Welcome to WASDA’s March edition of our online Newsletter!

Spring is coming! The WASDA Annual Educational Conference is also right around the corner and will be held at the KI Convention Center in Green Bay, April 22-24. The complete program can be viewed at www.wasda.org. We have an exciting program and hope to see many members there!

Complete details about all of WASDA’s events for the remainder of the year can be found on our website at www.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
www.wasda.org
WASDA President’s Message
WASDA Executive Director’s Report
The Capitol Report - John Forester, Dir. Of Gov. Relations
WASDA Annual Educational Conference
2020 WASDA Summer Legal Seminar
Otto Schultz Obituary
Election of WASDA Board Members
WASDA Recognition Awards
AASA Governing Board Election
First Year Superintendents Workshop V
BVL March Update
Accessibility for All: Creating an Equitable Learning Ecosystem
Are You Retiring in 2020?
WASDA Early Career Superintendent Workshops
WASDA Early Career Superintendent Workshop III
Superintendent Vacancies
WASDA Calendar of Events
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.
I was exposed to the concept of reciprocal accountability from our school district's participation in the SAIL Academy. The phrase sounds a bit complicated, but it really is quite easy to understand. If I am going to hold someone accountable for doing something, then I have an equal responsibility to ensure that person knows how to do what I am expecting them to do. It is also part of reciprocal accountability that if I receive specialized training or resources, I have a responsibility to use that training and those resources.

Let's consider some examples:

#1: If your school district expects teachers to use technology to engage students in their education, then the district has a responsibility to ensure that teachers are provided with the technology and training to be able to engage students in this manner. This means the district needs to set aside resources—both money and time—for this expectation to be fulfilled. Additional funds must be allocated from the budget to purchase the needed technology and time must be provided to teachers for training to use that technology. Upon receiving the technology and training, teachers have a responsibility to use the technology and training to make changes in their instruction which reflect what they have learned. That's reciprocal accountability.

#2: If the residents, including legislators, of your school district expect your district to support high achievement for ALL students, then those residents and legislators need to be willing to provide the school district with the necessary resources to meet that expectation. It takes additional resources to assist students living in poverty, students dealing with mental health issues, or students exposed to adverse childhood experiences (i.e. domestic abuse, drug abuse, incarceration of a family member, physical, mental, or sexual abuse, neglect, etc…). Employing more school social workers and school counselors, offering a place for mental health services to be provided at school by private professionals, more education and screening on depression and brain health are all additional means which would improve our ability to support high achievement for ALL students. Will your community support additional funding to provide these resources so that ALL students can achieve at high levels? Will your community and legislators ensure that your school district employees have access to the resources necessary to meet this expectation? If the answer is yes, that's reciprocal accountability.

#3: If parents of children in your school district expect teachers and administrators to reduce bullying, cyberbullying, and harassing behavior (much of which happens outside of school), then parents need to be actively involved in supporting school officials in these efforts. Parents must model for their children appropriate use of social media, refrain from acting disrespectful to other adults when there is a disagreement and monitor daily the messages their children are sending on their cell phones and computers. Problems of this nature can't be addressed solely by school officials or the police. Parents must be actively involved so that every effort is made to reduce this type of behavior. That's reciprocal accountability.

I value the concept of reciprocal accountability because it reflects our responsibilities to one another. We can have high expectations for our students, all school employees and the district as a whole, but we must accept that those expectations come with an equally high level of accountability for our parents, legislators, and the residents of our school districts. We are in this together— we need to support and encourage one another and provide the necessary resources so expectations can be met. Our success is dependent upon our willingness to accept our responsibilities to one another, the essence of the concept of reciprocal accountability. All of our school districts, students, and staff will benefit if the importance of reciprocal accountability is understood and practiced.

Cindy Zahrte
WASDA President, 2019-2020
cindyzahrte@tomah.education
BUSINESS & LEADERSHIP INTEL: USING ANALYTICS TO INCREASE STUDENT ACHIEVEMENT, PROMOTE EQUITABLE ACHIEVEMENT OPPORTUNITIES & INCREASE BUSINESS PERFORMANCE

A personalized, customized workshop designed for 1st Year Superintendents!

