Welcome to WASDA’s September edition of our online Newsletter! Here we go! It is Fall—a time of the year that has the WASDA staff hopping from one event to the next starting with the VIRTUAL Fall Superintendents Conference WASDA will be presenting with the State Superintendent of Public Instruction, September 16-18. While gathering virtually is not ideal, we are excited to be able to offer more breakout sessions than we would normally.

Registration is also open for the annual School Finance Workshop and the WASSA Fall Workshop. **All WASDA events will be held virtually for the foreseeable future.** A complete listing of all WASDA events can be found at [www.wasda.org](http://www.wasda.org).

It’s going to be another busy year! We look forward to seeing you at many of our upcoming events.
SEPTEMBER 2020
WASDA E-NEWS

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WASDA Executive Director’s Report
The Capitol Report - John Forester, Executive Director
Virtual Fall Superintendents Conference
Gene Thieleke Obituary
September Baird Video Library Updates
First Year Superintendents Academy
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Correction
Supporting Principal Excellence Academy
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Superintendent Vacancies
WASDA Calendar of Events

www.wasda.org

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.
Dear WASDA Friends and Colleagues,

The bus is coming!!!! While this is typically an all familiar phrase on September 1st around the great state of Wisconsin, this year that phrase will not be used quite as often. Good luck on the start of your new school year in whatever form or forms it may be on this less than typical first day of school for 2020-21.

While most of you are starting school today for students, there are a few of us that have already been in school for several days. In Cornell, we started on Monday August 17th and I'm happy to report, as I'm knocking on my wooden desk, that we haven't had any COVID-19 issues that we are aware of. With the year starting very well, I thought I'd share a little bit of what we've learned and experienced that may prepare you as you begin the year.

Bus drivers can easily scan temperatures as students get on the bus in the morning. Temperatures can also be scanned at lunch quicker than what the students can go through the lunch line. Neither of these have been an issue or changed schedules. Both have also been appreciated by most families knowing that we are trying to identify sick students before they come in contact with too many others.

Students adjust very quickly to wearing face coverings. On the third day of school, I witnessed a 4th grader try to put a fork full of food in his mouth at lunch because he forgot he was wearing a face covering! I'm also happy to report that 4K students get used to wearing face coverings very quickly and love to show you what Disney character is on them. Of course, physical distancing with lower elementary students is a challenge even for the strictest teachers, and young children still like to give hugs. I hope that never changes.

The only students that have challenged the face coverings &/or new rules, are those whose parents have made their disagreeing views very well known. However, when you explain the reasons to those same students on an individual, caring basis, they understand and comply. Most students do truly care about others. I hope that never changes either.

Double check that every classroom has a soap dispenser, even if you've been in those rooms hundreds of times and know one is there. Sometimes we do miss things!

Ask parents to send a couple spare face coverings with students, especially on hot days for when they get soaked in sweat, or come untied in the bathroom, or fall into their spaghetti sauce at lunch. One spare may not be enough for a day!

Be understanding of parents that are either afraid to send their children to school, or are not sending them because of having to wear face coverings. Both may change their minds after a week and send their children to school. Keep good relationships no matter your or others' personal views. This is something most of us can get better at.

Keep an open mind regarding your plans for the year. None of us has planned for school with a pandemic before, so there may be good ideas that come up that we never thought about. Consider them. Implement them if they are good. Give credit where credit is due. Praise is always comforting and appreciated.

Continued, next page....
PRESIDENT’S MESSAGE CONTINUED:

I mentioned last month that my wife Alisa and I were really struggling with what to do about school for our first-grade son Weston and our fifth-grade son Quinton. We are sending them to school in person. We decided to trust the planning that the schools have worked on all summer long to keep our children as safe as possible. No plan is or will be perfect; but nothing else in life is either. We will all make the best decisions we can for our districts and keep making them better as we go along. This is something I hope never changes.

I hope your first day of school has started well!

Together in Education,
Dr. Paul M. Schley, Superintendent
Cornell School District
pmschley@cornell.k12.wi.us
Executive Director’s Message
September 2020
Dr. Jon Bales
“September Did Indeed Arrive”

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.

