

# Leadership Matters

Summer 2018



## ESSA: Putting The Pieces Together



**New President, New  
Field Services Directors  
for IASA**

**Legislative Recap**

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Have you ever attempted to put together a jigsaw puzzle? You take it home, dump it on the table and stare at the intricately cut pieces that make no sense individually. From there, it is a game of trial and error, mixing and matching pieces until the picture becomes clear. The implementation of the Every Student Succeeds Act (ESSA) has been kind of like that.



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## Leadership Matters

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## Message From the Executive Director

# Strategic Opportunities for School Districts as a New School Year Approaches

**Dr. Brent Clark**

As we hit mid-July, most districts are well over the half-way mark through summer and many are only a few weeks away from beginning the 2018–19 school year. The progress a district makes over the summer in facilities, personnel and strategic planning are all about to pay off as we open our doors for the children in our care. It's an amazing feeling to start another school year and develop the opportunity that's given to each of us to lead an education organization.

As we've gone through the summer, the IASA Aspiring Superintendents Academy saw 36 graduate last week, and we're planning for a great event in Springfield in August 1–2 for all brand new superintendents. Also, EBM and ESSA are blossoming and will soon be an integral part of our vocabulary and work product. With the EBM going into its second year with funding and our ability to finally plan upwards instead of looking to make cuts, the momentum to improve schools is noticeable among our colleagues and will be put on display as we hit the fall semester. Also coming into full stride will be the Illinois ESSA plan and all that comes with it. ESSA is kind of like the weather around these parts; if you don't like it today, wait because it's still evolving. One thing we know for sure is that being accountable and reporting to the community you serve is going to be central to all that you do. We are planning an August roll-out of new ESSA Academy training to help you better understand the framework and how to communicate the requirements of ESSA to constituents and communities.

As such and since last April, IASA has been negotiating with The ECRA Group to initiate a strategic dashboard

wherein all school districts would be able to customize their important data points and be able to reliably report these to their community based on the factors that you locally determine are important in your district. I'm extremely happy to report that we have reached a deal so that every IASA member school district will be eligible to receive the strategic dashboard for FREE and will be able to work with the local educators to develop their own reporting mechanism. Please watch your email for official training dates and registration information on both the ESSA Academy and ECRA Dashboard training. We will notify you as soon as dates and locations are secure.

Turning towards the fall semester, we are highly anticipating the 54th Annual IASA Conference September 26–28 in downtown Springfield. We have a great lineup of speakers to cover the pertinent topics of our day as well as a chance to network on solutions to issues you face at the home district. Registration is open now.

Also in the near future, the election for Illinois governor is going to start to saturate the airwaves even more so than currently. I think collectively, the two major party candidates are spending around \$290,000 per day. So if you haven't seen a commercial just yet, I think you will very soon!

In closing, be sure to extend a welcome hand to new administrators in your area and help them get off to a successful start in the new job and school year.

*Brent Clark*

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# ESSA: Putting the Pieces Together

By Ralph Grimm, IASA Field Services Director, and Sara Boucek, IASA Associate Director/Legal Counsel

Have you ever attempted to put together a jigsaw puzzle? You take it home, dump it on the table and stare at the intricately cut pieces that make no sense individually. Initially, you find the edge pieces and connect them. From there, it is a game of trial and error, mixing and matching pieces until the picture becomes clear.

The implementation of the [Every Student Succeeds Act](#) (ESSA) has been kind of like that.

In February, IASA provided 12 workshops around the state to introduce ESSA to superintendents and administrators. The purpose of those workshops was to identify the major pieces to ESSA and Illinois' State Plan—the edges of the puzzle if you will.

At those workshops, attendees were told ESSA would change over time. As expected, changes have and will continue to happen.

The foundation of the ESSA puzzle identified in February remains in place. And now, the size and shape of many of the remaining pieces are coming into focus as we continue to move forward through implementation.

## What are those puzzle pieces we're referring to?

The most significant is when and how schools will be notified of their accountability designation. As you may remember, Illinois' ESSA plan requires school buildings to receive an accountability designation based on the results of a scoring system, which has now been finalized by ISBE.

The designations are as follows: Exemplary, Commendable, Underperforming (otherwise known as "Schools in need of Target Support") or Lowest Performing School ("Schools in need of Comprehensive Support").

In October, each public school building in Illinois will receive their annual designation. The designations for this first year will be based on:

### ACADEMIC INDICATORS

- English Language Arts Proficiency (grades 3–12).
- Math Proficiency (grades 3–12).
- Student Growth (grades 3–8).
- Graduation Rate (grades 9–12).
- English Learners Proficiency (grades 3–12).

### STUDENT SUCCESS INDICATORS

- 9th Grade on Track.
- Chronic Absenteeism.

It's important to note that schools identified in October as either Target Support (underperforming) or Comprehensive Support (lowest 5 percent), will be eligible to work with IL-Empower. For Comprehensive Support schools, it is required.

Additionally, we want you to know ISBE approved a series of recommendations from the Technical Advisory Committee at its June 13 board meeting regarding accountability indicators and scoring. Those recommendations can be found on the ISBE web page under the ESSA tab or [here](#).

