

# ELEMENTARY PRINCIPALS CONVENTION



October 11-13, 2017  
Hyatt Regency and KI Center, Green Bay

**AWSA**

# WEDNESDAY, OCTOBER 11, 2017

11:00 - 4:00 Registration Opens

12:30 - 4:00 Pre Convention Sessions (\$69 Fee)

**1. Elementary Principals Legal Seminar,** *Malina Piontek, AWSA Retained Counsel, Jina Jonen, Legal Counsel and Human Resources Director, Oregon School District and Melissa Thiel Collar, Legal Counsel, Green Bay Area School District*

Back for a second year, Malina, Jina and Melissa will provide an interactive session focused on the latest developments relevant to elementary principals including: custody issues with a focus on the school's interaction with Guardians ad Litem and how recent developments on the federal level regarding immigration relate to custody issues that schools face; working with law enforcement; sharing pupil information with county social services under Chapters 48 and 118; and the most recent legal developments and guidance from the state and federal courts and government, including special education and Section 504 updates.

2:00 - 4:00 Pre Convention Sessions (\$39 Fee)

**2. Wisconsin's School Mental Health Agenda: From Universal Training to Access to Care in Elementary Schools,** *Beth Herman, Education Consultant, Safe Schools/Healthy Students, 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 it pertains to the elementary grades as well as an update on related state policies. Participants will walk away with key practices for implementing mental health into existing systems.

**3. Raising the Student Achievement Bar with Independent Reading,** *Marsha Thauwald, Scholastic Book Fairs*

Meet school principals and leadership team members who have embarked on an Independent Reading Journey in their schools. Experience their passion as they share their schools' independent reading journeys with other educators. Not only will they discuss how to motivate school and home communities to enhance independent reading, but they will share how to provide access to books; describe ways to increase the number and variety of books in the classroom, schools, and at home; and discuss the importance of choice to increase student interaction with books.

**4. Planning for Your Retirement,** *Joel Craven, Owner, Asrais Financial LLC (Horace Mann)*

This session will provide information on the three legs of a solid retirement: the WI Retirement System, Social Security and personal savings (e.g. Roth, 403(b) plans, etc.). The session will also cover what educators should know about putting savings to good use and public service loan forgiveness. Come with your questions and leave better prepared for your future.

5:00 Welcome Reception Sponsored By



# THURSDAY, OCTOBER 12, 2017

## 7:30 Registration and Breakfast

## 7:45 New Principals Breakfast

If you are a new elementary principal please come to this informal breakfast to meet AWSA executive staff and other new and experienced leaders.

## 8:30 Welcome



## 8:45 Opening Keynote: Building Teachers' Capacity for Success, *Pete Hall, Executive Director, EducationHall*

How do we increase student achievement? The research is clear that teacher effectiveness is the #1 determinant of student success. And every teacher, like every child, is unique and has strengths, weaknesses, goals, ambitions, gaps, and special qualities. Learn from award-winning principal and author Pete Hall how to support teachers' growth as reflective practitioners through individualized motivation, personalized feedback, customized coaching, and differentiated supervision. Participants will discuss the application of a strengths-based approach (via the Continuum of Self-Reflection) and get practical tools for drawing the most out of every teacher...one teacher at a time. This session is related to Pete's book, co-

authored by Alisa Simeral, *Building Teachers' Capacity for Success: A Collaborative Approach for Coaches and School Leaders* (ASCD, 2008).

## 10:00 Break and Visit Exhibits

## 11:30 Lunch

## 12:00 Dessert with Exhibitors

## 12:30 Concurrent Sessions Round 1

### 1. Happiness as a Leadership Lever, *Tammy Gibbons, Director of Professional Development, AWSA*

Optimistic, gracious leaders who "broadcast happiness" set the tone for a productive, professional culture in their school and district. This session will focus on the principles that fuel success and performance at work and ideas for igniting and sustaining positive change. Ideas and examples are based on the work of Shawn Achor and Michelle Gielan as well as tools from leaders in the field of education.

