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. We are looking forward to the Tenth SLATE Conference (School Leaders Advancing Technology in Education), that WASDA is co-sponsoring with AWSA that will be held December 9-11 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!

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Jessica
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Scott McLeod

An associate professor of educational leadership at the University of Colorado Denver, Dr. Scott McLeod is widely recognized as one of the nation’s leading experts on P-12 school technology leadership issues. McLeod has worked with hundreds of schools and received numerous awards for his technology leadership work, including the 2016 Award for Outstanding Leadership from the International Society for Technology in Education.

Holly Hoffman

Author of “Your Winner Within,” Holly Hoffman believes that within each of us is an ability to focus our thoughts, emotions and energy to succeed — if only we have the knowledge, tools and discipline to do so. Holly was the last woman standing on Season 21 of CBS’ hit reality show “Survivor.” Through that experience and others, Holly was inspired to share her message of positivity, determination and confidence.

Yong Zhao

An expert on globalization and education, Dr. Yong Zhao holds positions at the University of Kansas, East China Normal University, the University of Bath in the U.K., and Victoria University in Australia. Dr. Zhao has published more than 100 articles and 30 books, including his most recent, “Reach for Greatness: Personalizable Education for all Children” in 2018 and “Counting What Counts: Reframing Education Outcomes” in 2016.

Shane Feldman

Founder and CEO of Count Me In, Shane Feldman is the visionary behind the world’s largest student-led movement. Over the past decade, Count Me In has initiated tens of thousands of projects worldwide, contributing a value of more than $2.6 billion to the global economy through service. Shane was featured in an A&E documentary TV series that followed his work mentoring teens.

Visit WASB.org/convention to register.
We've all had discussions on what makes a school or district successful. We've lamented over our State Report Card and examined the Redefining Ready measures as possible alternative indicators to tell our stories of success for our schools and our students. High achievement on state mandated or standardized tests, a strong graduation rate, or a high percentage of students who are accepted to the college of their choice are important. So are winning sports teams and strong art and music programs, in addition to low truancy and behavior problems. While all of these are important achievements, Thomas Hoerr argues in his book, *The Formative Five- Fostering, Grit, Empathy, and Other Success Skills Every Student Needs*, that schools should be fostering skills that will ensure our children are going to be productive and happy citizens when they are 28, 50, and 70. Will the students in school today be respectful and honest adults? Will they be interested in making our world a better place? What is needed to be successful in the real world, not just in school?

Hoerr goes on to define five formative skills that he believes are necessary for success in both the work world and in all of our relationships: empathy, self-control, integrity, embracing diversity, and grit. Let's examine these five skills. Empathy and embracing diversity are skills that are focused on a person's relationship with others. Am I able to walk in another's shoes? Do I recognize and appreciate the differences among people? Self-control, integrity, and grit focus on how we frame and manage our thoughts and actions. Do I have a sense of discipline? Am I honest and trustworthy? Do I have resiliency and determination? Hoerr argues schools must go beyond what is required to achieve standardized test or school report card success and teach these skills. We must teach our children that who they are is more important than what they know.

I have heard parents say that they would rather have a teacher tell them that their child is kind and respectful than that their child is an "A" student. I think this reinforces Hoerr's idea that it is more important to be a "good person" than a person who "knows it all". Perhaps you know a very intelligent adult who struggles with treating others respectfully. Maybe you have a friend who is very smart but always falls victim to an unwillingness to do what is necessary to get a job done. Maybe you've observed on Facebook a person who is very knowledgeable, but has no filter and is unable to use restraint in his/her remarks. Again, these examples demonstrate that not possessing the skills of integrity, grit, or self-control can result in less happiness and success. Who we are is more important that what we know.