*continued...*

ESSA...cont'd.

## So where do things stand with designations?

Pursuant to the federal law, ISBE was required to send preliminary designations prior to the start of the 2018–2019 school year. At the end of June, the preliminary designations were provided to schools who are eligible to receive Targeted and/or Comprehensive Services. Please note these preliminary designations do not include growth scores because 2017-2018 PARCC data is not finalized.

Therefore, ISBE had to use the following indicators to determine the preliminary designation: English Language Arts Proficiency (grades 3–12); Math Proficiency (grades 3–12); Graduation Rate (grade 9–12); English Learner Proficiency (Grades 3–12) and 9th grade on track. As noted above, comprehensive designations (which will include growth and other student success indicators) will be released in October.

Schools preliminarily designated (as well as annually in October) either Target Support (underperforming) and Comprehensive Support (lowest 5 percent) will be eligible to utilize the IL-Empower system of support.

Schools using IL-Empower services will complete the Quality Framework for Illinois Schools and supporting rubric to identify areas of support, as well as to drive the development of a continuous inquiry and improvement plan. Stay tuned because ISBE will provide further information as implementation begins.

Target Support Schools must complete the framework, as well as write a comprehensive continuous school improvement plan that will need to be approved by their local school board.

Comprehensive Support Schools must work with IL-Empower and complete the Framework and write a comprehensive continuous school improvement plan that is approved by the ISBE. An introductory webinar to this process can be found [here](#). Moreover, ISBE will be releasing a FAQ, as well as further guidance regarding a financial resource allocation.



Want to know more about ESSA? Listen to our podcast with Sara Boucek, IASA Associate Director/ Legal Counsel.

## What do we think of all this?

Although, we do not love every aspect of the new state plan, we must remember, just like with evidence-based funding, the pendulum is shifting in the accountability process as well.

The idea and philosophy behind ESSA and the state plan is to drive adequate and equitable supports and services to our schools and children who need it the most. Amazing work is being done every day in our public schools. Tell that story because that is what matters.

In the end, like all good puzzles, completion takes time and patience. The next year of ESSA implementation will be full of change, as well as mixing and matching pieces until they all fit.

We encourage each of you to please stay patient, engaged in the process and avail yourself to the many professional development opportunities regarding implementation from ISBE, as well as other educational stakeholders. ISBE has shared with us that they stand ready to assist, support and answer any questions and/or concerns regarding implementation. If you have any questions email ISBE at [essa@isbe.net](mailto:essa@isbe.net). ISBE's [website](#) about ESSA is also a great resource.

Furthermore, we also stand ready to assist you and your schools in whatever way we can. To this end, IASA has partnered with the Illinois Principals Association to develop another Administrators' Academy on ESSA. Administrator Academy 1917, ESSA: School Accountability Under Illinois' Plan is available now. The academy is designed to help understand the new process, provide up-to-date information and provide tools for your district/school to implement this new accountability system. Please contact our office to arrange an academy near you.

As always, thank you for your work on behalf of the stakeholders of your district.

# IASA Announces New ESSA Academy in August and September

## Also, New Strategic Dashboard Launched to Help Districts Tell Their Story

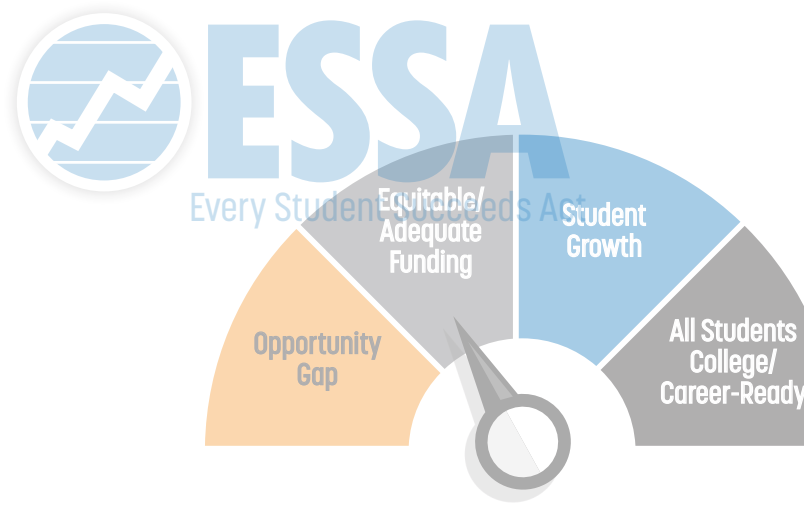
By Mary Schaefer

**IASA Director of Communications & Marketing**

IASA has created a professional development academy: **ESSA: School Accountability Under Illinois' Plan—AA #1917**. The Academy is designed for superintendents, administrative teams, including teacher leaders, to work together to understand the Quality Framework for Illinois school districts, to be able to apply each school's ISBE Summative School Designation Score to a Continuous School Improvement Plan for improvement and growth and to communicate the requirements of ESSA to their constituents and communities. This course is tied to the ISLLC Administrative Standards and approved for Illinois Administrators' Academy Credit.

