



At Your Service 2023-24

*Supporting, Promoting and Advancing
Public Education*

WASB.org

At Your Service

Supporting, Promoting and Advancing Public Education

The Wisconsin Association of School Boards is dedicated to serving as an advocate for education and students.

Founded in 1921, the WASB seeks to advance education through supporting the tradition of local school board control of the state's public schools.

The WASB is a member-driven organization that supports, promotes and advances the interests of public education in Wisconsin.

To fulfill our role as public education advocates, the WASB:

- Offers an array of services that address current and emerging local needs.
- Enhances board governance through innovative training and leadership activities.
- Advocates on issues affecting public education by informing members and state and federal policymakers.

Count on Us for Guidance and Support



Director of Member Services
Ben Niehaus
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(608) 512-1706

Member Services - Valuable Support to Wisconsin's School Leaders



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The WASB at Your Service...

Services designed and tailored for Wisconsin school boards.

The WASB provides:

- Access to highly experienced staff.

The WASB team of experts are highly skilled in school law, policy development, advocacy, leadership development, board governance and communication.

The WASB staff responds to more than 4,500 law-related inquiries from members each year.

- A powerful, unified message for state and federal lawmakers.

As a voluntary membership organization representing all 421 school boards and the 12 cooperative educational service agency boards of control in Wisconsin, the WASB has a powerful voice in advocating for schools and the students they serve.

- Dozens of professional development opportunities.

The WASB hosts dozens of conferences, seminars, workshops and webinars, as well as the annual Joint State Education Convention.

Collectively, the WASB events reach more than 4,000 school board member and administrator attendees every year.

Learn more about how we can help

WASB Director of Member Services Ben Niehaus is your source for member service questions. Ben most recently served as a superintendent prior to joining the WASB, and has additionally served in education as a teacher, coach, principal and athletic director. Contact Ben at bniehaus@wasb.org or (608) 512-1706.



“The WASB provides unparalleled information, guidance and networking opportunities. I strongly encourage board members to take advantage of the vast knowledge of the staff. The WASB resources will make you a better and more effective school board member.”

Patrick Sherman
Lake Geneva UHS School Board



Advocacy & Government Relations

A collective voice for school boards.

Want to make a difference?

The WASB Government Relations staff provides high-quality, professional representation for Wisconsin school boards at the state Capitol, with state agencies and with Wisconsin's federal representatives. The WASB assists policymakers in crafting legislation and regulations that best meet the needs of school boards and the children they serve.

The WASB Government Relations staff develops effective relationships with legislators on both sides of the aisle, along with agency officials, to advance the WASB Legislative Agenda and the policies adopted at the annual delegate assemblies.



The WASB strongly encourages school boards to get involved as advocates for their districts. As one elected official to another, school board members can have a powerful voice in influencing lawmakers.

In addition to providing direct representation, the WASB provides resources and regular updates to guide school board members to be effective advocates and communicate regularly with state and federal elected officials.

Stay Informed, Stay Active

The WASB Government Relations staff offers a variety of resources to assist members to advocate for the needs of local districts. Board members are urged to:

- Follow the WASB Legislative Update blog to receive immediate notification of legislative activity and updates.
- Watch the monthly WASB Legislative Update webinars and during the state budget process watch the weekly Capitol Chat webinars.
- Watch for WASB Action Alerts and contact legislators.
- Read the Capitol Watch column in the Wisconsin School News magazine and weekly eConnection updates for highlights of current legislative activity and information about proposed law and rule changes.
- Take advantage of the many resources on our website, including a special budget page, a legislative bill tracking chart, contact information for legislators, effective advocacy tips and a Legislative Advocacy Toolkit.



***The WASB is the
collective voice
for school boards
in Wisconsin.
Together, school
boards can shape
education policy at
the state Capitol.***

Legal and Human Resources Services

Helping you make sound management decisions.

Have a legal question?

Your board's WASB membership opens the door to a variety of legal benefits. Collectively, the WASB's highly respected attorneys have been working for Wisconsin school boards for more than 100 years.

Members can direct general questions on employment, labor and school law, collective bargaining, and employee compensation and benefits to the WASB. The WASB website is also a rich source of legal information, including:

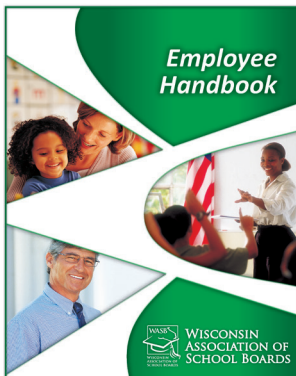
- WASB Legal Comments, Legal Notes and presentation outlines
- The WASB School Law Index — a quick and easy way to access relevant state laws and more

Districts receive numerous WASB publications, including the Legal & Policy Services Newsletter, the Guide for Candidates, the Annual School District Meeting Booklet and the School District Election Schedule.