Please click here to read the Regional Educational Laboratory Midwest Research Update.

Are you paying for any of these services?
That's money down the drain.

WEA Member Benefits can help you stay compliant.

Our complimentary services include:
• 403(b) plan administration and compliance assistance
• Updates on regulatory changes
• IRS pre-approved plan documents
• Plan level reporting for IRS audit or plan review

Have questions? Let us help!
Contact a Worksite Benefit Consultants to learn more. Give us a call at 1-800-279-4030.
Unprecedented Opportunities for Leadership

September 16-18, 2020
Madison Concourse Hotel

The current educational landscape calls for reasoned, principled, responsible guidance and provides unprecedented opportunities for leadership. In this environment, the challenges of managing ambiguity while maintaining flexibility are essential, as is avoiding becoming mired in the present. Effective leaders tend to the present and endeavor to move their organizations forward in the face of these tests of leadership. Now, more than ever, your leadership matters!

The WASDA Fall Superintendents Conference, in cooperation with the State Superintendent of Public Instruction, is designed to support your success as you navigate the current environment and take steps to ensure that your organization continues to build the capacity for moving forward. Through your participation in this virtual conference, you will receive the latest information from local, state, and national leaders not only on issues that demand your immediate attention, such as the pandemic, but also on navigating the broader political landscape; engaging parents and members of the community; communicating with various stakeholders; addressing social and emotional learning, as well as mental wellness; leading for equity; and our most significant focus - improving student learning. We trust that you will find the program timely, relevant, and a noteworthy investment in your professional growth as you provide leadership in this unprecedented time.

WEDNESDAY, SEPTEMBER 16

BREAKOUTS - PLEASE NOTE THAT THESE BREAKOUTS HAVE BEEN PRE-RECORDED.
Conference registrants will be able to view all 8 breakouts at any time starting at noon on Wednesday, September 16. Contact information for each presenter will be available for follow up questions.

1. **A Virus Free School Law Update**
   While legal issues related to COVID-19 still dominate school districts' legal concerns, other areas of the law that affect schools have been active as well. This program will look at recent legislation, decisions issued by our courts, and administrative agency activities of importance to Wisconsin school districts. We will also discuss strategies that will help school districts account for recent legal developments and policy issues that those developments generate. We may cheat our program description just a bit, in order to considerCOVID-19's "ripple effect": circumstances where the COVID-19 pandemic has influenced other, relevant areas of the law and educators' corresponding practices. Join Kirk Strang of Strang, Patteson, Renning, Lewis & Lacy for a fresh look at legal developments in school law.
   **Attorney Kirk Strang, Strang, Patteson, Renning, Lewis & Lacy**

2. **What Your School Nurse Would Like You to Know About COVID-19**
   This presentation will focus on what is new and currently known about COVID-19. Information regarding issues that have come up since schools reopened will be discussed along with suggested practices.
   **Louise Wilson, School Nurse Consultant, DPI**
3. The Legal Framework For Managing “Political” Issues In An Election Year (Or At Least Attempting To Do So)

“Political” issues always present challenges for District Administrators, but 2020 is a special case. In addition to the presidential election in November, the school year has begun with the “politics” associated with re-opening schools and athletics, the racial and equity issues associated with the Black Lives Matter movement, the divergent views and opinions about the appropriateness of School Resource Officers, and others. All of these issues have broad impact in schools, and all have legal aspects associated with attempting to manage them in a learning environment involving students, staff, parents, and the public. This presentation will focus on the legal framework within which District Administrators must operate in attempting to balance the many factors associated with appropriate responses.

Attorney Michael Julka, Boardman & Clark LLP

4. How is Your Staff Coping With COVID?

To help answer this question, School Perceptions is providing a new employee exit survey system at no cost to all Wisconsin schools. We have also modified our staff engagement survey to help you better understand the thoughts, feelings, and challenges of your teachers and staff.

