set the tone and demonstrate a sincere interest in improving the success of a school system.

For more information contact: Jerry Kember, 26.644.4300  
jkember@schoolperception.com

*"The School Perceptions Staff Engagement Survey that was given last spring was key in helping us get a perspective of the district and where it had been and where it wished to go. Sharing the data with the teachers allowed us to have some wonderful, and sometimes difficult, conversations."*

Kyle A. Schumacher, Ed.D.  
Superintendent  
La Grange School District 102



# WSSCA Presents...

## Digital Threat Assessment (DTA) Training

**Register Today**



**Date:** July 25, 2018

**Time:** 8:30 a.m. - 3:30 p.m.

**Location:** Waukesha County Technical College

**Fee:** \$240 for WSSCA members, \$260 for non-members

*Registration open to the first 50 participants.*

This training is developed through the need to keep pace with the ever-evolving technology challenges that face our students. These challenges have entered our education environment with force and have overwhelmed school districts staff throughout the world.

Attend this training and you will gain a stronger understanding of the current social media world, tools to be able to proactively identify student safety concerns and strategies for dealing with online situations as they arise.

All aspects of school safety and threats to schools now involve a social media or online component and we need to be prepared.

*Please forward this information to anyone you know that may be interested in attending.*



WISCONSIN SCHOOL SAFETY COORDINATORS ASSOCIATION

WSSCA

# Learn How to Conduct a School Security Assessment



Now WSSCA offers School Districts and Law Enforcement Agencies the opportunity to learn how to conduct their own site assessments with the same theory, tools, and protocols we have been successfully using statewide.

**Wisconsin Statute 118.07 requires:**

118.07 (4) (b) A school safety plan shall be created with the active participation of appropriate parties..... Before creating or updating a school safety plan, a school board or governing body of a private school shall, in consultation with a local law enforcement agency, **conduct an on-site safety assessment of each school building, site, and facility** that is regularly occupied by pupils. The on-site assessment shall include playgrounds, athletic facilities or fields, and any other property that is occupied by pupils on a regular basis.

Class Dates and Locations (8:00 am – 4:00 pm):

**July 26, 2018:**

*Indian Trails High School, Kenosha Unified School District*

**August 9, 2018:**

*Patrick Marsh Middle School, Sun Prairie School District*

**August 16, 2018:**

*Logan High School, La Crosse School District*

**August 23, 2018:**

*Fischer School, Wauwatosa School District*

Class Minimum: 20    Class Maximum: 50

Cost: \$240.00 per participant for WSSCA Member Districts and Law Enforcement  
\$260 per participant for non-WSSCA Member Districts and Organizations

Visit [WSSCA.org](http://WSSCA.org) to register.