This 6.0 hour academy (3 hours in person) will provide resources to attendees that they can use in presenting an ESSA overview to their constituents. Those attending the workshops will create presentations (including sample PowerPoint and Google Slides) that can be used to educate building staff, local school boards and/or the local business community. Instruction will also be given on creation of takeaways for use in your own school district including an agenda for a faculty meeting where the ESSA plan can be introduced, including a series of guiding questions that could be discussed, and a press release for local media or the district web page introducing the wider school community to the concept of ESSA and accountability going forward. The academy will cover how the participant can "tell their story" as it relates to what is happening in their building/district and how those things tie into ESSA. Attendees will be introduced to components to develop an action plan for reviewing the Quality Framework and considering the Standard that is an area of focus for improvement for their school/district.

Academies will occur in **every IASA region** in the state in August and September and members will be notified by email as to dates by region including location and cost for the training. Watch your email for further details on academy dates and how to register!



## Free Dashboard to Help You Tell Your Story and Define Your Success

A key component of ESSA is "telling your story" as it relates to what is happening in your local building/school district.

"For years, IASA has been promoting the importance of telling your district's story," said Dr. Brent Clark, Executive Director of the Illinois Association of School Administrators. "To help you in those efforts, IASA has partnered with Education/Consulting/Research Analytics (ECRA Group) on the creation of a free dashboard that provides the infrastructure for member local school districts to tell their story and define their success. In effect, this provides the infrastructure for you to build your own school report card at the local level."

In conjunction with the ESSA Academies scheduled in August and September, IASA and ECRA will also conduct training on the new Strategic Dashboard to assist superintendents in marketing and branding the district's vision for stakeholders. Superintendents can attend both the ESSA Academy and the ECRA Dashboard training on the same day.

The strategic dashboard is a powerful tool for superintendents and boards of education to tell their school district's story and track important indicators and priorities at the aggregate level. In order to gain access to the dashboard, you need to register for this training.

"Evidence-based practice is the foundation of ESSA. IASA leadership has prioritized the need to assist superintendents with the tools they need to effectively tell their story within their district," said Clark.

The targeted audience for the IASA/ECRA Dashboard Professional Development Sessions are superintendents, central office staff and key communications staff.

The sessions will review how to fully utilize the dashboard. [Read more about the dashboard on the following two pages.](#)

Dates and locations for the workshops are being finalized now and you will receive an email on exact details the week of July 23.



# Strategic Dashboard

## IASA MEMBER BENEFIT

IASA member school districts will receive the Strategic Dashboard at no cost

## INTENDED USERS

Boards of Education

Superintendent

Cabinet

Community

## IASA Partners with ECRA Group to Help Districts Tell Their Story

For years, IASA has been promoting the importance of telling your district's story. The Every Student Succeeds Act (ESSA) presents an opportunity for school districts to demonstrate local impact on the student outcomes that matter most to their communities.

I am excited to announce that IASA has partnered with ECRA Group to provide a complimentary strategic dashboard to all IASA member school districts. The strategic dashboard provides an infrastructure for local school districts to tell their story and define their success through your own school report card at the local level.

Evidence-based practice is the foundation of ESSA. The ability to rigorously document and transparently communicate the impact that public schools are having on student outcomes is quickly emerging as a critical skill of school leaders.

IASA and ECRA have scheduled a series of professional development sessions in August and September to guide superintendents through the process. For more information regarding professional development sessions and dates, please visit [www.ecragroup.com/IASA](http://www.ecragroup.com/IASA).

Sincerely,



Brent Clark, Ph.D.  
Executive Director  
Illinois Association of School Administrators (IASA)




Tell Your Story

**Mission Statement**

The mission of Sample Unit School District is to provide a quality education that prepares today's child for tomorrow's world.

**Vision Statement**

Sample Unit School District will serve its community by providing an exemplary education focused on whole-child development,



Guiding principles are the beliefs that set the foundation for how an organization will operate. The principles are accepted guidelines that capture the District's values and priorities and provide direction for employees as they go about their daily work. The following guiding principles were developed in alignment with stakeholder feedback and revised by the Board of Education.

**We believe:**

- Each student is entitled to an excellent education that meets his or her individual needs.
- A diverse curriculum improves student learning and expands student experiences.
- Technology use is an essential skill for enhancing student learning and growth.
- In providing a safe and respectful school environment.
- Diversity expands one's worldview and enhances the education experience.
- Financial health and fiscal responsibility are fundamental to achieving our vision.
- Community partnerships strengthen our schools.

