



**AWSA**

# Professional Learning

2016-17

AWSA Professional Learning.....	2
<b>Conferences</b>	
Grade Level Conventions.....	4
Aspiring Superintendent.....	4
SLATE (Team-based).....	5
Quality Educator (Team-based).....	5
Managing to Lead.....	6
Aspiring Administrator Program.....	6
<b>Academies</b>	
New Building Administrators.....	8
SAIL.....	9
Learning Leaders.....	10
Impactful Coaching.....	11
Data Leadership.....	12
Analyzing Teaching for Student Results (ATSR).....	13
<b>Information and PDP Support.....</b>	<b>14</b>

# AWSA Professional Learning: Impacting Practice

---

This catalog represents a shared vision for the future of our most important service area: professional learning. During the course of the 2015-16 school year, a combination of efforts have informed the future of professional learning for principals and other educational leaders in Wisconsin.

## Learning Focus: Six Pillars

As a result of the comprehensive review of standards, research, and member input, six themes surfaced that became the “core pillars” that capture the focus for future professional learning. These pillars include:

- Learning Leadership
- Data Use and Performance Management
- Collaborative Professional Culture
- Operations Management
- Communications and Community Engagement
- Professionalism and Advocacy

This review also provided professional competencies within each pillar that will guide AWSA's future in supporting members and other educational leaders in their professional learning.

Administrator Standards: AWSA executive staff reviewed the variety of standards that provide clarity for school and district administrator responsibilities and expected performance. A crosswalk of the following standards was conducted: Wisconsin Framework for Principal Leadership, DPI; School Administrator Performance Evaluation System (SAPES), Effectiveness Project – CESA 6; District Administrator Performance Evaluation System (DAPES), Effectiveness Project – CESA 6; Performance Expectations and Indicators for Education Leaders, CCSSO; Standards for Professional Learning, Learning Forward; Leadership Indicators from CESA 1's Institute for Personalized Learning; ISTE's Standards for Administrators; and the Baldrige Criteria for Performance Excellence.

## Research on High-Impact School Leadership Practices:

As a professional organization, it is important that a continuous review of educational research occurs regarding the principal leadership practices that have the greatest impact on student and educator success. In some of his most recent (2015) research findings, John Hattie identified the following leadership practices with the highest effect sizes on student learning (as shown, in order): promoting and participating in teacher learning and development (.84); establishing goals and expectations (.42); planning, coordinating, and evaluating teaching and the curriculum (.42); resourcing strategically (.31); and ensuring an orderly and supportive environment (.27). The top findings of Hattie's leadership impact research are consistent with recent work by Michael Fullan (*The Principal: Three Keys to Maximizing Impact*, 2014), who identifies these three keys for leadership impact as follows: leading learning, being a district and system player, and becoming a change agent.

Member Feedback: Member feedback plays a vital role in the development of the resources and services AWSA provides. Participants in ongoing professional learning opportunities have consistently shared that their greatest needs center upon these three areas: understanding how to streamline and integrate major initiatives into a manageable workload for both staff and leaders alike, seeing strong leadership and implementation examples, and identifying and using easy-to-use resources.

## Learning Design: Three Tiers of Professional Learning

AWSA regularly reviews the research and professional literature from thought leaders on professional learning such as John Hattie, Michael Fullan, Linda Darling-Hammond, Stephanie Hirsh, Jon Saphier, and Paul Bambrick-Santoyo. While this research underscores the tremendous importance of professional learning upon student results, a growing body of research also asserts the need to shift away from a traditional view of providing training or staff development (i.e., something that we

give to others). Rather, based on this research review, our best-informed role as a professional organization would be to facilitate professional learning (i.e., what we help our members over time cultivate in themselves so that they may then subsequently facilitate for those that they lead and serve back home).

Further rationale for our ongoing shift in facilitation is provided through the research from Joyce and Showers (see Table 1.1.). This research reflects that implementation of learning at the classroom, school, or district level is greatly impacted by practice, feedback, and coaching. AWSA is committed to providing opportunities that increase the likelihood of transfer to impact achievement and engagement at all levels of an organization.

Table 1.1 Effect sizes for training outcomes by training components	Knowledge	Skill	Transfer of training
Information	.63	.35	.00
Presentation of theory	.15	.50	.00
Demonstration	1.65	.26	.00
Theory + demonstration	.66	.86	.00
Theory + demonstration + practice	1.15	.72	.00
Theory + demonstration + practice + feedback	1.31	1.18	.39
Theory + demonstration + practice + feedback + coaching	2.71	1.25	1.68

Source: Joyce and Showers, 1995, p. 112.

