Welcome to WASDA’s November edition of our online Newsletter! As the leaves fall and the days shorten, the busy fall schedule for the WASDA office is starting to wind down. As always, we enjoyed seeing many of you at the Finance Workshops and at the Regional Meetings. We are looking forward to the eighth SLATE Conference (School Leaders Advancing Technology in Education), that WASDA is co-sponsoring with AWSA that will be held December 3-5 at the Kalahari Resort in Wisconsin Dells.

Complete details about all of WASDA’s events 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!

Wisconsin Association of School District Administrators
4797 Hayes Road
Madison, WI 53704
608/242-1090; 608/242-1290 - FAX

HAPPY THANKSGIVING FROM THE WASDA STAFF!

Jon
Nancy
Jessica
NOVEMBER 2018
WASDA E-NEWS

Are You Retiring in 2018?
WASDA President’s Message
WASDA Executive Director’s Report
The Capitol Report - John Forester, Dir. Of Gov. Relations
WASDA Fall Regional Meetings
WASDA Awards
SLATE
First Year Superintendents Workshop III
Are You Retiring in 2019?
2018 WASSA Fall Workshop Held
November is the Month of the Military Family
Superintendent Vacancies
WASDA Calendar of Events
2019 State Education Convention


Visit WASB.org/convention to register.

Steve Pemberton
A passionate advocate for disadvantaged youth, Steve Pemberton's triumphant life journey, now a major motion picture, is about defying the seemingly insurmountable odds of the path of the unchosen.

Dr. Michele Borba
Dr. Michele Borba is an internationally recognized educational psychologist and parenting, bullying and character expert whose aim is to strengthen children's empathy and resilience, and create safe, compassionate school cultures.

Salome Thomas-EL
An award-winning teacher and principal and internationally recognized speaker, Principal EL believes that every child can succeed and that resilient leaders make courageous decisions, take risks and challenge the status quo.
Dear WASDA Friends and Colleagues,

My experience in recent years has been that folks are moving quickly from Halloween to the traditional winter holidays of Christmas, Hanukkah and Kwanzaa. Completely lost in the shuffle is one of my favorite traditional family holidays - Thanksgiving. While we should all practice the art of giving (and receiving) thanks throughout the year, this November holiday is one that often provides time for family and friends to gather and share quality time with one another. Okay, feasting on awesome food and watching football all day isn't bad either!

During this time of year I would like to THANK YOU for all that you do locally and on behalf of our professional organization - WASDA. We are most fortunate to work with colleagues who share similar passions about public education. One of the ties that binds us and our individual and collective work in Wisconsin are our professional organization's Code of Ethics. As you may be aware, our WASDA guidelines are as follows:

WISCONSIN ASSOCIATION OF SCHOOL DISTRICT ADMINISTRATORS - Code of Ethics

"The Professional School Administrator…

...constantly upholds the honor and dignity of the educational profession in all actions and relations with pupils, colleagues, school board members and the public.

...obeys local, state and national laws: maintains high ethical and moral standards, and gives loyalty to his/her country and to the cause of democracy and liberty.

...accepts the responsibility throughout his/her career to master and to contribute to the growing body of specialized knowledge, concepts, and skills which characterize school administration as a profession.

...strives to provide the finest possible educational experiences and opportunities to all persons in the district. ...applying for a position or entering into contractual agreements seeks to preserve and enhance the prestige and status of the profession.

...carries out in good faith all policies duly adopted by the local board and the regulations of state authorities and renders professional service to the best of his/her ability.

...honors the public trust of the position above any economic or social rewards.

Continued, next page.
PRESIDENT'S MESSAGE CONTINUED:

...does not permit considerations of private gain nor personal economic interest to affect the discharge of his/her professional responsibilities.

...recognizes that the public schools are the public's business and seeks to keep the public fully and honestly informed about their schools.

High standards of ethical behavior for the Professional School Administrator are essential and are compatible with the school administrator's faith in the power of public education and his/her commitment to leadership in the preservation and strengthening of the public schools."

On behalf of your communities, and the families and children that you serve, please accept my sincerest THANKS and APPRECIATION for all that you do in adhering, by your actions, deeds and words, to the high standards of excellence noted above. In difficult times we all need something to fall back upon to remind us of the many reasons why we are in this profession. The WASDA Code of Ethics provides all of us with just such an instrument.

THANK YOU ALL!