School Perceptions has been helping Wisconsin School Districts gather and benchmark school improvement data for nearly two decades. Our normed and validated survey question sets allow a District to see their trend data as well as how they compare to the rest of the state. Learn more about this free tool as well as the staff engagement survey and how this data can help you retain and support your staff.

Bill Foster, President and Founder, and Sue Peterson, Project Manager and Strategic Communications Specialist, School Perceptions

5. Reducing risk: Developing Resiliency through Comprehensive School-based Mental Health Systems and Social and Emotional Learning

Schools struggle with providing for the needs of all students on a “normal” day and today is definitely not “normal”. Students and staff have been impacted by school closures, and the effects of the pandemic on health and family stressors. Preliminary survey data indicates that students are experiencing higher levels of anxiety, depression, and fear than prior to the school shutdowns.

As schools focus on reopening in whatever form that is, adults are concerned about the social and emotional health of students and one another. The effects all of these stressors have on us can be mitigated by focusing on building protective factors and resilience rather than on the deficits of behavioral and mental health challenges.

This session will introduce participants to the protective factors of comprehensive school-based mental health systems and social and emotional learning and explore how these can be used to build resilience in students and adults. This is an unprecedented time, and if handled well, could result in highly resilient and emotionally competent students and adults.

Beth A. Herman, MSE, School Mental Health Training Consultant, DPI

6. Creating Trauma Sensitive Environments in the 20/21 School Year

In this session, participants will explore 5 action steps towards becoming trauma-sensitive in light of current events. Based on guidance provided in DPI’s Education Forward document, participants will explore what it means to be a trauma sensitive school during this time. Participants will be introduced to and have time to explore tools and content focused on taking several crucial steps towards creating safe and supportive environments for all students and staff.

Liz Krubsack, MS, LPC, School Mental Health Consultant, DPI
7. **ESSA School Level Expenditure Reporting: The Real Deal**

DPI will be publishing and reporting to the U.S. Department of Education our first set of school level per-pupil expenditure data for 2018-19, as required by the Every Student Succeeds Act (ESSA), on November 19, 2020. How are we rolling out this release? What do you need to know as district administrators to ensure you are familiar and comfortable with the data being released? This session will discuss the next phase of this reporting requirement that has been in the works for four years.

Daniel Bush, Director, DPI School Financial Services

8. **School Engagement in Uncertain Times: Communicating About COVID-19 While Advancing Equity Efforts.**

While public schools have always been affected by large societal challenges, now is a time when two of the most pressing issues of our time are playing out in school districts nationwide. As a result, education leaders' ability to engage their communities has perhaps never been so important. In this session, school communications professional Joe Donovan offers systems and tools to bring stakeholders together around shared values to protect the health and safety of students and staff, while also addressing long-standing inequities in a meaningful way.

Joe Donovan, President, Donovan Group

**THURSDAY, SEPTEMBER 17:**

8:00 a.m. **GENERAL SESSION**

Welcome - Jon Bales, WASDA Executive Director

Chair - WASDA President Paul Schley, Supt., Cornell

Welcome by State Superintendent Carolyn Stanford Taylor

Wisconsin State Superintendent Carolyn Stanford Taylor will welcome superintendents and provide an overview of state level priorities and initiatives in education for the 2020-2021 school year.

8:30 – 9:00 a.m. **Governor Tony Evers (Invited)**
9:00 - 11:00 a.m. GENERAL SESSION

Leadership Matters: Moving Beyond “PLC Lite” and Nurturing Full Commitment

Thirty years ago, the first book on PLC at Work was published by Richard DuFour and Robert Eaker. The PLC at Work model has been celebrated and validated as the most promising way to improve student learning, yet so many schools remain stalled at the beginning stages of implementation. Why does this reality of “PLC Lite” still plague our profession twenty years later? Without exception, the schools that use this model to transform their practice have one thing in common; effective leadership. This keynote will explore the keys to effectively transitioning a school or district into a model PLC.