### 2. Leaders Cultivating Coherence to Impact Student Learning, *Joe Schroeder, Associate Executive Director, AWSA*

Leadership always matters. But given the dramatically raised expectations of college and career readiness for every student, leadership matters now more than ever. This session will highlight approaches that exceptional school leaders in Wisconsin are taking to thoughtfully apply the latest work of Michael Fullan and Joanne Quinn on high-impact practices -- and how these leaders are simultaneously building competence, confidence, and coherence through the process.

**3. Options for All, Requirements for None: Supporting and Including Transgender Students in Schools, *Brian Juchems, Senior Director of Education and Policy, 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!

**4. Feedback That Feeds Our Teachers, *Pete Hall, Executive Director, EducationHall***

We know that providing useful feedback is a high-yield instructional strategy for our teachers to use with their students (Hattie, 2009, showed it has a giant 0.73 effect size). It should be no surprise, then, to acknowledge the equally powerful impact that professional feedback can have on our teachers' performance. In this session, former award-winning principal and leadership expert Pete Hall guides an exploration of the particular strategies that lead to teachers' reflective growth and enduring effectiveness in the classroom. Providing differentiated support, speaking the language of transformational feedback, and conducting dialogue-rich walk-throughs are three ways that instructional leaders can impact the quality of the teaching and learning in their buildings. With practical, research-proven tools and approaches, this session will address the evaluation/coaching dyad, promote the use of reflective feedback that matches teachers' needs, and inspire you to get out into the schoolhouse to see teaching and learning "in the wild."

**1:45 Break with Exhibitors**

**2:05 Concurrent Sessions Round 2**

**1. Happiness as a Leadership Lever, *Tammy Gibbons, Director of Professional Development, AWSA***

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#### 4. School Culture and Climate Counts, *Melissa Herek, Principal, Lawrence-Lawson and Cataract Elementary Schools, Sparta School District*

The importance of establishing a positive climate for students and a positive culture in which staff work together as a PLC is critical. AWSA asked 2016 WI Elementary Principal of the Year, Melissa Herek, to share how she works with her building leaders to build and strengthen a culture and climate that focuses on “what’s best for kids.” Living the school’s mission, vision, values and beliefs is at the forefront of decision-making. You will learn about their building’s personality through the lens of staff, students, parents and the community. What’s your school’s personality?

### 3:30 Round Table Discussions (Will Run Two Rounds)

#### 1. Innovation Multipliers

What can we do as leaders to multiply the success of innovative practices within our schools? Using personalized learning as an example shared from Pewaukee Lake Elementary, this round table session will focus on the combination of intentional planning and culture building necessary to support innovation.

#### 2. From Initiation to Institutionalization: The Three Year Journey

Implementing the comprehensive literacy model one step at a time to impact student growth.

#### 3. Comprehensive Math Workshop Models

Every math teacher an expert. Every math student proficient. Muskego-Norway has focused on deepening a teacher’s understanding of mathematics and addressing student needs based on data through effective instructional practices within a math workshop. Processes that grow deep math understanding and math workshop tools will be shared, along with approaches to professional development and instructional coaching. Participants in this session will discuss workshop formats that incorporate purposeful small group instruction based on data and implementation strategies to reach every learner.

#### 4. Personalizing Professional Development

This session will: a) share personalized learning practices that provide choice and voice to teachers with professional development opportunities, including using Google surveys and tools to organize the choices and connecting the learning to PPG’s, and, b) utilizing microcredential opportunities to impact teacher learning and ultimately student learning.

#### 5. PLC: An Everyday Commitment

The Independence School District will share its journey of creating a PLC in a small, rural setting. This journey is five years in the making and our PLC doesn’t just happen one day a week. We will share how the PLC process is embedded in almost every decision we make. The systematic teams we have created build a true sense of shared leadership. Our district has made a commitment to learn from the best in the business, and we can’t wait to learn and grow when sharing our journey with others.

#### 6. Maximizing Feedback Through Educator Effectiveness

Learn how the Baraboo School District is maximizing feedback and professional growth through the WI Educator Effectiveness System. Principal leaders will share how the district has aligned strategies to meet goals of the district strategic plan and strengthen instructional practice through teacher collaboration. The impact of having reliable observation data (walkthroughs and evaluation) informs instructional priorities so that principals provide specific feedback to teachers for student growth. Also, hear how the district has increased its evaluator reliability and decreased time demands through ongoing calibrations and the creation of a multi-rater system.