8 – 8:30 am – Registration

8:30 – 11 am – Data Informed Leadership – Forecast
5Analytics/5Sight

Before you can lead...you must understand!

11 – 11:15 am – Break

11:15 am – 12 pm – Proven Strategies to Improve Student Achievement – Practitioner Panel

Find out from practitioners what really works!

12 – 12:45 pm – Lunch & Networking

12:45 – 2 pm – Ensuring Success for ALL: Strategic & Tactical Planning and Predictive Modeling – Oconomowoc Administration

Leading for Excellence, Achievement and Equity

2 pm – Workshop Adjourns

Receive a customized packet of analytics for your school district regarding student achievement, performance vs. spending and finance!

REGISTER AT: WWW.WASDA.ORG

March 17, 2020

8 am – 2 pm

Wisconsin School Leadership Center - Madison

$125 (Includes Lunch & Materials)

Please register by March 10 to ensure your customized packet can be created!

Drive Strategic Decisions with Data
WASDA
Executive Director’s Message
March 2020
Dr. Jon Bales

“Things Heat Up in the Spring”

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.
2020 WASDA ANNUAL EDUCATIONAL CONFERENCE
KI Convention Center - Green Bay
April 22-24, 2020

To reserve a room, please call (920) 432-1234 BY MARCH 21, 2020!
When calling, please identify yourself as part of the WASDA Annual Educational Conference when making your reservation.

REGISTER AT WWW.WASDA.ORG

2020 WASDA SUMMER LEGAL SEMINAR

Mark your calendars now and plan to attend WASDA’s Annual Summer Legal Seminar at the beautiful Stone Harbor Resort in Sturgeon Bay. This year’s seminar will be held July 29-31.

WASDA members can call the Stone Harbor Resort now to reserve their room for the evenings of July 29 and 30. Please call the resort directly at 1-920-746-0700. Please do not wait long to book your room as the resort typically sells out for this event!

To assist in your planning, the seminar will kick-off with a reception at 5:30 p.m. on Wednesday, July 29, followed by dinner and the first presentation. The seminar will continue all day on Thursday and adjourn by noon on Friday, July 31. There will also be an informal golf outing at noon on Wednesday, July 29.

The program will be planned this spring. Registration information should be available online at www.wasda.org in May.

WISCONSIN ASSOCIATION OF SCHOOL SUPERINTENDENT ASSISTANTS
The association for those who work directly with or for the school superintendent.

SEVENTEENTH ANNUAL WASSA SPRING CONFERENCE
APRIL 2-3, 2020
The Osthoff Resort - Elkhart Lake

REGISTER TODAY AT WWW.WASDA.ORG!
OTTO H. SCHULTZ

Manitowoc - Otto H. Schultz, age 101, of Manitowoc, formerly of Mishicot, died peacefully Thursday morning, January 30, 2020 at Holy Family Memorial Medical Center, with his family at his side.

Mr. Schultz was born July 22, 1918 in Watertown, Wisconsin, son of the late Otto J. and Mae Gertrude (Smith) Schultz. He was a graduate of St. Rose Elementary School, West Division High School and Milwaukee State Teachers College, all in Milwaukee. Mr. Schultz married Dorothy Oehlert of Milwaukee in Leesville, Louisiana in 1941. She preceded him in death on March 10, 1987. In June of 1992, he married Kathleen Royston of Madison who preceded him in death on October 8, 2012. Mr. Schultz served in the United States Army from June 1941 to March 1946. Achieving the rank of Captain, he commanded Battery A, 392nd Field Artillery Battalion of the 42nd Division in the European Theatre during World War II. After the war he taught briefly at the Milwaukee Vocational School and the Milwaukee State Teachers College. For 37 years he was the Administrator of Mishicot Public Schools until retiring in 1983. During his tenure the District was consolidated, schools were built in 1958 and 1965, a major addition was added in 1975 and an athletic field complex in 1978. In 1979, the Mishicot Elementary was rededicated as the Otto H. Schultz Elementary School. Mr. Schultz was president of the Mishicot Lions Club, the first president of the Mishicot Area Growth and Improvement Committee (MAGIC) and was awarded its first leadership and service award in 1987. He was also a board member of the Manitowoc County Domestic Violence Center. A member of the Madison Area and State of Wisconsin Retired Teachers Association he served in numerous capacities including the State President. He was twice elected by the Wisconsin Retirement System Annuitants as their representative on the Employee Trust Fund Board and Legislatures Retirement Research Committees. Mr. Schultz was also involved in the state and national leadership activities of the American Association of Retired Persons (AARP) and served on its National Board of Directors from 1996 to 2002. He also was a member of the National Board of Intelligent Transportation Society of America.