All of us must be involved in teaching our children skills that will propel them to success in their relationships and the world of work. We must model for our children the ability to consider situations from a variety of perspectives- that is how we teach empathy (i.e. How might you have felt if I took your hat and wouldn't give it back? How would you feel if someone handed out invitations to a party and you didn't get one?). We must be honest, admit our mistakes, and applaud others when they step up to do the right thing. That is how we teach integrity. We must demonstrate constraint and not allow our emotions to cloud our thinking. We have begun teaching mindfulness in school- helping children to calm their bodies and minds and become more self-aware. This is a step toward self-discipline. We must help our children to not give up or become discouraged. We all face adversity in our lives and being able to rebound and fall forward are instrumental in continuing to grow and succeed. Children cannot develop grit if they quit when the going gets tough or if they are rescued from or avoid failure. Continued, next page....
President’s Message Continued:

We must address prejudice and biases and acknowledge stereotyping when it is occurring. Working with others who are different from us will be the norm of the future, not the exception. To embrace diversity, our children will need to create a base of understanding and trust with individuals of different races, religion, gender, age, income, and ability.

The measures of school success? Of course, we want high academic achievement, strong art and music programs, engaged students who are well behaved, and competitive sports teams. However, let’s not forget those other measures of success that our schools need help to develop in our children—those skills of empathy, integrity, embracing diversity, grit, and self-control. It starts with us, the adults—teachers, parents, bus drivers, aides, grandparents, business leaders—everyone in our community—modeling these critical skills for success throughout life.

Cindy Zahrte
WASDA President, 2019-2020

cindyzahrte@tomah.education
Executive Director’s Message
November 2019
Dr. Jon Bales

November! Really?

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.
Dick Swantz, a former long-time school superintendent in La Crosse, WASDA President in 1992-93 and community advocate, passed away October 15, 2019. He was 84 years old.

Dick believed in being a good parent, the wellbeing of all children and a life as a public servant. His lifelong accomplishments reflect a life of activism centered on his beliefs. He was a man of faith, lover of fresh oysters, and a fervent Green Bay Packer and Chicago Cubs fan. Those who worked with him, as well as knew him as friend, found him a quiet, respectful man who listened to all views; whose actions reflected truth, integrity and focus on the greatest good for all. His work and his life leave a legacy of making a difference.

Dick was preceded in death by his parents Arthur and Anna (Schuck) Swantz and daughters Angela and Lucina. Dick is survived by his wife Judith (Ferdinand) of 60 years; three sons Ben, Ted, Tony (Connie); three granddaughters, Lauren (David), Sarah (Kyle) and Audrey; four great grandsons, Luke, Landon, Nolan and Eliot; and his sisters Anne Marie Brunet and Ione Pagel.

He was superintendent of Schools from 1977 to 1998, the longest serving superintendent in the La Crosse district. After retiring from the district, he became a local activist and got into politics. Swantz was elected to the La Crosse city council in 2007 and later would become council president.

The following biography was written when he was inducted into the Logan Wall of Fame in 2015. It perhaps best captures the true essence of the man. "Dick was born in Fond du Lac, Wisconsin, on June 2, 1935. After graduating from Fond du Lac Senior High in 1953, Dick served in the U.S. Army as a military police officer and then matriculated at the University of Wisconsin-Oshkosh, earning a degree in History Education in 1958. Dick and his wife, Judith, spent the next 19 years in McHenry, Illinois, where Dick was a history teacher, then an elementary school principal, a high school principal, and finally the superintendent of schools.

In 1977, Dick, along with his wife and three sons, made a major career and life decision and moved to La Crosse, where Dick became the longest serving superintendent in School District of La Crosse history (1977 to 1998). During his tenure as superintendent, Dick presided over the construction of new Logan High School, which was finished in 1979. In 1979, when there was a perception of "two" La Crosses—the "poor" North Side and the "rich" South Side—the new school and Dick's leadership were transformational events in city and educational history. With Mr. Swantz at the helm, Logan and the North Side were no longer second-class citizens. Instead of looking to avoid Logan, people were purposefully choosing to move into homes in the Logan boundary. In Dick's own words, the construction of Logan became "a springboard for equality."

