Happy New Year! Welcome to WASDA’s January edition of our online Newsletter! We hope you all had a wonderful holiday season with your family and friends. After another busy fall for everyone, we want to assure you that the WASDA office is ready to tackle whatever 2024 may have in store for us and that we are here to assist you.

First on the agenda is the 2024 Jt. WASB/WASDA/WASBO Convention. We look forward to seeing many of you at this annual event. Please be sure to stop by to see us at booth #900.

Complete details about all of WASDA’s events for the remainder of the year 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
www.wasda.org
JANUARY 2024
WASDA E-NEWS

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WASDA President’s Message - January 2024
John W. Thomsen - Superintendent, Whitefish Bay School District

Happy New Year - I extend my warmest New Year’s greetings to each and everyone of you. It’s the time of year for New Year’s Resolutions. Improvement only comes through discipline, structure, and daily self-accountability. Putting these three essential elements together will take you far in your leadership role.

1. **Discipline** - The commitment to regular and consistent effort, even when faced with challenges or distractions. Discipline implies the ability to stay focused on goals and tasks, adhere to a plan, and resist the temptation to deviate from the intended path.

2. **Structure** - Having a well-organized and systematic approach to one’s activities. Structure involves setting clear goals, creating plans, and establishing routines that facilitate progress. It provides a framework for carrying out tasks in a purposeful and efficient manner.

3. **Daily Self-Accountability** - Holding oneself responsible for actions, decisions, and progress on a daily basis. This involves regularly assessing and reflecting on personal performance, acknowledging achievements, and identifying areas for improvement. Self-accountability contributes to a proactive and responsible mindset.

Improvement is not accidental or haphazard; it requires intentional and sustained effort. Discipline ensures that the effort is consistent, structure provides a roadmap for progress, and daily self-accountability ensures that one remains aware of their actions and takes responsibility for their own development. The idea is that these three elements work together to create a foundation for continuous improvement in various aspects of life, whether it be personal development, professional growth, or achieving specific goals.

**A Daily Practice** - Begin by reviewing the following questions that you will again ask yourself at the end of the day. You will score yourself on each question at the end of each day based upon how you think you did in that area. **Scoring: 1 = No; 2 = A little; 3 = Somewhat; 4 = Mostly, 5 = Yes**

1. Did I do my best today to set clear goals?
2. Did I do my best today to make progress on those goals?
3. Did I do my best to find meaning today?
4. Did I do my best to increase my happiness?
5. Did I do my best to build positive relationships?
6. Did I do my best to be engaged?
7. Did I do my best to be healthy?

(Questions adapted from Marshall Goldsmith)

Track your scores over time to see if you can move the needle on these key questions. Be honest with yourself. I can tell you that some days I score better than others. This approach helps to stay focused, positive, and solution-based. I invite you to give it a try. If you ever need any assistance or support, please don’t hesitate to reach out. Feel free to contact me at john.thomsen@wfbschools.com.

Have a **GREAT** 2024,
USDA
Executive Director’s Message
January 2024
Dr. Jon Bales

“Marshal the Evident Collective Power Your School Community Has in 2024”

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.

FINANCIAL WELLNESS:
Helping your employees secure a brighter future.

Implementing financial wellness programs for your employees can have a positive impact on their overall well-being. WEA Member Benefits offers:

► FREE financial education for your staff
► Guidance on how to build an effective financial wellness program
► Tools and expertise from our Worksite Benefit Consultants

SCAN HERE to connect with a Worksite Benefits Consultant
MADISON - Daniel A. Nerad, age 72, of Madison, WI, passed away on Tuesday, November 28, 2023, of interstitial lung disease.

He was born on November 28, 1951, in Marinette, WI, the son of Norman and Sidnee Nerad. He married Jean Borowski on December 3, 1978, in Green Bay, WI.

Dan grew up in Kenosha, WI, the second of three boys. He began his college education at the University of Wisconsin - Parkside before transferring to the University of Wisconsin - Madison where he completed Bachelors and Masters degrees in Social Work. In Madison he met Jean, to whom he was married for nearly 45 years until his death. Dan and Jean moved to Green Bay to start their careers and family.

Dan began working as a school social worker for the Green Bay Area Public School District in 1975, where he worked until 2008 while also earning his Doctorate from Cardinal Stritch University. He finished his career in Green Bay as Superintendent of Schools from 2001 to 2008. Dan then worked in the same role as School Superintendent at the Madison Metropolitan School District from 2008 to 2012, and finally at the Birmingham, Michigan School District from 2012 to 2018. Always one to contribute, and never one to sit still, Dan continued working in consulting and volunteer roles until his death.

