

★ SPECIAL 2024 CONVENTION PREVIEW ★

WISCONSIN
SchoolNews

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Official publication of the Wisconsin Association of School Boards, Inc.

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for Education**

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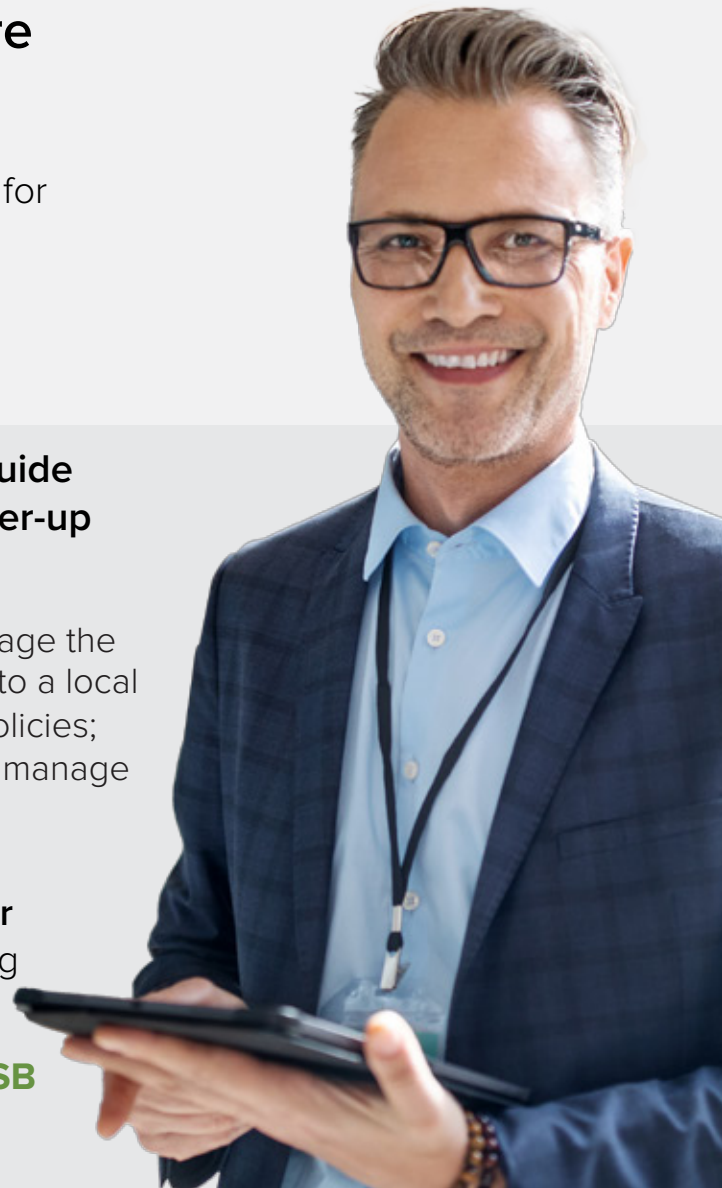
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and applauds the commitment to education exhibited by their generous support.

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and Physical Restraint

8 Wisconsin Schools Honored With Blue Ribbon

The U.S. Department of Education honored eight Wisconsin schools as National Blue Ribbon Schools for excellent academic performance or progress in closing achievement gaps. The Wisconsin schools selected, among 353 nationwide, are:

- Houdini Elementary School (Appleton Area School District)
- Brookfield East High School (Elmbrook School District)
- Darlington Elementary/Middle School (Darlington Community School District)
- Evans Elementary School (Fond du Lac School District)
- Monroe Elementary School (School District of Janesville)
- North Lakeland Elementary School (North Lakeland School District)
- New Richmond Paperjack Elementary School (School District of New Richmond)
- Willow Glen Primary School (Saint Francis School District)

“The honorees for our 2023 National Blue Ribbon Schools Award have set a national example for what it means to raise the bar in education,” U.S. Secretary of Education Miguel Cardona said in a news release. “The leaders, educators, and staff at our National Blue Ribbon Schools continually inspire me with their dedication to fostering academic excellence and building positive school cultures that support students of all backgrounds to thrive academically, socially, and emotionally.” □

UW Partners With Milwaukee to Meet Special Education Need

Milwaukee Public Schools is partnering with the UW–Madison School of Education to train and place 36 master’s-level special education teachers in Milwaukee over five years.

It’s the second class from the UW-Madison Special Education Teacher Residency Program; the first trained special education teachers in rural schools throughout the state.

This 14-month program includes a 10-month teaching residency and a master’s-level teacher preparation program at UW–Madison. After the

program, residents will be eligible for a master’s degree and licensure as a special education teacher.

Special education teachers are sorely needed. The use of emergency licenses for special education teachers has risen by 222% since 2013, according to a report from the Wisconsin Policy Forum.

Residents are provided a one-year stipend of \$46,500, and in return they agree to teach in Milwaukee Public Schools for three years following completion of the program.

The program begins recruitment this fall. □

STAT OF THE MONTH

222%

Rise in the use of emergency licenses

for special education teachers, 2013-2022. Source: Wisconsin Policy Forum

Marshfield Educator Is History Teacher of the Year

A teacher at Marshfield High School has been named the 2023 Wisconsin History Teacher of the Year.

Justin Glodowski, in his 13th year teaching high school social studies, was honored by the Gilder Lehrman Institute of American History. The award, inaugurated in 2004, recognizes one teacher in every state.

Jackson Hein, principal at Marshfield High School, lauded Glodowski’s approach as a teacher.

“He continues to establish himself as an educational leader, inspiring mentor

and lifelong learner in the field of social studies,” he said. “Our students and staff at Marshfield High School are very fortunate to have the opportunity to learn and grow with Justin on a daily basis.”

Glodowski has served on the Wisconsin Council for the Social Studies as a board member, vice president and president.

Glodowski receives a \$1,000 honorarium, a core archive of American history books and Gilder Lehrman educational materials. □

Northeast Wisconsin Manufacturers Recognize Schools

The Northeast Wisconsin Manufacturing Alliance has put a spotlight on best practices of manufacturing and education collaboration in its region.

Several schools, educators and administrators in northeast Wisconsin were to be recognized in late October at an awards reception in Green Bay.

The event was to showcase “best practices and provide other schools and manufacturers a roadmap they can replicate,” said Mark Weber, chair of the alliance.

The education award winners are:

- Brighter Image: Seymour Community School District

- Career Pathmaker: Administrator — Vicki Porior, Oshkosh Area School District
- Career Pathmaker: Educator — Elizabeth Kust, N.E.W. School of Innovation
- Career Pathmaker: Educator — Paul Endter, Appleton West High School
- Career Pathmaker: Tech Ed Teacher — Justin Casper, Two Rivers High School
- Education Innovation: Fond du Lac High School
- Higher Education Award: Christine Brown, Fox Valley Technical College — Wautoma
- Manufacturing Partnership: Wabeno High School □



New Horizons for Education

As Wisconsin education leaders, each of you has a “why,” or a sense of purpose that drives you to make the sacrifices that come with your role.

When school board members tell me about why they stepped up to this role, I often hear about their desire to offer opportunities to children that help them meet their potential. They want to give back to communities that gave so much to them.

The Wisconsin State Education Convention is where the state’s education leaders come together to learn about how to serve children while walking away with the energy and inspiration to turn learning into action.

We chose this year’s theme — New Horizons for Education — to evoke the metaphor of exploration, of having the courage to go where we haven’t been.

Part of expanding your vision is inspiration. And part of inspiration is feeling good about what you do. School board service can sometimes feel thankless, but the State Education Convention is oriented toward positive solutions and mindsets.

Our keynote speakers have powerful stories of perseverance to move your horizon.

Our Wednesday keynote, best-selling author Sean Covey, will help you create a vision and goals and execute them. This is work that Sean and his colleagues have been perfecting for many years, and I’m

looking forward to learning from him.

Attendees at the WASB Breakfast on Thursday morning will hear the uplifting story of Kelsey Tainsh, who overcame a brain tumor as a child only to have her world turned upside down by a recurrence as a teenager. I hope you’ll leave that breakfast with new insights about persistence — and a healthy dose of perspective.

On Thursday afternoon, John Quiñones will tell us a story. His family of migrant farm workers couldn’t provide the same economic opportunities as many of his classmates. But the values they passed on, including a respect for the potential of education, would propel him to the heights of broadcast television news.

Our Friday keynote is Maya Payne Smart, an author and expert about the central educational issue of child literacy. She can explain the research that explains how children learn to read in an understandable way.

Governing and operating a school district is incredibly complex. If you’re like me, your “why” is bolstered by confidence in your knowledge and skills as a professional.

The convention will have more than 65 breakout sessions covering topics that are familiar — such as how to budget responsibly and engage your community before a referendum — and new, such as how to survive a ransomware attack and harness artificial intelligence in the school setting.

When we select breakout sessions, we’re looking for good ideas that work. Those good ideas are more easily put into practice by a united board-superintendent team, so we strongly encourage multiple members from each board to attend. Registration is now open at WASB.org. Sign up by Dec. 15 to qualify for the early bird rate.

Please read through the breakout sessions starting on page 10 and visit WASB.org/convention for the most up-to-date list.

The Delegate Assembly, also held during the convention, will be the culmination of a monthslong process that gives you, our members, the ability to help set our advocacy priorities.

At this time, the resolutions that will be voted upon by delegates are being reviewed by the Policy and Resolutions Committee. Thank you to the school boards that submitted resolutions and the committee members who volunteered their time for this work.

Finally, another hearty thanks to the hundreds of members who joined us for Fall Regional Meetings. This was my first such trek around Wisconsin as executive director, and I came away with a new appreciation for our members’ commitment to children.

Thank you, and I’ll see you in Milwaukee. ■

School board service can sometimes feel thankless, but the State Education Convention is oriented toward positive solutions and mindsets.

WEDNESDAY GENERAL SESSION



PRESIDING:
John W. Thomsen WASDA president
 Whitefish Bay Public Schools

10 a.m. – Noon | Baird Center

The Milwaukee School of Languages String Orchestra of Milwaukee Public Schools will open the 103rd State Education Convention with a special performance.

During the general session, administrators and educators of the year will be recognized along with the student art award winner. State Superintendent Jill Underly will be invited to address the opening general session.



WEDNESDAY KEYNOTE

Sean Covey

Wednesday, Jan. 17, 2024 | General Session

The world is changing. Every day, school boards, administrators and business managers are faced with incredible challenges, such as holding onto critical staff and earning their community’s support.

But even in the most turbulent times, there are four roles leaders play that are highly predictive of success and foundational to what every effective leader needs to know and do.

All leaders must inspire trust, create vision, execute strategy and coach potential.

Sean Covey is a New York Times best selling author and has written several books, including “The 4 Disciplines of Execution” and “The 7 Habits of Highly Effective Teens,” which has been translated into 20 languages and sold over eight million copies worldwide.

THURSDAY GENERAL SESSION



PRESIDING:
Rosanne Hahn WASB president
Burlington Area School District

3 – 5 p.m. | Baird Center

The Middleton High School Chamber Wind Ensemble of the Middleton-Cross Plains Area School District will kick off the second general session of the 103rd State Education Convention.

Wisconsin school board members who have served 20, 30 or 40 years will be recognized for their service.

WASB President Rosanne Hahn will reflect on her past year as president before handing the gavel to the 2024 president.



THURSDAY KEYNOTE

John Quiñones

Thursday, Jan. 18, 2024 | General Session

Combining a moving life story, an exceptional career, incomparable insights and a powerful presence, John Quiñones is known for truly connecting with audiences and leaving them uplifted and inspired.

Quiñones' odds-defying journey took him from migrant farm work and poverty to more than 30 years at ABC News, the anchor desk at "20/20" and "Primetime" and seven national Emmy awards for his reporting over the years.

As host and creator of "What Would You Do?," the highly rated, hidden camera ethical dilemma television show, Quiñones has become "the face of doing the right thing" to millions of fans.

Quiñones delivers a powerful message of believing in oneself, never giving up and always, always doing the right thing.