It is no accident that Dick is still a beloved figure among veteran teachers in the School District of La Crosse, often greeted in appearances at district functions with a standing ovation. His tenure as superintendent is fondly remembered as a time of high student achievement and strong support for public education. In recognition of his service, Dick was named the 1995 Wisconsin Superintendent of the Year. In 1998, Viterbo University awarded Dick an Honorary Doctor of Humane Letters—a plaudit that is especially cherished by him. Upon his retirement from the School District of La Crosse, Dick reinvented himself by diving into local activism and then into local politics. From the Rotary Club to the La Crosse Community Foundation and numerous other organizations in between, Dick spent countless hours focused on making La Crosse a better place to live. In 2007, Dick ran for La Crosse City Council and became an elected public servant for the first time in his life. As a Council member and later Council President, Dick has been a key figure in reinvigorating the economy and neighborhoods of La Crosse.

In La Crosse history, figures such as Mayor Frank Powell may have been more colorful, but Richard "Dick" Swantz is arguably among the most influential people to ever live in the city. Dick Swantz has been a leader in La Crosse for nearly 30 years, first in education and then in politics. His contributions to Logan High School and civic life in the 7 Rivers Region will be felt for generations to come."

The Swantz family wishes to thank Dr. David Momont, Gundersen Health System, and Bethany St. Joseph Care Center. The family requests memorials for Dick are given to the LaCrosse Public Education Foundation (The Swantz Endowment Fund).
Wisconsin public school districts face unprecedented challenges and opportunities. The attorneys at Strang, Patteson, Renning, Lewis & Lacy, s.c., are dedicated to helping you meet the challenges and take advantage of the opportunities.
JOHN C. MULROONEY

BLOOMINGTON—Jack was born in Bloomington, Wis. on Sept. 27, 1924, the son of Clifford and Harriet (McGrath) Mulrooney. He attended St. Mary’s grade school and Bloomington and Boscobel High School, graduating from Bloomington in 1942. He attended Loras College one semester, then served in the Army Air Corps from March of ’43 until October ‘45. He held rank of flight officer – bombardier. After his discharge from service, he enrolled at LaCrosse State Teachers College, where he lettered in track three years. He was co-captain of the ’48 track team and served as president of the letterman’s club. On Sept. 4, 1948, he married Glee Snyder in St. John’s Catholic church in Prairie du Chien.

He graduated from LaCrosse in Jan. 1949, and came to Prairie du Chien in March of 1949, as a teacher of physical education, civics, track coach, assistant basketball and football coach, and served as head football coach from 1954 to 1959. His track team won conference championships in 1952, ’53, ’58 and ’59. In 1959, he went to Port Washington as a teacher of physical education and assistant track, football and basketball coach. He returned to Prairie du Chien in 1960, as assistant superintendent of schools. He followed BA Kennedy as superintendent of schools in 1962, and held that position for 29 years, until his retirement in 1991. Prior to his retirement, the board of education named the football/track facility the John C. Mulrooney field. From ’99 to 2003 he worked for CESA as a part time consultant in the special education department. He served 19 years with WIAA, 13 of those years as the advisory council, and six years on the board of control. He was an athletic official for 63 years in baseball, football, basketball, track and cross country working as a starter at many WIAA state track meets, WIAC conference meets, Iowa intercollegiate meets and the NCAA Division III meets in both cross country and track. He was a longtime member of Kiwanis, served on the library board and was an active member of St. Gabriel’s Catholic church.

He was preceded in death by his parents; his wife Glee (2012); sisters, Pat Brader and Mary Jean Erler. Surviving are his five children, Pat of LaCrosse, Mike (Amy) of Hartland, Margaret Mulrooney of Montclaire, N.J., Ann (Joe) Hanson of Dodgeville, and Mary Mulrooney Emmrich of Prairie du Chien. Grandchildren, Kara Mulrooney (Tate Bunker), Jackie (Joe) Giacalone, Michaela (Kristopher) Serra, Jack (Sarah) Emmrich, Billy (Katlyn) Emmrich, Molly Hanson, and Mary Hanson. He is further survived by great-grandchildren, Keegan Giacalone, Sinora Bunker and Vincent Serra. Also surviving are brothers, Stan Mulrooney of Janesville, Bob Mulrooney of San Luis Obispo, Calif., sisters, Lizzie Watson of Las Vegas, and Jane Mulrooney of Flagstaff, Ariz. He is further survived by many nieces, nephews, cousins and countless friends.