Define Your Success

**Student Success**

<b>AP Coursework</b> <b>350</b> # OF STUDENTS EARNING A, B, OR C IN AP COURSEWORK	<b>Community Service</b> <b>42%</b> STUDENTS COMPLETING COMMUNITY SERVICE	<b>Career Development Experience</b> <b>60%</b> JUNIORS/SENIORS WITH CAREER DEVELOPMENT EXPERIENCE	<b>Co-Curricular Involvement</b> <b>45%</b> STUDENTS IN 2 OR MORE ACTIVITIES
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**Learning Environment**

<b>Quality Education</b> <b>87%</b> PARENTS RATE QUALITY OF EDUCATION GOOD/EXCELLENT	<b>Student Relationships</b> <b>78%</b> STUDENTS REPORT POSITIVE RELATIONSHIPS WITH CLASSMATES	<b>Student Attendance</b> <b>97%</b> STUDENT ATTENDANCE	<b>Class Size</b> <b>21</b> AVERAGE NUMBER OF STUDENTS IN A CLASS
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**Finance and Resources**

<b>Fiscal Health</b> <b>3.7</b> PROFILE SCORE FROM ANNUAL FINANCIAL REPORT	<b>Moody's Bond Rating</b> <b>19</b> BOND RATING	<b>Local Property Tax Revenue</b> <b>77%</b> LOCAL PROPERTY TAX REVENUE	<b>Facilities</b> <b>78%</b> STAKEHOLDERS AGREE FACILITIES ARE WELL MAINTAINED
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Monitor Your Progress

**Goal 1: Achieve Equity in Curriculum Opportunities** 4 Objectives

<b>80%</b>	<b>Align Programs of Study</b>	<b>5 Strategies</b>
100%	Gather feedback from faculty and staff.	
0%	Submit Plan to community.	
75%	Submit ideas to school board.	
100%	Complete Training Materials.	
30%	Interservice training for principals.	
<b>100%</b>	<b>Provide training to use assessment data for analyzing curriculum, sequence, and gaps</b>	<b>2 Strategies</b>
<b>25%</b>	<b>Align courses to student academic needs</b>	<b>3 Strategies</b>
<b>0%</b>	<b>Audit inclusionary practices in elective courses</b>	<b>4 Strategies</b>










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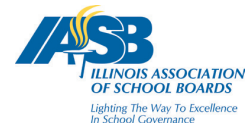
"As a cop, father of 2 young kids and husband of a teacher, your police notification app is the best app and best use of a smart phone I have ever seen.

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Justus Clinton – Champaign Illinois Police Officer



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# We are looking for 25 Good Leaders!

We are looking for 25 IASA members who share the vision of “Maximum Educational Success for All Students” to become members of IASA’s elite professional development cohort known as **ISAL**—the IASA School for Advanced Leadership.

Public education in Illinois is at a crossroads. Leadership matters more than ever as resources are shrinking and expectations of excellence are growing. The mission of **ISAL** is “To provide IASA members the experiences that build exemplary leadership, knowledge and skill sets essential for ensuring successful student achievement at the local level.”

We have now celebrated the graduation of 100 leaders from **ISAL**. As you continue to pursue your personal and professional development to the highest level of mastery, you may want to consider becoming a member of the new **ISAL Cohort V**. It is a challenging two-year journey focused on the development of a superintendent’s role through the following five leadership lenses:

- Vision
- Coherence
- Change
- Capacity
- Culture

The benefits of **ISAL** include:

- Engaging in a comprehensive needs assessment to determine district, leadership, and personal development needs.
- Having a certified professional coach
- Developing and implementing both a Personal and Professional Growth Plan
- Participating in enriching and collaborative learning sessions

Upon graduation you will become an **ISAL** Fellow. The **ISAL** Fellow designation has become recognized as a badge of distinction throughout Illinois.

**ISAL V begins on January 17, 2019** and will consist of 8 weekend sessions hosted by IASA at its office in Springfield. January 17–19, March 15–16, June 21–22, September 13–14, November 8–9, 2019; January 17–18, March 13–14, May 15–16, 2020.

If you have additional questions regarding **ISAL V**, please contact the IASA Office at 217–753–2213, or Dr. Nick Osborne at [nrosborne@eiu.edu](mailto:nrosborne@eiu.edu), and Dr. Gary Zabilka at [gzabilka@iasaedu.org](mailto:gzabilka@iasaedu.org).



18094

## NOMINATION FORM for ISAL Cohort V—IASA School for Advanced Leadership V

Name \_\_\_\_\_

School District \_\_\_\_\_

Position \_\_\_\_\_

Questions \_\_\_\_\_

\_\_\_\_\_

Forward to: IASA 2648 Beechler Court Springfield, IL 62703–7305 217–753–2213 217–753–2240 Fax
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# Legislative Recap

By Diane Hendren  
IASA Director of Governmental Relations

Every legislative session has its own set of speed bumps and detours. In spring 2017, for example, a deal on school funding reform was rerouted by the governor with his amendatory veto.

There have also been more bleak times when it felt like public schools could be stranded on the side of the road because state funding was in jeopardy.

When I look back at this legislative session, there were ups and downs, but it was a smoother ride than we have seen in previous years, with a number of key achievements being reached.

At the top of the list was moving closer to fulfilling goals set forth in Vision 20/20. In addition to being the second-straight year of increased school funding, three more pieces of Vision 20/20 cleared the legislature. That included more help addressing the teacher shortage, legislation requiring three current educators to serve on Illinois State Board of Education Board and funding being set aside to expand internet connectivity to schools.

However, it felt like, at times, we were following a roadmap during construction season—full of detours, delays and unexpected surprises.

