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

An invoice for your 2020-2021 WASDA dues will be emailed to all Wisconsin superintendents soon. You will also be able to pay your AASA dues and join the WASDA Resource Libraries from this invoice.

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
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The most significant celebration at the end of every school year is graduation. This joyful, culminating event that jump starts a graduate's future will look very different this year for the Class of 2020. Each of us has been busy working with high school principals, coaches, parents, and community members to find ways that honor the work of our graduating seniors despite the distancing we must maintain due to COVID-19. While graduation is an important accomplishment for our students, it is only possible due to small successes that happen every day, in every classroom, every school year. A number of years ago on our last teacher work day, we took time to acknowledge those small successes that happened throughout the school year. Each teacher was asked to share a story which demonstrated a student success in the classroom and I'd like to share a few of these with you.

Our class became a "family". We developed a very close relationship including trust and caring. Our class reached reading and math goals above and beyond the 5th grade level.

I had a student who had a full-time aide at the beginning of the year due to behavior. He was often removed from my room and sent home early. By the end of the year, he no longer needed an aide and became a positive member of my class.

One of my students wrote in my classroom yearbook, "You are an inspiration. You made me believe in myself and see a person in the mirror who is strong, brave, and beautiful." This student finally saw herself as I saw her all year!

A boy who disliked reading and never wanted to read, started to read every day with me. It truly warmed my heart to see this child enjoy reading and see his confidence grow.

At the beginning of the year, I had a kindergarten student who didn't know the letters in his name and now that same student reads sight words, writes sentences, and dives into books with confidence and excitement.

Several non-readers became readers this year. Our small class read over three hundred books this year. We had laughter every single day!

I had a student failing my class. I offered to stay after school to help him. He accepted and after some time, his grade improved to passing. He didn't really indicate to me that I had made a difference, but his mother emailed me to say he adored me as his teacher and that my interest in him has inspired him to do well in other classes as well.

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These small success stories are, in reality, a very big deal and the reason why students graduate each year. Perhaps this is best illustrated in a quote by Kathleen Gage, "Success does not happen with one event. It happens as a result of many small steps one takes to achieve their desired outcome. Every day take one small step and watch the magic happen." A debt of gratitude is owed to all teachers in our school districts. Whether it is the 4K teacher who finally succeeds in getting a child to hold a crayon to draw, the second grade teacher who hears a child finally pronounce the "ch" sound in cheese or lunch correctly, or the freshman social studies teacher who connects with a student so that the student's attendance improves- each of these small successes is critical if a child is to achieve the outcome of crossing the stage at graduation and receiving a diploma. I admire the dedication and commitment of our teachers who, every day, help students take those "small steps" so that the magic event of graduation happens!

As we find ways to acknowledge our 2020 graduates during the COVID-19 pandemic, make sure to find time to honor all of your teachers who have poured their hearts and souls into the education of their students! This year, in particular, as we have been forced to move instruction from our brick and mortar classrooms to "at home"/online education, the commitment and love of educators for "their kids" has been even more visible to parents and our community. Just like our graduates must be properly recognized for their achievements, our teachers also need to be recognized for their work in the success of our children!

Cindy Zahrte
WASDA President, 2019-2020
cindyzahrte@tomah.education
Executive Director’s Message
May 2020
Dr. Jon Bales

“A New Kind of May”

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.
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 5-6 for the first New Superintendents Workshop for the 2020-21 school year, which will be held at the Holiday Inn-Stevens Point.

SUPPORTING PRINCIPAL EXCELLENCE:
PROFESSIONAL GROWTH COACHING FOR LEADERS

Registration will soon be open for the 2020-21 Supporting Principal Excellence: Professional Growth Coaching for Leaders Academy. Join colleagues in an opportunity to learn together and expand professional networks while developing and implementing tools and practices that enhance principal performance in leading schools of equity and excellence for student success.

** Please note: WASDA intends to continue to provide professional learning opportunities for our members in 2020-21. At this time, the method of delivery for those opportunities will be dependent on the guidance from public health officials and compliance with any restrictions on assembly. We are prepared to provide in-person, virtual, and hybrid spaces for our members to gather, learn, collaborate, and network. Registrants will be provided updates as our future unfolds.

Choose your location and attend all four (4) full day sessions.

** Madison - WASDA School Leadership Ctr. | Stevens Point - Holiday Inn

| October 16 | October 15 |
| December 1 | December 2 |
| January 15 | January 7 |
| March 10 | March 11 |

Comments from past Academy participants:
"This is within my area of study/experience, and the academy has helped me advance my practice."
"The balance of learning/research and practicing with others was greatly appreciated."
"I really liked the discussion and role playing of case studies and to discuss sensitive issues in a safe environment."

Invest in your learning and professional growth by joining the 2020-21 Academy!
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.

YOUR GOALS.  
OUR MISSION.
2020 WASDA SUMMER LEGAL SEMINAR

At this time we are still planning to hold 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.

PLEASE NOTE THAT WE MAY NEED TO CANCEL THIS EVENT DUE TO COVID-19. If that happens, we will plan to host this seminar virtually so that our members have access to the latest legal information from the state’s leading school attorneys.

LEADERSHIP MATTERS, AND LEADERS DO, TOO!

