



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



# **Associate Principals Conference**

**January 23 -25, 2019**

**Hyatt Regency, Green Bay**

*For Associate Principals, Assistant Principals and Deans of Students*

## SCHEDULE AT A GLANCE

JANUARY 23	11:30 - 4:30	PRE-CONFERENCE REGISTRATION
	12:30 - 4:30	ASSOCIATE PRINCIPALS LEGAL SEMINAR
	12:30 - 4:30	TRAUMA-SENSITIVE SCHOOL PRACTICES: WHAT? WHO? WHY? HOW?
	2:30 - 4:30	MAXIMIZING THE ADMINISTRATIVE TEAM - SRO RELATIONSHIP
JANUARY 24	7:00 - 4:30	REGISTRATION AND CONTINENTAL BREAKFAST
	8:00	NEW ASSOCIATE PRINCIPALS BREAKFAST
	8:30 - 8:45	WELCOME
	8:45 - 10:15	COLLABORATIVE & PROACTIVE SOLUTIONS: FOSTERING THE BETTER SIDE OF HUMAN NATURE IN CLASSROOMS AND FAMILIES
	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 - 3:00	ROUNDTABLE SESSIONS
	3:05 - 4:05	UNCONFERENCE
	4:30 - 5:30	RECEPTION SPONSORED BY JOSTENS
JANUARY 25	7:30 - 8:30	OPTIONAL FELLOWSHIP BREAKFAST
	8:00 - 9:00	BREAKFAST PROGRAM & LEGISLATIVE UPDATE
	9:15 - 10:15	CONCURRENT SESSIONS: ROUND THREE
	10:30 - 11:45	CLOSING KEYNOTE: THE POWER OF INTEGRITY

## REGISTRATION

Member Registration: \$199    Non-Member Registration: \$348  
 Pre-Conference Sessions: \$39 or \$69

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

Hyatt Regency Green Bay  
 333 Main Street  
 (920) 432-1234  
 Ask for: Association of WI School Administrators  
 AWSA 2019 AP Conference  
 Single/Double \$132  
 Room Discount Expires\* 1/4/19  
 Parking \$7 overnight guest or \$1 an hour

\*There are limited numbers of rooms in the room block.  
 Please book early to ensure your space.



## PRE-CONFERENCE SESSIONS

### 12:30 - 4:30 Associate Principals Legal Seminar (\$69)

This session will focus on critical topics and the practical legal implications of student cell phone use at school, searches and seizures of student and staff cell phones, and an Associate Principal's own use of cell phones. The presentation will explore the legal principles in a practical application to issues that Associate Principals encounter on a daily basis.

- 12:00-1:30 Caller Are You There? Mobile Phones and Students, Staff and the Associate Principal - *Melissa Thiel Collar, Legal Counsel, Green Bay Area School District*
- 1:45-2:45
  - A) Transgender Student Issues - *Abby Busler, Attorney, Davis & Kuelthau*
  - B) Student Discipline and Administrator Contracts and Liability - *Malina Piontek, Attorney, Piontek Law*
- 3:00-4:15 Avoiding Legal Pitfalls and Traps: What Every AP Should Know - *Mike Julka, Attorney, Boardman & Clark*

### 12:30 - 4:30 Trauma-Sensitive School Practices: What? Who? Why? How? (\$69)

**Pam Black, Consultant, National Council for Behavioral Health**

Over 60% of students across the country have been exposed to trauma(s) before they reach the age of 18. Committed educators see symptoms of these students' brokenness in all areas of their school life. Schools and districts across the country are addressing these issues in a variety of ways from In-School Mental Health Clinics to Universal Trauma-Sensitive Schools. In this session participants will learn about developmental trauma, its prevalence as reported in the Adverse Childhood Experiences Study and its impact on life and learning. Implementing trauma-sensitive school principles and practices within the multi-tiered system of supports will be explored. The role of the administrator in supporting and adopting these practices will be addressed especially in the areas of behavior, discipline and staff self-care. Participants will leave the four-hour session with resources to support their work in the schools as well as knowledge about the trauma-sensitive school movement nationally and in Wisconsin.