FRIDAY GENERAL SESSION



PRESIDING:
Holly Burr WASBO president
Appleton Area School District

10:30 a.m. – Noon | Baird Center

The De Pere High School Varsity Choir will open the final general session of the 103rd State Education Convention.

The Wisconsin governor will be invited to address the general session.



FRIDAY KEYNOTE

Maya Payne Smart

Friday, Jan. 19, 2024 | General Session

Author and literacy advocate **Maya Payne Smart** is passionate about what America needs to do to raise and educate a nation of readers.

Smart focuses on research-based strategies for fostering literacy from birth and how to support families and schools to nurture thriving readers.

Smart makes academic research about literacy accessible and easy to implement for teachers, parents, grandparents, librarians, and other caregivers and concerned citizens.

Smart brings deep experience and trusted credentials to the endeavor. She holds a master's degree in journalism from the Medill School at Northwestern University and a bachelor's in social studies with honors from Harvard University. She now serves as affiliated faculty in Educational Policy and Leadership in the College of Education at Marquette University.

W A S B B R E A K F A S T P R O G R A M



BREAKFAST KEYNOTE

Kelsey Tainsh

Thursday, Jan. 18, 2024 | 7 - 8:30 a.m.

Crystal Ballroom, Hilton Milwaukee City Center | Pre-registration required, \$42

Kelsey Tainsh has been through more in her 32 years than most will endure in a lifetime. Successfully overcoming a brain tumor as a 5-year-old, Tainsh went on to be a happy, healthy kid and a champion athlete. Ten years later, it all came crashing down when the tumor returned, followed by a crippling stroke.

Her friends had disappeared, her right side didn't function, and she became paralyzed with fear and self-doubt. Despite her significant physical challenges, she worked hard to pull herself up and charged back into life, graduating magna cum laude from the University of Florida and going on to work for the Coca-Cola Company.

Tainsh travels the country speaking to organizations and corporations about the power of persistence and perspective.



★ WASDA Luncheon

Thursday, Jan. 18, Noon -1:15 p.m.

Registration required, \$46 | Hilton Milwaukee City Center

Hosted by the Wisconsin Association of School District Administrators, featuring the 2023 Superintendent of the Year.

★ WASBO Luncheon

Thursday, Jan. 18, Noon -1:15 p.m.

Registration required, \$46 | Hilton Milwaukee City Center

Hosted by the Wisconsin Association of School Business Officials, featuring the 2023 Wisconsin School Business Officials of the Year.

New name, same place.

The Wisconsin State Education Convention's primary host facility has a new name.

OUR VENUE IS NOW CALLED THE BAIRD CENTER.

The Baird Center is undergoing an expansion project that is slated to be finished by May 2024.



PRE-CONVENTION WORKSHOPS

TUESDAY, JAN. 16 | 1:30-5 P.M. | BAIRD CENTER | PRE-REGISTRATION REQUIRED

★ School Finance Puzzle

Gain a conceptual understanding of the major components of the Wisconsin school finance system using a hands-on, interactive approach.

The presentation team will include members of the Wisconsin Association of School Business Officials and the School Finance Team for the Wisconsin Department of Public Instruction. Attendees will become acquainted with the basics of the budget cycle, revenue limits, equalization aid, property taxes and referendums — how these components interrelate and how they impact board decision-making. Leave the workshop with increased confidence in discussing school finance concepts and using this knowledge to help foster an environment of trust in your community for the benefit of students.

*Wisconsin Association of School Business Officials
Wisconsin Department of Public Instruction*

★ Navigating Challenging Discussions to Engage Your Community

School boards frequently face high-stakes issues that require substantial discussions in the face of opposing views and strong emotions.

Many of these discussions play an important role in building the relationships with stakeholders that board members need to accomplish the important work of the board. Navigating these kinds of discussions effectively requires an ongoing two-way communication with the district’s stakeholders. In order to do that, board members need to develop important communication skills and engagement processes that invite feedback and are open to diverse perspectives in our changing societal times. Learn the skills and processes that will help you set the stage for effective dialogue through best practices in community engagement and, ultimately, the outcomes that your board achieves.

Wisconsin Association of School Boards



COMPLIMENTARY REGISTRATION FOR ADMINISTRATIVE ASSISTANTS

School district administrative assistants are invited to attend the State Education Convention with complimentary registration.

Eligible individuals must be designated as administrative assistants in the WASB database.

PRE-CONVENTION WORKSHOPS

TUESDAY, JAN. 16 | 1:30-5 P.M. | BAIRD CENTER | PRE-REGISTRATION REQUIRED

★ The WASB Essential Elements of Governance

The work of school board members encompasses a breadth of responsibility for student achievement, school finance, communication and stakeholder engagement.

School boards provide quality leadership when they carry out best practices that promote positive outcomes for all the children our schools serve. Drawing on research and the experience of other state associations, the WASB designed the Essential Elements of Governance as one comprehensive framework to support boards in leading for the success of all students. Join a team of experienced WASB consultants as they showcase the five distinct yet harmonious elements of board governance critical to student learning. Attendees will leave with specific ideas to fulfill their commitment and grow their confidence as educational leaders.

Wisconsin Association of School Boards

★ Teamwork Unleashed: Creating Impactful Work-Based Learning Programs

Presenters will explore innovative and collaborative strategies for engaging both the business community and your educational staff.

With hands-on exercises, you'll learn to conduct a comprehensive analysis of your current programs. Real students will tell their stories about work-based learning and how it is preparing them for future success, which will help participants gain valuable insights into what works. Learn how to foster partnerships that drive program excellence within a rural, suburban and urban setting. You'll leave with actionable steps to propel your work-based learning programs forward, unlocking their full potential in your local community.

Honeycomb Consulting

Convention / Delegate ORIENTATION

Are you new to the convention or serving as a first-time delegate at the WASB Delegate Assembly? Attend a special session on Wednesday, Jan. 17 at 8 a.m. in Ballroom A/B to learn everything you need to get the most out of your convention experience.

Wisconsin Association of School Boards

NETWORKING RECEPTION



Wednesday, Jan. 17
4:30-5:30 p.m.
Hilton Milwaukee City Center

Relax with your colleagues and enjoy refreshments in a casual, classy atmosphere with free hors d'oeuvres. All attendees and exhibitors welcome.

NEW HORIZONS for Education

2024 State Education Convention

BREAKOUT SESSIONS

Visit the convention website at WASB.org/convention for the complete schedule of breakout sessions.

COMMUNITY ENGAGEMENT | FACILITIES | HUMAN RESOURCES | LEADERSHIP
SCHOOL FINANCE | SCHOOL LAW | STUDENT ACHIEVEMENT

COMMUNITY ENGAGEMENT

● **The Power of Community Conversation: Building Trust, Collaboration and Positive Change**

Community conversations drive public education forward. Chippewa Falls Area Unified School District representatives will discuss the ways community conversations encourage participation and engagement, facilitate collaboration among diverse stakeholders, increase transparency and accountability, and identify areas for improvement. With real-life experience, the presenters will provide a concrete example of the benefits of a community conversation about public education, highlighting how it can be used to better understand recent accomplishments, identify issues and trends, provide input on priorities and strengthen collaboration among school and community members.

Chippewa Falls Area Unified School District, Howick & Associates

● **Meet the 2024 Wisconsin Teachers of the Year**

This enriching panel discussion features the five 2024 Wisconsin Teachers of the Year. Join Saghar Homayounpour, Katelyn Winkel-Simmerman, Brian Collins, Rachel Kumferman and Claudia Heller de Messer as they share their expertise and insights on the educational landscape. This interactive session includes dedicated time for audience questions, allowing participants to engage directly with panelists and deepen their understanding. Whether you're a new or experienced education leader looking for inspiration, this panel discussion promises to provide a wealth of information and inspiration.

Department of Public Instruction

● **Connecting Rural Students to College and Career Planning**

The School District of Rhinelander created the Inspire Rhinelander program to connect students with employers. Rhinelander's team of

counselors, teachers, a student and local employers will share how the Inspire platform connects students to careers, and how the connections begin in elementary school and grow through their school years. By high school, the program's local partners provides pathways for students to set up job shadows, learn from employers, work at co-ops and apprentice. Learn how career readiness starts at an early age and how Rhinelander's program can translate throughout the state.

Rhinelander School District

● **Community Education: Engage Your Community While Building Support**

Lifelong learning is just one of many reasons to offer a community education program. Research shows that "community edders" are more likely to be supportive of a district, are better informed about their school and are stronger supporters of referendum proposals. Community ed does not have to fit into a "one-size-

A hallmark of the State Education Convention is the wide variety of breakout sessions available to attendees. This year's selection of more than 65 breakout sessions once again touches on nearly all aspects of education leadership. Whether you're from a large or small district, urban or rural, there are sessions here for everyone.

Where did these sessions come from? A team of school board members, administrators and business officials reviewed more than 140 proposals and identified the sessions they'd want to attend. Our goal is that every session can give you valuable insights to take home to your community.

Sessions are organized here by one of seven themes, or "tracks."

Visit WASB.org to find more information, including the date and time of each session.

fits-all" model. River Falls representatives will share how their program was conceived, how it was implemented, how the community is benefiting and how the model can be scaled to fit any district.

River Falls School District

● **A Decade of Social Media Storytelling**

With only 300 students, a population of 540 and no local newspaper, it's almost unthinkable that the New Auburn School District can tell its story to more than 5,000 people each week. How do they reach so many? By celebrating students and staff on Facebook, Twitter and Instagram. Go back in time to 2014 and hear how it all started with a pilot program to consistently share photos and videos from the classroom on social media. The presenters will break down exactly how attendees can use the system — now used around the world — at their school.

#SocialSchool4EDU

● **Taking Redefining Ready From the Boardroom to the Living Room**

The School District of Beloit Turner has developed an innovative communication model that promotes the district's vision and relevant progress on key performance indicators to all stakeholders. This communication model is unique as it leans upon proven target marketing strategies with clear branding across platforms to share our vision and actionable steps for stakeholders. The district's vision and mission are aligned with the Redefining Ready! movement and their indicators for college, career, and life readiness. We have developed robust communication systems that allow families to engage in their child's college, career, and life ready journey.

School District of Beloit Turner

● **Be the Bridge: Why Communication Is Essential**

Mineral Point Unified School District and Waterford School District are

smaller schools that prioritize full-time communications professionals. Join this session to learn the benefits this position can bring your district, suggestions to build support and the results that will make your district not want to live without it. Communication efforts are often sporadic and put on the back burner due to the already full plates of staff. A unified voice telling your district's story provides a vital bridge of trust and transparency between the schools and stakeholders. Whether or not their districts have designated communicators, attendees will learn how to improve their community connection.

Mineral Point Unified School District

● **Wisconsin's Public Opinion on Education Issues**

The Marquette Law School Poll has surveyed Wisconsin residents since 2012. Public opinion may seem divided on everything, but are there education policy issues where people

Pre-Delegate Assembly **DISCUSSION**

Tuesday, Jan. 16 | 7-8 p.m. | Crystal Ballroom, Hilton Milwaukee City Center

This discussion session gives delegates an opportunity to seek any needed clarifications of the resolutions forwarded to the Delegate Assembly by the WASB Policy and Resolutions Committee. This will be an informational session only. Members are encouraged to ask questions, but no action will be taken and no debate will be allowed. This session also serves as the opportunity for delegates to propose emergency resolutions to the Policy and Resolutions Committee and will include a review of parliamentary procedure for delegate assemblies.



ONSITE REGISTRATION

When arriving at the Baird Center, proceed to the third floor for convention registration. Registration will be open on Tuesday, Jan. 16, 11 a.m.–6 p.m. and re-opens on Wednesday at 7 a.m. To save time, one person may pick up all of the badges for your district or organization.

agree? And how have views changed over time? Join Charles Franklin, professor of law and public policy and director of the Marquette Law School Poll, and Alan Borsuk, senior fellow in law and public policy at Marquette Law School, for a conversation about the most recent poll data and trends in the public’s views on the most pressing issues in education.
Marquette University Law School

● **Toward a More Student-Centered Approach to School Safety**

We’ve invested in school security upgrades, staff training and better coordination with law enforcement, all of which are important safety precautions. Now it’s time to invest directly in our students and help them create safer schools themselves. Our student-centered approach leverages what schools do best — we teach.