Over recent years, we have used this research to build upon our traditional approaches of professional development to ensure that our members have multiple, ongoing opportunities to strengthen their knowledge and practice, advance school and district continuous improvement efforts, and deepen their impact.

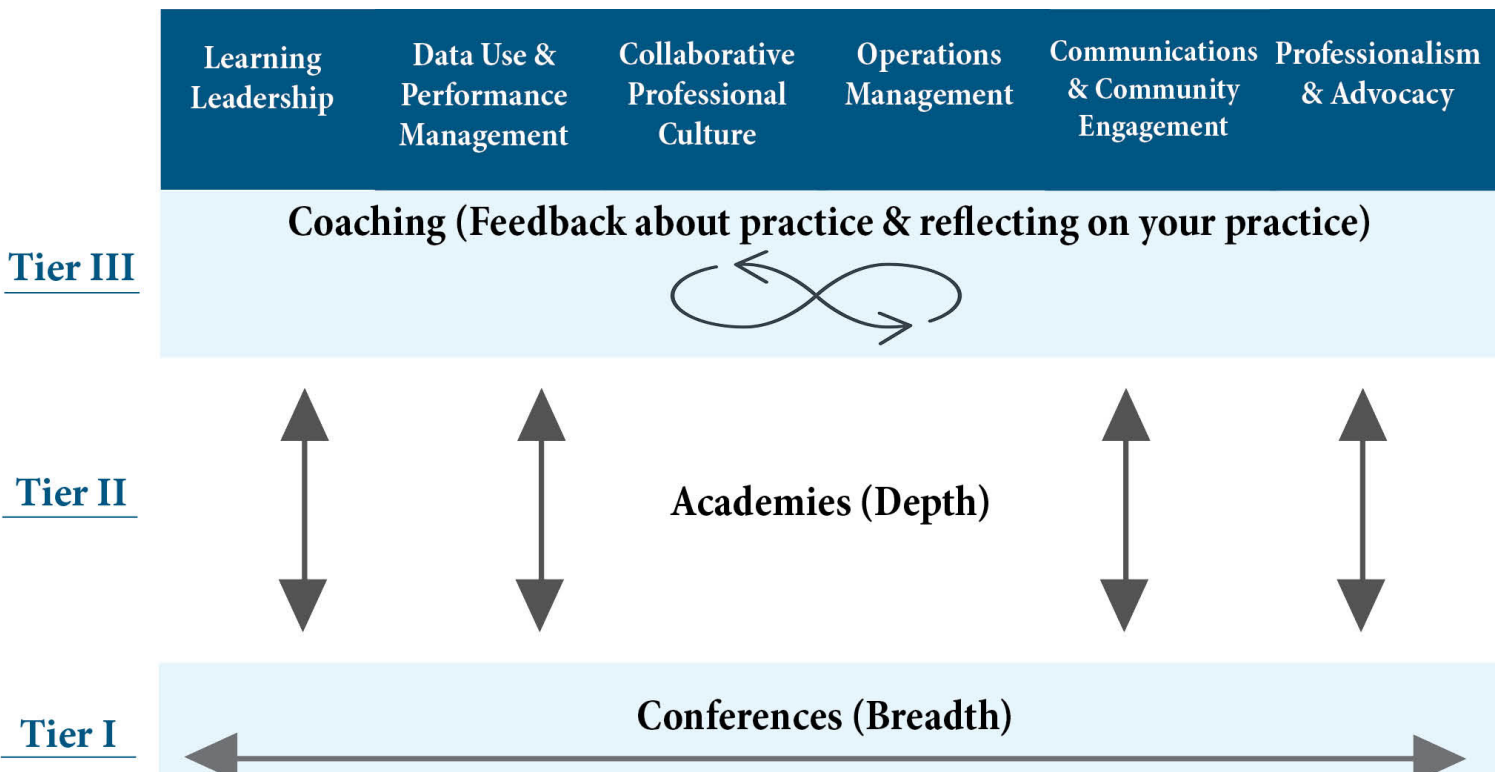
To this end, AWSA will provide tiered opportunities to meet school leaders' full range of learning needs:

**Tier I** - "Conferences" provide professional learning, information and networking opportunities across the administrator standards (breadth),

**Tier II** - "Academies" provide focused training on targeted pillars and related high-leverage practices and competencies for leaders (depth),

**Tier III** - "Coaching" to further equip leaders with tools and strategies to lead effectively.

AWSA is currently building statewide capacity to meet members' need for coaching. In 2016-17, coaching will be available for teams participating in the SAIL program and individuals enrolled in the New Building Administrator Academy. Additional opportunities for coaching will be made available in 2017-18 and beyond.



