



2018 Associate Principals Conference

Concourse Hotel
Madison, WI
January 24 to
January 26, 2018



Brought to you by

AWSA

SCHEDULE AT A GLANCE

JANUARY 24

7:00 - 4:00	PRE-CONFERENCE REGISTRATION
8:00 - 4:00	FACT OR FICTION: INTERVIEWING STRATEGIES WORKSHOP (\$135)
12:30 - 4:30	ASSOCIATE PRINCIPALS LEGAL SEMINAR (\$59)

JANUARY 25

7:30 - 3:30	REGISTRATION AND CONTINENTAL BREAKFAST
8:00	NEW ASSOCIATE PRINCIPALS BREAKFAST SPONSORED BY MEEMIC
8:30 - 8:45	WELCOME
8:45 - 10:15	OPENING KEYNOTE: BUILDING SUCCESSFUL SCHOOL MENTAL HEALTH PROGRAMMING
10:30 - 11:30	CONCURRENT SESSIONS: ROUND ONE
11:30 - 12:35	LUNCH AND ASSOCIATE PRINCIPAL OF THE YEAR PRESENTATION
12:40 - 1:40	CONCURRENT SESSIONS: ROUND TWO
1:50 - 3:30	ROUNDTABLE SESSIONS
4:30 - 5:30	RECEPTION SPONSORED BY JOSTENS

JANUARY 26

7:30	OPTIONAL FELLOWSHIP BREAKFAST
7:30 - 9:00	BREAKFAST PROGRAM
9:15 - 10:15	CONCURRENT SESSIONS: ROUND THREE
10:30 - 11:30	CLOSING KEYNOTE: OVERCOMING LIFE'S GOLIATH'S: LESSONS IN LEADERSHIP AND THE POWER OF VISION

REGISTRATION

Member Registration: \$199 Non-Member Registration: \$348
Pre-Conference Sessions: \$59 or \$135

Full refund of fees will be made on cancellations received 10 days prior to the start of the convention. Following that date, a 40% administrative fee will be retained. There will be no refund for no-shows or cancellations during the event.

LODGING

Concourse Hotel
One West Dayton St. Madison
800-356-8293
\$135 single/double
Ask for: AWSA Associate Principals
Conference
Rooms expire 12/27/17
Parking \$17/day; overnight guest \$10/day



PRE-CONFERENCE SESSIONS

8:00 - 4:00

Fact or Fiction: Interviewing Strategies Workshop

[Joe Buckley, John E. Reid and Associates, Inc.](#)

The one-day training program on Developing Investigative Interviewing Skills for School Administrators consists of three primary topics:

1. Behavior Symptom Analysis
2. The Behavior Analysis Interview
3. The Clarification Process

Behavior Symptom Analysis

During this segment of the program, we discuss the verbal and nonverbal behavior symptoms that are displayed by a person who is telling the truth during a non-accusatory interview, as well as those displayed by a person who is withholding or fabricating relevant information. The specific behaviors discussed include attitude; posture; significant posture changes; grooming, personal and protective gestures; eye contact; and, verbal responses. The ability to recognize and evaluate these behaviors becomes particularly important in those cases in which the available investigative information does not definitively establish the credibility of the subject.

At the conclusion of this segment of the program, the participant will have a behavioral model for both the truthful and deceptive individual that can be used for the evaluation of subjects in future investigative interviews.

The Behavior Analysis Interview

Most investigative interviews consist of two types of questions – investigative and behavior provoking. Investigative questions concern the subject's version of events, alibi or activities at the time in question, developed by the traditional who, what, where, when, why and how type of questions. Behavior provoking questions are ones that are used to assess the subject's truthfulness by evaluating the nature of their response. Truthful people answer the behavior provoking questions one way, while a deceptive person usually offers a different verbal response.

During this segment of the program, we will discuss how to phrase and ask the behavior provoking questions, and describe the type of answers to anticipate from the truthful and deceptive individuals.

The Clarification Process

In this segment of the training program we will discuss the process of developing the truth from the subject, beginning with how to initiate the confrontation; develop the theme; handle denials; overcome objections; and, use the alternative question to develop the admission.

During each of these segments, we will show videotapes of actual subjects being questioned to illustrate the material.

12:30 - 4:30

Associate Principals Legal Seminar

- Student Discipline and Athletic and Activity Codes, Malina Piontek, Attorney, Piontek Law (AWSA retained counsel), Bob Butler, Staff Counsel, WASB
- Employee and Student Misconduct Investigations, Mike Julka, Attorney, Boardman and Clark
- Law and Technology: Challenges and Solutions for Associate Principals, Kirk Strang, Attorney, Strang, Patteson, Renning, Lewis & Lacy

Thursday

7:30 - 8:30 Registration and Continental Breakfast

7:30 New Associate Principals Breakfast Sponsored by Meemic

If you are new to Wisconsin or a new principal stop in and meet the AWSA executive staff.