He is survived by two sons, John (Patricia) of Manitowoc and Alan of Appleton (special friend, Mary Bosveld); a daughter-in-law, Karolyn of Manitowoc; nine grandchildren: Jean, Rod (Sue), Bryan (Patti), Greg, Jessica, Thomas (Lisa), and Tim (Michelle) and Jeffrey (Jessica) Schultz and Alisa (Mike) Close; ten great-grandchildren: Daphne Heyn, Nicholas Enters, Corey, Madeline, Micah, Joshua, Elle, Jax Schultz, Gabrielle and Natalie Nyen; and great-great grandchildren, Tanner and Teegen Heyn. Mr. Schultz is also survived by a step daughter, Susan (Thomas) Ullsvik of Middleton and a step son, Thomas (Beverly) Royston of Madison; eight step grandchildren: Brittany (Tim) Bancroft, Bryan (Janelle) and Emily Royston, Erica (Matt) Jahnke, Trevor (Jenifer) Ullsvik, Kaisa (Jed) Miller, Matthew Strauss and Melissa (Pat) Schamburek; and 12 step great grandchildren: Cody, Bailey, and Ainslee Royston, Jenna, Miley and Brynn Schamburek, Sulia, Anders and Maibritt Miller, Bryn, Trig and Sawyer Ullsvik, Adeline Jahnke, Madison Bancroft and Everly Bancroft. Further survivors include one sister, Mary Burke of Stevens Point; nieces, nephews, other relatives and friends. In addition to his wives, he was preceded in death by one son, Otto (Jim); five brothers, Whitman, Elbert, Harris, Manfred and Anthony; five sisters-in-law, Laverne, Pearl, Lorraine and Jean Schultz, and Janet (George) Dardich; and a daughter-in-law, Pauline Schultz.

Online condolences may be sent to the family by visiting www.dejamartin.com.

In lieu of flowers, a memorial fund is being established in Mr. Schultz's name.
15, 20, 25, 30 & 35 YEAR RECOGNITION AWARDS

Those members who will have achieved 15, 20, 25, 30 or 35 years of service as a superintendent as of June 30, 2020 will be recognized at the Recognition Banquet on Wednesday, April 22, at the KI Convention Center in Green Bay. This awards ceremony will also include recognition of the 2020 WASDA retirees and the recipients of the three major WASDA awards. Also, the convention fee will include all meals held in conjunction with the convention. Therefore, there will not be an additional charge to attend the Wednesday evening banquet.

If you will have 15, 20, 25, 30 or 35 years of service as a superintendent as of June 30, 2020, please email Nancy Lund at nlund@wasda.org with the details (district and years served; i.e., 2000-2004) so that we are able to recognize you at our Annual Recognition Banquet on April 22.

ELECTION OF WASDA BOARD MEMBERS

The following terms of board members currently serving on the WASDA Board of Directors expire as of June 30, 2020:

- CESA #1 John Thomsen - Whitefish Bay
- CESA #2-East Wayne Anderson - Williams Bay* (One-year term)
- CESA #5 Tim Raymond - Cambria-Friesland
- CESA #6 Annette Thompson - Dodgeland
- CESA #9 Larry Ouimette - Lac du Flambeau
- CESA #12 Craig Olson - Hayward

**John Thomsen, Tim Raymond, Annette Thompson and Craig Olson** are eligible for reelection for a three-year term on the board. The other board members are NOT eligible for reelection.