Drawing on years of behavioral research, we show students how to respond in small groups to high-stakes situations like accidents, natural disasters and even deadly school violence. We help students become more confident that they can take action to help themselves and each other in a crisis.
Heroic Improv

● **Celebrating Educator Impact**

Each year, Elmbrook high school seniors with the highest and most improved grades are asked to identify the teacher who had a significant positive effect on their education. Those teachers receive the Most Influential Educator Award. Each educator and their guest is invited to a special recognition banquet honoring the seniors’ academic achievements and the educators who have made a difference in a student’s life.

There’s usually not a dry eye in the house as each student gives a brief speech as to why the educator had such an impact. Session attendees will learn about why the awards elicit such emotion, and the positive impact they have within schools.
School District of Elmbrook

● **School Social Work Collaboration With Local County Human Services**

In 2017, Gale-Etrick-Trempealeau School District developed an innovative model of sharing a social worker with the Trempealeau County Human Services Department. This model has expanded to three more rural school districts in Trempealeau County, as well as to the La Crosse School District. The school districts cover a portion of the cost of a social worker while the county leverages federal funds to cover the other portion to serve district students with physical, developmental or emotional disabilities. The corresponding synergies between the schools and the county systems better serve the students’ needs, improve working relationships and expands community resources.
Gale-Etrick-Trempealeau School District

2024 WASB Delegate Assembly | Wednesday, Jan. 17, 1:30 p.m. — Baird Center

Vote on the policies that will guide the association’s legislative agenda. Delegates will meet in Ballroom A/B of the Baird Center at 1:30 p.m. on Wednesday, Jan. 17.

Before heading to the convention, each school board should be certain that its delegate (and alternate) understands the board’s positions on the resolutions and is prepared to vote accordingly. Decisions reached by the Delegate Assembly help set the statewide education agenda.

A pre-Delegate Assembly discussion will be held at 7 p.m. on Tuesday, Jan. 16 in the Crystal Ballroom at the Hilton Milwaukee City Center Hotel. New delegates are invited to a Convention/Delegate Assembly orientation meeting in Ballroom A/B at 8 a.m. on Wednesday, Jan. 17.

Please note: Delegates must pick up their credentials directly outside the Delegate Assembly hall during designated hours (see website for details). Credentials are handled separately from convention registration materials to ensure that one representative from each member board can participate.



FACILITIES

● **Outlast the Storm: Keeping People Safe in Severe Weather**

From severe thunderstorms to blizzards, school districts face a difficult challenge when it comes to keeping staff and students safe from hazardous weather. What are the best options for sheltering students and staff during a tornado warning? How do you know when the threat is clear? When should you cancel school due to a winter storm warning? This session will teach attendees what to know about hazardous weather and how it affects schools. The presenters will also dive into the decision-making process required to answer the above questions and keep the district safe.

National Weather Service

● **Everything You Never Wanted to Know About Surviving Ransomware**

Cybersecurity is everyone's lift. According to national studies, school districts are the number one target for the bad actors who threaten our districts in the virtual world. This session will provide a step-by-step facilitated panel discussion with state leaders and school districts who have lived the nightmare of a cyber incident. Gain a clear understanding of what the impact of a cyber incident is to a school district and leave with the top five questions board members should be asking their district.

Wisconsin Educational Communications Board

Wisconsin Emergency Management

Wisconsin Department of Public Instruction

Janesville School District

● **How Renovating Family and Consumer Spaces Reshaped Our School**

Learn how the School District of Amery reimagined the space for their Families and Consumer Education Program. The district administrator will share how the renovation was funded, how the space reshaped

teaching methods, why the program was successful, and how the program gives students a glimpse into career possibilities. The interactive, Q&A-based session will allow attendees to imagine how a similar space would impact their district, as Amery representatives will share tips for collaborating with business owners, leading community service initiatives, and engaging the community.

Amery School District

● **Success! A Blueprint for Improving Facilities in Half the Time.**

As the delivery of education is transforming, it's time to plan and fund flexible, safe and innovative facility solutions built upon long-term, fiscally responsible strategic facility plans. Participants will learn about a proven process to expedite planning, engage with their board and community, and secure the necessary funding for facility improvements. This session will explore the unique tactics that allowed Yorkville Joint #2 School District in Union Grove to rapidly improve its facilities, turn low cost into high value, and encourage stakeholder enthusiasm.

Nexus Solutions

● **The Journey to Sustainability**

The Middleton-Cross Plains Area School District Board adopted a resolution in 2021 mandating 100% of district operations energy needs

with renewable energy by 2035. The district took initial actions and partnered with McKinstry, an industry leader in decarbonization and facility solutions, to go through a process involving educational workshops, data gathering, greenhouse gas emission accounting principles, stakeholder engagement and funding considerations to inform long-range planning. Representatives of the district and McKinstry will share their experiences to inform others considering long-range decarbonization, energy efficiency, facility planning and/or pursuit of federal infrastructure funding.

Middleton-Cross Plains School District

HUMAN RESOURCES

● **Engage With Transparency: How Feedback Increases Employee Retention**

This session will delve into the transformative potential for district leaders to cultivate a structured, transparent feedback and engagement process. Learn how transparent communication empowers every district employee, fosters their professional growth and aligns their endeavors with the overarching goals of the school district. By nurturing a culture of continuous improvement and prioritizing



IMPORTANT REMINDER

The state's Open Meetings Law and Code of Ethics apply to school board member and administrator attendance at the State Education Convention.

A *Legal Comment* with details is linked on the convention website (under "Home" on the navigation bar).

employee development, districts can strive to propel organizational success and establish an environment that fosters employee retention.

Brown Deer School District
CESA 6, *Oshkosh,*
Marinette School District

● **Grow Your Own: Strengthening the Teacher Pipeline in Rural Schools**

This session summarizes findings from a yearlong research project investigating strategies rural Wisconsin districts use to address staffing challenges. Rural districts are implementing state and national initiatives, such as Educators Rising, as well as locally developed "grow your own" programs. The presenters will summarize the results of two

surveys — of rural superintendents and Educators Rising site coordinators — and site visits to five rural districts. Attendees will also hear an innovative example of four rural districts that partnered as a consortium to develop, hire and retain high school students and recent graduates interested in careers as educators.

Wisconsin Rural Schools Alliance

● **Population Health Strategies: Why One Size Doesn't Fit All**

Improving population health in the long term doesn't happen on accident, and there isn't a single solution that works for all. Learn how districts from around the state have succeeded based on specific needs they have to support their culture, budget, plan design, demographics and more. These districts are not using an approach that is a product sale... it is a sustainable foundation of principles that evolve with the challenges and keep best practices on the forefront. Learn how to implement that approach and create a population health strategy that meets your district's needs.

Associated Benefits and Risk Consulting
School District of Elmbrook
USI Insurance

● **Staff Quitting? How to Improve Your School Climate.**

Are you spending a lot of time, money and energy filling vacancies? You're not alone. More Wisconsin teachers leave in the first five years of their career than the national average. Making matters worse, enrollment in training programs remains lower than it was 15 years ago. Vacancies are hard to fill, budgets are tight and turnover is expensive. The challenges aren't new, but the scope is. This session will help attendees understand what working conditions — beyond pay — will build a healthy culture to attract and retain your best and brightest staff.

School Perceptions

● **Best Practices in Workplace Wellness: Creating a Culture of Care**

School systems face a triple crisis: attracting and retaining top talent, rising teacher burnout and skyrocketing healthcare costs. Sun Prairie Area School District Wellness Director Karyn Richmond and Returns on Wellbeing Institute co-founder Steven Van Yoder will show school systems how to meet these challenges by fostering a thriving workforce. This presentation will demonstrate why investing in evidence-based, whole-person wellbeing is essential for fostering a caring culture, which cascades into the classroom and is key to meeting school district human capital challenges.

Sun Prairie School District

● **Compensation 2024: Recruiting, Rewarding and Retaining the Best Employees**

School district employees work hard, they value benefits and they change employers more than any time in the past. How can school districts buck this trend and keep their employees invested? This session will explore eight specific compensation and benefit programs every school should consider to attract, engage and retain the best employees. Attendees will learn how to adopt



each of these approaches while exploring student loan assistance programs, lifestyle spending accounts, state and federal compliance issues, tax concerns and more.

Buelow Vetter

LEADERSHIP

● Operational and Financial Accountability

Your district collects information about running your schools that helps you make better decisions. Assuring that data is available and used in short- and long-term planning is an essential function of district governance and leadership. Attendees will leave with a greater understanding of the budget process, including how to collaborate with administrators to approve the budget, ensure that programs to meet your goals are funded and set compensation that attracts and retains quality staff members.

Wisconsin Association of School Boards

● The WASB Superintendent Evaluation Framework: A Unique Process for Continuous Improvement

Just as you expect that your staff will continue to grow in their roles, the WASB Framework for Superintendent Evaluation recognizes the need for continuous growth of the superintendent. The Framework is unique in that it has a separate process for evaluation of first-year superintendents, when the focus is on a successful transition. For superintendents beyond the first year or superintendents transitioning from another district, the Framework uses a more standards-based process. Participants will receive an overview of the process and discover how the Framework has recently moved toward a more user-friendly way to evaluate the administrator.

Wisconsin Association of School Boards

Calling all NEW school board members...

First term on your school board? Want to improve your learning curve and share some first-term challenges with fellow new members?

Join our Thursday morning session to connect, collaborate and cultivate new relationships in this opportunity to network with other board members as you become familiar with WASB member services and resources.

● Empowering With AI: Enhancing Teaching & Learning

Learn how artificial intelligence, or AI, can transform the education sector by empowering educators to enhance teaching and learning, improve student engagement and achievement, and streamline administrative tasks. This session will explore AI technologies and their applications in education, showcase AI-powered tools to personalize learning, and highlight the benefits of using AI in the classroom. Discover how AI can identify areas where students need additional support, automate routine tasks such as grading and lesson planning, and provide real-time feedback to educators. Join us to see how AI can revolutionize education.

*New Berlin School District
Pewaukee School District*

● Onboarding New School Board Members

New board members bring a wealth of experience, ideas and passion to your leadership team. A well-defined onboarding plan will provide new members with the knowledge, training and support that they need to be successful members of your leadership team. Participants will understand how a comprehensive onboarding process differs from an orientation; learn about team-building strategies; and determine best practices to welcome and integrate new members into their leadership team.

Wisconsin Association of School Boards

● Sharing Doesn't End at Kindergarten

In northeast Wisconsin, four rural school districts have partnered to provide opportunities for students that each district wouldn't have been able to support on their own. By sharing resources and partnering with businesses and postsecondary education systems, the districts have created career pathway opportunities available to any area student. Attendees of this session will learn how the districts developed their partnership, and how they work together to capitalize on opportunities that benefit students in all four districts.

Algoma, Denmark, Kewaunee and Luxemburg-Casco School Districts

● Inclusion Advocacy: Gotta Start Somewhere

This presentation will provide an overview of Platteville School District's K-12 inclusion advocates, which were created in conjunction with the CESA 6 Center 4All. Attendees will learn about the development of Platteville's "You Belong" commitments and the impact they have had on the district's school community. The interactive session will highlight the initiatives and activities the district has implemented to promote advocacy, celebrate cultural events, encourage allyship, foster partnerships with community stakeholders, and create an increased sense of belonging for students, staff and families.

CESA 6



● **Student Achievement and Progress Monitoring**

How are you monitoring progress for all students from a board perspective? Ensuring that the board's time is consistently focused on progress monitoring to gauge improvement and effective allocation of time and resources is critical to high levels of student achievement for all children. Attendees will learn to set goals focused on student outcomes, ensure their focus on these goals and know how to monitor progress and gauge improvement.

Wisconsin Association of School Boards

● **Strengthening Your Board's Effectiveness Through Continuous Improvement**

The WASB Annual Board Development Tool is a complimentary survey that can be taken by each member of a school board. Its goal is to help boards evaluate their progress on research-backed skills, work and practices that make a school board effective. You will learn what the tool is and be provided a step-by-step guide to taking it and evaluating your results. A panel discussion will feature two different school districts

who will share why and how their school boards have used the tool and established goals to strengthen the effectiveness of their governance.