- Participants will understand the leadership challenges and lessons learned from twenty years of PLC practice
- Participants will learn the difference between leadership behaviors that undermine and promote the purpose of a PLC
- Participants will learn practical strategies that will improve their ability to lead others through the change process and build consensus

Dr. Anthony Muhammad

12:00 - 1:00 p.m. STATE SUPERINTENDENT CAROLYN STANFORD TAYLOR’S ANNUAL STATE OF EDUCATION ADDRESS

1:15 - 3:15 p.m. GENERAL SESSION

Leading for Equity with Authenticity: Connecting Your Personal Story to Your Professional Strategy

For equity to be more than a buzzword, we need to show people how and why it truly matters to us, beyond the mandates of board policy and community expectations. To be authentic leaders we must reflect on, and communicate how our personal story has shaped us as leaders. Rather than a mission or vision, in Highline Public Schools we have our Highline Promise:

Every student is known by name, strength and need and graduates prepared for the future they choose.

This was born out of my personal experiences and professional beliefs, and over the past 7 years our Promise has become the DNA of our system, guiding everything from recruitment and hiring to resource allocation and instruction. It has also helped us establish an equity through line linking our strategic plan, district policies, programs and practices. In this session I will share Highline’s equity journey, our mistakes and our successes, and how we are now moving toward becoming an anti-racist school system.

Dr. Susan Enfield, Highline Public Schools, Washington
FRIDAY, SEPTEMBER 18:

8:15 - 12:00 p.m. GENERAL SESSION

8:15 - 9:00 a.m. Federal Education Update
With the 2020-21 school year under way and the 2020 elections rapidly approaching, there’s a lot to unpack. AASA’s Ellerson Ng will walk through the latest goings on of Congress, including how the latest COVID response package will impact your district, the projections for school openings through the fall, the elections in November, and what it all means for education policy and the students you serve.
Noelle Ellerson Ng, Associate Executive Director, Advocacy & Governance, AASA, The School Superintendents Association

9:00 – 10:00 a.m. SECRETARY ANDREA PALM, Secretary-Desigee, Wisconsin Department of Health Services (Invited)

10:00 a.m. Break

10:15 – 11:30 a.m. 2020-21 Fiscal Uncertainty and the Outlook for the 2021-23 State Budget Battle
SAA Executive Director John Forester will use this session to engage a panel of state legislators in discussion of the 2020-21 state fiscal condition, the outlook for the 2021-23 state budget process, and the major education policy issues that may be in play next legislative session. John will then conclude the session with a little “unvarnished” wrap-up on budget and policy issues as well as discussion of the SAA’s advocacy strategy looking forward.
John Forester, Executive Director, SAA & Legislators
GENE A. THIELEKE

MADISON — Gene A. Thieleke, age 83, passed away on Aug. 1, 2020, in Marion, Ind. He was born and raised in Kiel, Wis., Manitowoc County. He attended public schools in Kiel and graduated from Kiel High School in 1954. He was active in athletics, band, student government, and theater in his high school days. Following graduation from high school, Gene attended Lakeland College in Sheboygan, Wis. He majored in chemistry and biology and was a 12-year letter winner participating in football, basketball, and baseball. He was a member of the Lakeland College Athletic Hall of Fame. Gene continued his relationship with many Lakeland alumni and was active in numerous Lakeland events and committees.

Gene decided to become a teacher early on and became a chemistry and science teacher in Oostburg, Wis., in 1958. He also was a high school basketball and baseball coach and was successful in both sports. He also assisted in football as an assistant football coach and was their athletic director. He became the high school principal after five years of teaching and stayed in the administrative field before becoming the high school principal at D.C. Everest High School, in Schofield, Wis.

Gene then moved to Madison and while he was an administrator at West High School, he finished his doctorate in educational administration at the University of Wisconsin-Madison. He previously received a master’s degree in administration at the University of Wisconsin-Milwaukee.

After three years in Madison, his family moved to Birmingham, Mich. During his time in Michigan, he served as high school principal in Bloomfield Hills public schools and later as Assistant Superintendent in Royal Oak, Mich. He then decided to return to Wisconsin and became the superintendent of schools in Middleton/Cross Plains Schools where he spent 12 years.