**Wayne Anderson**, the representative for CESA #2-East, will be retiring effective June 30, 2020. Therefore, a special election needs to occur to complete the remaining one year on his term. All of the other positions are for three-year terms on the board.

Members of the WASDA wishing to place their names on a ballot to run for the board position open in their respective CESAs must notify the WASDA office on or before April 15, 2020.

In order to have a name placed on the election ballot, voting members of the WASDA must follow one of the two following procedures:

1. A written letter of declaration (or email) by the voting member sent to the WASDA office. OR
2. By three voting members of the WASDA signing a nomination paper requesting the name of a WASDA member to be placed on the ballot.

In the event more than two candidates qualify for the ballot, there shall be a primary election held not less than 30 days before the general election, to be conducted in the same manner as the general election. Ballot order shall be determined by draw of names by the Executive Director of the association in the presence of two voting members who are not candidates for the office. The ballots shall be distributed to the voting members no later than May 15, 2020, with an established deadline for return of the completed ballot of June 1.
AASA GOVERNING BOARD ELECTION

It is that time of year when WASDA submits a CALL FOR NOMINATIONS for the AASA Governing Board. Wisconsin currently has four representatives on the AASA Governing Board. However, beginning July 1, 2020, Wisconsin will be eligible to have only three representatives on the Board. Two of these positions will be open for a three-year term beginning JULY 1, 2020 and ending JUNE 30, 2023. This board meets twice a year. The first meeting of the Governing Board for the 2020-2021 year will be in July. The second meeting will be held during the AASA Convention in New Orleans, February 18-20, 2021.

Any Wisconsin AASA members that fulfill the qualifications below are eligible to have their name placed on the ballot.

Section 3. Members of the Governing Board shall be eligible AASA voting members for at least three (3) years and members in good standing in the chartered affiliate for at least three (3) years at the time of election. Employees of AASA and/or a chartered affiliate are not eligible to serve as members of the Governing Board.

Section 4. A member may serve on the Governing Board as the representative of a chartered affiliate for no more than two (2) successive, three (3) year terms.

Additional information about the Governing Board can be found on AASA’s website. If you are interested in having your name on the ballot for this position, please email your name to Nancy Lund by MARCH 30, 2020. A short nomination form will be emailed to you for completion, along with additional information about the Governing Board.

A ballot will be emailed to all Wisconsin AASA members on Wednesday, April 15.

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2020 LEADERSHIP FOR LEARNING SUMMIT
KI Convention Center - Green Bay
June 22-24, 2020

PROGRAM & REGISTRATION INFORMATION COMING SOON!
BVL March Update

We picked a few videos you might find helpful this month

Baird is dedicated to your district and your school finance needs. Although the BVL library is full of useful videos to be accessed anytime, this month in the business office, you might be interested in the below videos:

Cooperative Program Agreements
Accounts Payable
Accounts Receivable
Revenue Limit Exemptions: Non-Recurring Referendum to Exceed
Revenue Limit Exemptions: Recurring Referendum to Exceed
When Can a District Go to Referendum?
I Have Money Left Over From My Projects, Now What?

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 our team below; we’d be happy to help.

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WASDA FIRST YEAR SUPERINTENDENTS
WORKSHOP V
Sponsored by

WEDNESDAY, APRIL 22, 2020
KI Convention Center - Green Bay

PROGRAM

7:30 a.m.  REGISTRATION/CONTINENTAL BREAKFAST

8:00 a.m.  FINISHING THE YEAR STRONG AND PLANNING PROACTIVELY FOR THE NEXT YEAR
The school year is coming to a close. Many accomplishments have been realized in your first year. But one good year doesn't make a good run. Expectations will actually increase if you've had a good year. Attention to several tips can help ensure you have a strong finish to your first year and a productive start to your second.
Discussion facilitated by Cooke and Gallagher

8:15 a.m.  FINANCIAL LITERACY – DEBT 101
There are many procedures and statutory provisions relating to bonding and indebtedness. Learn from the experts what superintendents need to know including understanding the debt issuance process, Funds 38 and 39, EMMA filing requirements, the bond rating process role of bond counsel and other related topics.
Lisa Voisin, Baird Financial Team