Oshkosh and Greendale School Districts

School Perceptions

Wisconsin Association of School Boards

● **The 'Women of WAS' -B, -BO and -DA**

The "Women of WAS" session is dedicated to ensuring women's voices, leadership and perspectives are brought to the center, recognized and celebrated. Attendees will learn from women leaders who have made a significant impact in their respective fields and inspired others to lead unapologetically. The Women of WAS will provide insights on how to support aspiring female leaders and equip attendees with practical strategies to foster an inclusive environment within their organizations. Join us to be part of a vibrant community where women's strengths are acknowledged and nurtured.

Baird Public Finance

Hartford Jt. #1

Lead Greatly, LLC

Oshkosh School District

● **Leadership Around Continuous Improvement**

This session aims to equip participants with the necessary skills and strategies to be effective leaders in the area of continuous improvement. It will focus on the use of coherence progressions, which will enable participants to understand the different areas of coherence and how using mastering language can be a focus throughout the continuous improvement process. This session will also emphasize the importance of strategic action as part of the continuous improvement process and how strong professional learning communities validate their action plans and monitor progress. Participants will learn how enhancing systematic use of data can enhance continuous improvement efforts at any level.

Waukesha School District

● **Statements of Purpose: Examining Your Mission, Vision and Goals**

Does your district mission statement describe your district's purpose and pave the way for student success? Do you have board success goals that inform your administrators and teachers of your expectations for student results? This session will describe how to examine your district's mission, vision and planning documents to ensure they are setting the foundation for success. Bring or have access to your mission and vision statements and your district goals so you can work through your local documents.

Wisconsin Association of School Boards

● **The Freedom To Explore: Outdoor Education Breaks Down Walls to Learning**

Outdoor education is more than teaching students how to identify plants and animals. It is a method of teaching that integrates the local environment into the teaching of all subject areas, as well as a way to teach to the whole child. The positive academic, social and health

benefits of outdoor education continue to be researched and documented. The Superior School District has seen the benefits firsthand. Presenters will explain the role that school boards and administration can play to support the development of an innovative outdoor education program that will improve the learning and overall mental health of both students and staff.

School District of Superior

● **Succession Planning and the WASB Superintendent Search Process**

Superintendent leadership is directly related to student success. Regardless of their size, though, districts tend to hire a district administrator as a reaction to a resignation or retirement rather than follow a superintendent succession plan. In addition, most boards are unfamiliar with the process of finding and selecting a new superintendent. In this session, the presenters will explain the importance of succession planning as well as explain the steps of the superintendent search process.

Wisconsin Association of School Boards

● **School Library Hot Topics**

School libraries have been a hot topic, from operational adjustments to policy changes to book challenges. Join us for an informational, timely and relevant presentation and discussion about best practices your school library can adopt to address these internal and external topics. How can districts ensure their libraries have access to quality resources? What makes a library feel welcoming? And how can libraries update their policies surrounding book challenges? The presenters will answer these questions and more by sharing experiences, recommending practices, and offering relevant resources.

CESA 5

● **District WIGS: Using 4DX to Execute Your Wildly Important Goals**

How many goals do you have this year? How many have you achieved?

Join Wisconsin administrators and partners from FranklinCovey Education to learn more about how WIGS can help narrow your focus to achieving what matters most.

FranklinCovey Education

● **Effective Policy Development: Tips Toward a Better Local Process**

Developing and updating policy is a challenge for every school district. No single model is right for everyone, and the work is rarely easy. This session will identify the advantages and disadvantages of different approaches to policy development with a focus on process, structure and content. We'll discuss how committees can be most effective, the critical role of internal subject matter experts, and different ways to tap into external expertise. Learn if your district might benefit from a policy "weed and feed," the policy approval "express lane," or "the 60/40 approach."

Wisconsin Association of School Boards

SCHOOL FINANCE

● **Pay Your Staff, Not Your Insurance Company**

Learn how several districts that are smaller in size have not only controlled and reduced their health care spending, but also how they are reinvesting those dollars directly toward compensation and additional benefits to staff. Attendees will see examples of tools that have helped lower

health care costs, creative strategies for reinvestment, and how better benefits lead to improved staff retention and workplace culture.

USI Insurance

● **Understanding Equalized Values and Apportionment**

What happens after the school board sets the tax levy? How is the levy apportioned among the various municipalities within the school district? Beyond that step, how does the municipality apportion their share of the levy among their property owners? This two-hour session invites you to follow along on the journey from school district tax levy to individual property tax bill. Leave with an understanding of why equalized values exist, why they are calculated, the difference between revenue limits and state equalization aid, and the impact it all has on school finances.

Department of Public Instruction

Wisconsin Association of School Boards

Wisconsin Association of School Business Officials

● **Referendum Workshop: Unlocking Secrets to Success**

Is a facilities or operational referendum in your future? A successful referendum requires thoughtful preplanning. This three-hour interactive workshop will provide school districts an opportunity to review referendum basics and to hear about unique challenges that other school districts have faced during the refer-

MOBILITY SOLUTIONS

Electric scooters are available for rental from On the Go Mobility.

Contact them at 414-228-7100 or mail@onthegomobility.com

before you arrive in Milwaukee to make arrangements. On the Go Mobility will bring a scooter to your hotel or the convention center for you.

IMPORTANT: The convention center does not have scooters available on site. You must call ahead.

VISIT THE
CONVENTION WEBSITE

The convention preview information published in this special issue of the Wisconsin School News is subject to change.

Visit [WASB.org/convention](https://www.wasb.org/convention) for the detailed convention schedule and the latest updates and announcements. A complete printed convention guide will be provided at registration in Milwaukee.

endum process. The objective is to help school districts identify their district-specific challenges and collaborate with others to develop solid referendum strategies well before election day.

*Baird Public Finance
Quarles & Brady LLP*

● **The School District Budget Cycle**

The school district budget is one of the primary management tools for school administrators and boards. It translates the district’s strategic initiatives into programs and services that support student learning. Referencing the WASB/WASBO Budget Cycle Handbook (available in the convention bookstore), this presentation will discuss revenue sources and limits, budget plans and development, reconciliation and approval, budget management and reporting. Board members in attendance will have an opportunity to share their best practices.

*Wisconsin Association of
School Business Officials*

*Wisconsin Association
of School Boards*

● **The State of School Finance in Wisconsin: 2024 Edition**

Anne Chapman, research director at the Wisconsin Association of School Business Officials, will assess the current state of Wisconsin school finance, including a review of the 2023-25 state budget for public education and a look ahead at emerging issues for the next state biennial budget.

*Wisconsin Association of
School Business Officials*

● **Follow the Money: Comparing Publicly Funded School Options**

Learn the differences between publicly funded K-12 school options (traditional public district, independent charter and voucher schools) from a financial perspective. Presenters will provide an overview of the size and scope of each sector; the key distinctions between them in terms of their purposes and the legal mandates they fulfill; how they are funded; and how much they cost. They’ll also examine the fiscal impacts that independent charter and voucher schools have on local taxpayers and school districts (the state’s only constitutionally mandated school system). Finally, they’ll zoom out to look at the school choice landscape in other states and explore insights that could inform policy developments in Wisconsin.

*Wisconsin Association of
School Business Officials*

● **A Deep Dive Into School Finance: What Board Members Need to Know**

Take a deep dive into Wisconsin’s school finance system with the DPI School Finance Team and WASBO members. In this special, in-depth session, we’ll present a brief political-economic history of Wisconsin school funding, then dive right into into the revenue limit formula (a cap that sets the total dollars that can be raised through state equalization aids and local property taxes for each district). You’ll also be intro-

duced to calculation of state equalization aids based on three key variables: each district’s spending, property tax base and enrollment. Finally, we will present best practices for board policies regarding fund balance and cash reserves.

*Wisconsin Association of
School Business Officials
Wisconsin Department
of Public Instruction*

● **School Administrators Alliance 2024 Legislative Update**

School funding is a political process, and SAA Executive Director Dee Pettack will discuss how the political priorities of the governor and the Legislature could impact students, schools and communities statewide. The presenter will recap the recent state budget, discuss the current legislative agenda for public education, and preview the emerging issues for the next state budget.

*Wisconsin School Administrators
Alliance*

● **How Declining Enrollment Impacts Wisconsin Public Schools**

An aging population, decreasing births and the effects of the pandemic have meant a decline in school enrollment. First, presenters will examine the impact of demographic trends and the pandemic on student enrollment. The presentation will conclude with a look at the consequences of declining enrollment on school finances with rural school districts being particularly affected.

*UW-Madison Applied
Population Lab*

*Wisconsin Association of
School Business Officials*

● **Shifting From Contracted Bus Service to District-Owned**

Beginning in September 2022, New Holstein switched from a contracted school bus service to purchasing eight school buses, leasing seven more, and providing its own busing of students. Hear about the operational and financial challenges, risks

and rewards and lessons learned during this major transition.

Howards Grove School District

● **Basic Financial Oversight of the School District**

One of the primary responsibilities of a school board member is to provide financial oversight. This session will identify the top 10 things board members should know to exercise responsible financial control, beginning with a fundamental understanding of the budget and asking timely questions.

Pewaukee and Nekoosa School Districts

● **Funding Opportunities for School Energy Improvements**

Take your district's sustainability goals to the next level by applying for grants for facility-related improvements. The U.S. Department of Energy has clean energy funding options for K-12 public schools. Whether you have plans to improve your school's aging buildings, incorporate renewable energy or provide your staff with more training, financing is available to take your district to the next level in its energy efficiency journey. Focus on Energy representatives will lead this session, discussing all the current federal and state grants and the application process for each.

Focus on Energy

SCHOOL LAW

● **New Developments in School Law**

WASB staff counsel will review significant developments in school law over the last year — covering new laws, administrative rules and important court decisions. They will cover matters related to the pandemic, civil rights, constitutional law and more.

Wisconsin Association of School Boards

● **WASB Legislative Update**

Learn about the most recent two-year state budget and legislation affecting

public K-12 schools that may be enacted in the upcoming legislative session. Receive tips on how to respond effectively as advocates for your district, schools and students.

Wisconsin Association of School Boards

● **Prayers by Coaches and Guns on T-Shirts: Tackling First Amendment Issues**

This presentation will take a practical approach to solving legally complex situations involving the First Amendment. This session will be driven by a series of hypotheticals designed to foster an active discussion among attendees. The goal of the presentation is to go beyond the legally compliant answer and figure out how to implement practices and solve the problems created by First Amendment issues.

BoardmanClark

● **Title IX: What's New and What's Next**

This session covers the new Title IX regulations that were slated to be finalized in late 2023. The presenters discuss the changes between the existing and the new Title IX regulations, policy considerations and implications, and the overlap between Title IX and other state and federal laws and policies. The presenters also share practical tips and considerations for Title IX coordinators and investigators when conducting school district Title IX investigations.

Buelow Vetter

● **Public Participation and School Board Meetings**

Effectively managing public comment time during school board meetings can present a difficult balancing act for school boards. While providing regular opportunities for community members to offer input is important, school boards also need to carefully manage meeting time, encourage constructive discourse and maintain control if speakers become aggressive.

This session will identify the relevant legal and policy considerations school boards can use to guide decisions during meetings or refine their current approach to public participation.

Wisconsin Association of School Boards

● **Access to Public Records and Personnel Files**

School districts are frequently subject to public records requests, and districts face significant liability if they do not respond in a timely and accurate manner. This session will cover the basics of Wisconsin's public records law, with a special emphasis on responding to requests for information contained in employee personnel files, including records that are being maintained in response to an investigation into alleged employee misconduct.

Questions from attendees are welcome. Time permitting, this session will briefly cover the basics of Wisconsin's records retention law.

Wisconsin Association of School Boards

● **Challenges to Curriculum in the Classroom and Instructional Materials in the Library**

School districts have experienced increased parental and community interest in the details of the district's curriculum, including the content of specific textbooks, library resources and other instructional materials. Expressions of stakeholder interest might be focused on a school's academic standards, on the instructional methods, on questions about curricular rigor and adaptability, or on differing perceptions relating to ideologies, belief systems and cultural perspectives. This session will cover the legal and policy items for a school board and its administrators to consider if a challenge to curriculum or instructional materials is brought against a district.