WASB attorneys are available to provide fee-based assistance to meet a large array of member needs.

These include (but are not limited to):

- Personnel and employment law matters
- Employee handbook development
- Public records requests
- Policy reviews
- Collective bargaining
- Individual contract reviews
- Dismissal and nonrenewal proceedings
- Grievance hearings
- Student expulsion hearings
- Investigations
- Vendor agreements
- Intergovernmental agreements



WASB Model Employee Handbook

The WASB Model Employee Handbook, with its annual subscription, addresses district employees' terms and conditions of employment. As part of your subscription, the WASB will provide select employment policies and supporting resources such as "Coordination of Policies with Handbook," "Employee Handbook Updates" and "Employee Handbook Policy Updates."

The Handbook subscription also includes the WASB Hiring Guide, the WASB Impartial Hearing Officer Guide, A Guide to Exit Interviews and Surveys, and notifications of related law changes which would necessitate handbook updates.

WASB Policy Resource Guide subscribers receive a discount on a subscription.

Advertisement

Policy Services

From development through implementation.

Working on a policy?

The WASB Policy Services staff has extensive experience in Wisconsin law and administrative rules and are uniquely positioned to assist school boards in setting the policies that best meet the needs of their schools and their students.

Your board's WASB membership opens the door to a variety of benefits offered by the WASB Policy Services Staff:

Services Available to All Members

- Answers to policy questions from experienced staff
- Access to sample policies from the extensive WASB Policy Library
- Subscriptions to the WASB Policy Perspectives monthly newsletter to stay informed of current policy issues

Additional Fee-Based Services

- **The FOCUS Policy Publication**
This comprehensive policy publication presents an in-depth analysis of one policy topic each issue. It includes legal and policy considerations and sample school district policies, and highlights how the policy topic is being addressed in Wisconsin school districts.
- **Customized Consulting Services**
Upon request, a WASB consultant or attorney can work directly with your district on policy development or updating to meet your particular policy needs, interests or requirements. A range of customized consulting services is available on an hourly basis.



The WASB Policy Resource Guide (PRG) is the most comprehensive online source of information on policy issues facing Wisconsin school districts.

Designed for Wisconsin school districts by WASB policy experts, the PRG is an online tool to help districts update and develop new policies and implement them effectively. It provides streamlined access to detailed information on a variety of topics, including policies required by law and "hot" policy topics, in one place.

Contact the WASB today for subscription information.

"The PRG is incredibly useful. WASB puts together exemplary policies so we can focus on what's important – serving students. PRG content is created and continually vetted by WASB legal counsel. The PRG provides an assurance that our policies are aligned with state and federal laws. There are other policy services out there, but we value local control, and the PRG allows for local customization."

Mark Hansen,
District Administrator, Elmbrook School District

Governance Consulting Services

Building effective school district leadership.

Want to improve board effectiveness?

The WASB's team of consultants provides services to help school board members work together better as a board, and help the board/administrative team function at a higher level.

Leadership Development - WASB Essential Elements of Governance

The Essential Elements of Governance serves as the core curriculum for WASB board governance development. The Essential Elements framework supports the work of the school board to achieve the best outcomes for all children served.

The components include:

- Governing for High Levels of Learning for All Children
- Quality Leadership
- Strategic Focus on the Future
- Accountability
- Communication & Engagement



WASB consultants can assist your district in:

- Creating a vision supported by stakeholders
- Using the vision to focus on student achievement
- Defining roles, responsibilities and board norms
- Dealing with conflict
- Trust building
- Team building, including superintendent/board relationships
- And much more!

Annual Board Development Tool

Take advantage of the complimentary Annual Board Development Tool online survey to improve your board's effectiveness. Created by School Perceptions and the WASB, the survey is designed to help boards identify their areas of strength and alignment as well as where further dialogue and discussion is needed.

Access to the Tool is complimentary for all WASB members.

The Annual Board Development Tool allows board members to rate their work on:

- Board operations
- Data-driven decision-making
- Budgeting
- Planning
- District operations
- Policy
- Community engagement
- Vision
- Culture

Once a district completes the survey, it can access its own aggregate results. Upon request, School Perceptions will provide a written report (fee-based) that provides itemized state and longitudinal comparisons.