Respectfully,
Dr. Steven M. Bloom, District Administrator
Palmyra-Eagle Area School District
WASDA President
sbloom@peasd.org

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Strang, Patteson, Renning, Lewis & Lacy, s.c. is pleased to announce that Attorney **Chad P. Wade** has been promoted to Shareholder at the firm. Chad practices in the areas of School and Higher Education Law with a focus on Special Education Law, Labor and Employment Law, and Municipal Law. Chad has ten (10) years of experience since graduating *cum laude* from the Valparaiso University School of Law.
Help Us Help You

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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WASDA FALL REGIONAL MEETINGS

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

AGENDA

8:00 - 8:30 a.m.  REGISTRATION
Continental Breakfast and Networking

8:30 - 8:45 a.m.  WELCOME AND ORIENTATION TO THE DAY
Steve Bloom, President, WASDA
Jon Bales, Executive Director, WASDA

8:45 - 10:15 a.m.  LEGAL COUNSEL FOR SUPERINTENDENTS
Attorneys at Strang, Patteson, Renning, Lewis & Lacy, s.c. will provide pertinent and timely counsel in critical areas of Superintendent professional practice. Topics will include a variety of current legal issues of interest to public schools, including board conduct and policy, personnel management, student conduct, social media, community engagement, and school safety. The underlying theme will be an emphasis on the reality that in every scenario, the best policy … is to have good policy.

The attorneys will provide a general school law update, with the latest legal information of interest to Superintendents on a variety of subjects, including important recent legislation. This program not only will discuss legal developments, but will also address strategic considerations, compliance issues, and policy development parameters for Superintendents. You will receive essential legal information and strategies to share with your boards of education and administrative teams.
Attorneys from Strang, Patteson, Renning, Lewis & Lacy, s.c.

10:15 - 11:30 a.m.  ROUNDTABLE ON CURRENT LEGAL CHALLENGES
Attorneys will facilitate discussion and give guidance to Superintendents concerning common legal challenges they face in current practice. Topics may include difficult employee discipline and termination, statutory or procedural violations by board members and public challenges to programs and services offered to students. Join your colleagues for this informative individually relevant segment of our program!

11:30 - 12:15 p.m.  LUNCH

12:15 - 12:35 p.m.  REACHING OUT TO EDUCATORS
The session will focus on how WREA members can reach out to support schools/districts/educators to be effective in today's educational environment. Collaborative efforts will be shared and discussed. Samples of resource materials will be available.
Diane Wilcenski, Executive Director, WREA
12:35 - 12:45 P.M.  NEW WASDA PARTNERSHIP
WASDA members will have an opportunity to meet representatives of our new business partner, American Fidelity. AF is a well-respected, national company specializing in building organizational capacity to provide/facilitate access to employee benefits. AF also can provide management of those benefit programs. In particular, AF prioritizes education to system leaders concerning the benefits industry in order to make more informed choices. Meet our new partners and learn of the value they can bring to your understanding and decision making with respect to employee benefits.

*American Fidelity Partners: Kaitlin Economon and Caleb Wilson*

12:45 - 2:15 p.m.  WHAT'S NEXT IN ADVOCACY? SAA POLICY DEVELOPMENT
John's session will engage members in a review of the updated SAA Evidence-Based Policy Agenda. This agenda will form the foundation of SAA's legislative advocacy for 2018-2019. In addition to this larger agenda, John will seek WASDA member input on developing policy ideas and positions for SAA to pursue for the remainder of this legislative session and beyond.

*John Forester, Executive Director, School Administrators Alliance*

2:15 p.m.  WRAP UP

*Jon Bales, WASDA Executive Director*
We don’t leap tall buildings. But we’re fast, and really, really strong.

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Limited English proficiency language services ATTENTION: If you speak a language other than English, language assistance services, free of charge, are available to you. Call 1-800-472-2363 (TTY: 711). ATENCIÓN: Si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-800-472-2363 (TTY: 711). LUS CEEV: Yøg tias koj hais lus Hmoob, cov kev pab txog lus, muaj kev pab dawb rau koj. Hu rau 1-800-472-2363 (TTY: 711).
WASDA AWARDS

Each spring WASDA recognizes deserving educators at the WASDA Annual Educational Conference. This year’s conference will be held April 10-12, 2019, at the Madison 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, 2019. 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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SLATE
SCHOOL LEADERS ADVANCING TECHNOLOGY IN EDUCATION
December 3-5, 2018
Kalahari Resort-Wisconsin Dells

AWSA and WASDA are happy to be hosting the seventh annual SLATE Convention December 3-5, 2018, at the Kalahari Resort in the Wisconsin Dells. SLATE is a comprehensive educational technology conference designed by leading education associations to meet the needs of all educators. Each year, the conference attendee feedback is compiled and used to construct the ultimate technology conference experience!