Wisconsin Association of School Boards

STUDENT ACHIEVEMENT

● **Creating a Culture of Wellness**

Students' physical and mental health is influenced by all aspects of their lives — inside and outside of their school. This session will raise awareness of the reality and impact of student mental health. Districts that intentionally incorporate inclusive social-emotional learning, mental health and wellness activities have the potential to create a comprehensive culture of school wellness. Participants will hear students' thoughts about mental health and view initiatives intended to improve students' physical, mental and social-emotional health. Attendees will leave with strategies and solutions for making systematic changes and creating a healthier school environment.

DC Everest School District

Indian Community School

Oshkosh School District

● **Building Background Knowledge in Your Youngest Learners**

This session will explore the significance of developing background knowledge in young children. The Pewaukee School District has developed strategic action steps to create an engaging and supportive learning environment. These steps include providing unique opportunities for children to explore and learn through play, integrating literacy, math, science and social studies into every aspect of the play-based curriculum, and utilizing assessment data to guide instruction, resulting in unprecedented academic growth. Join us to discover how the strategic cultivation of background knowledge can effectively prevent the emergence of achievement gaps among our youngest learners.

Pewaukee School District

● **How Mentoring Improves Teacher Retention and Student Achievement**

Between 40-50% of teachers leave the classroom within their first five years. A highly trained mentor can make a critical difference for new teachers, but not every mentor training program yields high-impact data like the national New Teacher Center Mentor program. This session will leave attendees with background information on this CESA 2 program and the critical impact it has on educators and students. Seasoned program leaders, mentors and mentees will share how this program has impacted their educator retention rate, teacher efficacy, student achievement and instructional practice.

Belleville School District

CESA 2

● **The Benefits of Youth Apprenticeships and Internships**

Since 2017, there has been more than \$1.5 billion worth of facility projects passed through district referendums. While great news for Wisconsin's construction industry and school districts, it's an even better opportunity for students. Many have shown an interest in the design and construction profession, but have struggled to gain experience or knowledge beyond their technical education classes. Explore the possibilities available to students — either on their own or when their district partners with an architectural firm and construction manager — and learn how districts can give students a head start.

Hoffman Planning,

Design & Construction, Inc.

● **Student Representatives on the School Board**

Missing the student voice at your school board meetings? Hear how the Dodgeville School District created student representatives, and

how their role remains positive and beneficial for the student and the board. Attendees are encouraged to ask questions to the panel, which includes former and current student representatives discussing their experiences and perspectives.

Dodgeville School District

● **Interscholastic Debate: Balancing Perspectives and Boosting Achievement**

Wisconsin has a rich history in interscholastic debate, yet has dwindled to only a few dozen middle and high schools. States such as Florida have invested resources in bringing debate to more schools. Internationally, countries such as China added debate to inspire creative thinking and enhance STEM education, while American universities place an admissions premium on students who engage in this high-level thinking activity. This session will feature nationally recognized Wisconsin coaches and students who will describe their own experiences, as well as how more Wisconsin schools can add this activity that has become far more accessible.

Wisconsin Interscholastic Speech & Dramatic Arts Assoc.

● **A Systems Approach for Comprehensive School Improvement Planning**

Is your district looking for a realistic systems approach to district and school improvement planning? This session will spotlight a comprehensive and balanced approach to school improvement planning in pursuit of district strategic plan goals in both academic and social emotional areas. District leaders from the School District of Fort Atkinson collaborated with CESA 6's Eric Larsen to develop a data-driven, practical approach to setting annual goals, identifying district prioritized strategies, and engaging data teams in leadership and staff commitments in

support of reaching goals for student achievement and growth.

*Fort Atkinson School District
CESA 6*

● **Introducing the NEW Wisconsin Career Readiness Standards**

What does it look like for students to graduate as career-ready citizens? As the Wisconsin Department of Public Instruction revised its Career and Technical Education Standards last year, the Wisconsin Common Career Technical Standards were updated and renamed the Wisconsin Career Readiness Standards. Attendees will leave this session with an idea of how these standards were developed, why it's essential to integrate them across all curricular areas, and how districts can leverage them to increase student achievement.

*Wisconsin Department
of Public Instruction*

● **How Can We Help With Student and Staff Mental Health?**

Students and staff are struggling with their mental health. How can school districts help? A Comprehensive School Mental Health Program allows districts and schools to dive into data that relates to mental health, assess the school and community resources in place, and create a systemic strategic plan to meet the needs of students and staff. Explore how Gibraltar School District and CESA 7 worked with a mental health team made up of K-12 staff, administrators, paraprofessionals, parents, school board members and community members to implement data drive programming to support mental health programs and services.

CESA 7

● **Don't Let Students Face Trauma Alone**

More than two-thirds of children report at least one trauma event by age 16. Trauma events can include

stresses of poverty, racism, death, jail or substance misuse. Many students struggle through their silence, disengagement or depression. How do caring educators create communities of belonging, self-awareness and resilience? Attendees will participate in team-building activities and data analysis exercises while learning about research with Milwaukee-area students that showed how resilience through self-awareness can positively impact behavior.

Saint Francis School District

● **Shifting Literacy Practices: Big Results in a Small District**

This session will share the Montello School District's K-8 experiences through an adaptive shift in literacy practices. A longtime preference for balanced literacy or the whole language approach left gaps in skill, learning and knowledge in elementary, middle and high school students. Recognizing a need for change, the district overhauled its literacy programming to be more aligned with the science of reading,

early foundational literacy skills and knowledge or content-based curriculum. This session will enlighten others who are on a similar journey or considering making the shift.

Montello School District

● **Vaping: Clearing the Haze with Best Practice Solutions**

Attendees will learn about resources and strategies, including best-practice policies and evidence-based programs, and the network of statewide and local experts available to help to support schools, students, and staff within the vaping epidemic. Additionally, attendees will learn about alternatives to suspension strategies and the evidence supporting them. Local communities that have used these strategies in their schools will share about implementation and lessons learned.

Partnership for a Tobacco-Free Wisconsin

American Lung Association

Community Action for Healthy Living

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.



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CELEBRATING THE ARTS

Talented student music groups and the work of student artists from around the state will proudly be on display at the State Education Convention.

STUDENT MUSIC PERFORMANCES



Student music groups presented in partnership with the Wisconsin School Music Association and the WASBO Foundation.

General Session, Wednesday, Jan. 17
Milwaukee School of Languages
String Orchestra

General Session, Thursday, Jan. 18
Middleton High School Chamber Wind
Ensemble of the Middleton-Cross
Plains Area School District

General Session, Friday, Jan. 19
De Pere High School
Varsity Choir



STUDENT ART CONTEST



In partnership with the Wisconsin Art Education Association, the WASB holds an annual art contest showcasing the work of Wisconsin student artists. Award-winning pieces from this year's contest will be displayed at the 2024 State Education Convention.



STUDENT CONVENTION VIDEO TEAM



The WASB is seeking a team of students to capture the convention experience on camera. The WASB is taking applications from interested student teams. One team will be selected to attend at least one day of the convention and produce a short video highlighting some of the activities, speakers and events that will make up the 2024 State Education Convention.

For more information, visit WASB.org/convention. Select "Call for Proposals" and then "Convention Student Video Team." The deadline to submit is Wednesday, Nov. 8.

EXHIBIT HALL

Innovative Solutions to Shared Challenges.

The Exhibit Hall at the Wisconsin State Education Convention features hundreds of businesses and organizations focused on providing products, services and support to public schools. We encourage you to visit and interact with experienced school partners and learn about innovative new products and services.

Look for these Exhibit Hall attractions:

● WASB COMMONS

The WASB encourages members to stop by the WASB Commons and learn about the numerous services and products designed to help you lead your school district.

● SOLAR SCHOOLS PAVILION

Visit the Solar Schools Pavilion to meet community partners and providers who can help your district develop a roadmap to clean energy.

● SCHOOL FAIR:

Interactive Exhibits Put Spotlight on Students

The School Fair in the Exhibit Hall features interactive exhibits by school leaders, teachers and students from around the state:

■ Evansville High School Green Team — Not a Cost, a Savings!

Hear how the student-led High School Green Team at Evansville went from three members and no funding to installing a 15-kilowatt solar system in just three years.
Evansville Community School District

■ Equity Through Deeper Learning Student Showcase

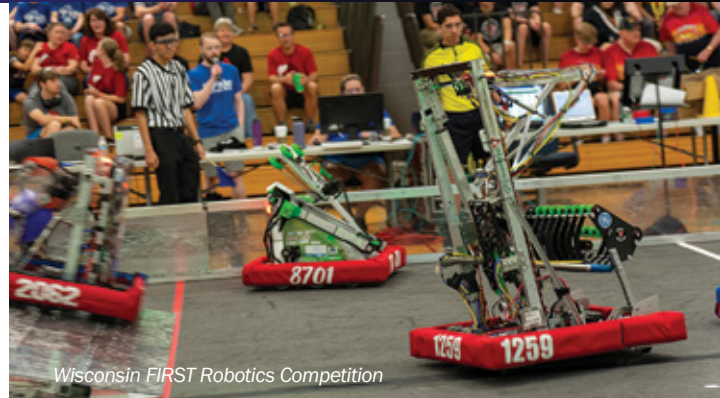
Students will demonstrate how they've applied the principles they've learned to address issues of equity, inclusion and social justice. Ask students about how they created food trucks, student businesses, arcade games and mini-film festivals.

West Allis-West Milwaukee School District

■ Build Moto and Knights Racing

Take a look at the motorcycle that Oak Creek High School students built to compete with other Milwaukee-area high schools and ask the young builders how they did it.

Oak Creek-Franklin Joint School District



■ The Wisconsin FIRST Robotics Competition Experience

The Oak Creek High School robotics team partners with the Milwaukee Robotics Academy and Wisconsin FIRST to show Exhibit Hall attendees what a full-size robotics competition looks like.

Oak Creek-Franklin and Milwaukee School Districts

■ Fostering Empowerment, Mentorship and Belonging: The Platteville Diverse Student Alliance Group

See how creating a diverse student alliance group has led to substantial and lasting change in this school, district and community. Learn more about their five main areas of focus: community partnerships, advocacy, mentorship, allyship and cultural event celebrations.

Platteville School District



Kiel eSchool Portable Planetarium

With the ability to search and project the skies anywhere on earth and from our telescopes in space, students can explore new worlds. Kiel eSchool (Booth 137) wants students to feel there are no limits to their learning and that, even on Earth, they can touch the stars.

DEDICATED EXHIBIT HALL TIMES

There is always a lot to do and see. We encourage you to visit the Exhibit Hall and use the services and activities described above. Visit with our many vendors who help support the State Education Convention. Below are designated breaks so you can visit the Exhibit Hall.

WED., JAN. 17: 9-10 a.m.; 12-1:30 p.m.; 2:30-3:30 p.m.

THURS., JAN. 18: 9:45-10:45 a.m.; 11:45 a.m.-1:45 p.m.

EXHIBIT HALL BREAKFAST

A light complimentary breakfast will be available to all convention attendees in the Exhibit Hall. Breakfast is served to welcome everyone to the convention.

WED., JAN. 17: 9-10 a.m.

Sponsored by: 

2024 CONVENTION SCHEDULE

All events take place at the Baird Center unless otherwise noted.