# Grade Level Conventions

Grade Level Conventions are designed by AWSA advisory committee members who know what building administrators face “in the trenches” each and every day. These conventions deal with the specific issues of each grade level population. Each convention provides valuable time for networking with colleagues about current issues.



## Elementary Principals Convention

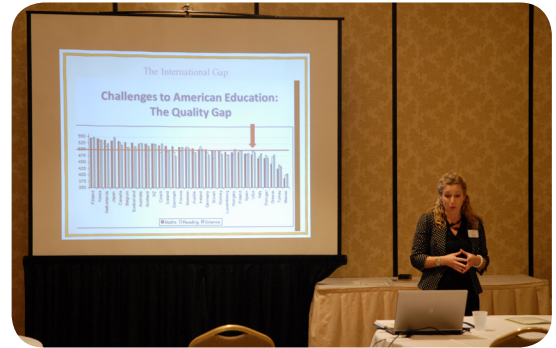
**October 12-14, 2016**  
**Osthoff Resort, Elkhart Lake**

## Associate Principals Conference

**January 25-27, 2017**  
**Concourse, Madison**

## Middle School & High School Principals Convention

**February 8-10, 2017**  
**Hyatt Regency, Green Bay**



# Aspiring Superintendent Workshop

**February 1, 2017**  
**Madison**

The Aspiring Superintendent Workshop is co-sponsored by AWSA and WASDA to:

- Attract highly motivated, talented, and committed educators to pursue leadership in Wisconsin's school districts.
- Support principals and other administrators as they explore and prepare for service as district administrators.
- Connect aspiring district administrators with an active network of other future leaders and practicing district administrators for support and guidance.

Potential superintendents are introduced to the profession through a variety of publications, professional development offerings, and networking opportunities. The program addresses the following issues:

- What superintendents do
- What it takes to be an effective superintendent and how to know if you are ready
- What school boards are looking for
- How the search process unfolds
- How school boards and candidates work with search consultants
- Connecting aspiring district administrators with an active network of other future leaders and practicing district administrators for mentoring and guidance
- Job search, interview strategies, and tips
- The transition to the superintendency
- Finding the district that is the right fit for you



# School Leaders Advancing Technology in Education

December 5-7, 2016  
Kalahari Resort, Wisconsin Dells

For teams including:

- Teacher Leaders
- Principals
- APs
- Curriculum Directors
- Library Media Specialists
- IT Directors
- Coaches
- Superintendents

Featuring more than 100 ways to learn and share:

- Theater Sessions
- Practices that Work
- Networking
- Exhibit Show
- Concurrent Sessions

SLATE gives school teams the opportunity to come together to develop a common language, vision and plan for purposeful and coordinated use of technology tools and strategies that will ensure our students are prepared for the 21st Century. Hundreds of Wisconsin educators will present information about the ways in which they have successfully integrated technology into their districts, schools and classrooms. Sponsored jointly by AWSA and WASDA.

Find Out More At:

[www.slateinwi.com](http://www.slateinwi.com)



## Quality Educator Convention Monona Terrace June 22-24, 2016

The Quality Educators Convention will support teams of teachers, principals and central office leaders. Effectively acting on data requires strong professional learning communities armed with a repertoire of strategies and approaches in order to effectively engage every learner. The QE Convention will focus on practical strategies for improving collaborative processes and high-leverage instruction while also providing opportunities for related action planning.

Pre-Convention and Concurrent sessions by school and district leaders from Wisconsin will further engage participants in strategies and practices that impact teaching and learning. Participants may choose sessions aligned to four strands. Sponsored jointly by AWSA and WASDA.

### Developing Your Focus

Goal-setting processes  
Classroom continuous improvement models  
School/district initiative roll out/deployment

### Educator Feedback Systems

Walkthrough models  
Instructional coaching models  
Peer observation models

### Developing PLC Capacity

PLC structures and expectations  
PLC feedback models  
Professional development models  
Co-planning/co-teaching strategies

### Utilizing Data to Inform Practice

Classroom/department data review processes  
Analyzing student work models  
Data management models  
Models for collecting data across initiatives  
Formative assessment strategies

[www.qeconvention.com](http://www.qeconvention.com)

# Managing to Lead July 26, 2016 Comfort Inn, DeForest

Finding time for what matters most – at work and at home



The multiple change initiatives underway in education demand more time for learning leadership than ever before. How will you manage such leadership challenges? Where will you find the time? Managing to Lead is designed for an administrator and his/her administrative assistant (secretary) to take TOGETHER. This has helped countless teams and schools take substantial “leaps forward” in their work – and in their personal lives. Register for this one-day workshop with your teammate and find a better way!