Following his retirement, he served in several interim superintendent positions in Highland and Randolph, Wis. In his retirement, Gene and his wife, Mary Jo, traveled extensively in Hawaii and Hilton Head Island, S.C. Often times they visited their children in Michigan, Indiana, and North Carolina. Gene was also an avid gardener and loved his pontoon boat on beautiful Lake Mendota in Madison.

Gene loved the Green Bay Packers, having gone to see them in his early years, Milwaukee Brewers, and the University of Wisconsin Badger football team. Gene and Mary Jo had season tickets for years and enjoyed every game, along with their friends who tailgated together for many years.

Gene is survived by his four sons, Gene of Richmond, Mich., Greg of Rochester Hills, Mich., Curt (Annette) of Swayzee, Ind., and Mark of Richmond, Va. He is also survived by grandchildren, Careena, Tricia, Theresa, Molly, Allen, Nicholas; and eight great-grandchildren.

He was preceded in death by his parents, Eugene and Hildegarde (Hensel) Thieleke; wife, Mary Jo (Gross) Thieleke; and brother, Neil Thieleke.

In lieu of plants and flowers, a memorial scholarship fund has been established to honor a student from Lakeland College.

A Celebration of Gene’s Life will take place in an outdoor setting from 3 to 6 p.m. on Saturday, Sept. 5, 2020, at RYAN FUNERAL HOME, 2418 N. Sherman Ave., Madison. Due to current restrictions, guests will have the option to greet family outdoors or while remaining in their vehicles. To view and sign this guestbook, please visit www.ryanfuneralservice.com.
BVL SEPTEMBER 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:

**DPI Reporting 1505**

**Revenue Limit**

**Enrollment Pupil Count**

**Equalized Property Value**

**Summer School Reporting**

**Headcount vs. FTE**

**Why is the Budget Not Final on July 1?**

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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Academy Sessions

All academy sessions will be delivered virtually/remotely via ZOOM™ for at least the fall 2020 semester. Content, dates, and mode of delivery for second semester will be finalized later this fall to take into account the rapidly changing environment.

The 2020-2021 academy content will give particular attention early on, to supporting superintendent decisions associated with opening of schools in this pandemic year and the resulting effects for students, staff, budget and communications. The sessions will continue the emphasis of past academy sessions for developing successful board/superintendent relationships, promoting student achievement and equitable practices to close achievement gaps, continuous improvement, addressing school legal issues, wise business and fiscal stewardship, effective communications, and community engagement.

Academy facilitators will provide rigorous content while engaging leaders in practical experience-based activities. Virtual workshops will begin in July to allow time leaders to plan and be ready for the re-opening of school.

- The first four sessions (July 21 and 22, and August 5 and 6) are 3-hour Zoom™ meetings/presentations. All other sessions are 1 ½ hours long.
- The 1 ½ hour sessions will be held weekly through the end of September, and every other week beginning in October.

Coaching

Each first year superintendent will be ‘paired’ with a highly regarded, experienced superintendent for coaching. The coaching experience reaches beyond the simplistic textbook answers for issues to consider the nuances and subtleties of leadership that high performing leaders have mastered.

Registration Fee

Registration fee includes access to all Academy Sessions as well as all handout materials from presenters. All sessions will be recorded for viewing at a later date if a registrant is unable to participate on the specific date and time.

WASDA Member: $1200
Preparing for fall has never quite looked like it does this year. We know school and district leaders are working tirelessly to weigh the risks of returning to school against the challenges of virtual or hybrid options – perhaps the most difficult decisions of your career. From all the parents here at Demco with children returning to Wisconsin schools in the fall – whatever that may look like – thank you.

In light of the COVID-19 crisis, our team has been actively developing resources alongside our customers to help schools and libraries navigate present challenges. Below, we’ve handpicked some resources we think might be useful to you.

**Reopening School: How to Reduce Your Community’s Fears**

For those of you planning to reopen your buildings in the fall, putting parents’, students’, and staff’s worries at ease will be crucial to your success. In this post, Dr. Robert Dillon provides tips for reducing their fears.