Baird Center 1st Floor: General Sessions, WASB Delegate Assembly, Breakout Sessions and Coat Check

Baird Center 2nd Floor: Breakout Sessions, Art Exhibit and Skywalk to Hilton

Baird Center 3rd Floor: Registration, Bookstore and Exhibit Hall

TUESDAY | JANUARY 16

- 11 a.m. - 6 p.m. **REGISTRATION**
- 1:30 - 5 p.m. **PRE-CONVENTION WORKSHOPS**
- 7 - 8 p.m. **PRE-DELEGATE ASSEMBLY DISCUSSION**
Hilton Milwaukee City Center

WEDNESDAY | JANUARY 17

- 7 a.m. - 5 p.m. **REGISTRATION**
- 8 - 9 a.m. **BREAKOUT SESSIONS**
Including CONVENTION/DELEGATE ORIENTATION
- 9 a.m. - 4:30 p.m. **BOOKSTORE**
- 9 a.m. - 4:30 p.m. **EXHIBIT HALL**
- 9 - 10 a.m. **DEDICATED EXHIBIT HALL TIME**
EXHIBIT HALL BREAKFAST in the Exhibit Hall. Kick off the convention with morning refreshments sponsored by Network Health.
- 10 a.m. - Noon **GENERAL SESSION Sean Covey**, keynote speaker (Sponsored by FranklinCovey); Milwaukee School of Languages String Orchestra, music showcase; **AWARD PRESENTATIONS:** Educators and administrators of the year; Wisconsin Student Art Award
- Noon - 1:30 p.m. **LUNCH; DEDICATED EXHIBIT HALL TIME**
- 1:30 p.m. **DELEGATE ASSEMBLY**
- 1:30 - 2:30 p.m. **BREAKOUT SESSIONS**
- 2:30 - 3:30 p.m. **DEDICATED EXHIBIT HALL TIME**
- 3:30 - 4:30 p.m. **BREAKOUT SESSIONS**
- 4:30 - 5:30 p.m. **NETWORKING RECEPTION**
Crystal Ballroom, Hilton Milwaukee City Center

THURSDAY | JANUARY 18

- 7 - 8:30 a.m. **WASB BREAKFAST**
Hilton Milwaukee City Center **Kelsey Tainsh**, speaker
- 8 a.m. - 3 p.m. **REGISTRATION**
- 8:45 - 9:45 a.m. **BREAKOUT SESSIONS**
- 9 a.m. - 2 p.m. **BOOKSTORE**
- 9 a.m. - 2 p.m. **EXHIBIT HALL**
- 9 a.m. - 11:45 a.m. **EDUCATION TOUR** (*times subject to change*)
- 9:45 - 10:45 a.m. **DEDICATED EXHIBIT HALL TIME**
- 10:45 - 11:45 a.m. **BREAKOUT SESSIONS**
- 11:45 a.m. - 1:45 p.m. **LUNCH; DEDICATED EXHIBIT HALL TIME**
- Noon - 1:15 p.m. **WASDA and WASBO LUNCHEONS**
Hilton Milwaukee City Center
- 1:45 - 2:45 p.m. **BREAKOUT SESSIONS**
- 3 - 5 p.m. **GENERAL SESSION John Quiñones**, keynote speaker (Sponsored by UnitedHealthcare); Middleton High School Chamber Wind Ensemble, music showcase; **SCHOOL BOARD SERVICE AWARDS**

FRIDAY | JANUARY 19

- 8 - 9 a.m. **BREAKOUT SESSIONS**
- 9:15 - 10:15 a.m. **BREAKOUT SESSIONS**
- 10:30 a.m. - 12 p.m. **GENERAL SESSION**
Maya Payne Smart, keynote speaker; Gov. Tony Evers (invited), speaker; De Pere Varsity Choir, music showcase

CONVENTION HOTELS

The following hotels located near the Baird Center offer special convention rates to attendees and exhibitors. Visit the convention website at [WASB.org/convention](https://wasb.org/convention) for details about reservation blocks — including pricing requirements, reference codes and direct links.

Aloft Milwaukee*

877-462-5638

aloftmilwaueedowntown.com

Courtyard Marriott Milwaukee Downtown*

800-321-2211, marriott.com

DoubleTree by Hilton Milwaukee Downtown*

414-273-2950, doubletree.hilton.com

Hilton Garden Inn Milwaukee Downtown*

414-271-6611, hilton.com

Hilton Milwaukee City Center

414-935-5940, hilton.com

Hyatt Regency Milwaukee

888-421-1442, milwaukee.hyatt.com

(Important note: The skywalk between the Hyatt Regency and the Baird Center will NOT be available due to construction for the expansion of the Baird Center.)

Saint Kate Arts Hotel*

414-488-0540, saintkatearts.com

SpringHill Suites Milwaukee Downtown

877-688-4615, marriott.com

*Complimentary shuttle service provided by Lamers Bus Lines will run between the Baird Center and these convention hotels on Wednesday, Jan. 17 and Thursday, Jan. 18.

The WASB provides housing blocks as a courtesy to attendees to provide lower, negotiated room rates. The WASB provides housing blocks as a courtesy to attendees to provide lower negotiated room rates.

Hotel blocks begin closing on Dec. 15. If possible, please cancel unneeded room reservations before the block cut-off deadlines to give other districts an opportunity to take advantage of the lower rates.

REGISTRATION FORM



CONVENTION 2024 Wisconsin State Education Convention

January 17-19, 2024 • Baird Center • Milwaukee, WI

REGISTER ONLINE! [WASB.org/convention](https://wasb.org/convention)

Use this registration form to help your convention attendees select their meals and events. Then use this information to register online at [WASB.org/convention](https://wasb.org/convention).

FULL NAME _____

SCHOOL DISTRICT _____

FIRST NAME FOR BADGE _____

ADDRESS _____

Your Title for Badge PLEASE CHECK ONLY ONE

- Administrator Business Official Teacher
 Administrative Asst. CESA Administrator Other: _____
 Board Member Principal
 Buildings/Grounds Superintendent

CITY / STATE / ZIP _____

TELEPHONE _____

Dietary Restrictions (if selecting a meal)

- Please specify restrictions: _____
 Requested for (name): _____

EMAIL ADDRESS _____

To opt out of convention-related emails from exhibitors, check here:

(NOTE: This opt out does not apply to post-convention emails resulting from an attendee allowing an exhibitor to scan his/her badge on site.)

Other Considerations

If you have a disability or other need that requires special provisions or services, please check this box and explain below.

- Yes, I would like assistance for (please explain): _____

Complimentary Spouse Registration

Spouse registration is complimentary, but meals and special events must be purchased separately.

- Yes, please register my spouse

SPOUSE'S NAME _____

SEND COMPLETED FORM TO:

ATTN: Convention Registration
Wisconsin Association of School Boards
122 W. Washington Ave., Suite 400
Madison, WI 53703
info@wasb.org | fax 608-257-8386

REGISTRATION DEADLINES

EARLY BIRD – Dec. 15, 2023
STANDARD – Jan. 5, 2024
Meal Reservation Deadline – Jan. 5, 2024

CANCELLATIONS

No refunds will be given unless cancellation is received by 5 p.m. Jan. 5, 2024

REGISTRATION

PEOPLE TOTAL

EARLY BIRD Registration <i>WITH FULL PAYMENT ONLY</i> Must be received BY Dec. 15, 2023	_____	×	\$275	= \$	_____
STANDARD Registration Payments received AFTER Dec. 15, 2023	_____	×	\$310	= \$	_____
VIRTUAL ATTENDEE Add-On (Access to recorded sessions added to standard registration)	_____	×	\$65	= \$	_____
VIRTUAL ATTENDEE Only (Access to recorded sessions only)	_____	×	\$100	= \$	_____

SPECIAL EVENTS

PRE-CONVENTION WORKSHOPS, **TUESDAY, Jan. 16**

<input type="checkbox"/> WORKSHOP: School Finance Puzzle	_____	×	\$ 85	= \$	_____
<input type="checkbox"/> WORKSHOP: Navigating Challenging Discussion to Engage Your Community	_____	×	\$ 85	= \$	_____
<input type="checkbox"/> WORKSHOP: The WASB Essential Elements of Governance	_____	×	\$ 85	= \$	_____
<input type="checkbox"/> WORKSHOP: Teamwork Unleashed: Creating Impactful Work-Based Learning Programs	_____	×	\$ 85	= \$	_____

EDUCATION TOUR, Thursday, Jan. 18

<input type="checkbox"/> EDUCATION TOUR: Location TBD	_____	×	\$ 5	= \$	_____
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MEAL FUNCTIONS

<input type="checkbox"/> WASB BREAKFAST 7 a.m., Thursday, Jan. 18	_____	×	\$ 42	= \$	_____
<input type="checkbox"/> WASDA LUNCHEON Noon, Thursday, Jan. 18	_____	×	\$ 46	= \$	_____
<input type="checkbox"/> WASBO LUNCHEON Noon, Thursday, Jan. 18	_____	×	\$ 46	= \$	_____

REGISTRATION, SPECIAL EVENTS, MEALS... **GRAND TOTAL \$** _____

METHOD OF PAYMENT

- CHECK FOR \$** _____ enclosed, payable to the WASB.
 BILL THE DISTRICT using PO # _____

CREDIT CARD: MASTERCARD VISA DISCOVER AM EX

CREDIT CARD NUMBER _____ EXP. DATE _____

NAME ON CARD _____ VERIFICATION CODE _____

SIGNATURE _____ DATE _____

WASB OFFICE USE ONLY Date Rec'd _____ P.O. # _____ Check # _____ Amount \$ _____



2024 EXHIBITORS by Product Categories

NOTE: This is a complete listing of exhibitors as of press time. Visit WASB.org/convention for an updated list or reference the 2024 State Education Convention Guide or app. ♦ WASB Service Associate ★ 2024 Convention Sponsor

Administrative Software and Integration Tools

Associated Benefits Connection
BoardDocs
CESA 7
Frontline Education
Infinite Campus
jmc
Otus
rSchoolToday
♦ Skyward, Inc.
WISEdash Local

Associations, Non-Profits, and Government Agencies

Awareness to Action – A Program of Children’s Wisconsin
Board of Commissioners of Public Lands
CESA 5
CESA 6
CESA 9 Statewide Programs
Dept of Financial Institutions,

Office of Financial Literacy
Focus on Energy
Literacy Task Force of Wisconsin
Solar Schools Pavilion
WEA Academy
Wisconsin Association of School Boards
Wisconsin Association of School Business Officials
Wisconsin Association of School District Administrators
Wisconsin Health and Physical Education, Inc.
Wisconsin Interscholastic Athletics Association
Wisconsin Interscholastic Speech & Dramatic Arts Assoc. (WISDAA)
Wisconsin Public Education Network
Wisconsin Rural Schools Alliance
Wisconsin School Public Relations Association

Athletics: Equipment, Seating, Surfacing

AstroTurf
Baseman Floors, Inc.
Boland Recreation, Inc.
Brock USA
Carroll Seating Company
Fisher Tracks, Inc.
Gerber Leisure Products
GT Grandstands, Inc.
H2I Group, Inc.
J W Industries, LLC
Marshfield Book & Stationery
Midwest Sport & Turf Systems – Synthetic Turf
Musco Sports Lighting
ProStar Surfaces
Southern Bleacher Company
Summit Commercial Fitness, Inc.

Audio, Video, Multimedia Equipment and Design

Marco Technologies

Musco Sports Lighting
Transportant
Awards and Recognition Programs
Associated Benefits Connection
Wisconsin Health and Physical Education, Inc.

Business Services

#SocialSchool4EDU
Apptegy
★ ♦ Baird Public Finance
Dorreen Dembski Communication Services, LLC
Heartland Business Systems
♦ Key Benefit Concepts, LLC
Marco Technologies
U.S. BENCOR/MidAmerica
WEA Member Benefits

Distance and Online Learning Services

Destination Career Academy of Wisconsin

Kiel eSchool/Between the
Lakes Virtual Academy
Rural Virtual Academy
WEA Academy

**Educational Management
and Consulting and/or
Research**

#SocialSchool4EDU
★ ◆ Baird Public Finance
Capturing Kids' Hearts
CESA 5
CESA 6
CESA 8
CESA 9 Statewide Programs
Dream Flight USA
ECRA Group, Inc.
Edustaff
★ FranklinCovey Education
Hazard, Young, Attea
& Associates
Hero Cards Benefit Corp.

jmc
Kiel eSchool/Between the
Lakes Virtual Academy
LAB Midwest, LLC
LacCourte Oreilles Ojibwe
University
Literacy Task Force of
Wisconsin
Literacy Task Force of
Wisconsin
McPherson & Jacobson LLC
Rural Virtual Academy
Solar Schools Pavilion
Wisconsin Challenge Academy
Wisconsin Interscholastic
Speech & Dramatic Arts
Assoc. (WISDAA)

**Facilities: Architecture,
Design, Engineering**

Allume Architects, LLC
ATS&R Planners/Architects/
Engineers
ATS&R Planners/Architects/

Engineers
◆ Bray Associates
Architects, Inc.
Demco, Inc.
DLR Group
◆ Eppstein Uhen Architects,
Inc.
Excel Engineering, Inc.
FGM Architects Inc.
Groth Design Group, Inc.
Hellas Construction
◆ Hoffman Planning, Design
& Construction, Inc.
HSR Associates, Inc.
ISG
JSD Professional Services
LHB, Inc.
McKinstry
MSA
★ Nexus Solutions
★ ◆ Performance
Services, Inc.
◆ Plunkett Raysich

Architects, LLP
Point of Beginning, Inc.
★ Rettler Corporation
River Valley Architects
SitelogIQ
Somerville Architects
& Engineers
Southern Bleacher Company
Veregy
Wendel
Wold Architects and Engineers
Zimmerman Architectural
Studios, Inc.