- Reflect on the common design mismatch of managing a school with 20th century routines while trying to lead a 21st century learning organization.
- Understand how this design mismatch inhibits desired results -- inside and outside of work.
- Articulate specific goals for professional and

personal growth.

- Find sustainable ways to increase impact on what matters most and build a sense of team.
- Leave the session armed with ways to obtain a personal and professional “leap forward” during the school year.

Participants spend the day working together as a team to improve time management and office procedures for a more productive, professional and enjoyable daily work experience.

*“This was absolutely a ‘difference maker.’ Please consider doing this for others!”*

*This workshop is also available as a school or district training. Contact Joe Schroeder for additional information at (608) 729-6656 or [joeschroeder@awsa.org](mailto:joeschroeder@awsa.org)*

## Growing Our Own: Aspiring Administrator Program

March 28, 2017 Holiday Inn @ American Center, Madison

March 29, 2017 Paper Valley Hotel, Appleton

March 30, 2017 Holiday Inn-South, Eau Claire

The Aspiring Administrator Program is for outstanding educators considering administrative careers.

The program encourages these individuals to learn from currently practicing administrators for an introduction to topics, issues, problems, and other facets of school administration. Please accept this opportunity to impact our profession by nominating one of your staff.

Services include:

- Receipt of AWSA publications
- Attendance at the Aspiring Administrator Workshop (held in three locations in March) at a reduced registration fee
- Free admission to all other AWSA-only sponsored conferences and conventions, subject to space limitations\*
- Access to AWSA staff members for information and advice



Testing the Waters Before Taking the Plunge

\*AWSA reserves a limited number of seats at AWSA sponsored only conferences/conventions for Aspiring Administrators on a first come/first served basis for each event. Additional participants of the Aspiring Administrator Program may attend at the member fee.

# Academies: Focused, In-Depth Learning

Which academy is right for me?

Professional Learning Opportunity	Core Purpose: Why would I attend?	Dates
<b>New Building Administrators Academy</b>	For educators who have accepted their first administrative building position or have been elevated to another administrative position. Attend a series of workshops and virtual meetings that will help build your professional learning network. Be exposed to examples of best practices that address the major responsibilities of school leaders. Be provided with resources to assist with on-the-job questions, concerns, and experiences and also have comprehensive support for licensure needs to include individual coaching if desired.	August - May
<b>Learning Leaders Academy</b>	Assist with streamlining and integrating the complex work of continuous improvement in ways that significantly impact student learning. Identify and use high-impact resources, tools, and approaches and learn from strong leadership and integration examples. This is a multi-day approach to develop deep skill in individuals or teams.	August - May
<b>Impactful Coaching Academy</b>	Further develop the capacity to provide feedback that is aligned to high expectations, standards, and research based effective instructional practices. Single or multi-day approach is available for school and district leaders including instructional coaches.	Summer
<b>Data Leadership Academy</b>	Develop assessment literacy capacity in order to lead continuous improvement efforts that focus on high quality teaching, learning, and organizational excellence. This is a multi-day approach to develop deep skill in individuals or teams.	October - May
<b>SAIL Academy</b>	Assist school or district based teams in creating a coherent and connected plan for transforming education at the local level. This is a multi-day approach to develop deep skill in school or district teams over two years with integrated coaching and progress monitoring.	June - June
<b>Analyzing Teaching for Student Results (ATSR)</b>	Provide leaders with the tools and understanding to examine and use both a common language and concept system about teaching. Participants will further develop their keen observation and analytical skills to support teachers in building their own capacity to impact students' learning. Includes seven days of face-to-face seminars as well as site visits to practice observation and calibrate feedback to quality standards.	July - December or January - May

Wisconsin is a large state and weather can compromise attendance for educators. Therefore, AWSA is committing to a rotating regional approach in locations for our academies. The following calendar reflects our offerings and their rotating locations for the next three years. It's important to recognize that some offerings are repeated in different locations in a given year.