[READ MORE]

**Virtual Tours: School Spaces Designed for Social Distancing**

Accommodating social distancing in a school setting is no easy feat. To assist, our team of interior designers prepared these inspirational designs to demonstrate how you might reconfigure existing school spaces to ensure staff and student safety. Explore these inspirational spaces by clicking below.

**SCHOOL LIBRARY**

**CLASSROOMS**

**CAFETERIA**

**Have You Seen Our Desk Barriers?**

- Available in two heights
- 24”
- 32”
- Durable
- Portable
- Foldable
- Economical
- Easy-to-disinfect
- Only at Demco

[SHOP NOW]

**Here to Help!**

My name is Kurt Zastrow, and I’m here to connect you with the right members of our team who can help you create learning spaces that support students during these unprecedented times, and also into the future.

[CONTACT KURT TODAY]
VIRTUAL GETTING SCHOOL FINANCE RIGHT: FROM THE BUDGET TO THE LEVY

MONDAY, OCTOBER 19, 2020
9 a.m. -12 p.m.

Due to the ongoing COVID-19 Pandemic, WASDA will only be hosting one VIRTUAL School Finance workshop this year entitled "Getting School Finance Right: From the Budget to the Levy." This workshop will be conducted by the DPI School Finance Team. Although open to all, this "how to do it from the ground up" workshop is geared toward new administrators or those with less than 3 years' experience. It will include:

- A detailed discussion and hands-on practice of the 2019-20 revenue limit calculation
- What to do with the October 1st Equalized Property Valuation from DOR and the October 15th General Aid Certification from DPI
- Determining the impact of the exempt business computer valuation (“Computer Aid”)
- Conceptual overview of Equalization & Special Adjustment Aid (General Aid)
- How the pieces all fit together (revenue limit/general aid/levy; equalized property valuation/levy/mill rate

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

Items required for the workshop:
- A laptop computer
- Your district's 2019-2020 final revenue limit worksheet*
- Your district's Oct. 15th Certification of 2019-20 General Aid from DPI*
- Your district's September membership count, including 2020 summer school*
- Your district’s 2020 Equalized Values received October 1 from Department of Revenue*

*This information will be available on the SFS Team website so districts may access the information online during the workshop.

CORRECTION

In the August WASDA Newsletter we provided a list of changes in school district Superintendents in Wisconsin for 2020-2021. Included on the list was a current vacancy in the position in Kettle Moraine with the posted retirement of Pat Deklotz as reported in a recent District press release. This is to clarify that while Pat does plan to retire, she is still currently serving the district’s students, families and staff. She will continue in the position until the district is able to select a successor to Pat’s exemplary tenure there. We apologize for any confusion.
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.
SUPPORTING PRINCIPAL EXCELLENCE:
PROFESSIONAL GROWTH COACHING FOR LEADERS

** 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.

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

Knowledge Objectives:

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

Practice Objectives:

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

The Academy will include four (4) full-day sessions and the sessions are intended to build upon each other. Registration will cover attendance for all four dates. Register at www.wasda.org!

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."

Academy Dates:
Thursday, October 15, 2020 - This workshop will be provided virtually beginning at 8 am and concluding by 1 pm.
Tuesday, December 1, 2020 - This workshop will be provided virtually beginning at 8 am and concluding by 1 pm.
Friday, January 15, 2021 - At this time, we are planning to conduct this workshop in person in Madison. It will begin with registration and breakfast at 7:30 am and conclude by 3:00 pm.
Wednesday, March 10, 2021 - At this time, we are planning to conduct this workshop in person in Madison. It will begin with registration and breakfast at 7:30 am and conclude by 3:00 pm.
THURSDAY, OCTOBER 1:

BREAKOUTS - Available starting at 12 noon.

PLEASE NOTE THAT THESE BREAKOUTS HAVE BEEN PRE-RECORDED.

Conference registrants will be able to view all 5 breakouts at any time starting at noon on Thursday, October 1. Contact information for each presenter will be available for follow up questions. The General Sessions will all be conducted live but will also be recorded for you to view following the conference.