That's not surprising though, given it is an election year. History shows it's common to see a plethora of bills introduced and continue to move through the process as a way to keep members busy while the legislative leaders continue to position themselves for the upcoming campaign season.

So now that summer is here, let's take a look back at this journey.

## Advocacy in Action

What jumps out at me is how superintendents answered our call and took on the responsibility of being advocates for public education.

IASA called on all of you several times this session to voice your concerns about worrisome bills and to urge legislators to support additional funding for public education.

Your efforts were instrumental in soundly defeating some problematic bills and passing a budget bill this year that included a \$350 million increase in the FY19 budget in new tier funding for K-12 education, with \$50 million of that total automatically being set aside for property tax relief.

The passage of the evidence-based funding model has now provided an additional \$650 million for public schools in two years—no small feat given the current financial reality in Illinois.

Of course, there were bumps in the road. But before I get to those, I want to recap specific bills that cleared both chambers, as well as legislation we opposed that was defeated.

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## CLEARED BOTH CHAMBERS

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### HB 5627

*Sponsored by Thomas Bennett, R-Gibson City, in the House; Andy Manar, D-Bunker Hill, in Senate. Signed by the governor on June 29.*

HB 5627 was one more step in helping address the ongoing shortage of regular classroom and substitute teachers in Illinois. Here's a recap of what the legislation does:

- For a two-year period, allows a retired teacher to teach in a school district for up to 120 days (currently 100 days).
- Allows for the establishment of a short-term substitute teaching license for applicants who hold an associate's degree or have completed at least 60 hours of credit from a regionally accredited institution of higher education.
- Allows school boards, in collaboration with the teachers' union, to jointly develop a short-term substitute teacher training program that provides individuals with short-term substitute teaching license information on curriculum, classroom management techniques, school safety, and district building operations.
- Allows for licensure reciprocity for individuals holding a comparable and valid educator license or certificate from another state.

I realize this bill won't solve the teacher shortage, but it's another step in the right direction.

## HB 4284

*Sponsored by Linda Chapa LaVia, D-Aurora, in House; Jennifer Bertino-Tarrant, D-Shorewood, in Senate. Sent to governor on June 21. Still awaiting action.*

HB 4284 is an initiative of Vision 20/20 that says three current educators should serve on the Illinois State Board of Education Board. Educators is defined as a teacher, principal, superintendent or school business official.

By having current educators on the ISBE board, it will help guide the implementation of state initiatives and help ensure that oversight and regulatory efforts positively impact student learning.

## HB 5750

*Sponsored by Natalie Phelps Finnie, D-Elizabethtown, in House; Andy Manar, D-Bunker Hill, in Senate. Sent to governor on June 29. Still awaiting action.*

The bill sets aside \$16.3 million in the state budget to help school districts foot the cost of installing fiber-optic cable for high-speed internet.

The \$16.3 million would be matched nearly three to one by the federal government to cover the installation costs. About 100 Illinois school districts with nearly 90,000 students currently do not have high-speed internet through fiber-optic infrastructure.

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## DEFEATED

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## SB 3418

*Sponsored by Sue Rezin, R-Morris.*

This bill was referred to as the superintendent sharing bill. The legislation would have forced school boards to enter into a joint agreement for shared services of a superintendent or other administrator through referendum.

It was approved out of committee but never reached the Senate floor for a vote.

## HB 5572

*Sponsored by Jeanne Ives, R-Wheaton*

The legislation would have hamstrung school districts by saying they cannot refinance debt past the repayment period of the debt when issued. It also says districts may not extend the debt repayment period beyond 20 years.

The bill made it to the Senate floor, where it was overwhelmingly defeated, 13-77-1.

## HB 4789

*Sponsored by Representatives Peter Breen (R-Lombard)*

HB 4789 was a short-sided attempt to rein in administrative costs that would have been virtually impossible for school districts to comply with. The bill would have:

- Reduced the current 5% cap to the lesser of 5% or CPI.
- Established three separate cost limits and broadens the current definition of “administration” to now include support costs and those for principals, deans and even teacher leaders.
- Changed the limit from one based on actual costs of administration to one based on the per pupil costs of administration.
- Established 2018-19 baselines for the two new administrative categories based on 2001 census increased by CPI and the 2015 census increased by CPI, respectively.

HB 4789 was defeated soundly on the floor 20-66-3.

## Pension cost shift

As you may recall, the governor once again proposed shifting costs of pensions from the state to local school and community college districts and universities over four years.

This specific idea was never drafted because it lacked support and therefore never received a vote.

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## BUMPS IN THE ROAD

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### New 3 percent pension law

At an extremely late stage in the budgeting process, the governor pushed through a change in Illinois’ pension law that reduces end-of-career increases from 6 to 3 percent.

Much has been discussed already about this bill, so I won’t review the details. But in case you missed it, [here’s a Q&A](#) from IEA on the bill.

### SB 2892

*Sponsored by Sen. Andy Manar, D-Bunker Hill, in Senate; Christian L. Mitchell, D-Chicago, in House. Sent to governor on June 28. Still awaiting action.*

Democrats were successful in passing legislation that requires a \$40,000 starting salary for teachers by 2022. While it’s admirable to raise the starting salary of teachers, the issue of how schools can pay for the raises remains unresolved.