Region	2016-17	2017-18	2018-19
<b>Fox Valley Area</b>	<ul style="list-style-type: none"> <li>Data Leadership Academy</li> <li>Learning Leaders Academy</li> <li>NBAA</li> </ul>	<ul style="list-style-type: none"> <li>Impactful Coaching Academy</li> <li>ATSR</li> </ul>	<ul style="list-style-type: none"> <li>Data Leadership Academy</li> <li>Learning Leaders Academy</li> <li>NBAA</li> </ul>
<b>Eau Claire Area</b>	<ul style="list-style-type: none"> <li>Impactful Coaching Academy</li> <li>ATSR</li> </ul>	<ul style="list-style-type: none"> <li>Data Leadership Academy</li> <li>Learning Leaders Academy</li> <li>NBAA</li> </ul>	<ul style="list-style-type: none"> <li>Impactful Coaching Academy</li> <li>ATSR</li> </ul>
<b>Madison Area</b>	<ul style="list-style-type: none"> <li>Learning Leaders Academy</li> <li>Impactful Coaching Academy</li> <li>NBAA</li> </ul>	<ul style="list-style-type: none"> <li>Impactful Coaching Academy</li> <li>ATSR</li> <li>Data Leadership Academy</li> </ul>	<ul style="list-style-type: none"> <li>Data Leadership Academy</li> <li>Learning Leaders Academy</li> <li>Impactful Coaching Academy</li> <li>NBAA</li> </ul>
<b>Milwaukee Area</b>	<ul style="list-style-type: none"> <li>ATSR</li> <li>Data Leadership Academy</li> </ul>	<ul style="list-style-type: none"> <li>Learning Leaders Academy</li> <li>Impactful Coaching Academy</li> <li>NBAA</li> </ul>	<ul style="list-style-type: none"> <li>ATSR</li> </ul>

# New Building Administrators Academy

...FOR THE SUCCESS OF FIRST YEAR PRINCIPALS, ASSOCIATE PRINCIPALS AND OTHER SCHOOL LEADERS

**Audience:** First-year principals, associate principals, and other school leaders.

**Outcomes:** Provide the guidance, support, and networking necessary for school-level administrators to succeed in year one and beyond.

The NBAA does this by providing:

- Just-in-time and ongoing professional learning throughout the course of the first year.
- Examples of best practices and thoughtful approaches that address major responsibilities of school-level leadership.
- An abundance of resources to assist with on-the-job questions, concerns, and experiences.
- A professional network of job-alike peers facilitated by first-rate administrative veterans.
- Comprehensive support for licensure needs related to your own administrative PDP and of those you supervise.
- For the first-time, AWSA is offering ongoing coaching through a certified coach as an additional option for participants in the NBAA. Coaching starts at \$300 for 8 one-hour sessions.

**Cost for the Year-long Series:** \$299 program fee for members  
\$300 fee to work with a certified coach

**Duration/Dates:** 5 sessions: 3 face-to-face, 2 virtual

August 1, 2016: full-day, Holiday Inn @ American Center, Madison

November 10, 2016: full-day, Best Western, Oshkosh

April 27, 2017: full-day, Holiday Inn @ American Center, Madison

October 5, 2016: 90-minute Webinar

February 2, 2017: 90-minute Webinar







# SAIL Academy

**Audience:** Teams of administrators from the same district or school, with additional teacher-leader team members strongly recommended.

Both school-based and district-based teams are eligible for participation in SAIL. Composition of each team is up to the team leader and has ranged in size from 4 to 18 members.

**Outcomes:** SAIL (School Administrators Institute for Transformational Leadership) is a two-year, team-based, cohort program designed to address the disconnect between the initiative overload on one hand and the expectations for raised results on the other through a common problem-solving and leadership development framework. The major goal of SAIL is to help each team identify improvement foci tailored to their local setting, from which to build local expertise at a level of depth that will lead to significant student achievement gains.

Some Key Features of the SAIL program include:

- Development of a customized improvement plan via a common problem-solving process.
- A focus on shared understanding underlying the local improvement plan in order to build collective focus, commitment, and trust.
- Development of deep knowledge and skill in areas of focus.
- 100-day improvement cycles that stimulate the regular inquiry, planning, action, monitoring and reflection necessary to accelerate the learning and improvement processes.
- Ongoing coaching support through a process of gradual release to allow for sustainability of team learning and processes upon exit from the program.

**Cost:** Fees are dependent upon team size according to the following scale. Fees noted are per member/per year.

Team size (total participants)	1	2	3	4	5	6	7	8	9	10
Cost per participant	\$629	\$619	\$610	\$601	\$591	\$582	\$572	\$563	\$553	\$554
	11	12	13	14	15	16	17	18	19	20
	\$534	\$525	\$516	\$506	\$497	\$487	\$478	\$468	\$459	\$449

**Duration/Dates:** Three sessions per year plus monthly / bi-monthly coaching as applicable

June 20-22, 2016, Kalahari, Wisconsin Dells

November 30, 2016, To Be Determined

February 28, 2017, To Be Determined

# Learning Leaders Academy

**Audience:** School administrators and those who supervise and/or develop school leaders. (Open to individual administrators and/or to those related leadership staff attending in small teams.)