#### 7. Alternative Calendar: Lemonweir Elementary School's Journey to Implementing a 45/15 Calendar (Tomah School District)

Learn about what it is like to work through the myth that a 45-15 calendar is “year round” and the benefits of having a non-traditional calendar. Discussion topics will include what factors were present to help make this decision, as well as, the communities response to the district's decision to move forward.

#### 8. Learning and Leading in the First Few Years

This roundtable will help administrators think through and anticipate areas of greatest priority/need as they move through the first few years of their leadership tenure in a school community—and attempt to take it to the next level.

#### 9. The Coach Approach

Do you struggle to balance the many hats you wear as a principal? Join Jessica Johnson, co-author of *The Coach Approach to School Leadership* (ASCD, 2017), for a discussion on how principals can balance the hats we must wear, while prioritizing the Coaching hat to serve as your building's learning leader.

#### 10. Social and Emotional Learning in the Elementary School

Educators have long recognized the importance of social and emotional skills on student achievement and life success. With the passage of the Every Student Succeeds Act federal policy now recognizes its impact as well. The Wisconsin Department of Public Instruction, in partnership with the Safe Schools Healthy Students grant from the Substance Abuse and Mental Health Services Administration (SAMHSA) and the Collaborative for Academic, Social and Emotional Learning (CASEL), is developing Social and Emotional Learning Competencies for grades Pre K through 12. This round table discussion will feature a look at these competencies as well as the comprehensive implementation support resources that are available to schools. Special attention to the role of strong administrative leadership on effective implementation will also be explored.

#### 11. Resiliency/Mindfulness

Mindfulness is one way to increase resilience – the ability to bounce back or recover quickly from difficulties. The science of resilience can help us understand why some children do well despite serious adversity. Resilience is a combination of protective factors that enable people to adapt in the face of serious hardship, and is essential to ensuring that children who experience adversity can still become healthy, productive citizens. Current research finds that mindfulness practice decreases stress and anxiety, increases attention, improves interpersonal relationships, strengthens compassion, and confers a host of other benefits. We will hold a discussion of the concept of Resilience and the impact of Mindfulness on achievement and the classroom.

#### 12. Formative Assessment

As school leaders, we need to be proficient in our strategic assessment systems. Formative assessment is the engine of any assessment system in making a difference for our students. Both formative assessment and feedback place in the top ten evidence-based practices in John Hattie's “Visible Learning.” What makes an assessment formative is not what it is, but how it is used. This session will focus on developing formative assessment practices to grow student learning in your school.

5:00 Reception Sponsored By



# FRIDAY, OCTOBER 13, 2017

8:00 Breakfast Buffet

8:45 Concurrent Sessions Round 3

**1. Children's Behavioral Health: Surviving and Thriving**, *Eric Hartwig, Director, Marathon County Children with Disabilities Board*

Although there is a growing concern, there is presently an absence of a system of care that prevents illness while promoting behavioral health and wellness among all children. It seems that it has been easier to do what is familiar, despite the evidence before us, despite the disappointing outcomes.

What does it mean for children to be well and to function well? What we do know is that educational readiness can be easily compromised by distress. This presentation will identify the importance of Universal screening as the cornerstone for relationship-informed teaching, by matching needs to classroom based interventions, we can promote behavioral health and wellness in all children, helping them to not only survive but to thrive!

**2. A Collaborative Approach for Data-Based Decision-Making**, *Christian Pleister, Principal, Burleigh Elementary School, Elmbrook*

Our current team of building leaders saw a need three years ago to renew the Problem Solving Team process at Burleigh in order to more effectively meet the needs of all students. We started with the "why" and realized we needed to focus on data literacy with our staff. Our PLC structure allowed us to develop regular cycles of assessment of student work that initially targeted literacy and numeracy but in time also included social-emotional and behavioral needs of students. A key component of this process involved the development of a 30-minute intervention/extension block at each grade level which allowed us to provide specific interventions for Tier II/III students outside of their regular literacy and numeracy classes. After only one year of implementation of our renewed process, Burleigh was recognized as a 2015-16 Wisconsin Title I School of Recognition High Progress School: a) fall within the top 10 percent of schools experiencing student growth, b) having achievement gaps that are less than three percentage points between student groups or show evidence of reducing gaps.