9:15 a.m.  BREAK AND NETWORKING

9:30 a.m.  LEGAL UPDATE
The rapidly changing legal landscape continues to offer topics that must be mastered to avoid legal entanglements. Gain insights from the “Legal Eagle” in a discussion of current issues with implications for your actions.
Attorney Kirk Strang of Strang, Patteson, Renning, Lewis & Lacy

10:30 a.m.  PROVIDING LEADERSHIP WHEN EXPECTATIONS CONFLICT
Successful leaders understand that expectations of the staff, community or board may conflict. But rather than feeling caught in the middle, they employ strategies to identify and build common ground and ownership for direction while serving as a child advocate. Learn tips utilized by experienced leaders who have successfully prevented or navigated conflicting expectations to create a culture of high expectations, transparency and results.
Brian Busler, Supt., Oregon; Aaron Sadoff, Supt., North Fond du Lac; and Lisa Elliott, Supt., Greenfield

11:30 a.m.  LUNCH/NETWORKING WITH FIRST YEAR COLLEAGUES
12:30 p.m.  STRATEGIC COMMUNICATIONS TO ACHIEVE RESULTS
Effective communications don’t happen by chance. They result from deliberate, intentional planning. This session will assist us to understand and apply a communications planning approach to identify communication goals, develop messages, select communication tools, involve stakeholders and assess results. Participants will work with the presenter to apply communication planning concepts for crisis communications. Come prepared to examine your greatest communication challenge in light of the concepts presented.

Joe Donovan, President, Donovan Group

1:30 p.m.  REFLECTION ON LEARNING
Complete KWL and survey/reflection - Degree to Which Academy Affected Thinking and Practice

2:30 p.m.  PRIORITY PLANNING FOR 2020-21
How should WASDA Meet your Needs during Your Second Year as Superintendent.

3:00 p.m.  ADJOURN
Going big to promote racial equity in education: Our expanding Midwest Achievement Gap Research Alliance

In honor of Black History Month, we’re highlighting our Midwest Achievement Gap Research Alliance, which has gone regionwide to improve educational opportunities for Black students.

REL Midwest public TV documentary examines Black students’ higher education aspirations

We brought together Wisconsin educators to screen and discuss our new public television documentary, which examines strategies to support Black students’ higher education aspirations.

Celebrating Career and Technical Education Month

February is also Career and Technical Education (CTE) Month. To celebrate, we rounded up resources on CTE from across the REL network.

Expanding the evidence base for career and technical education
The CTE Research Network, funded by the Institute of Education Sciences, which also funds the REL Program, is expanding the evidence base on CTE. Click below to learn more and sign up for the network's newsletter.

**Read more**

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**Study spotlight:** Students who take CTE courses in Indiana and Minnesota—Who are they and what becomes of them?

CTE is one way that states are preparing students for college and the workplace. A new REL Midwest study is examining Indiana and Minnesota high school graduates’ CTE course-taking as well as their college and workforce outcomes.

**Read more**

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**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 does the research say about practices to support students of color and low-income students with postsecondary degree and certificate completion?
- What does the research say about the relationship between instructional time and academic outcomes for mathematics and literacy in grades 4–8?
- What research is available on approaches to measuring high school graduation rates?
- What research is available on school finance policies for competency-based education?

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**Upcoming events**

- **March 6:** Using WWC Resources to Identify Interventions that Meet ESSA Tiers of Evidence, Webinar (1:00–2:00 p.m. EST). Cohosted by REL Midwest and the What Works Clearinghouse (WWC), this webinar focuses on the alignment between the Every Student Succeeds Act (ESSA) tiers of evidence and the WWC evidence standards. [Learn more](#)