Dan was a strong believer in the power of education to improve lives and advance social justice. His curiosity and open-mindedness led him to read innumerable books on the topic and continue to learn until the end.

While Dan was honored to serve as a School Superintendent, his favorite roles in life were Dad and Grampy. Dan was incredibly proud of the two children he and Jean had, Emily and Ben. His grandchildren, Louella and Maxine, brought great joy to his life. In better times, he was happiest visiting them in Los Angeles, or rewarding them with toys in exchange for doing yard work.

Dan was an avid sports fan, especially of the Packers and Badgers. In his retirement, Dan continued to hone his cooking skills and became a wonderful chef, entertaining often with friends and family.

Daniel is survived by his wife, Jean; his daughter, Emily Michaels (Nic); his son, Ben; his grandchildren: Louella and Maxine Michaels; and brothers: Bob and Michael. Dan was preceded in death by his father, Norman Nerad; and his mother, Sidnee Nerad.

Dan's family will be holding a private funeral service to honor his memory. However, the family warmly invites friends, colleagues, and all who knew Dan to a larger memorial service to be held in the summer of 2024. The Nerad family will share further details about the summer memorial closer to the date, but also encourages anyone interested to please email DanNeradMemorial@gmail.com.

Memories of Dan can also be shared to this email address.

In lieu of flowers, donations in Dan's name would be greatly appreciated and can be made to the Green Bay Area Public Schools Education Foundation, Madison Public Schools Foundation, or the Birmingham Education Foundation.

The Nerad family would like to thank the many healthcare providers who assisted Dan in recent years, in particular: Dr. Amy Malik, Dr. Eric Marty, Dr. Christopher Nestleroad, and Agrace Hospice doctors and nurses.

You may also share your memories at www.cressfuneralservice.com.
YOUR GOALS.
OUR MISSION.

Wisconsin public school districts face unprecedented challenges and opportunities. The attorneys at Renning, Lewis & Lacy, s.c., are dedicated to helping you meet the challenges and take advantage of the opportunities.
Allen Edward Schraufnagel, 94, passed away peacefully on Dec. 2, 2023, at Milestone Senior Living in Hillsboro, Wis., surrounded by his family. Allen was born on September 18, 1929, in Colby, Wis., the son of Elmer and Margaret (Engelking) Schraufnagel; he was the eldest sibling of eight. Allen was the beloved husband of the late Nancy (Nienow) Schraufnagel for 62 wonderful years. He was an honorable father to his sons, Thomas and the late Joel Schraufnagel, and a devoted grandfather to his three grandchildren, Breanne, Britni, and Jordan Schraufnagel.

Allen graduated from Abbotsford High School in 1947. He excelled in baseball and was drafted by the Brooklyn Dodgers but decided to pursue a career in education. In 1958 he earned his degree from the University of Wisconsin-Madison. His biggest accomplishment was serving as the Elroy-Kendall-Wilton School District Superintendent for over 30 years. During that time, he oversaw the development of a new high school and the building of four new facilities in the district. He was best known for his dedication, personal relationships, and for the respect he earned. His positive attributes made him highly impactful and admired by his colleagues and thousands of students.

Allen was inducted into the Royall Hall of Recognition in 2016. He was an honored member of the community and served on various boards and committees, such as Higher Education State Board, Wisconsin Technical College State Board serving as Secretary, Treasurer, and President, State Public Defenders Board, committee revising State of Wisconsin K-12 Standards, committee to develop the Elroy-Sparta State Trail, Elroy Library Board, Elroy Rotary Club, Wilton Lions Club, and Wilton American Legion.

After retirement, Allen and his wife moved to Portage, Wis. and enjoyed many winters in Lake Havasu City, Ariz. He also enjoyed cheering on the Boston Red Sox, solving crossword puzzles, going for daily walks, and visiting with family and friends. Time spent with his grandchildren truly brought him the most happiness.

Allen also served in the US Army from 1951 to 1953 during the Korean War Era.