8:30 - 8:45 Welcome

8:45-10:15 Opening Keynote: Building Successful School Mental Health Programming

Mark Sander, Director of School Mental Health, Hennepin County, Minneapolis Public Schools

Evidence based practices has made considerable growth over the past 10 years in increasing effective care delivery models within the mental health profession. Yet there continues to be significant barriers, mainly related to access, in addressing the needs of children, youth and families. Providing high quality, effective, comprehensive mental health services on-site at schools can significantly decrease many barriers to care for students and families. The focus of this presentation will be a comprehensive overview of school mental health from both local and national perspectives. Dr. Sander will describe program designs, funding models, and outcomes. Dr. Sander will outline how to develop an integrated, comprehensive school mental health system in schools. Finally, Dr. Sander will share lessons learned from MN on how to successfully sustain and expand these important programs.



Dr. Mark Sander, Psy.D., LP is a Senior Clinical Psychologist for Hennepin County and the Director of School Mental Health for Hennepin County and the Minneapolis Public Schools. In that role, he coordinates the Minneapolis Expanded School Mental Health Program and conducts research and evaluation on the program and provides technical assistance to the Hennepin County School Mental Health Initiative. In addition, Dr. Sander is a Visiting Scholar at Wilder Research and is a member of the Advisory Board for the Center for School Mental Health at the University of Maryland School of Medicine. Dr. Sander is a certified Master Trainer in the Adverse Childhood Experiences Study and for the past four years has been providing training and consultation on develop trauma informed organizations and trauma sensitive schools. Dr. Sander has published several journal articles and book chapters on school mental health and has extensively presented on school mental health at local, state and national conference.

10:30 - 11:30 Concurrent Sessions: Round One

1. Wisconsin's School Mental Health Agenda

Beth Herman, Wisconsin DPI

Given that up to 1 in 5 school-aged youth will experience a mental health disorder during any given school year, schools play an increasingly important role in promoting mental wellness and developing social/emotional skills for all students. Wisconsin has answered this call by developing the Wisconsin School Mental Health Framework (WI SMH Framework). The WI SMH Framework seeks to meld a systems-of-care approach within a multi-level system of support. In addition, important school mental health provisions are being considered as part of the 2017-19 State Budget, including support for universal training, screening and intervention and school-community mental health collaborations. This session will focus on the core features of the WI SMH Framework as they relate to serving students and families, and updates on state policy. Participants will walk away with key practices for implementing mental health into existing systems.

2. Options for All, Requirements for None: Supporting and Including Transgender Students in Schools

Brian Juchems, GSAFE

This session will describe identity markers (biological sex, gender identity, sexual orientation) and identity development for transgender and gender nonconforming youth, as well as take a look at local data. He will provide practical guidance regarding appropriate policies and procedures when a request is received. In addition, he will share samples and resources relating to best practices for supporting this student population as well as how to anticipate and navigate community concerns. Please bring your questions and scenarios for discussion!

3. Tools for Talking When the Stakes are High—Crucial Conversations

Tammy Gibbons, AWSA

Holding conversations that need to be held require thoughtful preparation, skill, compassion and much more. In this session, attendees will be able to see and hear how others hold these important conversations. Equip yourself with a few “go to” moves for your next conversation.

4. Leading for Equity

Joe Schroeder, AWSA

While there is much to celebrate in education in Wisconsin, the exceedingly large and persistent achievement gaps are certainly not one of them! But while these gaps are persistent, they are not insurmountable. This session will highlight key approaches for leaders in addressing the problem, resources available, and potential next steps for leadership action. The session will also provide participants with means for helping self and others examine underlying beliefs, which, in many ways, are often at the heart of any significant effect to ensure excellent learning and opportunities for every Wisconsin student.

11:30 - 12:35 Lunch and Associate Principal of the Year Presentation

12:40 - 1:40 Concurrent Sessions: Round Two

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4. People, Purpose, and Priorities: Practical Approaches For Expanding Your Impact

Joe Schroeder, AWSA

Perhaps the greatest challenge of school leadership is that, by design, multiple people with multiple demands compete for your singular time! This session will provide three powerful tools that the thoughtful, skillful leader can put in place tomorrow to keep people, purpose, and priorities at the center despite these typical effectiveness/efficiency challenges to the role. The three tools presented will be new, value-adds to content shared for years by Joe Schroeder via the Managing to Lead (M2L) workshop, but will be equally helpful and relevant whether or not you have attended an M2L workshop in the past.