Session Objectives:

- Understand the prevalence of developmental trauma in the school population
- Identify trauma-sensitive school principles, practices and strategies that can be implemented within the multi-tiered system of support.
- Become aware of the national and state-wide move toward trauma-sensitive schools and resources available to all schools.

### 2:30 - 4:30 Maximizing the Administrative Team - SRO Relationship (\$39)

**Kristen Devitt, Office of School Safety, WI Department of Justice, Kelly DeJonge, School Resource Officer, Glendale Police Department, Jerim DesJarlais, Associate Principal, Chippewa Falls Middle School, and Jim Heinke, Associate Principal, West DePere High School**

This session will highlight best practices to maximize the benefits of School Resource Officer programs in our schools. We will discuss the role of the resource officer and how SROs and school administrators can improve communication and take advantage of training and other resources available to Wisconsin schools.

## THURSDAY

### 7:00 - 8:30 Registration and Continental Breakfast

### 8:00 New Associate Principals Breakfast Sponsored by Meemic

New associate principals are invited to attend this informal breakfast to visit with veteran colleagues and AWSA staff.

### 8:30 - 8:45 Welcome

### 8:45-10:15 Opening Keynote: Collaborative & Proactive Solutions: Fostering the Better Side of Human Nature in Classrooms and Families

#### Dr. Ross Greene, Director, Lives in the Balance

Dr. Ross Greene's evidence-based Collaborative & Proactive Solutions model – as described in his books *The Explosive Child* and *Lost at School* – has transformed the understanding of treatment of kids with social, emotional, and behavioral challenges in countless families, school, and therapeutic facilities. With the release of his most recent book, *Raising Human Beings*, Dr. Greene has turned his attention to all kids, with a particularly focus on teaching the skills that define the better side of human nature: empathy, appreciating how one's behavior is affecting others, resolving disagreements without conflict, taking another's perspective, and honesty. These skills have never been more important, and research indicates that solving problems collaboratively and proactivity teaches these skills with any kid. Any – despite academic initiatives that have made it harder for educators to be the socialization agents they've always been – that's something that parents and educators have boundless opportunities to teach, model, and practice every day.



Dr. Greene served on the faculty at Harvard Medical School for over 20 years and is now founding director of the non-profit Lives in the Balance, which aims to disseminate the CPS model through no-cost web-based programming, advocate on behalf of behaviorally challenging kids and their parents, teachers, and other caregivers; and encourage the use of non-punitive, non-adversarial interventions. He is currently on the adjunct faculty of the Department of Psychology at Virginia Tech and on the adjunct faculty of Science at University of Technology Sydney in Australia. He is also Creator and Executive Producer of the forthcoming documentary film *The Kids we Lose*.

Dr. Greene's research has been funded by the Stanley Research Institute, the National Institutes of Mental Health, the US Department of Education, and the Maine Juvenile Justice Advisory Group. He lectures and consults extensively to families, general and special education schools, inpatient units, and residential and juvenile detention facilities throughout the world.

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

#### 1. Solving Problems Collaboratively and Proactively

##### Dr. Ross Greene, Director, Lives in the Balance

Once a child's unsolved problems have been identified – and prioritized – it's time for caregivers and kids to solve those problems together. In this breakout, Dr. Greene will describe the three steps involved in doing so.

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

##### Tammy Gibbons, Director of Professional Learning, 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.

#### 3. Leaders Shaping Cultures that Deeply Impact Students

##### Joe Schroeder, Associate Executive Director, AWSA

John Hattie (Donohoo 2016) cites collective efficacy as the variable with the highest effect size on student achievement. This makes sense because, in such a case, we have a whole faculty feeling effective—able to actually accomplish better student achievement and equitable conditions for all. But collective efficacy does not happen on its own. It is the product of a certain sort of school culture that is cultivated over time through specific leadership qualities. This session will break down what our field is learning about impactful leadership and culture in simple and accessible terms so that participants are equipped with specific approaches they can implement back home to lead their organization to the next level.

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

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

#### 1. Trauma-Sensitive Practices: Helping Students Achieve Personal and School Success

##### Al Brant, Principal, Kaleidoscope Academy, Appleton

This presentation will provide school leaders with an overview of what becoming a trauma sensitive schools is, what it looks like, and how it feels to be a Trauma sensitive school with successful implementation practices at the school and district level.