**Facilities: Construction,
Construction Management,
and/or Consulting**

Athletic Field Services, Inc.
◆ C.D. Smith Construction, Inc.
CESA 10
◆ CG Schmidt, Inc
Custofoam Corporation

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EXHIBITORS

Greenfire Management Services

Hellas Construction
HOEFT BUILDERS INC.

◆ Hoffman Planning, Design & Construction, Inc.

HSR Associates, Inc.

ISG

◆ J.H. Findorff & Son, Inc.

◆ JP Cullen

JSD Professional Services

Kraemer Brothers, LLC

★ Kraus-Anderson

Market & Johnson, Inc.

McKinstry

◆ Miron Construction Co., Inc.

★ Nexus Solutions

★ ◆ Performance Services, Inc.

◆ Plunkett Raysich Architects, LLP

Point of Beginning, Inc.

Rettler Corporation

◆ Scherrer Construction Company, Inc.

Schmidt Custom Floors

SitelogIQ

Southern Bleacher Company

Veregy

◆ VJS Construction Services, Inc.

Wendel

Facilities: Flooring and Wall Coverings

Baseman Bros. Inc.

Baseman Floors, Inc.

FieldTurf/Tarkett Sports

Graphic House, Inc

ProStar Surfaces

River Valley Architects

Schmidt Custom Floors

Stalker Sports Floors

Summit Commercial Fitness, Inc.

Facilities: Furnishings and Shelving

Carroll Seating Company

Demco, Inc.

Marshfield Book & Stationery

River Valley Architects

Spectrum Industries, Inc.

Virco Manufacturing Corp.

WB Manufacturing

Wold Architects and Engineers

Facilities: Hardware, Doors, Windows, Lab Equipment

CESA 10

Graphic House, Inc

H2I Group, Inc.

Tough Tek Metals®

Window Enhancements LLC

Facilities: Lighting

Energy Performance Lighting

Hellas Construction

Musco Sports Lighting

Somerville Architects & Engineers

Facilities: Mechanical Systems, Energy Services

ARAMARK K-12 Education

ATS&R Planners/Architects/Engineers

ATS&R Planners/Architects/Engineers

CESA 10

Complete Control Inc.

Excel Engineering, Inc.

Focus on Energy

ISG

McKinstry

North American Mechanical, Inc.

★ ◆ Performance Services, Inc.

SitelogIQ

Solar Schools Pavilion

Somerville Architects & Engineers

Veregy

Wendel

Window Enhancements LLC

Wold Architects and Engineers

Facilities: Roofing

Custofoam Corporation

Financial Services, Consulting and Accounting

American Deposit Management Co.

★ ◆ Baird Public Finance

Dept of Financial Institutions, Office of Financial Literacy

Ehlers & Associates, Inc.

Frontline Education

PMA Financial Network, LLC

U.S. BENCOR/MidAmerica

★ WEA Member Benefits

Wisconsin Public Finance Professionals, LLC

Food Service Management, Equipment and Products

ARAMARK K-12 Education

CESA Purchasing

Chartwells School Dining Services

jmc

K12 by Elior

SFE, LLC

Taher, Inc.

Whitsons Culinary Group

Health Services

Bellin Health

Higher Education

Anatomage

LacCourte Oreilles Ojibwe University

Information Management Services and Consulting

Frontline Education

Marco Technologies

WISEdash Local

Insurance: Health, Dental, Vision, LTD, Life and Long-term Care

Ansary & Associates, LLC

CESA 7

◆ Community Insurance Corporation/WCA Group Health Trust

Dean Health Plan

★ Delta Dental of Wisconsin

First Agency

◆ Key Benefit Concepts, LLC

★ ◆ M3 Insurance

◆ National Insurance Services

Quartz

◆ R&R Insurance Services, Inc.

Security Health Plan of Wisconsin, Inc.

The Insurance Center

◆ Tricor Insurance, Inc.

★ ◆ UnitedHealthcare

◆ USI Insurance Services

Insurance: Property and Casualty

Ansary & Associates, LLC

◆ Community Insurance Corporation/WCA Group Health Trust

◆ Gallagher

Liberty Mutual Insurance

★ ◆ M3 Insurance

◆ R&R Insurance Services, Inc.

The Insurance Center

◆ Tricor Insurance, Inc.

◆ USI Insurance Services

★ WEA Member Benefits

Insurance: Third-Party Administration

Associated Benefits Connection

★ Bentek

Diversified Benefit Services, Inc.

First Agency

◆ Gallagher

- ◆ National Insurance Services Security Health Plan of Wisconsin, Inc.
- Student Assurance Services, Inc.
- The Insurance Center
- ◆ Tricor Insurance, Inc.
- U.S. BENCOR/MidAmerica
- ★ ◆ UnitedHealthcare

Insurance: Workers Compensation

- Ansay & Associates, LLC
- ◆ Community Insurance Corporation/WCA Group Health Trust
- ◆ Gallagher
- Liberty Mutual Insurance
- ★ ◆ M3 Insurance
- ◆ R&R Insurance Services, Inc.
- RAS
- ◆ USI Insurance Services

Janitorial Services, Cleaning Supplies and Equipment

- ARAMARK K-12 Education
- CESA Purchasing
- Chartwells School Dining Services
- Dashir Management Services, Inc.
- Schmidt Custom Floors

Legal Services

- Boardman & Clark, LLP, Attorneys at Law
- ◆ Buelow Vetter Buikema Olson & Vliet, LLC
- Quarles & Brady LLP
- ◆ Renning, Lewis & Lacy, s.c.
- ◆ von Briesen & Roper, S.C.
- Wisconsin Association of School Boards

Management, Consulting and/or Research

- Dorreen Dembski Communication Services, LLC

- McPherson & Jacobson LLC
- Neola, Inc.
- ◆ School Perceptions

Office and School Supplies and Equipment

- CESA Purchasing
- Demco, Inc.
- First Technologies, Inc
- Marshfield Book & Stationery
- Virco Manufacturing Corp.

Photography, Yearbooks and ID Systems

- ★ Cahill Studios of Photography

Playground and Sporting Equipment

- ★ BCI Burke Company, LLC
- Boland Recreation, Inc.
- Brock USA
- Gerber Leisure Products
- Summit Commercial Fitness, Inc.

Policy Services

- Awareness to Action – A Program of Children’s Wisconsin
- Boardman & Clark, LLP, Attorneys at Law
- Neola, Inc.
- ◆ Renning, Lewis & Lacy, s.c.
- Wisconsin Association of School Boards

Professional Development

- #SocialSchool4EDU
- Boardman & Clark, LLP, Attorneys at Law
- Capturing Kids’ Hearts
- CESA 5
- CESA 6
- CESA 6 Literacy Center
- CESA 7
- CESA 8

- CESA 9 Statewide Programs
- FranklinCovey Education
- Hazard, Young, Attea & Associates
- McPherson & Jacobson LLC
- WEA Academy
- Wisconsin Health and Physical Education, Inc.
- Wisconsin Interscholastic Speech & Dramatic Arts Assoc. (WISDAA)

Security and Alarm Systems Consulting and Design

- Complete Control Inc.
- Excel Engineering, Inc.
- Window Enhancements LLC

Signs and Scoreboards

- Gerber Leisure Products
- Graphic House, Inc
- H2I Group, Inc.

Strategic Planning, Management Consulting

- Capturing Kids’ Hearts
- Ehlers & Associates, Inc.
- Hazard, Young, Attea & Associates
- HSR Associates, Inc.

- ◆ National Insurance Services
- Nexus Solutions

Survey Services

- Hazard, Young, Attea & Associates
- ★ ◆ School Perceptions

Teaching Services

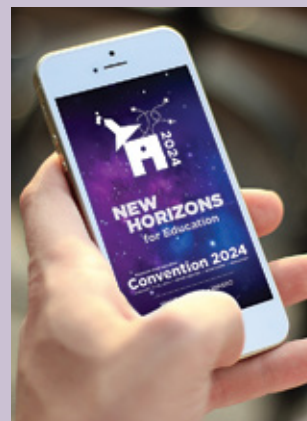
- Anatamage
- CESA 8
- Kiel eSchool/Between the Lakes Virtual Academy
- LacCourte Oreilles Ojibwe University
- Rural Virtual Academy
- Teachers On Call a Kelly Services Company

Transportation Products and Services

- ◆ Dairyland Buses, Inc
- GO Riteway Transportation Group
- ★ Lamers Bus Lines
- Mid-State Truck Service, Inc.
- Transportant
- Wisconsin Bus Sales – Blue Bird

COMING SOON!

2024 CONVENTION APP



The 2024 State Education Convention App will be available soon.

The app – for Android and iPhone – will include the complete convention schedule, maps, session descriptions and more.

Sponsored by:



UPCOMING ONLINE WORKSHOPS AND WEBINARS

■ FMLA: STATE AND FEDERAL REQUIREMENTS

NOV. 8 | 12-1 p.m.

This webinar will review requirements under the Wisconsin and Federal Family and Medical Leave Act, including eligibility for leave for birth or adoption; serious health conditions of employees, parents, spouses and children; and the various leaves available to military service men, women and their families. Employer notice and documentation requirements will be covered along with employer and employee rights and obligations during and after FMLA leaves.

■ PURCHASING PROPERTY AND CASUALTY AND EMPLOYEE BENEFITS INSURANCE THE EASY(IER) WAY

NOV. 14 | 12-1 p.m.

Dread getting insurance bids? Join this webinar to learn about the most efficient and effective approaches for WASB members to buy property and casualty and employee benefits insurance. Presented by the WASB Insurance Plan's Endorsed Insurance Agencies, the webinar will begin with an introduction by Gänder Consulting Group, LLC, consultant to the WASB Insurance Plan. The webinar will cover requests for proposals and requests for qualifications — including when to use them and why. This webinar is complimentary and no registration is required.

■ RECURRING WEBINAR: WASB LEGAL AND LEGISLATIVE VIDEO UPDATE

NOV. 15 | 12 p.m.

WASB attorneys and government relations staff provide a complimentary, monthly update on recent legal and legislative issues. No registration required. Visit WASB.org for the link.

■ SCHOOL BOARD MEMBER RESPONSIBILITIES UNDER PUBLIC RECORDS LAW ONLINE WORKSHOP

DEC. 6 | 12-1:30 p.m.

More than ever, individual board members find themselves being asked to respond to public records requests for records that are in their possession or where they are a record subject mentioned in the responsive record. This workshop will address individual board members' responsibilities under the public records law, answer frequently asked questions that board members have regarding their records and run through scenarios that board members may face regarding public records, including archiving records, responding to records requests and the unique records responsibilities that may come with social media use.

RECENTLY RECORDED WEBINARS AVAILABLE FOR PURCHASE

■ PUPIL EXPULSION *(Two-part series)*

This two-part webinar presentation covers state and federal laws relating to pupil expulsions.

The first part of the presentation provides a roadmap for considering the expulsion of pupils and how to avoid common pitfalls when doing so. The second presentation focuses on procedures for administrators as well as for boards that conduct their own expulsion hearings by running a mock expulsion hearing. The presentation also includes an Expulsion Overview Guide with sample notifications and hearing procedures.

This webinar is two parts and registrants receive access to both recordings with one registration fee.