- **March 11–14:** Society for Research on Educational Effectiveness (SREE) Spring 2020 Conference, Arlington, Virginia. [Register](#)
  - **March 12:** Promoting SEL Skills and Positive School Climate (2:00–3:30 p.m. ET). Drawing on a REL Midwest study, this session examines how school climate and social and emotional learning skills are associated with English learner students’ academic performance and English language proficiency. [Learn more](#)
  - **March 14:** Towards Broadening Our Understanding of Education Research and Its Use (9:00–10:30 a.m. ET). This panel session includes REL Midwest’s study of teacher demand, supply, and shortages in Michigan public schools. [Learn more](#)
- **March 14**: RPPs at Scale? Lessons Learned From 10 Years of REL Research Partnerships (10:45 a.m.–12:15 p.m. ET). This panel session explores lessons learned from 10 years of REL research-practice partnerships. [Learn more]

- **March 20**: Children’s Knowledge and Skills at Kindergarten Entry in Illinois, Poster Session, Association for Education Finance and Policy Conference, Fort Worth, Texas (11:30 a.m.–1:00 p.m. CT). This poster session highlights key findings from REL Midwest’s study of the first statewide implementation of Illinois’ new kindergarten entry assessment. [Learn more]

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**Contact Us**

Please contact us for more information about any of the items in this newsletter or to speak to a member of our staff. We look forward to hearing from you.

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This material was prepared under Contract ED-IES-17-C-0007 by Regional Educational Laboratory Midwest, administered by the American Institutes for Research. The content of the publication does not necessarily reflect the views or policies of the Institute of Education Sciences (IES) or the U.S. Department of Education, nor does mention of trade names, commercial products, or organizations imply endorsement by the U.S. government.
Accessibility for All: Creating an Equitable Learning Ecosystem

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 how and why school district leadership teams collaborate on the implementation of online assessments within a school district system. As online assessments become routine within a variety of school settings, a coordinated leadership team effort among multiple district level departments is more essential than ever in order to successfully implement and utilize online assessments. The CoSN Critical Focus Area: Issue One Pager on Online Assessment offers nine key recommendations for school districts to use in order to leverage online assessment capability and capacity.

This month we turn our focus to the topic of accessibility for all. As learning environments continue to move toward digital learning settings, it is critical that schools assure that an equitable, effective learning ecosystem exists everywhere, at all times, for all students. CoSN is pleased to provide school leaders (and all the stakeholders they serve) with five compelling steps to take now to ensure accessibility in the CoSN Critical Focus Area: Issue One Pager on Accessibility.

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. The focus of the March 9, 2020 webinar (5:00 pm ET) is "Accessibility for All". Three superintendents who are recognized for their effective leadership in leveraging digital tools for learning share how they assure accessibility for all learners within their school systems. You are invited to register for this free webinar, as well as access recordings of previously broadcast CoSN/edWeb webinars, at https://home.edweb.net/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.

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 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.

Remaining Workshop:

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!
Calling all principals and administrators!

Special Administrator* Pricing
Only $150 for the full 3 days.

Register today for the WEMTA Conference
March 22nd-24th in Wisconsin Dells!!!!

Reasons to Register

- 12 concurrent sessions with a wide variety of technology and literacy topics led by educators, see them here https://wemta20.sched.com/
- Listen to our talented keynotes Kristin Ziemke and Shannon Hale/LeUyen Pham as well as our spotlight speakers Dr. Kristen Mattson and Jon Spike
- Network with practitioners and administrators
- Get books autographed Sunday by Dr. Kristen Mattson (sponsored by Follett School Solutions, first 50 receive free book!) and on Tuesday by Shannon Hale & LeUyen Pham (sponsored by Scholastic Book Fairs)
- Chance to win an awesome door prize!
- 2 Breakfasts, 2 Lunches, Sunday Snacks & Tuesday Desserts included with 3 day registration
- Monday night Trivia Night with pizza, beer & cash bar for $15 (proceeds benefit our Permanent Endowment Trust)
- Free parking!

*Administrator is a superintendent, district administrator, principal, or assistant principal position

See you there!
Overcoming Challenges and Leveraging Opportunities to Achieve Meaningful Change in Your District Initiatives

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

How Do High Performing Superintendents Approach Legal Issues? - Part II

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

Lunch and Networking with Colleagues and Presenters

REGISTER AT WWW.WASDA.ORG!