In lieu of flowers, memorials are preferred to the Futures Scholarship Program at the Prairie du Chien High School. The Garrity Funeral Home of Prairie du Chien is assisting the family.

GORDON CLAY

Gordon L. Clay, known to all as “Gordy”, passed away on October 14, 2019. He was born July 18, 1933 to Arthur and Ann (Bakken) Clay from Trego.

His teaching career started early, during his senior year of high school. His math teacher became sick so the superintendent asked him to step in and teach the last semester for the high school. As payment, he received a one year scholarship to UW-Madison. After attending one at UW-Madison, he transferred to UW-Eau Claire where his friends were. There, he enjoyed playing football and received his teaching degree. He also met his wife, Joan, while enjoying college life.

He dedicated his life to education and coaching. He would go on to teach world history and coach football at Columbus in Marshfield. Where starting his family he and Joan decided to move to Menomonie so he could pursue his Masters in school guidance. While he did this he also taught for the Menomonie School District as well as coached football. After he received his Masters, he went on to work for CESA as a school psychologist, his last 15 years with them as administration.

In his retirement he enjoyed living on his homestead property of his youth in Trego.

He is survived by his children, Andrew (Mary) Clay of Chippewa Falls, Nancy (Michael) Fliehr of Chippewa Falls, Karen (Charles) Hotvedt of Altoona; grandchildren, Katrina Kruscke, Alexander Clay, Christopher (Kelsey) Fliehr, Jacob Hotvedt, Allison Hotvedt, Nate (Rebecca Lang), and Holly (Doug) McElhatton; great-grandsons, Carter and Mason Sisko, Owen Kruscke, and Austin Fadness.

He was proceeded in death by his parents; his wife, Joan (Bassette) Clay; son, James Clay; brother, Gary Clay; granddaughter, Loni (Clay) Sisko; and grandson, Matthew Sisko.

Gordy will be missed by many for his words of wisdom and his great grilling and cooking skills, but most importantly, for his love, friendship, and kindness.

ARE YOU RETIRING IN 2020?

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 22-24 at the KI Convention Center in Green Bay. (Conference begins with a reception at 5:30 p.m., April 22, followed by the Recognition Banquet & ends at 12 noon on April 24.)
WASDA AWARDS

Each spring WASDA recognizes deserving educators at the WASDA Annual Educational Conference. This year’s conference will be held April 22-24, 2020, at the KI Convention Center in Green Bay. 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, 2020**. 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 9-11, 2019
Kalahari Resort-Wisconsin Dells

AWSA and WASDA are happy to be hosting the tenth annual SLATE Convention December 9-11, 2019, 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. SLATE 2019 features:

- Google and Apple Playgrounds
- One-hundred concurrent sessions around two tracks and four experience levels.
- Pre-Convention sessions, including *Wisconsin Future Ready Leadership Summit, Introduction to Design Thinking, Developing a Culture of Innovation, and Tinker- Code- Make*
- Access to the expo hall featuring the latest edtech products and services

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.
TUESDAY, NOVEMBER 12, 2019
WASDA SCHOOL LEADERSHIP CENTER-MADISON

7:30 a.m. REGISTRATION - Coffee & Muffins
Questions/Discussions/Celebrations

8:00 a.m. BUDGET PLANNING AND DEVELOPMENT
Why? What? How? How will we know? It’s time to begin planning your district budget for 2017-18. 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.)
Baird Financial Team

9:15 a.m. REFLECTION ON LEARNING – How are Academy Activities Influencing Thinking and Practice?