We continue to refine our data analysis process within our PLC and PST frameworks. The use of online data management tools has been extremely helpful in fostering collaboration among all staff. We have seen a significant increase in the level of teacher talk around data literacy and knowledge of students as a result of our commitment to continuous improvement. We will be sharing our journey as well as practical suggestions for implementing various data processes and resources.

**3. What Does Advocacy Look Like in Action?**, *John Forester, Executive Director, SAA and Tom Grosinske, Principal, Washington Elementary, Whitewater*

Today, being an administrator means being an advocate. However, our leadership programs do not include coursework on lobbying on behalf of our students. This session will provide practical examples of easy ways elementary principals can effectively advocate at the local, state and national levels. In addition, you will receive an update on current Legislation of importance to elementary leaders.

10:00 Break

## 10:15 Closing Keynote: Lead On!, *Pete Hall, Executive Director, EducationHall*

Using humor, anecdotes, personality, and timeless lessons, Pete Hall delivers an engaging, fast-paced, and upbeat keynote address with “Lead On!” Based in part on the contents of his book by the same title (*Eye On Education*, 2012), this keynote covers the “Three Golden Rules” of effective school improvement leadership: 1. Be Mission-Driven, 2. Be Cool, Be Professional, and 3. Pay Attention, Think, Reflect. Along the way, Pete will share his experiences as a principal, including lessons from his turnaround-school in Reno and his middle school in Spokane, inspiring participants to tackle the challenges of leadership with confidence, focus, humility, enthusiasm, and joy. With a shift in mindset and some specific strategies to employ, all participants will embrace the reality that continuous growth, school improvement, and enduring success are within our reach and inside the scope of our influence.

## 11:30 Adjourn

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### Cost of Registration

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

To register visit [www.awsa.org](http://www.awsa.org) or fill out the paper registration on the back of this booklet.

### Lodging

Hyatt Regency Hotel/KI Center

333 Main St, Green Bay, WI 54301

Single/Double \$115

Ask for: AWSA Elementary Principals 2017 Convention

(920) 432-1234

Make overnight reservations before September 15, 2017. After that date, reservations may be made based on space and rate availability.

### Cancellation Policy

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.

### Viterbo Information

In partnership with Viterbo University, we offer the opportunity to receive course credit in conjunction with many conferences, workshops and conventions at the rate of \$220 per credit. Interested participants may register for 1 grad credit with Viterbo University at the convention. Viterbo University is pleased to return a portion of the cost of credit to AWSA for its administration of this course opportunity.





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

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## 2017 ELEMENTARY PRINCIPALS CONVENTION REGISTRATION

Name: \_\_\_\_\_

Title: \_\_\_\_\_

School Name: \_\_\_\_\_

District Name: \_\_\_\_\_

Email address: \_\_\_\_\_

First name or Nickname for badge: \_\_\_\_\_

☐ I will be attending the New Principals Breakfast

### Thursday, Concurrent Sessions Round 1

- ☐ Happiness as a Leadership Lever
- ☐ Leaders Cultivating Coherence to Impact Student Learning
- ☐ Options for All, Requirements for None
- ☐ Feedback that Feeds Our Teachers

### Thursday, Concurrent Sessions Round 2

- ☐ Happiness as a Leadership Lever
- ☐ Leaders Cultivating Coherence to Impact Student Learning
- ☐ Options for All, Requirements for None
- ☐ School Culture and Climate Counts

### Friday, Concurrent Sessions Round 3

- ☐ Children's Behavioral Health
- ☐ A Collaborative Approach for Data-Based Decision-Making
- ☐ What Does Advocacy Look Like in Action?

### REGISTRATION FEES AND PAYMENT

Member fee \$199 ☐

Non-member fee \$348 ☐

Pre-convention sessions:

- ☐ Elementary Principals Legal Seminar - \$69
- ☐ Wisconsin's School Mental Health Agenda - \$39
- ☐ Raising the Student Achievement Bar with Independent Reading - \$39
- ☐ Planning for Your Retirement - \$39

Total

Amount Due \_\_\_\_\_

☐ Please indicate if you have any special needs or concerns and we will contact you for details.

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