If a report is requested, the WASB will provide an additional, complimentary analysis with recommendations for next steps.



Governance Consulting Services

Analyze your organization's effectiveness.

Want to improve district effectiveness?

The WASB Governance Consulting Service is designed to be a resource for school districts to analyze their organizational effectiveness.

Governance Consulting Services

WASB governance consultants provide expert information, problem-solving services and professional growth opportunities.

WASB consultants can assess one or more of the district's key operational systems, including finances and facilities, and their sub-system components.

WASB governance consultants work as partners with the school district to build and strengthen trust between school board members and administrators as they work to provide excellence in education.

The WASB team of consultants have a wide range of experiences and skill sets. They have specialties in leadership development, school board governance, organizational behavior, fiscal operations, master planning, administrator performance and more.

WASB Governance Consulting Services are tailored to the unique needs of the local school district and its budget. They include (but are not limited to):

- Comprehensive master planning
- Strategic planning
- Superintendent/district administrator evaluation system development
- Analyzing the impact of new programs in the school district
- Analyzing school districts' operational systems and sub-systems (such as transportation or food service)
- Training on the legal and financial roles and responsibilities of school boards
- Training on the state's school funding system
- School district reorganization/consolidation studies
- Administrative support



Search Services

Helping you find the right match.

Looking for a superintendent?

The consultants who lead WASB Search Services understand that school boards will dedicate time and deliberation to the completion of this duty in order to select the right person.

The WASB consultants are equipped to help you from start to finish with a customized process. We also offer transition services that can help the right hire and the board quickly begin their journey together.

Why the WASB? We are staffed by people who are committed to providing service to Wisconsin school board members. Our consultants are experienced educational leaders who recognize that each search must be customized.

When you select the WASB, you select a trusted partner with whom you, your board and your superintendent will have a long-term relationship. The WASB stands ready to be your partner during the search process and beyond.

Our Services

As your membership organization, we connect you with the full range of WASB support services — from policy assistance to legal services and board development.

Transition Services

Our relationship with you does not end when your new superintendent takes office. The consultants can also assist with the transition between your former superintendent and your new one.



What are people saying about the WASB Search Services?

"Using the WASB Search Services served our school board in the exact way we'd hoped. It helped our board clarify what we were looking for and then streamlined our search. I can't imagine being anywhere near as successful without them."

Pecatonica Area School Board Member

"The WASB team of professionals provided not only the skeletal structure of what was needed but also provided the necessary individual attention that was specific to our school district alone. It was the individual attention to our details that made this process so successful...thank you WASB!"

Mondovi School Board Member

"The WASB provided our district with a knowledgeable, detail oriented, experienced, and personable advisor who answered our questions patiently and understood our local needs in this selection process."

Jefferson School Board Member

"They [WASB] were able to seamlessly guide us through the process by keeping us on track and providing an unbiased view when needed, were extremely professional ... They had access to information on candidates that we may never have known. I couldn't imagine trying to do this as a board on our own."

Abbotsford School Board Member

Communication Services

Serving members with events and information.

Publications and Subscriptions

The WASB publishes a wide array of publications and subscriptions — print and electronic — covering policy, school law, employee relations, legislative affairs and general school topics.

The preeminent WASB publication is the award-winning Wisconsin School News magazine. It brings relevant articles to public school leaders.



The magazine highlights school district successes, addresses challenging issues facing public school districts in Wisconsin, and communicates important information on an array of topics including board governance, policy, legal, facilities, safety and more.

Published 10 times a year and included as a part of member dues, each issue features articles written by Wisconsin school leaders and other respected public education experts. Members and WASB Service Associates are welcome to submit articles and ideas for consideration.

WASB members should also watch for the eConnection newsletter delivered regularly to their email inbox. eConnection provides timely updates and reminders, including state and federal legislative updates of most interest to school board members and administrators.

The WASB Connection Podcast is another way to keep learning as an education leader. Listen at WASB.org or wherever you find podcasts.

For more information about the WASB publications and subscriptions, visit WASB.org. Many of the WASB publications and subscriptions are included as a part of member dues, but some are fee-based and available to non-members.