**Outcomes:** The Learning Leaders Academy is founded on the evidence-based principle that developing capacity in the adult staff is the key strategy for increasing the impact on students and their futures. With this foundational principle in mind, the Learning Leaders Academy will assist school- and district-level leaders in approaching the complex work of continuous improvement in ways that significantly impact student learning.



The Academy will spend the majority of time helping leaders determine where and when to spend their time and how to develop deep skill in the high-leverage activities that powerfully impact student learning. In particular, the Academy will aim to address the following ongoing needs of school leaders:

- Streamlining and integrating the work and the workload for themselves and for others.
- Identifying and using helpful, high-impact resources, tools, and approaches.
- Learning from strong leadership and integration examples.

**Cost:** \$199 for members and \$324 for non-members

## Duration/Dates:

### Semester 1 Regional Workshops (Select One)

August 4, 2016, Holiday Inn @ American Center, Madison

September 14, 2016, Best Western, Oshkosh

### Semester 2 Regional Workshops (Select One)

March 9, 2017, Holiday Inn @ American Center, Madison

March 16, 2017, Best Western, Oshkosh

### 60-90 Minute Webinars (Participate in All)

November 3, 2016 (1 PM)

January 12, 2017 (1 PM)

May 11, 2017 (1 PM)

# Impactful Coaching Academy

**Audience:** Principals, teacher leaders and central office leaders.

**Purpose:** The educator effectiveness model provides growth opportunities for teachers, principals and other valued staff in our school districts today. This model requires principals to be highly effective coaches. Whether your school has instructional coaches or you're trying to build teacher leadership capacity, all staff desire and deserve coaching and feedback aligned to high expectations, standards, and research based effective instructional practices. In this professional learning opportunity, participants will further develop the capacity to provide coaching and feedback that is aligned to high expectations, standards, and research based effective instructional practices.



**Outcomes:** Sign up for one, two or three days of professional learning. One day will provide an understanding of the skills and strategies for impacting instructional practice. Two days will provide you additional opportunities for practicing coaching skills as well as development in having crucial conversations. Attending all three days will provide you with even greater development and confidence in coaching for reflection, improvement, and accountability and participants may seek credit from Viterbo University.

Facilitator: Tammy Gibbons, AWSA  
Co-Facilitator: TC Motzkus, Hartford School District

**Cost:**  
Day 1: \$149  
Day 1+2=\$249  
Day 1+2+3=\$349

**Duration/Dates:** This opportunity will run in two different locations. Please note that Day 1 and Day 2 are consecutive in each region.

Day 1: August 2, Holiday Inn-South, Eau Claire	Day 1: August 9, Crowne Plaza, Madison
Day 2: August 3, Holiday Inn-South, Eau Claire	Day 2: August 10, Crowne Plaza, Madison
Day 3: September 26, Crowne Plaza, Madison	

# Data Leadership Academy

**Audience:** School Leaders, district leaders, leadership teams, teacher leaders.

**Outcomes:** Leadership teams will more fully develop their inquiry mindset and data use culture. During each session, team members will learn, reflect, discover, refine and design strategies to enhance their own leadership systems. Develop data literacy and use/develop data systems to identify strengths and gaps between goals and areas for improvement. Participants will situate sources of information within a cycle of inquiry to identify, facilitate, and monitor a focused improvement agenda, engaging staff and community stakeholders as appropriate into the process.



They will create systems for professional support, including growth-oriented observations, analysis, and reflection. Finally, participants will develop the capacity to lead a system of continuous improvement that focuses on high quality teaching, learning, and organizational excellence. Participants may register to obtain credit from Viterbo University for this offering.

**Cost:** \$299

**Duration/Dates:** Five sessions; three face-to-face, two virtual - Choose a cohort

Cohort 1: Fox Valley
October 12, 2016, Osthoff Resort, Elkhart Lake (Elementary Principals Convention)
December 8, 2016, Webinar (1:00-3:00 PM)
February 8, 2017, Hyatt Regency, Green Bay (HSMS Principals Convention)
March 23, 2017, Webinar (9:00-11:00 AM)
May 2, 2017, Best Western, Oshkosh

Cohort 2: Milwaukee Area
October 19, 2016, Holiday Inn, Pewaukee
December 8, 2016, Webinar (9:00-11:00 AM)
January 25, 2017 Madison Concourse (Associate Principals Conference)
March 23, 2017, Webinar (1:00-3:00 PM)
May 3, 2017, Holiday Inn, Pewaukee