9:30 a.m. MEANINGFUL COMMUNITY ENGAGEMENT
We know the importance of a meaningful relationship between the school district and the community it serves- the vision and values of how students are educated need to be clear and aligned. This session will overview a spectrum of methods for public participation and provide specifics of a highly collaborative approach called “Future Search.”
Drew Howick, Howick Associates

10:30 a.m. BREAK AND NETWORKING

10:45 a.m. ACHIEVEMENT, EXCELLENCE AND EQUITY: A CALL TO ACTION TO THE BUSINESS OF EDUCATION
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 levers of success with EVERY child thus far. What is your resolve? ....What are you prepared to do, to drive EXCELLENCE? This session will examine core principles and leadership actions which set some school leaders, their school systems and their RESULTS, apart from others
Kathleen Cooke and Michael Gallagher KCMG Consulting

12:00 p.m. LUNCH/NETWORKING
12:30 p.m.  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.
Jeff Nelson, Supt., Grafton; Marggie Banker, Supt., Montello; Tanya Kotlowski, Supt., Necedah; and Matt Joynt, Supt., Mequon-Thiensville

1:30 p.m.  BREAK AND NETWORKING

1:45 p.m.  PUBLIC RECORDS LAW AND OTHER LEGAL TIPS NEW SUPERINTENDENTS NEED TO KNOW
Engage in proactive review of your school district’s practices to avoid legal entanglements. Kirk Strang will share insights and tips for the ‘can’t miss opportunity ’Part II discussion. (Bring your handouts from the September academy session which also address the content for part II.)
Attorney Kirk Strang, Strang, Patteson , Renning, Lewis & Lacy s.c.

3:00 p.m.  ADJOURN

REGISTER AT WWW.WASDA.ORG

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November is Military Family Appreciation Month

Many School Districts throughout Wisconsin recognize and thank all of the Military Members, Veterans, and their families who are part of their communities during November. Districts join their communities in celebrating Veterans, Military Members, and their families throughout this month.

Most folks are aware that we honor Veterans on November 11 each year, but some are not aware that this is also the month we honor military families. Many school districts invite members of the American Legion, Veterans of Foreign Wars organizations, and members of the various branches of the service to join them in their district events in November to recognize and thank them for their service to our community, state, and nation. We are pleased that students at schools throughout Wisconsin honor Veterans and Military Members throughout the month.

In April, we will celebrate the Month of the Military Child. We have many students whose families are connected to the Guard, Reserve, and Active duty components of the military in our schools. Starting in 2018, parents/guardians are asked to identify if their children are military connected students when they enroll/register their children in schools. WASDA and AWSA work closely with the Wisconsin Commissioner for the Education of Military Children, Shelley Joan Weiss (a former AWSA Board member).

Included below are additional resources that may be helpful/
Veterans Day History
Five Facts About Veterans Day
Military Family Month
November, Military Family Appreciation Month
Why appreciate Military Members
National Military Family Association
DPI - Military Children

Baird Video Library (BVL) November Update

Although the BVL library is full of useful videos to be accessed anytime, this month in the business office, you might be find the following most helpful. Not a member of the BVL? Click here for sample videos, more information and a link to register!

Assets
Balance Sheet
Bank Reconciliations
Cash Flow
Fund Balance
Grant Claims
Liabilities
PI-401 Tax Levy Report
Revenue Limit Non-Recurring Exemptions: Voucher Exemption
Why Will the Approved Mill Rate Differ From Residents’ Tax Bills?
Why is the Debt Levy based on Calendar Amounts Owed?

If you have any questions on the above videos, or if you have any comments on how the BVL can better serve your district, let us know! Reach out to any member of the Baird team; we’d be happy to help.
Your students deserve the best. The best teachers. The best programs. The best facilities. Hoffman will help you create the best learning environment for your students to thrive and grow.

Your students deserve first-rate facilities. You deserve a partner ready to make that happen.