This conference is designed for a wide variety of educators including Teachers, Principals, Associate Principals, District Administrators, Library Media Specialists, IT Coordinators and Directors of Curriculum and Instruction. Conference attendees will:

- Enhance knowledge and skills for all members of the technology team
- Be informed and educated on the best technology for teaching and classroom use
- Develop of common “technology language”
- Formulate a district wide action plan

Cost of attendance is $210 per individual. All Pre-Convention Sessions are $39. It is recommended that attendees bring a laptop and/or portable wifi devices so you can access online handouts and links regarding the conference during the conference.
7:30 a.m. REGISTRATION - Coffee & Muffins
Questions/Discussions/Celebrations

8:00 a.m. BUDGET PLANNING AND DEVELOPMENT
Why? What? When? How? How will we know? It's time to begin planning your district budget for 2019-20. Members of the Baird Financial team will help you to initiate a thoughtful, transparent budget planning and development process. (Bring your customized financial analytics to reference during the activity.)
Robert W. Baird Financial Team

9:15 a.m. Reflections on Learning - How are academy activities influencing thinking and practice?

9:30 a.m. CHANGE THEORY AND CREATING A CULTURE OF AN ENGAGED WORKFORCE
The more employees are engaged, the more likely they are to display discretionary effort, stay with the organization and effectively adapt to changing conditions. This session will focus on change theory concepts and engagement strategies to assist you in creating a positive workplace culture focused on learning and achievement.
Drew Howick, Howick Associates

10:30 a.m. BREAK AND NETWORKING

10:45 a.m. INTRODUCTION TO THE BUSINESS OF EDUCATION - A CALL TO ACTION
The status of children in our schools and the challenges facing public education require inspirational, passionate school leaders who possess an inner resolve to achieve, despite obstacles and political distractions. Whether we apply best practices to ensure success for EVERY learner depends in part on how we feel about the fact that we haven't achieved high levels of success with EVERY child thus far. What is your resolve?.....What are you prepared to do, to drive EXCELLENCE?
Kathleen Cooke and Michael Gallagher KCMG Consulting

11:45 a.m. LUNCH/NETWORKING
ARE YOU RETIRING IN 2019?

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 10-12 at the Madison Concourse Hotel. (Conference begins with a reception at 5:30 p.m., April 10, followed by the Recognition Banquet & ends at 12 noon on April 12.)
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2018 WASSA FALL WORKSHOP

WASSA members gathered recently for their 16th Annual Fall Workshop at the Great Wolf Lodge in Wisconsin Dells. It was the highest attended event in ten years! The program included presentations by Attorney Shana Lewis from Strang, Patteson, Renning, Lewis & Lacy, s.c., WASDA Executive Director Jon Bales, the Wisconsin Elections Commission, the Wisconsin Department of Justice, WASB and DPI. Several CESAs gathered their members together for photo opportunities. WASSA Members mark your calendars for the 16th Annual Spring Conference, which will be held April 25-26, 2019, at the Holiday Inn-Stevens Point!
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“Military families exemplify the courage and resolve that define our national character. For their country and their loved ones, they rise to the challenges of multiple deployments and frequent moves — spouses who care and provide for children in their partners’ absence, kids who make new friends and leave known comforts behind. They are the force behind the force, patriots who support their family members in uniform while enriching the communities they call home.”

This quote from President Barrack Obama’s 2017 proclamation for November, the Month of the Military Family, summarizes the special challenges military families face. Every family has challenges, but military families have unique challenges that all of us need to be aware of. Schools play a special role in the lives of all families and often school personnel who are the first individuals who families connect with in the civilian community. It is important that educators increase their understanding and responsiveness to military families joining our communities.

During a recent meeting I listened to a panel of parents and children discuss the challenges of frequent moves from city to city and state to state. Families became very emotional as they discussed the stress of moving into a new community with no family connections - trying to find the best neighborhoods, the best schools for their children, learning the “culture” of the community, finding jobs for the non-military members (spouses, children). These families did not venture into discussing the added stress of having a family member frequently deployed to distant locations and daily facing threats to their lives.

We have thousands of military families in Wisconsin, including both active duty and members of the Guard and Reserve. Too often we do not recognize those families and may not be prepared to respond to their needs as a family. The Wisconsin Department of Public Instruction is working to increase the awareness of the large numbers of military families who have children in our schools, and to increase understanding of the challenges they face. Members of the Wisconsin State Council for the Interstate Compact for the Education of Military Children are working with others to increase awareness and improve support for families. Schools need to understand that they are often being the first and best connection between the families and the community is essential to our success in Wisconsin.

We invite you to explore and share the resources included with others. Finally, please share the ways you celebrate the Month of the Military Family and how you are striving to meet the needs of military families. Your insights and inputs will help others.

WI DPI Educational Opportunities for Military Children
National Military Family Association
Department of Defense - Military Family Resources
Wisconsin Department of Military Affairs - Service Member Support
Wisconsin Department of Military Affairs - Family Readiness Support Services
Military One Source - Resources for Families
Ten Ways to Recognize Military Family Appreciation Month