## Have a good summer

To close, I want to wish everyone a happy summer and encourage you to take time to recharge your batteries before the start of another school year. With the way things are shaping up in this governor’s race, it could be a wild ride ahead of us.



## Dr. Sheila Harrison-Williams Named IASA President

**Jason Nevel,**  
IASA Assistant Director of Communications

There is a true saying that nothing can prepare you for the first time you step through the school doors on your first day as a teacher.

However, that didn't stop Dr. Sheila Harrison-Williams from trying.

"I was overly prepared," recalled Harrison-Williams, who is currently in her 15th year as superintendent of Hazel Crest School District 152½ and 18th year as superintendent overall, about her first day as a young teacher.

"My principal, Dr. Belin-Williamson allowed me to come in during the summer before my first year to get my classroom together. I wanted to make sure my classroom was perfect, so I went through the school and took chairs from other classrooms to make sure that I had chairs of all one color, instead of the kaleidoscope of colors I saw in other classrooms. I wanted to be prepared for my kids and make sure they had everything they needed, so I purchased lots of school supplies."

Preparation is one of the many tools Harrison-Williams brings to her new role as president of the Illinois Association of School Administrators. She began her one-year term July 1.

Dr. Brent Clark, executive director of IASA, said Harrison-Williams' vast experience and strong leadership skills will provide solid leadership for IASA.

"Dr. Sheila Harrison-Williams has been on the IASA Board of Directors since 2007. She is a respected educator and leader who is committed to providing the best possible educational opportunities in public schools," Clark said. "Sheila's leadership skills will help move us forward in our mission to further advance and empower educational excellence for children and to promote our advocacy policies that support the highest-quality public education in Illinois."

Being named president is a great honor, Harrison-Williams said.

"Throughout my years of involvement, IASA has been a consistent source of support and fellowship, an avenue for professional growth and an advocate for public education," she said. "I am a better leader and stronger educator as a result of my involvement in IASA."

### Passion for education

Harrison-Williams was born and raised in Clarksdale, MS by her grandparents, until the age of 8. She grew up on the West side of Chicago and attended Chicago Public Schools, where she graduated from Westinghouse Area Vocational High School.

As a very young child, she said, her grandparents emphasized the importance of education. She didn't need much convincing.

"I loved school," Harrison-Williams said. "I decided I wanted to be a teacher while in the first grade. My first-grade teacher was Ms. Strong, she was beautiful, smart and very nice. So, I wanted to be just like her."

While her love of education never waned, Harrison-Williams' path into the profession turned out to be unconventional.

She dropped out of college after getting pregnant. Shortly afterwards, she got married and gave birth to her second child, before returning to school to earn her Bachelor of Arts degree from Northeastern Illinois University. She would later earn her Master of Arts degree from Northeastern in Educational Administration and Doctor of Education degree from Northern Illinois University. She and her husband, Ulysses, have been married for 35 years and have two adult children and four grandchildren.

When she landed her first teaching job in the Chicago Public Schools, Harrison-Williams was ready and hit the ground running. Before long, she had put her stamp on the building.

"After two or three years as a teacher, I had a reputation as the third-floor principal," she said. "I believed it was not just the kids in my classroom that were going to behave, but all the children in the building would behave."

Fittingly, Harrison-Williams pursued a career in administration. She was hired as head teacher at a child/parent center for the city of Chicago, a position she held for one year before she moved outside the city to Joliet, where she was hired as a building principal.

She then worked in Joliet for three years before being hired as a building principal in Valley View Community Unit School District 365 in Romeoville and Bolingbrook.

Meanwhile, she had her sights on becoming superintendent. However, it wasn't an easy decision, she said, since being a principal, and attending after school events kept her, at times, from being home with her family. The superintendency could mean spending more time away from family.

When she told her daughter her plans to pursue her doctorate and possibly the superintendency, her daughter wasn't thrilled with the idea initially because work and school meant more time away.

"I assured her it would be the last degree that I would pursue," Harrison-Williams said.

The decision paid off. Harrison-Williams was hired as superintendent at Fairmont School District 89 in Lockport.



Above: Dr. Harrison-Williams checks in on a student practicing coding during summer school. Below, Harrison-Williams with husband, Ulysses, the IASA at Superintendents of Distinction Luncheon in Springfield.

She worked there for 2½ years before heading to Hazel Crest, where she has been ever since.

To this day, Harrison-Williams said, she feels truly blessed; she gets to live her dream of leading a school district and touching the lives of so many children that could possibly be our next generation of leaders.

"I love every aspect of this job," she said.

### Represents all superintendents

Throughout her career as a superintendent, Harrison-Williams has been active with IASA.

In addition to serving this past year as president-elect of the association, she also has been treasurer of IASA and served on various committees.



## Harrison-Williams...cont'd.

The experience with IASA has been rewarding, Harrison-Williams said, because it allowed her to become a voice for non-Caucasian Superintendents, particularly African-Americans statewide, as well as an advocate for all public-school children in the state.