He is survived by his son, Thomas (Sheila) Schraufnagel; three grandchildren, Breanne Schraufnagel, Britni (Jon) Schraufnagel, and Jordan (Stacey) Schraufnagel; brother, Noel (Darlene) Schraufnagel; and two sisters, Beth Bargender and Trudee (Gus) Smith.
ELECTION OF WASDA BOARD MEMBERS

The following terms of board members currently serving on the WASDA Board of Directors expire as of June 30, 2024:

CESA #2-East  John Gendron - Central/Wesosha UHS
CESA #2-West  Michelle Jensen - Deerfield
CESA #3       John Costello - Southwestern Wisconsin
CESA #11      Josh Robinson - Frederic

John Gendron, John Costello and Josh Robinson are eligible for reelection for a three-year term on the board.

Michelle Jensen is NOT eligible to run for another three-year term.

Since John Costello has announced his retirement effective June 30, 2024, he will not be seeking a second term 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, 2024.

In order to have a name placed on the election ballot, voting members of the WASDA must follow one of the 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, 2024, with an established deadline for return of the completed ballot of June 1.

2024 WASDA Annual Educational Conference
April 24-26, 2024
KI Convention Center - Green Bay

MARK YOUR CALENDAR & RESERVE YOUR ROOM!

Hyatt Regency - Green Bay - (920) 432-1234
The room block with room rates at $145 Single/Double and $155 King will be available until April 2nd (or until the block is full). On this date, any remaining rooms in our block will be released for general reservations at the hotel's prevailing daily rate, which may be higher than this group rate, so please book your overnight accommodations by April 2. Please call (920) 432-1234 and tell the reservations department that you are with the 2024 WASDA Annual Educational Conference.
WASDA COMMITTEE MEETINGS AT THE JT. WASB/WASDA/WASBO CONVENTION

Below is a listing of the WASDA committees that will be meeting during the Jt. WASB/WASDA/WASBO Convention in Milwaukee. Please note the date and time of your committee and **PLAN TO ATTEND YOUR COMMITTEE MEETING**. The meeting room assignments for the committees will be announced at a later date.

**TUESDAY, JANUARY 16:**
WASDA Board of Directors 1:00 - 4:00 p.m.  
**HILTON HOTEL**

**WEDNESDAY, JANUARY 17:**
The locations for the following meetings will be emailed to the membership prior to the convention.

- WASDA K-8 Schools Committee 8:00 a.m.
- WASDA Legislative Committee 8:00 a.m.
- WASDA Small Schools Committee 8:00 a.m.
- Large District Caucus 12:00 - 2:00 p.m.

**WASDA LUNCHEON**

Another packed agenda awaits attendees at this year's Jt. WASB/WASDA/WASBO Convention in Milwaukee, January 17-19. A highlight of this joint convention for WASDA members is the annual WASDA noon luncheon. The luncheon will be held Thursday, January 18. **MARK HANSEN**, Superintendent of the Elmbrook School District and the 2024 Wisconsin Superintendent of the Year, is this year's luncheon speaker.

Also, WASDA members are reminded to stop by the WASDA booth to find out what's new with your association. WASDA members are encouraged to attend the Jt. WASB/WASDA/WASBO Convention and register for the WASDA noon luncheon January 18. Visit [www.wasb.org](http://www.wasb.org) for complete details.
WASDA AWARDS

Each spring WASDA recognizes deserving educators at the WASDA Annual Educational Conference. This year’s conference will be held April 24-26, 2024, 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, 2024. 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!

UPCOMING WASDA ALL MEMBER ZOOM MEETINGS

Watch your email the Monday before each Zoom meeting for login information.

All meetings begin at 1:30 p.m.

- January 10, 2024
- February 21, 2024
- March 13, 2024
- April 10, 2024
- May 8, 2024
- June 12, 2024
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 positions on the AASA Governing Board. However, starting July 1, 2024, One of these positions will be open for a three-year term beginning JULY 1, 2024 and ending JUNE 30, 2027. This board meets twice a year. The first meeting of the Governing Board for the 2024-2025 year will be in July. The second meeting will be held during the AASA Convention in New Orleans, March 6-8, 2025.

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, 2024. 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 April 15.

ARE YOU RETIRING IN 2024?

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 24-26 at the KI Convention Center in Green Bay. (Conference begins with sectionals at 1 p.m., April 24, and ends at 11 a.m. on April 26.)
WASDA CHILD ADVOCACY COMMITTEE ANNOUNCES 2024 AWARDS!

Please help us by nominating child advocates from your district. There are two ways to recognize child advocates from your district; you can nominate individuals or companies. Each nomination will receive a certificate from WASDA that you can present at a local board meeting. State finalists will be honored at our spring convention.