Visit us at hoffman.net
WASDA Early Career Superintendent Workshops 'Accelerating Growth for Distinguished Performance'

Target Audience: 2nd, 3rd, and 4th Year Superintendents

WASDA is pleased to offer, in partnership with Baird, a series of workshops for early career superintendents, to accelerate growth for distinguished performance. Designed based on feedback from the field, the sessions will refine leadership thinking and action to promote achievement, excellence and equity for all students.

High performing leaders think and act differently. Their mindsets guide their choices, decisions and actions every day. Their skill sets differentiate and set them, and their districts, apart from others. The skill sets possessed by high performing leaders can be developed and nurtured.

Dates of Workshops:

- **January 21, 2020**  Baird Offices - Milwaukee
- **March 25, 2020**  WASDA School Leadership Center - Madison

Goals of Workshops:

- Examine skills utilized by high performing superintendents to lead for increased achievement, performance and equity
- Challenge and disrupt current assumptions
- Shift mindsets about choices, decisions and actions
- Sharpen critical thinking and analytical skills
- Think strategically about change
- Set goals for implementation/application of workshop concepts to solve real-world problems/issues

The program for each workshop follows this article.

REGISTER AT [WWW.WASDA.ORG](http://WWW.WASDA.ORG)!
WASDA Early Career Superintendent Workshop II
'Accelerating Growth for Distinguished Performance'

Target Audience: 2nd, 3rd, and 4th Year Superintendents

JANUARY 21, 2020
Baird Office - Milwaukee

9:00 a.m.- 10:30 a.m. Facilitating Long-Term Financial Planning

How do superintendents become wise stewards of the community's resources? High performing superintendents develop and implement long-term financial plans, then monitor and measure against financial and organizational goals. Join the Baird Financial team to develop and refine your financial planning acumen including:

1. Conducting financial forecasting - the process of projecting revenues and expenditures over the long term, using assumptions about economic conditions, future budget scenarios, and

2. Developing long-term financial plans to align your district's financial capacity with long-term organizational objectives.

Baird Financial Team

10:30 a.m. - 10:45 a.m. Break

10:45 a.m. - 12:15 p.m. Your Comprehensive Look at Referendum Planning

Is a facilities or operational referendum in your future? Work with the Baird Financial team and legal counsel from Quarles and Brady to examine the factors superintendents and their teams must consider to successfully navigate a referendum. Content will include strategies to position the district for success beginning several years before the actual vote including building your credit rating, managing your tax levy, building your long range budget and capital planning, generating community engagement, establishing board resolutions etc. This session will provide the guidance you need for your referendum planning!

Baird Financial Team and Attorneys from Quarles and Brady

12:15 p.m. - 1:00 p.m. Lunch and Networking with Colleagues and Presenters

1:00 p.m. - 3:00 p.m. 'Open Gym' for Building Your Customized Financial Forecast Models

While utilizing the Baird Forecast Model, take advantage of personalized consultation with the Baird team to address you unique district financial forecasting and planning needs. Districts not currently using the Baird Budget Forecast Model will be provided a sample for use during this session.

Baird Financial Team

REGISTER AT WWW.WASDA.ORG!
A wise superintendent once said, “People's appetite for change is usually greater than their ability to digest it.” This is why there can be push-back even when a school board or community has demanded that things must change! Some districts have mastered implementing change and embracing new ideas, with seemingly little opposition. Why the difference? What do they know? How do they do it? High performing leaders think and act differently during change processes using mental paths to discern and forecast possible issues, identify and analyze assumptions, apply leadership theory, and engage community in meaningful ways to develop ownership for decisions and capacity for implementation. This session will review strategies utilized to successfully manage organizational change and provide opportunities for participants to act on and apply them to their own district's change initiatives.

Jim Rickabaugh, Kathleen Cooke and Michael Gallagher

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 for complex legal issues.