“The vision of IASA is ‘Maximum Educational Success for All Students’ and that’s our benchmark,” she said. “We strive to increase educational equity—so that all students achieve maximum educational success through school improvement.”

As president, Harrison-Williams said her mission is to represent all superintendents in the state, adding she wants to travel to as many regions as possible and visit with superintendents and gather feedback.

It’s too early to list specific goals for her new role, she said, but one priority for the board is to continue to support Vision 20/20—the public-policy platform created by the Illinois Statewide School Management Alliance to improve public education in Illinois.

### Distinguished career

After more than a decade on the board and serving on numerous committees, as well as treasurer and president-elect last year, she feels prepared for the new role, Harrison-Williams said.

Throughout her career, she also has had the opportunity to serve in a variety of leadership capacities.

She serves on the Executive Committee of the Superintendents’ Commission for the Study of Demographics and Diversity, which collaborates with school district leaders to provide professional development for teachers and administrators. She was also appointed by the Governor to serve on the Illinois Education Funding Advisory Board. She serves as treasurer of the National Alliance of Black School Educators Organization. She co-founded the HWC Executive Leadership Institute, where she co-hosts an annual Aspiring Superintendents Summer Institute.

In addition, Harrison-Williams is an active member of the following organizations: the American Association of School Administrators, the Illinois and National School Boards Association, the Illinois Association of School Business Officials and the Suburban Superintendents Association.



Her work as superintendent has also been recognized by many. Earlier this year, she was named Superintendent of Distinction by her peers in the IASA Cook South region.

Other awards and recognitions she’s earned include: the 2018 Commissioner Richard Boykins 4th Annual Trailblazer Award, 2016 Reaching Back Foundation’s Phenomenal Woman in Education Award, Chicago Defender 2012 “Women of Excellence” Award, co-recipient of the 2012 AASA Dr. Effie H. Jones “Humanitarian” Award and the 2011 NABSE Joseph E. Hill “Superintendent of the Year” Award.

Just like it was the first day she stepped in the classroom as a teacher, her focus today still continues to be what’s best for kids.

“I love what I do as superintendent; the impact I have on the lives of children, I take very seriously. I love the children and I love public education,” Harrison-Williams said.



# CELEBRATING Women in Leadership:



## HOW WE Learn Lead & Live

### IASA Conference Kick-Off Meeting

Wednesday, September 26th from 1–3pm at Abraham Lincoln Hotel

Join us! On Wednesday, September 26, 2018, we will host our first annual meeting of Celebrating Women in Leadership and invite all women superintendents in Illinois to join us. Dr. Nancy Blair, Professor Emerita of Leadership Studies at Cardinal Stritch University in Milwaukee, Wisconsin, will lead the session as we discuss opportunities, challenges and successes that female leaders face in the role of the superintendency. Participants will receive a book for an upcoming book study to be held at the Joint Annual Conference.

This is a free event for all female superintendents in Illinois who are registered for the [IASA Annual Conference](#).

### IASA Super-Region Lunch Meetings

October 1, 2018–Glen Ellyn | October 4, 2018–Springfield | October 22, 2018–Mt. Vernon

In the fall, we'll host three Super-Region lunch meetings to bring women superintendents together across the state to continue our dialogue surrounding this important topic, as we continue to network, celebrate and share our stories of leadership.

This is a free event for all female superintendents in Illinois.

### Joint Annual Conference Workshop: Celebrating Women in Leadership

Friday, November 16, 2018 from 9am–12pm

In November, Dr. Blair will lead a 3 hour workshop for female superintendents and host a book study on the text provided at the IASA conference. This workshop will provide a more in-depth opportunity for female leaders across the state to network, celebrate and share their inspiring stories of leadership.

This is a free event for all female superintendents in Illinois and participants need to be registered for the Joint Annual Conference to attend.

## Questions?

Contact Dr. Courtney L. Orzel,  
Superintendent of Lemont-  
Bromberek CSD #113A  
at 630–243–3189 or  
[corzel@sd113a.org](mailto:corzel@sd113a.org).

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## Exciting Lineup of Speakers & Events



### OPENING SESSION & IASA ANNUAL MEETING

Wed., Sept. 26  
4:30–5:45 p.m.

#### Dr. Rick Rigsby

*Making an Impact*

Join Dr. Rick Rigsby as he shares wisdom of past generations that will inspire, motivate and empower you to make an impact rather than an impression! Rediscover what is really important and meaningful—not only in your professional career but in your personal life as well.

A former award-winning journalist, Dr. Rigsby followed a television career with graduate school and two decades as a college professor. His dynamic presentations inspire audiences worldwide.

[VIDEO PREVIEW](#)



### 2ND GENERAL SESSION

Thurs., Sept. 27  
9:15–11 a.m.

#### Ignite!

This thought-provoking session is back by popular demand! This general session includes a series of presenters giving 5-minute presentations on a variety of topics using 15–20 slides. The slogan for Ignite presentations is “Enlighten us, but make it quick!” The line-up for this year’s Ignite session looks equally wide-ranging and impressive. Following the presentations, the presenters will host a panel question/answer session from the audience.