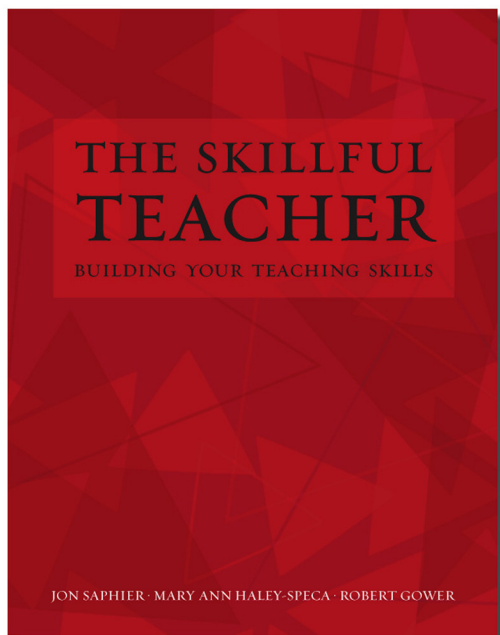
*\*Please note, this academy does coincide with some of the AWSA annual conferences. For example, if you are an elementary principal and would like to sign up for the Data Leadership Academy, one of the dates of the Academy will be held on the first day of the Elementary Principals Convention for your convenience. This is also the case for the Associate Principals Conference and Middle and High School Principals Convention.*

# Analyzing Teaching For Student Results

**Audience:** Principals and those who supervise or coach classroom teachers.

**Outcomes:** If we are serious about having all of our students in Wisconsin graduating college and career ready, both the quality of teacher instruction and the support and feedback that leaders provide their staff about their teaching will need significant attention. To this end, the Analyzing Teaching for Students Results course will provide leaders, serious about deep impact of teacher growth and student learning, with a deep dive into one of the world's leading resources for developing skillful, high impact teaching.

During the 42-hour ATSR academy, participants examine and use both a common language and concept system about teaching. The 7-day curriculum provides multiple opportunities for participants to develop keen observation and analytical skills that will support teachers in building their own capacity to impact students' learning.



Practice exercises, readings, video clips, case studies, collegial problem-solving, and fieldwork all emphasize a range of instructional leadership skills to:

- Name, explain, and document what expert instructors know and do in many performance areas from classroom management to planning standards-based lessons and assessments.
- Communicate effectively about practices and decisions that impact student learning.
- Provide standards-based feedback and conduct collegial conferences about teaching practice to stimulate reflection and growth, and thereby support and sustain high-quality teaching.
- Use multiple data sources to assess growth opportunities and help meet new requirements for teacher goal-setting and improvement planning.

**Cost:** \$1,065 per person includes Skillful Teacher book and one-on-one site visits with a facilitator. Participants may also take the course for credit; \$335 for 3 credits.

Cohort 1	Cohort 2
July 18-20, 2016, Country Springs, Waukesha	January 17-19, 2017, Holiday Inn-South, Eau Claire
September 19, 2016, Marriott-West, Milwaukee	February 13, 2017, Holiday Inn-South, Eau Claire
October 17, 2016*, Marriott-West, Milwaukee	March 13, 2017*, Holiday Inn-South, Eau Claire
November 14, 2016*, Marriott-West, Milwaukee	April 3, 2017*, Holiday Inn-South, Eau Claire
December 12, 2016*, Marriott-West, Milwaukee	May 1, 2017*, Holiday Inn-South, Eau Claire
January 11, 2017 (snow make up date)	May 22, 2017 (snow make up date)

*\*Site visits will be conducted the two days following each asterisked course date but do not include all participants and may be held at a district other than your own. Each site visit lasts two hours, with only two participants per block with the facilitator.*

# School and District Workshops: Bringing Professional Leadership to Your Door

There may be times when traveling to a workshop or conference doesn't fit your leadership or budget needs.

That's why Joe Schroeder and Tammy Gibbons have developed half-day and full-day workshops to take to your school, district, athletic conference, or local principals' group.

During these workshops you will work on developing, creating, analyzing and sustaining leadership practices and systems in which teachers and students will be supported and successful. These workshops are interactive, informative, and go beyond "sit and get" by engaging AWSA members in the opportunities and challenges they are facing today, with results that will continue tomorrow and into the future.