1:50 - 3:30 ROUNDTABLE SESSIONS (Three Rounds)

1. Trauma Sensitive Discipline Practices: Helping Students Achieve Personal and School Success
2. Maximizing Feedback Through Educator Effectiveness
3. Communicating in a Crisis
4. Transition to the Principalship
5. Spice Up Your Staff Meetings
6. Best Practices in Grading and Assessment
7. School Safety Resources
8. Key Topics for Elementary APs
9. Cultivating Student Leadership
10. Successful PBIS at High School Level
11. Leading and Learning in the First Few Years
12. College and Career Ready IEPs: Improving Outcomes for Students 3 Through 21
13. Maximizing the Administrative Team-SRO Relationship
14. Including Students Who Receive Special Education Services in Your Multi Level System of Supports
15. Academic and Career Planning in Practice

4:30 - 5:30 Reception Sponsored by Jostens



Friday

7:30 Optional Fellowship Breakfast

School administrators support the boundless needs of those they lead and serve. But who supports them – particularly in ways tending to the heart and spirit? AWSA's Associate Executive Director, Dr. Joe Schroeder, has published his first book on this topic, *Labor of Love: A Spiritual Companion for Servant Leaders*. Joe will facilitate this breakfast conversation with those interested in exploring how we can support the heart, spirit, and mind of the school administrator in his/her leadership journey.

8:00 - 9:00 BREAKFAST PROGRAM

8:30 - 9:00 LEGISLATIVE UPDATE

John Forester will provide an update on the Legislative issues of most importance to associate principals

9:15 - 10:15 Concurrent Sessions Three

1. Using Assessment Quality as a Lever for Engagement and Achievement

Tammy Gibbons, AWSA

Teachers make many instructional and assessment decisions in a given day. How do you know if the assessments teachers are choosing to inform instruction and are used to communicate progress are valid and reliable and demonstrate student understanding? As a leader, what role do you play in ensuring assessment quality? In this session, leaders will hear about the criteria for high-quality assessment and how to use an assessment audit process with staff to ensure quality and consistency in determining student understanding.

2. ATTENDANCE FIXES - WE MAY HAVE SOME, BUT LET'S TALK!

Doug Crowley and Matt Bauer, DeForest Area School District

Attendance. Tardiness. Truancy. What is the panacea? We know there isn't one, but we will provide an overview of what we have been doing over the last 3+ years, as well as providing information on what research is shown as most effective. Additionally, we will share some "tricks" that other schools are doing around the state to curb tardiness and absenteeism. We will also allow for some time to share what attendees are seeing/hearing/doing.

3. TEACHING AND SUPPORTING NEW BEHAVIOR IN INCLUSIVE CLASSROOM SETTINGS

Dan Parker, Wisconsin DPI

When students are not in the classroom, they are not learning the curriculum, which then effects school and district outcomes. When students are removed from schools for behavior related incidents, drop out, or do not graduate, the impact on local communities can be catastrophic. In Wisconsin, students with

IEPs are 3 times more likely to be suspended and 2 times more likely to be expelled than students without IEPs and 75% of seclusion/restraint involve students with IEPs. Although special education law requires IEP teams to address the behavioral needs of students when their behavior interferes with their learning or the learning of others, many general and special educators struggle with knowing how to support students with more significant behavior needs in a way that does not lead to disciplinary removals. This sectional will review the special education disciplinary requirements and outline the Department of Public Instruction's resources to provide positive behavior supports in the IEP for these students.

10:30 - 11:30 Closing Keynote: Overcoming Life's Goliath's: Lessons in Leadership and the Power of Vision

Dave Weber, President, Weber Associates

We all have "Goliaths" – barriers, obstacles, and challenges that try to hold us down. Fasten your seat belts for stories of historical and modern day "Davids", as they show the secret to overcoming those barriers and making real progress with your life. It's the secret that all great leaders have known and practiced. You have never heard a story or a storyteller like this...and you will never forget it!



Dave is the President and CEO of Weber Associates, a training firm based in Atlanta, GA. He is a teaching member of the Council for Educational Change and an internationally recognized speaker who has presented over 165 times a year for the last 25 years. During that time he has spoken

to tens of thousands of educators from literally all 50 states and around the globe. His list of corporate clients is equally impressive and reads like a Who's Who of Corporate America: AT&T, FedEx, IBM, Chick-fil-A, The Weather Channel, Bank of America, and Nike are just a few of the organizations who bring Dave back over and over. Dave is the author of 2 amazing books: *Leadership Redefined* and *Sticks and Stones Exposed* and is the creator of The LifeTime Organizer.

11:30 Adjourn



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

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