In unusual and challenging times, strong leadership practices are critical to organizational success. A great leader can help employees connect to the purpose of their work and give them the confidence to manage through uncertainty and change. Through effective communication and decisive actions, great leaders inspire teachers, support staff, families, and students, making a positive difference in their communities. We as leaders are people, too, managing our own emotions and the demands of the world around us. We can only do our best for others when we take the best care of ourselves and use challenges as opportunities to grow.

Effective leadership is a mindset and a skillset, and you've likely honed both throughout your career. Great learning and personal development can occur as we respond to stressors in our external environment, like the COVID-19 pandemic, if we pause to reflect and apply our analysis to next actions. Here are select resources to support your learning now and as you wade through critical decisions in the coming weeks.

● Our Leadership Toolkit: What the Best Leaders Do to Communicate with Employees During Crisis offers tools and guidance for ensuring effective communication through the multiple phases of this current situation.

● As you arrive at key decision points, apply a Situational Analysis and Action Plan to focus, plan, and act.

● Consider engaging yourself and your leadership team in Reframing Your Perspective with this article that recommends how to analyze and adjust your lens on current situations.

At Studer Education, we offer articles, toolkits, podcasts, webinars, and coaching to strengthen your capacity to be the leader that your team needs in a tumultuous time. At the same time, these learning supports will fill your leadership toolbox for the future and empower you to take good care of yourself, as much as you care for others. Visit us at www.studereducation.com to learn more.
NEW BUILDING ADMINISTRATORS ACADEMY

Yearlong academy helps new building leaders get off to a great start!

Now is the time of year when there are many changes in school district administrative teams. As principals retire or move, you'll be hiring a new group of first-time administrators to round out teams and bring new energy to schools and districts.

The research is clear: highly effective school leadership is essential to high-performing schools. It is the mission of AWSA's New Building Administrators Academy (NBAA) to provide the support necessary for first-year principals, associate principals, and deans to succeed right from the start and build a solid foundation from which they continue to expand leadership impact. The New Building Administrators Academy will provide the guidance, support, and networking necessary for school-level administrators to succeed in year one and beyond.

Benefits of the Program:

**New Building Administrators Conference Series**

This five-session orientation and professional development series for first-year building administrators provides a framework for ensuring a successful school year and offers opportunities for ongoing support and networking. The conference series is designed and delivered by AWSA Executive staff as well as a faculty of outstanding practicing school and district leaders. The New Building Administrators Academy provides:

1. Just-in-time and ongoing professional learning throughout the course of the first year.
2. Examples of best practices and thoughtful approaches that address major responsibilities of school-level leadership.
3. An abundance of resources to assist with on-the-job questions, concerns, and experiences.
4. A professional network of job-alike peers facilitated by first-rate administrative veterans.

The first session of the series will take place on August 10 in Sun Prairie. As we all work through these unprecedented times in courage, strength, and peace, we may need to offer the August 10 session virtually. As the date gets closer, look for correspondences from Joe Schroeder on how August 10 session will be offered and next steps. See this link for more information about sessions, objectives, and key content.

**Coaching**

Members of the New Building Administrator Academy also have the opportunity to engage with a personal coach on a monthly basis at no additional cost!

**Discounted AWSA Membership**

Brand new principals, associate principals, and other school administrators may receive the services of AWSA at a $100 discount on the first year of membership when they join as an Introductory Member.

**Qualify for up to 75% of NBAA Fee Reimbursement**

Wisconsin school leaders will be reimbursed up to 75% of the registration fee for completing an eligible Academy (will not be less than 50%). Reimbursement is limited and will be honored on a first-come, first-served basis and eligibility is limited to licensed and practicing public or private school administrators. Registration must be paid in full by December 4, 2020. Reimbursements will be processed at the completion of the Academy.

**Job-related counseling**

Professional information and advice is available from AWSA's Executive Staff: Jim Lynch, Joe Schroeder and Tammy Gibbons.

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NEW BUILDING ADMINISTRATORS ACADEMY CONTINUED:

If you have a principal who is retiring, please email Robin at robinherring@awsa.org.

Getting Registered
If your district has recently hired or plans to hire a new principal in the coming months, please encourage those new administrators to look into the benefits of joining the New Building Administrators Academy. Registration is open now! Additional details can be found on the AWSA website. Please contact Robin at robinherring@awsa.org with the name and email address of your new administrators so she can reach out to them with an invitation to the program.

"New Building Administrators Academy participants regularly rate the overall quality and helpfulness of the NBAA in the 90-100% range."
BVL MAY 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:

- Budget Amendments
- Cash Defeasance
- Summer School
- Revenue Limit Non-Recurring Exemptions: Prior Year Open Enrollment (Uncounted Pupils)
- School Calendar Reporting
- Reporting Debt to DPI
- What is the May 15\textsuperscript{th} Equalized Value Certification?

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.

**Dennis Birr**
School Business Specialist
608-415-1254
dbirr@rwbaird.com

**Debby Brunett**
School Business Specialist
715-552-3567
dbrunett@rwbaird.com

**Todd Hajewski**
School Business Specialist
414-298-1974
thajewski@rwbaird.com

**Steve Kopecky**
School Business Specialist
262-719-2497
skopecky@rwbaird.com

**Keith Lucius**
School Business Specialist
920-634-6999
klucius@rwbaird.com

**Elise Murn**
Coordinator
414-298-2324
emurn@rwbaird.com

**Diane Pertzborn**
School Business Specialist
608-438-8125
dpertzborn@rwbaird.com