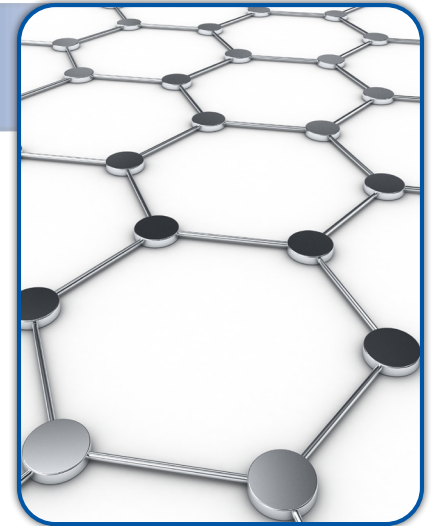
Events

The WASB hosts a series of workshops, conferences and webinars throughout the year, culminating in the annual State Education Convention each January.

The State Education Convention, co-sponsored by the WASB, the Wisconsin Association of School District Administrators and the Wisconsin Association of School Business Officials, is the premier education event and professional development opportunity for school officials in Wisconsin.

Each year, more than 2,000 school officials and others attend from across the state to learn from state and national experts, meet more than 300 exhibitors, network with colleagues and celebrate public education.

For more information about the WASB/WASDA/WASBO State Education Convention and other WASB events held throughout the year, visit WASB.org.



WASB Insurance Plan

Helping your districts meet their insurance needs.

Endorsed Insurance Agency Program

Four insurance agencies specializing in serving the property and casualty and employee benefits insurance needs of Wisconsin school districts and CESAs have been endorsed by the WASB Insurance Plan.

The endorsed agencies were selected based on their knowledge, depth of resources, experience in facilitating the provision of insurance and risk management services that meet the special needs of Wisconsin school districts and CESAs, and their willingness to collaborate with the Plan to expand programming in this regard.* School districts and CESAs are encouraged to contact the agencies for more information. Visit the WASB.org. Select “Insurance Plan.”



**WASB
INSURANCE PLAN
ENDORSED AGENCIES**



Insurance | Risk Management | Consulting



Complimentary Resources

Consulting Services

As a WASB member benefit, the plan continues to offer access to resources and insight from Gänder Consulting Group as a complimentary service. The firm, which sells no insurance, fields inquiries about a multitude of insurance-related topics.

Call Joy Gänder at 608-286-0286, or email her at gander@ganderconsulting.com, with your questions. Joy has worked with Wisconsin school districts and CESAs for over 30 years.

Insurance Plan Library

The WASB Insurance Plan hosts an online library of information related to employee benefits, human resources, property, casualty and risk management. The resources are provided by the four endorsed insurance agencies and Gänder Consulting Group.

“I have found the Wisconsin Association of School Boards Insurance Plan’s Endorsed Insurance Agency (EIA) program to be a great resource to me, and all of our WASB members. The endorsed agencies’ presentations, newsletters, and webinars have helped me better understand insurance issues and how those insurance issues affect our main function – educating students.”

Barb Herzog, Plan Trustee,
Oshkosh Area School Board

* Endorsed Agencies pay an endorsement fee to the WASB Insurance Plan.

Stand Up for Public Education

Share Your Stories!

Share Your Stories

Public education is the cornerstone of our economy, our democracy and our society. A strong public education system is vital to ensuring that every child has access to an ever-widening base of knowledge so our nation continues to succeed.

The WASB Stand Up for Public Education campaign helps local school districts spread the word about their student successes and how they benefit their communities. Join us in sharing your stories and learning about the great things that are happening in Wisconsin public schools.

Share your local success story so the WASB can help spread the news

- Let us know if your district has a Facebook, Twitter or other social media account so we can follow you.
- Send a message to the WASB Facebook page or send a tweet to @wasbwi.
- Email us your success story and include the link to the original article.

Stand Up

Public education exists to promote the public good. School board members and community members must speak up and promote their public schools to ensure that they continue to succeed. Things you can do:

- Stay informed of what is happening in your district and at the state and federal levels.
- Read, ask questions and be informed.
- Take every opportunity to share the success stories of your schools and why public education matters to you.

If you don't tell your district story, who will?

The WASB Government Relations staff can help. They provide weekly legislative updates and contact information, and track state legislation. Visit the WASB website for more information.