Available workshops with Joe:

- Managing to Lead
- Teacher / Principal Effectiveness
- Succeeding as a Change Leader in Changing Times
- Growing and Focusing Your Staff
- Motivating and Engaging Every Student: Where Success for All Begins



Available workshops with Tammy:

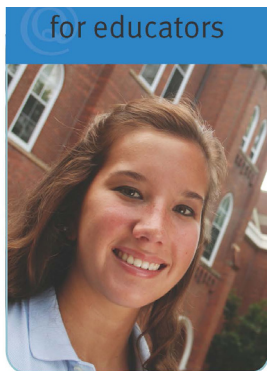
- Coaching a Growth Mindset
- Growing Teacher Leaders
- Competency Based Grading Strategies
- SLO and PPG Development Strategies

Contact Joe Schroeder  
or Tammy Gibbons  
for additional  
information at  
(608) 241-0300 or  
[joeschroeder@awsa.org](mailto:joeschroeder@awsa.org)  
[tammygibbons@awsa.org](mailto:tammygibbons@awsa.org)



# Licensure Support & College Credit

AWSA members who fall under the licensing provisions prescribed in PI 34 can create, maintain, and share their Professional Development Plan (PDP) online. AWSA members may access the QEI for no additional cost by clicking in the Member Toolbox on the AWSA home page.



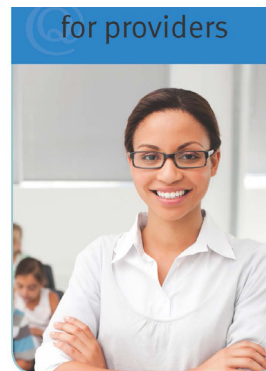
for educators

Create, edit, and complete the review process online with the QEI. Access resources, checklists, and video tutorials to help along the way.



for reviewers

Review PDPs online with the QEI's online checklist. Communicate with your educators, and stay current with review team member refresher training videos.



for providers

Share your programs in Wisconsin's largest online searchable database of professional growth opportunities for PK-12 educators.

## AWSA's PI 34 Ambassador



Dave Allen is AWSA's PI 34 Ambassador, serving all AWSA members with questions about the PI 34 process, requirements and professional development plan content. Dave is recently retired from the Platteville School District, where he worked for 32 years, 21 years as a middle school principal. In addition to his role as ambassador, he serves as adjunct faculty at UW-Platteville and is a field representative for AWSA.

Contact Dave:  
Email: [davidmallen28@gmail.com](mailto:davidmallen28@gmail.com)  
Home Phone: (608) 348-7590  
Cell Phone: (608) 642-2853

## Professional Development Team Support

AWSA will assist initial administrators in finding higher education and administrator representatives to serve on their professional development team (PDT). These are individuals who have volunteered to serve on teams at no cost to AWSA members. If you would like assistance assembling your team, simply contact Dave Allen at [davidmallen28@gmail.com](mailto:davidmallen28@gmail.com) or John Fischer, Director of Administration and Research, at [johnfischer@awsa.org](mailto:johnfischer@awsa.org) or call (608) 241-0300. There is PDP consultation and support at select conferences and PDP review by appointment.

## Course Credit

AWSA, in partnership with Viterbo University, offers the opportunity to receive course credit in conjunction with many of its conferences, workshops and convention at the rate of \$220 per credit (subject to change). Interested participants may register for the predetermined number of credits with Viterbo University at the conference. If you have any questions, you may contact Chris Valenti, Viterbo University Off-Campus Programs at (414) 321-4210. Viterbo University is pleased to return a portion of the cost of credit to AWSA for administration.





A Foundation of the Association of Wisconsin School Administrators, Inc.

4797 Hayes Road, Suite 103

Madison, WI 53704-3288

(608) 241-0300

NON-PROFIT ORG.  
US Postage  
PAID  
Madison, WI  
Permit NO. 1855

## Staff

- Jim Lynch.....Executive Director
- Joe Schroeder .....Associate Executive Director
- Tammy Gibbons .....Director of PD & Information Services
- John Fischer .....Director of Administration & Research
- Kathy Gilbertson .....Coordinator of Conventions & Conferences
- Jena Sebald .....Coordinator of Communications & Technology
- Robin Herring.....Coordinator of Membership & Operations
- Donna Sebald.....Coordinator of Accounting
- Diane Gyrog.....Coordinator of Association Management
- John Forester .....Director of Government Relations
- Norene Hooker .....Administrative Assistant
- Dyshaunn Simmons.....Clerical Assistant
- Malina Piontek.....Attorney (retained)
- Joe Donovan.....Communications (retained)
  
- Dave Allen .....Field Representative & PI34 Ambassador
- Patty Polczynski .....Field Representative
- Tom Schmelzle.....Field Representative

## Contact AWSA

Association of Wisconsin School Administrators  
4797 Hayes Road, Suite 103  
Madison, WI 53704

(608) 241-0300  
[www.AWSA.org](http://www.AWSA.org)

*Email addresses for board members and staff are available at [www.AWSA.org](http://www.AWSA.org)*



Follow at  
**@AWSALeaders1**