#### 2. There's No I in TEAM

##### Tammy Gibbons, Director of Professional Learning, AWSA

This session will focus on the conditions and practices for effectively coaching a team and further define the principal's role as a coach in helping teams function at high levels. Participants will engage in a consultancy protocol to experience how a team can develop collaborative problem solving skills.

#### 3. The Adult Learning Framework: Articulating What Good Looks Like

##### Joe Schroeder, Associate Executive Director, AWSA

A common root cause problem in improvement efforts is that leaders have not yet articulated what good, better, and best practice look like in one or more area of instructional priority for their school/system. And our work with dozens of Wisconsin school/district teams to date indicate that, until teams address this root cause problem, their improvement efforts are essentially “stuck.” Adult Learning Frameworks are a solution to this common dilemma in ways that deepen learning, focus support, cultivate collaborative culture, and instill internal accountability. This session will help you understand the components and benefits of Adult Learning Frameworks, how to build them, and how to effectively roll them out to accelerate your school's improvement journey.

#### 4. Supporting Student Mental Health Through the WI School Mental Health Framework

##### Gregg Curtis, Education Consultant, Student Services/Prevention and Wellness Team, 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. The goals of the framework are to help reduce barriers to students, families and staff by promoting mental health at all tiers of a MLSS, linking with systems of care, promoting trauma sensitive practices, and collaborating with communities, families, and students. Knowing DPI has requested more funding for student mental health for the 2019-2021 biennium, we will explore Wisconsin's model, discuss how to use this model in your district, and learn strategies you can take back and immediately use in your setting to improve the focus on positive mental health in your school.

### 1:50 - 3:00 Roundtable Sessions

1. State Supports for Meeting Students' Mental Health Needs
2. Continuum of Reflection: Coaching Points of Entry
3. Crisis Communications and Overview of AWSA Communication Services
4. Transition to the Principalship
5. Taking the Temperature of Your Staff
6. Best Practices in Grading and Assessment
7. School Safety Resources
8. Elementary AP Discussion
9. Cultivating Student Leadership
10. Successful PBIS at High School Level
11. The Evolving Role of the K-12 Dean of Students
12. Supporting Special Education Para Professionals

### 3:05 - 4:05 Unconference

Whereas the other conference sessions are prepared ahead of time, this block of time will allow members to share information on any topics that are identified through the unconference survey. We encourage you to attend the unconference, recommend a topic and volunteer to host one of the topical discussions.

### 4:30 Reception by Jostens



**7:30 - 8:30 Optional Fellowship Breakfast**  
**Joe Schroeder, Associate Executive Director and author of Labor of Love: A Spiritual Companion for Servant Leaders**

As a school leader, you are a well for others. People come to you because they are thirsty. They thirst for knowledge, they thirst for wisdom, they thirst for resolution and justice. And that makes sense, because giving to others is what servant leaders do. But in facing nearly unceasing demands, where does one who serves others replenish his/her personal leadership well...before the well goes dry? Addressing this critical issue and equipping leaders with means for managing it is the core purpose of the Fellowship Breakfast, which we first offered in 2017-18 to AWSA Convention participants and to overwhelmingly positive feedback. So if you are interested in exploring how timeless lessons from a Christian perspective can encourage, equip, and sustain your heart, spirit, and mind along your leadership journey, please join us for this optional breakfast breakout session in order to powerfully and peacefully launch your Friday and beyond!

**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: Round Three**

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

**Tammy Gibbons, Director of Professional Learning, 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. Collaboration in Attendance Improvement: You Don't Need to Fly Solo**

**Justin Szews, Associate Principal, Lakeland Union High School, Wisconsin 2018 Associate Principal of the Year**

In the 2010-11 school year, the LUHS absenteeism rate was 23.2%. Currently the three-year rolling average absenteeism rate is 7.7%. The improved student attendance has contributed to decreased discipline referrals and increased graduation rates. These positive outcomes were made possible due to a multi-faceted approach that includes high levels of

collaboration with numerous stakeholders in school and in the larger community outside the school walls.