Two Awards:

**Bert Grover Child Advocate - Individual/Community Based**

The Individual/Community-Based award is created to acknowledge an exceptional individual or civic or other community based organization's support for our children. Superintendents are encouraged to nominate local individuals/civic organizations who have demonstrated significant commitment to children by sharing their time, talents and/or financial support. The award is to acknowledge the importance of individuals working to support the greater mission of educating all children.

**Bert Grover Child Advocate - Business**

The Business Award is a new award created to acknowledge the exceptional business educational partnerships throughout the State of Wisconsin. Superintendents are encouraged to nominate business partners who have demonstrated significant commitment to children by sharing time, talents and/or financial support. The award is to acknowledge the importance of business partnerships as essential to the greater mission of educating all children.

Please use the links below to view the nomination forms. Please submit completed nomination by February 12, 2024.

**Online Form**
- Individual/Community Based Award
- Business Award

**Paper Form**
- Individual/Community Based Award
- Business Award

If you have any questions or need further information, please contact Bob Mayfield, Child Advocacy Chair at bmayfield@kimberly.k12.wi.us or 920-788-7900 X 4129.
Baird is dedicated to your district and your school finance needs. Although the BVL 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**
- **Continuing Disclosure**
- **Enrollment Pupil Count**
- **Fund Accounting**
- **Grant Claims**
- **Who-What-Why Series Head Count vs. FTE**
- **Who-What-Why Series What is the difference between Fiscal Year and Calendar Year**
- **Who-What-Why Series What are the Different Types of Referenda –**
- **Fund Accounting – Fund 10**
- **Fund Account – Fund 27**

To learn how our comprehensive suite of school business services can benefit your district, contact our School Business Solutions team at schoolbusinesssolutions@rwbaird.com, 414-298-2324 or visit bairdsbs.com.
CoSN Cybersecurity Resources for School Leaders

In CoSN’s recently released 2024 Driving K-12 Innovation Report, ensuring cybersecurity and safety online was identified as one of the three most important Hurdles for schools to address in 2024. The 2024 Driving K-12 Innovation Report defines “Hurdles” as roadblocks that force schools to slow down, prepare themselves, and make a leap. Additionally CoSN’s EdTech Leadership Survey consistently identifies cybersecurity as a top priority for school system IT Leaders. Understanding the impact that cybersecurity poses to the success of school systems, CoSN is pleased to share the following resources to assist superintendents and school district leaders in leading their cybersecurity initiatives.


In this edLeader Panel broadcast three current superintendents (Dr. Peter Aiken, Central York School District, PA, Dr. Gustavo Balderas, Beaverton School District, OR, and Dr. Mark Benigni, Meriden Public Schools, CT) engage in an interactive conversation to share why cybersecurity is a leadership priority across their school districts. An overview of their recommended policies, practices, and procedures will be discussed. Strategies for communicating the importance of cybersecurity both internally and externally will also be reviewed.

CoSN, AASA, and edWeb.net co-host the online edLeader Panel monthly broadcast series, sponsored by ClassLink, to help superintendents connect and collaborate. Registration is free and participants can join the live event or view recordings and podcast versions starting a day or two after the live broadcast. Free registration for the January 8, 2024 edLeader Panel Broadcast is available at https://home.edweb.net/webinar/supers20240108/.

CoSN’s NIST Cybersecurity Framework Resources Alignment for K-12

The NIST Cybersecurity Framework provides a structured approach for organizations to protect their digital assets. CoSN’s NIST Cybersecurity Framework Resource Alignment for K-12 site seamlessly aligns it with resources, to assist districts in fortifying their cyber programs and safeguarding their educational environments against evolving digital threats.

CoSN Education Cybersecurity Policy Report

2022 State and Federal Education Cybersecurity Policy Developments – Published In January 2023.

Critical Focus Area: Issue One-Pager – “The Importance of Cybersecurity”

This One-Pager presents and overview of the top 5 reasons why school system leaders must make cybersecurity a priority.


Additional CoSN Cybersecurity Resources for School Leaders are available at:

https://www.cosn.org/edtech-topics/cybersecurity/

CoSN 2024 Annual Conference, “Leading for Innovation: At Warp Speed”

Registration is now open for the CoSN 2024 Annual Conference, scheduled for April 8-10, 2024, in Miami, Florida. For conference and hotel information and registration links, see https://www.cosn.org/cosn2024/.

CoSN Membership: If you, your school or district would like more information about joining CoSN or getting more involved with CoSN, please contact membership@cosn.org.

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