Attorney Michael Julka, Boardman and Clark

REGISTER AT WWW.WASDA.ORG!
Cybersecurity

The Consortium for School Networking (CoSN) and its Wisconsin state affiliate chapter, Wisconsin Educational Technology Leadership are honored to support the work of current and aspiring superintendents and district leadership teams in leading all aspects of digital learning transformations.

Last month we focused on five critical guidelines for ensuring student data privacy when leveraging technology to maximize student learning. This month we turn our attention to the larger and even more encompassing issue of cybersecurity.

In today's world it seems there is not a week that goes by without a news story related to some sort of breach in security for one organization or another. As school districts rely more and more on digital tools for data records, instruction, and many other facets of school or district operations, it is incumbent upon school leaders to understand the issues around cybersecurity and take appropriate actions to prevent any sort of breach within school data systems. CoSN is pleased to support school leaders in communicating the urgency around cybersecurity by providing a brief overview of the top five reasons why schools and districts must make cybersecurity a priority.

CoSN, in partnership with edWeb.net, hosts The Empowered Superintendent monthly webinar series on topics that are essential for all educators engaged in leading digital transformations. School superintendents serve as panelists on each webinar and share their stories and expertise. The focus of the November 11, 2019 webinar (4:00 pm CT) is on cybersecurity. Learn more and register for this free webinar as well as access recordings of previously broadcast webinars at https://home.edweb.net/webinar/supers.

If your school or district would like more information about joining CoSN or getting more involved with CoSN, please contact Brian Calvary, CAE, CoSN Director of Membership and Chapters, at bcalvary@cosn.org.
New report finds variations in high school students' postsecondary pathways

A new REL Midwest report examines Minnesota high school students' college and career outcomes both one year and six years after graduation. Read on to learn how the findings are helping Minnesota educators ensure that students have access to the opportunities that support career success.

Read more

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Video: Investigating opportunity gaps in high school students' postsecondary pathways

Check out our new video for a quick summary of the above report on Minnesota high school students' postsecondary pathways, including the implications of the study's findings.

View the video

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Understanding the landscape of credit recovery in Minnesota

Credit recovery enables high school students to retake failed courses that are required for graduation, but such programs can vary in effectiveness. REL Midwest worked with the Minnesota Department of Education to examine credit recovery programs across the state as a way to promote best practices.

Read more
Infographic: The state of credit recovery in Minnesota public schools

Explore our companion infographic to see the findings from REL Midwest's scan of credit-recovery programs and practices in Minnesota and how the state plans to use the results.

View the infographic 📚

Resource roundup: Supporting student literacy at the secondary level

Browse this collection of resources from the REL network and the What Works Clearinghouse to support students' reading and writing skills at the secondary level.

Read more 📚

Ask A REL

Browse the responses to some recent questions submitted to our Ask A REL reference desk—then submit a question of your own!

- What research is available on global competence in grades K–12?
- What research is available on the use of standards-based grading with alternative education or at-risk learners in grades 6–12?
- What research is available on the relationship between different middle and high school grade configurations (specifically a 7–12 model versus 6–8 and 9–12) and student academic and social-emotional outcomes?

Upcoming events

Don't miss our upcoming events this fall! All events are free and open to the public.

- **November 12:** Strategies for Success: Supporting English Learner Student Achievement, Webinar (2:30–3:30 p.m. CT). Cohosted with REL Southwest. Register
- **November 13:** High Hopes and Higher Education: Honoring Black Students’ Aspirations, Madison, Wisconsin (4:30–6:00 p.m. CT). Join us for a screening of a documentary produced in cooperation with Wisconsin Public Television. Register
- **November 20:** Making It: Latino Students’ Pathways to College, Chicago, Illinois (2:00–3:30 p.m. CT). Join us for a screening of a documentary produced in cooperation with Detroit Public TV. Register
- **December 5:** Heartbeat of the Community: Recruiting and Retaining Teachers in Rural Schools, Mt. Pleasant, Michigan (5:00–6:30 p.m. ET). Join us for a screening of a documentary produced in cooperation with Detroit Public TV. Register