**10:30 - 11:45 Closing Keynote: The Power of Integrity**  
**Colonel Art Athens**

Integrity is essential for living lives of purpose and impact and building teams founded on trust and commitment. This presentation answers four key questions: (1) What do we mean by integrity? (2) What does integrity look like in action? (3) How does a leader maintain his or her integrity, particularly in challenging circumstances? and (4) How does a leader create an organizational climate of integrity?



Colonel Athens is the Director of the U.S. Naval Academy's Vice Admiral James B. Stockdale Center for Ethical Leadership and a member of the Academy's Senior Leadership Team. Colonel Athens retired from the Marine Corps in July 2008 with over 30 years of combined active duty and reserve service. As a Marine Officer, he commanded units in the 3rd and 4th Marine Aircraft Wings, served with the U.S.

Space Command and instructed at Marine Aviation Weapons and Tactics Squadron 1, the Marine Corps' equivalent of the Navy's Top Gun School. Additionally, he was a White House Fellow under President Ronald Reagan, the Special Assistant to the NASA Administrator following the Space Shuttle Challenger accident, the Executive Director of OCF, a worldwide non-profit organization helping military personnel integrate their faith and profession, the Commandant of the United States Merchant Marine Academy, and the Naval Academy's first Distinguished Military Professor of Leadership.

Aside from his professional responsibilities, Colonel Athens has been a volunteer lacrosse coach at the high school and collegiate levels and the Washington Post recognized him as their High School Coach of the Year.

Colonel Athens holds a bachelor's degree in operations research from the Naval Academy where he lettered in lacrosse and served as the Brigade Commander, the senior ranking midshipman at the Academy. He also earned masters' degrees from the Naval Postgraduate School and the Army's School of Advanced Military Studies.

**11:45 Adjourn**



**Associate Principals Conference**

**January 23 - 25, 2019**

**REGISTRATION INFORMATION**

Name: \_\_\_\_\_  
 Title: \_\_\_\_\_  
 School District: \_\_\_\_\_  
 School Name: \_\_\_\_\_  
 School Phone: (\_\_\_\_) \_\_\_\_\_  
 Email address: \_\_\_\_\_  
 First name or Nickname for badge: \_\_\_\_\_

**Concurrent Sessions One**

- Solving Problems Collaboratively and Proactively
- Tools for Talking When the Stakes are High-Crucial Conversations
- Leaders Shaping Cultures that Deeply Impact Students

**Concurrent Sessions Two**

- Trauma-Sensitive Practices
- There's No I in TEAM
- The Adult Learning Framework
- Supporting Student Mental Health Through the WI School Mental Health Framework

**Concurrent Sessions Three**

- Using Assessment Quality as a Lever for Engagement and Achievement
- Collaboration in Attendance Improvement

- I will attend the Optional Fellowship Breakfast
- I will attend the Unconference on Thursday

**Roundtable Sessions (Choose Two)**

- 1. State Supports for Meeting Students' Mental Health Needs
- 2. Continuum of Reflection: Coaching Points of Entry
- 3. Crisis Communications and Overview of AWSA Communication Services
- 4. Transition to the Principalship
- 5. Taking the Temperature of Your Staff
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**REGISTRATION FEES AND PAYMENT**

Member fee	\$199	<input type="checkbox"/>
Non-member fee	\$348	<input type="checkbox"/>

**Pre-Convention Sessions:**

- Trauma-Sensitive School Practices: What? Who? Why? How? (\$69)
- Associate Principals Legal Seminar (\$69)
- Maximizing the Administrative Team - SRO Relationship (\$39)

Total \_\_\_\_\_

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Please indicate if you require special assistance and we will contact you for details.

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- Check enclosed payable to AWSA
- MasterCard
- Visa
- Purchase Order (copy attached)

Credit Card # \_\_\_\_\_

Expiration Date: \_\_\_\_/\_\_\_\_/\_\_\_\_ CVC: \_\_\_\_/\_\_\_\_/\_\_\_\_

Name as it appears on card \_\_\_\_\_

Billing Address \_\_\_\_\_

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