1. **School Safety in Wisconsin; Beyond Grant Funds**
   The Office of School Safety will outline current initiatives to improve school safety in the State of Wisconsin. They will give an outline of progress on grant funding, discuss the Wisconsin School Threat Assessment Validation Study, discuss the School Safety Resource Center, regionally based School Critical Response Teams, and School Resource Officers.
   **Presenter:** Kristen Devitt, M.Ed., CTM, Director, Office of School Safety, Wisconsin Department of Justice

   Attorney Shana Lewis of Strang Patteson Renning Lewis & Lacy, s.c., will review the FLSA's rules on minimum wage and overtime, including the classification of school district employees as exempt and non-exempt and the recent changes to the salary basis test.
   **Presenter:** Attorney Shana Lewis, Strang, Patteson, Renning, Lewis, Lacy, s.c.

3. **Effective School Communications in the COVID Environment**
   Communications for the 2020-21 school year will be different than ever before. New health and safety procedures, social distancing, personnel issues, procedures if more active cases are identified....the list seems endless. Joe Donovan, from the Donovan Group, will offer recommendations for how to communicate through a challenging school year.
   **Presenter:** Joe Donovan, President, Donovan Group

4. **Update from the Elections Commission**
   Election Updates with WEC Assistant Administrator Richard Rydecki. Richard will review ballot access procedures, the post election canvass timeline and provide an overview of the recall process
   **Richard Rydecki, Assistant Administrator, Wisconsin Elections Commission**

5. **Information Session on the Waiver Process from DPI**
   Tamara Mouw, DPI

LIVESTREAM:

1:00 p.m.   WELCOME - Jon Bales, Executive Director, WASDA, and WASSA Advisory Committee Chair Jessica Doyle-Rudin
1:15 p.m.    GENERAL SESSION

Board Member Roles and Responsibilities - The Boundaries
We will assess:
● Board member roles and responsibilities and their legal sources
● A review of typical ways in which Board members deviate from their roles and responsibilities
● Practical ways to address such situations
Presenter: Attorney Steve Zach, Boardman & Clark, LLP

2:30 p.m.    BREAK

2:45 p.m.    GENERAL SESSION

Onboarding New Board Members
Join your fellow assistants for a discussion about onboarding new Board members. The panel will share current practices and tips from their districts and have time for some general Q&A. The goal is to send everyone home with at least one new onboarding idea!
Panel: Kristi Deaver, Kickapoo; Ellen Suckow, D.C. Everest; Stacy Busby, Kenosha; Tamie Neilson, Hortonville; and Kristen Fay, Onalaska

3:45 p.m.   Adjourn for the day.

FRIDAY, OCTOBER 2:

8:00 a.m.    GENERAL SESSION
OPENING REMARKS - Jon Bales & Jessica Doyle-Rudin

Legal Q & A
This breakout session offers a lively question and answer session on the legal issues that interest you! No outlines, no PowerPoints, just the issues that you and fellow members of WASSA confront every day and--at the other extreme--are so unusual that a blueprint is hard to find. This breakout session will provide great learning opportunities, in a relaxed, fun format. Join Attorneys Kirk Strang and Tony Renning of Strang, Patteson, Renning, Lewis & Lacy for a chance to ask questions about the issues that matter to you and to participate in the stimulating group discussions that our Q and A sessions always generate!
Presenters: Attorneys Kirk Strang & Tony Renning, Strang, Patterson, Renning, Lewis & Lacy

9:30 a.m.    BREAK

9:45 a.m.    GENERAL SESSION

Title IX of the Education Amendments of 1972: New Court Interpretations and New Regulations Create Significant Changes for Public Schools
Attorney Shana Lewis of Strang Patteson Renning Lewis & Lacy, s.c., will review Title IX, the new sexual harassment regulations, and the impact of the recent US Supreme Court case interpreting Title VII's prohibitions against discrimination on the basis of sex.
Attorney Shana Lewis, Strang, Patterson, Renning, Lewis & Lacy

11:15 a.m.   CLOSING REMARKS/CONFERENCE ADJOURNS