■ SCHOOL BOARD ELECTIONS *(Two-part series)*

Wisconsin school districts must comply with numerous statutory obligations related to elections. The two-part Elections Notices and Procedures webinars cover key deadlines, required notices and post-election processes. They are of particular interest to school district clerks and to superintendents' administrative assistants (who often assist with election duties).

This webinar is two parts and registrants receive access to both recordings with one registration fee.

Browse the WASB's catalogue of recorded webinars on the Online Events page at WASB.org.

Save the Date
SCHOOL LAW CONFERENCE
FEB. 29, 2024





WASB Connection Podcast

The latest episode of the WASB Connection Podcast focuses on school board accountability. You already understand that it's part of the role of a school system, including a school board, but what does this concept mean in practice?

We sit down to talk about the different types of accountability with two people who have plenty of experience with it: Chris Dickinson, a Wisconsin school board member and George Steffen, a WASB consultant.

We connect those two different forms of accountability and discuss how a school district's budget has as much to say about academic priorities as it does about financial ones.

.....
"If you want to find out what a person thinks is really important, don't ask them what they say. Ask them how they spend their money. The same is true of boards and districts, which is they say what they believe in the policy manual, but I think in many ways the most powerful policy statement that a board can make is really the budget."
.....

— George Steffen, WASB consultant

Find the episode on the WASB website or wherever you find podcasts.



The WASB/Boardman Clark Title IX Training Series

is a series of training modules to help school districts adapt to wide-reaching changes to sex discrimination laws that took effect in August 2020.

The first two modules were updated in 2022 to reflect two years of experience in this area.

Districts looking to subscribe for the current fiscal year can learn more about a package that fits their needs and subscribe at WASB.org.



Tee Wakçacak (Spirit Lake) mural created by Hoocak (Ho-Chunk) artists in the new entrance of Jack Young Middle School, Baraboo School District

HOW COMMITMENT LOOKS

At CG Schmidt, equity is about more than achieving a goal. It is a promise for growth. We foster partnerships between the district and local and underrepresented workforces to improve learning facilities and create spaces that uplift communities and support our future leaders. As your trusted building partner, we strive to build a better tomorrow, together.



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Help Us Make Delegate Assembly a Success

Some tips to provide a better experience for all



We need your help to make sure the 2024 WASB Delegate Assembly is more productive and efficient than the 2023 version.

The 2023 Delegate Assembly was unable to finish its work because we lost the number of delegates needed to conduct business (a quorum). The 2023 Delegate Assembly got bogged down with lengthy debate and amendments from the floor that often focused on details/minutia and “wordsmithing” several resolutions. It was a frustrating experience for the delegates present and a focus for the WASB Board of Directors that this does not happen again.

The Government Relations Team has made it a point of emphasis to discuss what happened in January 2023 and what will improve the experience in January 2024. Along with this column, we have addressed these issues at Fall Regional Meetings and will be reemphasizing them in our communications to boards and delegates. We encourage you to also share these with your colleagues to help get the word out among school board members.

Some things to keep in mind...

- WASB resolutions are not legislation that requires exact and

precise language. They only state what the WASB position on a given position should be in a very broad sense. They are policy direction to the WASB Government Relations staff to help us determine what position to take on proposed legislation.

- The final proposed resolutions will be delivered to your district administrator and WASB Delegate by mid to late November. Discuss the resolutions at your December board meeting and give your delegate direction on how to vote.
- The wording used in the resolutions was vetted by the Policy and Resolutions Committee and WASB’s parliamentarian. Please refrain from “wordsmithing” by proposing stylistic or grammatical amendments (e.g. replacing “students” with “pupils,” adding a comma, etc.).
- Please share any proposed amendment language with WASB staff ahead of the Delegate Assembly. This can be accomplished by emailing Chris or David or by attending the Pre-Delegate Assembly Discussion session Tuesday evening of convention week (Jan. 16).

Amendments not shared with WASB staff ahead of time slow the Delegate Assembly process because staff must type up the proposed amendments on slides. If we have the language ahead of time, we can prepare slides in advance and get through them much more quickly.

- Similarly, if you have questions about a resolution, submit those to WASB staff ahead of time. Contact Chris or David or bring them to the Pre-Delegate Assembly Discussion session at convention. Asking questions at the Delegate Assembly can slow the process particularly if they are complex and/or not relevant to the resolution being discussed.

We are optimistic that the 2024 Delegate Assembly will be a good experience for delegates. For one thing, we will only have about half of the resolutions we had in 2023. We look forward to a healthy debate on each proposed resolution and appreciate your assistance and cooperation.

■ 2023-24 Legislative Session

The state budget has been signed into law, though disagreements on tax cuts have left a large balance in state coffers (about \$4 billion). The

We are optimistic that the 2024 Delegate Assembly will be a good experience for delegates. For one thing, we will only have about half of the resolutions we had in 2023.

In a session that has already seen some rare instances of bipartisan agreement between Gov. Evers and legislative leaders, **there is some optimism that there could be some action related to teacher pipeline challenges.**

Legislature is currently in its fall floor period that began in mid- Sept. and runs through mid-Nov. Many K-12 bills are currently moving through the legislative process. The WASB is tracking 175 bills as of this writing (see the full list on our State Bill Tracking Chart on WASB.org).

In a session that has already seen some rare instances of bipartisan agreement between Gov. Evers and legislative leaders, there is some optimism that there could be some action related to teacher pipeline challenges. The governor called a special session in September on workforce development. Rather than ignore the special session call (“gavel-in, gavel-out”), as they have done to previous calls for special sessions

on other topics, legislative leaders kept the session open. The state Senate introduced the governor’s plan as September 2023 Special Session Senate Bill 1. That bill was given a public hearing in a Senate committee on Oct. 11.

Items of interest to school boards in the proposal include payments to childcare programs established or contracted for by a school board; significant changes to family and medical leave law; allowing Wisconsin Retirement System annuitants to return to work; and various grants and stipends to assist with teacher workforce challenges.

The Legislature is also considering and moving forward several unfunded mandates. Some focus on

student health and safety, including requiring schools to purchase and train staff on the use of unproven anti-choking devices and requiring defibrillators at school sporting events. Some deal with curricular mandates, including financial literacy, interacting with law enforcement and instruction on Hmong Americans and Asian Americans.

As always, contact Chris or David at WASB Government Relations if you have any questions about any legislation. Please also consider subscribing to the WASB Legislative Update Blog on WASB.org to stay up to date on legislative developments relating to K-12 education. ■

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3 Key Compliance Issues Regarding Seclusion and Physical Restraint

Board members are not directly involved in the use of seclusion or physical restraint of students. However, increased scrutiny by regulatory agencies, paired with the continued challenges districts face with respect to student behavior, have made this an important issue in Wisconsin school districts. Board members should be aware of some of the specific issues staff face in complying with the law applicable to the use of seclusion and physical restraint on students.

Wisconsin law prohibits the use of seclusion and physical restraint on students unless a student's conduct presents a clear, present, and imminent risk of physical harm to the student or to others, and seclusion or restraint is the least restrictive intervention feasible. Seclusion is defined as involuntary confinement of a student, apart from other students, in a room or area from which the student is physically prevented from leaving. Physical restraint is defined as restriction that immobilizes or reduces the ability of a student to freely move their torso, arms, legs, or head. Amendments to state law in 2020 further restricted the use of both seclusion and physical restraint in schools, placed additional obligations on each school to document and report its use, and

required school teams to take steps to prevent its use in the future.

This Legal Comment will identify three key issues with respect to Wisconsin's seclusion and restraint law so school board members can support legal compliance within their own district.

1. Focus on positive behavioral supports and interventions

When the frequency and severity of challenging student behaviors escalate, staff might be inclined to increase the use of seclusion and physical restraint. However, state and federal regulatory agencies, including the Wisconsin Department of Public Instruction and the United States Department of Education, Office for Civil Rights, are heavily scrutinizing the use of seclusion and physical restraint on students, and expect school districts to be innovative when responding to student behavior, rather than overly relying on seclusion and physical restraint. Therefore, districts need to be wary of this trend and develop educational environments containing robust positive interventions and supports aimed at reducing the use of seclusion and physical restraint. This will likely require a commitment of financial and staff resources by the district. For example, districts

might consider creating educational programs tailored to students who are not successful in a traditional classroom model, devoting physical space for calming areas and sensory supports, and adding behavioral specialists with whom staff can consult when student behaviors are especially challenging.

Rather than waiting until a regulatory agency gets involved, districts should be proactive in implementing innovative and effective techniques to address challenging student behavior in order to avoid the use of seclusion and physical restraint, except when truly necessary.

2. Professional development, staff training are key

Improper use of physical restraint can be traumatic for students and staff. It can also cause injury and harm leading to litigation and actions by regulatory agencies. Accordingly, schools should continue to obtain evidence-based training focused on de-escalation strategies and proper holds and techniques. All staff members whose positions include the anticipated need to utilize seclusion and physical restraint on students must be trained in the proper administration of seclusion and physical restraint. Additionally, administrators should

State and federal regulatory agencies... are heavily scrutinizing the use of seclusion and physical restraint on students, and expect school districts to be innovative when responding to student behavior.

It is important for all staff, even those who are not going to be trained to use physical restraint or seclusion on students, **to be educated concerning Wisconsin law.**

verify that the training itself is compliant with Wisconsin law, particularly when using a vendor that provides training nationally. For example, certain types of physical restraints might be permissible in other states but be prohibited by Wisconsin law.

Moreover, it is important for all staff, even those who are not going to be trained to use physical restraint or seclusion on students, to be educated concerning Wisconsin law. For example, a teacher who isn't trained might inadvertently and improperly use restraint, as defined by Wisconsin law, if they direct an escalated student to the hallway or office by firmly placing their hand around the student's back in a manner that restricts the student's ability to freely move their torso. Therefore, all staff need to understand the definitions of seclusion and physical restraint, the requirements for its use, and the documentation and reporting requirements following its use.

3. Understand common pitfalls

When training, staff should be made aware of certain common compliance pitfalls. Here are some examples of such pitfalls.

a. Clearing all other students out of a classroom to allow an escalated student to calm down alone in the room may constitute improper seclusion if the esca-

lated student was prevented from leaving and the classroom door was capable of being locked. Similarly, it would be out of compliance if the escalated student was prevented from leaving and the classroom contained objects and fixtures capable of harming the student.

- b.** Staff cannot seclude or physically restrain students for committing property damage, regardless of the extent of the damage or the costs associated with the repair. Staff could only implement seclusion or physical restraint in that situation if the student's behavior escalated to the point of posing a clear, present, and imminent risk of physical harm to themselves or to others.
- c.** Staff cannot utilize physical restraint to remove a student who is exhibiting disruptive behavior from a room unless the student's behavior poses a clear, present, and imminent risk of physical harm to themselves or others, and such means of removal is the least restrictive intervention feasible.
- d.** No later than the second time that seclusion or physical restraint is used on a student with a disability within the same school year, the student's individualized education program (IEP) team must convene as soon as

practicable after the incident, but no later than 10 school days after the incident, to review the student's IEP and revise it as necessary to ensure the IEP includes appropriate positive behavioral interventions and supports based on a functional behavioral assessment of the behavior that led to the use of seclusion or physical restraint.

Conclusion

Given the increased regulatory scrutiny of the utilization of seclusion and physical restraint of students, board members should be prepared to respond to requests from administration to commit resources to identify ways to prevent or limit such use and to address student behavior in alternative ways. With staffing shortages and limited resources, implementation of policies and practices that satisfy the requirements of Wisconsin's seclusion and restraint law can be a significant undertaking. However, committing resources on the front end can help prevent a school district from unwanted administrative complaints and litigation. ■

This Legal Comment was written by Michael J. Julka, Brian P. Goodman, and Sherrice M. Perry of Boardman & Clark LLP, WASB Legal Counsel. For related articles, see Wisconsin School News: "Heightened Enforcement Emphasis on Seclusion and Physical Restraint" (May 2019); "Update on Seclusion and Physical Restraint" (Dec. 2015); and "Seclusion and Restraint" (Mar. 2013).

Legal Comment is designed to provide authoritative general information, with commentary, as a service to WASB members. It should not be relied upon as legal advice. If required, legal advice regarding this topic should be obtained from district legal counsel.

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