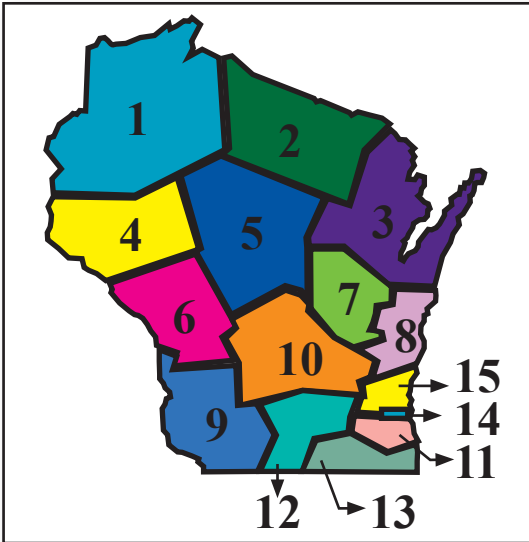
Barneveld students win national building competition

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A group of four Barneveld High School students recently won the 2022 SkillsUSA TeamWorks Championship at the Georgia World Congress Center in Atlanta, Agri-View reported.

WASB REGIONS



REGION 1

Amery
Ashland
Barron Area
Bayfield
Birchwood
Bruce
Butternut
Cameron
CESA 11
CESA 12
Chetek - Weyerhaeuser
Clayton
Clear Lake
Cumberland
Drummond Area
Flambeau
Frederic
Grantsburg
Hayward Community
Ladysmith

Luck
Maple
Mellen
Northwood
Osceola
Prairie Farm
Rice Lake Area
Saint Croix Falls
Shell Lake
Siren
Solon Springs
South Shore
Spooner
Superior
Turtle Lake
Unity
Washburn
Webster
Winter

REGION 2

CESA 9
Chequamegon
Crandon
Elcho
Florence
Hurley
Lac du Flambeau #1
Lakeland UHS
Laona
Mercer
Minocqua J1
North Lakeland
Northland Pines
Phelps
Phillips
Prentice
Rhineland
Three Lakes
Tomahawk
Wabeno Area
White Lake
Woodruff J1

REGION 3

Algoma
Ashwaubenon
Beecher-Dunbar-
Pembine
Bonduel
CESA 7
CESA 8
Coleman
Crivitz
Denmark
De Pere
Gibraltar Area
Gillett
Goodman-Armstrong
Creek
Green Bay Area

Gresham
Howard-Suamico
Kewaunee
Lena
Luxemburg-Casco
Marinette
Menominee Indian
Niagara
Oconto
Oconto Falls
Peshtigo
Pulaski Community
Sevastopol
Seymour Community
Shawano
Southern Door
Sturgeon Bay
Suring
Washington
Wausaukee
West De Pere
Wrightstown
Community

REGION 4

Altoona
Augusta
Baldwin-Woodville
Area
Bloomer
Boyceville Community
Cadott Community
CESA 10
Chippewa Falls Area
Colfax
Cornell
Durand-Arkansas
Eau Claire Area
Eleva-Strum
Elk Mound Area
Ellsworth Community

Elmwood
Fall Creek
Gilmanton
Glenwood City
Hudson
Lake Holcombe
Menomonie Area
Mondovi
New Auburn
New Richmond
Osseo-Fairchild
Pepin Area
Plum City
Prescott
River Falls
Saint Croix Central
Somerset
Spring Valley
Stanley-Boyd Area

REGION 5

Abbotsford
Almond-Bancroft
Antigo
Athens
Auburndale
Bowler
Colby
D. C. Everest Area
Edgar
Gilman
Grant Area
Greenwood
Loyal
Marathon City
Marshfield
Medford Area
Merrill Area
Mosinee
Neillsville
Nekoosa

Owen-Withee
Pittsville
Port Edwards
Rib Lake
Rosholt
Spencer
Stevens Point Area
Stratford
Thorp
Tigerton
Tomorrow River
Wausau
Wisconsin Rapids
Wittenberg-Birnamwood

REGION 6

Alma
Alma Center
Arcadia
Bangor
Black River Falls
Blair-Taylor
Cashton
CESA 4
Cochrane-Fountain City
Gale-Ettrick-Trempealeau
Hillsboro
Holmen
Independence
La Crosse
La Farge
Melrose-Mindoro
Norwalk-Ontario-Wilton
Onalaska
Sparta Area
Tomah Area
Viroqua Area
Westby Area
West Salem
Whitehall

REGION 7

Appleton Area
Berlin Area
CESA 6
Clintonville
Fond du Lac
Freedom Area
Hortonville
Iola-Scandinavia
Kaukauna Area
Kimberly Area
Little Chute Area
Lomira
Manawa
Marion
Menasha
Neenah
New London
North Fond du Lac
Oakfield
Omro
Oshkosh Area
Ripon
Rosendale-Brandon
Shiocton
Waupaca
Weyauwega-Fremont
Winneconne Community

REGION 8

Brillion
Campbellsport
Cedar Grove-Belgium
Chilton
Elkhart Lake-Glenbeulah
Hilbert
Howards Grove
Kewaskum
Kiel Area
Kohler
Manitowoc

Mishicot	Shullsburg	REGION 11	Lake Mills Area	Linn J6	Glendale-River Hills	Shorewood
New Holstein	Southwestern Wisconsin	Arrowhead UHS	Madison Metropolitan	Milton	Grafton	Slinger
Oostburg	Wauzeka-Steuben	CESA 1	Marshall	North Cape	Hamilton	Wauwatosa
Plymouth		Cudahy	McFarland	Norway J7	Hartford J1	West Bend
Random Lake		Franklin	Middleton-Cross Plains	Palmyra-Eagle Area	Hartford UHS	Whitefish Bay
Reedsville		Greendale	Monona Grove	Paris J1	Herman-Neosho-Rubicon	
Sheboygan Area	REGION 10	Greenfield	Monroe	Parkview	Holy Hill	
Sheboygan Falls	Adams-Friendship Area	Hartland-Lakeside Jt. 3	Monticello	Racine	Hustisford	
Stockbridge	Baraboo	Kettle Moraine	Mount Horeb Area	Randall J1	Maple Dale-Indian Hill	
Two Rivers	Beaver Dam	Lake Country	New Glarus	Raymond #14	Mayville	
Valders	Cambria-Friesland	Merton Community	Oregon	Salem	Menomonee Falls	
	CESA 5	Mukwonago	Stoughton Area	Sharon J11	Mequon-Thiensville	
	Columbus	Muskego-Norway	Sun Prairie Area	Silver Lake J1	Nicolet UHS	
REGION 9	Dodgeand	New Berlin	Verona Area	Trevor-Wilmot	Northern Ozaukee	
Argyle	Fall River	Norris	Waterloo	Consolidated	Oconomowoc Area	
Barneveld	Green Lake	North Lake	Watertown	Twin Lakes #4	Pewaukee	
Belmont Community	Horicon	Oak Creek-Franklin	Waunakee Community	Union Grove J1	Port Washington-	
Benton	Lodi	Richmond	Wisconsin Heights	Union Grove UHS	Saukville	
Black Hawk	Markesan	Saint Francis		Walworth J1		
Boscobel Area	Mauston	South Milwaukee		Washington-Caldwell		
Cassville	Montello	Stone Bank	REGION 13	Waterford Graded		
CESA 3	Necedah Area	Swallow	Beloit	Waterford UHS		
Cuba City	New Lisbon	Waukesha	Beloit-Turner	Westosha Central High		
Darlington Community	Pardeeville Area	West Allis-	Big Foot UHS	Wheatland J1		
De Soto Area	Portage Community	West Milwaukee	Brighton #1	Whitewater Unified		
Dodgeville	Poynette	Whitnall	Bristol #1	Williams Bay		
Fennimore Community	Princeton		Burlington Area	Wilmot UHS		
Highland	Randolph		CESA 2	Yorkville J2		
Iowa-Grant	Reedsburg	REGION 12	Clinton Community			
Ithaca	Rio Community	Albany	Delavan-Darien			
Kickapoo Area	River Valley	Belleville	Dover #1	REGION 14		
Lancaster Community	Royall	Brodhead	East Troy Community	Milwaukee		
Mineral Point	Sauk Prairie	Cambridge	Elkhorn Area			
North Crawford	Tri-County Area	Deerfield Community	Fontana J8			
Pecatonica Area	Waupun	DeForest Area	Geneva J4	REGION 15		
Platteville	Wautoma Area	Edgerton	Genoa City J2	Brown Deer		
Potosi	Westfield	Evansville Community	Janesville	Cedarburg		
Prairie du Chien Area	Weston	Fort Atkinson	Kenosha Unified	Elmbrook		
Richland	Wild Rose	Jefferson	Lake Geneva J1	Erin		
Riverdale	Wisconsin Dells	Johnson Creek	Lake Geneva-	Fox Point J2		
River Ridge	Wonewoc-Union Center	Juda	Genoa City UHS	Germantown		
Seneca			Linn J4			

***Fall Regional Meetings
provide an opportunity
to meet with others
from your region and
the WASB. Watch the
calendar at WASB.org
for your region's fall
meeting in September
or October.***



WISCONSIN ASSOCIATION OF SCHOOL BOARDS

Supporting, Promoting and Advancing Public Education

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