### CLOSING GENERAL SESSION

Fri., Sept. 28  
9:30–11:45 a.m.

#### Dr. Tony Smith

*What Our New Funding and Supports Mean for Strengthening Every School Community in Illinois*

Providing fair support for every school community in Illinois means holding high expectations for all children and providing each child the individual supports they need to thrive—including extra financial resources and layered learning supports in school. Dr. Smith will speak about how Illinois’ new funding and support systems empower us with common data and language. Telling the story of where we are empowers us to advocate for what we need to reach our common goals.



### CLOSING GENERAL SESSION

Fri., Sept. 28  
9:30–11:45 a.m.

#### Sue Enquist

*Competitive Greatness: 24/7 Excellence Never Blinks*

Engaging and memorable. Former UCLA Coach and 11-time National Champion, Sue Enquist will give you a renewed road map for personal excellence. Twenty seven years in the education and performance arenas, Coach Enquist will give you five relevant and actionable principles to launch your sustained improvement at work, home and play!

[VIDEO PREVIEW](#)



## Registration and details available online

For up-to-date conference info such as registration, block housing, detailed daily schedule, complete listings of all conference events and other updates, see our [conference website](#).

[Click Here to Register!](#)

## Daily Overview:

Day/Time	Event
<b>Wednesday, September 26, 2018</b>	
8:30 a.m.–3 p.m.	<a href="#">Early Bird Academies</a> —School of Professional Development—Administrators' Academy Credit Courses
10 a.m.–6 p.m.	Registration Open
1–3 p.m.	<a href="#">Celebrating Women in Leadership</a> : How We Learn, Lead and Live
3:15 – 4:15 p.m.	<a href="#">New Superintendent</a> Mentoring Meetings High School District Organization Meeting
4:30–5:45 p.m.	Opening General Session and IASA Annual Meeting Keynote Speaker: <b>Dr. Rick Rigsby</b> , President and CEO of Rick Rigsby Communications, <i>Making an Impact</i>
6–7:30 p.m.	IASA Welcoming Reception
<b>Thursday, September 27, 2018</b>	
6:45 a.m.	IASA Sixth Annual 'Super' 5K Fun Run/Walk
7 a.m.–5 p.m.	Registration Open
7:30–9 a.m.	Continental Breakfast for all Conference Attendees
8–9 a.m.	<a href="#">New Superintendents'</a> Roundtable <a href="#">Breakout Sessions</a>
9 a.m.–2 p.m.	Exhibit Hall Open
9:15–11 a.m.	Second General Session <b>Ignite!</b>
11 a.m.–12:30 p.m.	Lunch available inside the Exhibit Hall for all Conference Attendees Get Charged Up Session with the IASA Communications Staff
12:30–1:30 p.m.	<a href="#">New Superintendents</a> Panel— <i>Building Trust: Reflections on the First Year</i> <a href="#">Breakout Sessions</a>
1:45–2:45 p.m.	<a href="#">Large Breakout Session—Ask the Staff</a>
3–4 p.m.	<a href="#">Breakout Sessions</a>
4:30–6 p.m.	IASA School for Advanced Leadership Alumni Reception Association of Illinois Rural and Small Schools Meeting (AIRSS)
5–7 p.m.	Southern Illinois University Reception
6 p.m.	Hospitality Suites Open
9–11 p.m.	President's Reception
<b>Friday, September 28, 2018</b>	
7–11:30 a.m.	Registration Open
7:30–8:30 a.m.	Fellowship Gathering
8:30–9:30 a.m.	<a href="#">Breakout Sessions</a> IASA Past Presidents Meeting
9:30–11:45 a.m.	Closing General Session Brunch Keynote Speakers: <b>Dr. Tony Smith</b> , State Superintendent of Education, <i>What Our New Funding and Supports Mean for Strengthening Every School Community in Illinois</i> and <b>Sue Enquist</b> , <i>Competitive Greatness 24/7: Excellence Never Blinks</i>
11:45 a.m.	Adjournment

# IASA Welcomes New Field Services Directors

**By Mary Schaefer**  
**IASA Director of Communications and Marketing**

The Illinois Association of School Administrators (IASA) is adding two veteran educational leaders to its team of field services directors. Retiring Superintendent Victoria Tabbert and retired superintendent Diane Robertson will join IASA as part-time field services directors on August 1.

"I am certainly looking forward to welcoming these two highly-respected and well-experienced superintendents as field services directors to our staff. They will be working with a cross-section of superintendents from across the state in a mentoring and support capacity," said Dr. Brent Clark, executive director of IASA. "Currently one-third of IASA members are female superintendents, and it was a natural step to bring on two female field service directors to further nurture the personal and professional growth and development of the increasing rank of female superintendents in our membership demographics."

In talking about the combined experience that both Robertson and Tabbert bring to IASA, Clark believes their contributions will enrich the mentoring and support of superintendents in various areas of the state.

He adds, "We want to do everything we can to support the growth of all members to make sure this is a profession that is not only welcoming for them but provides the environment for them to succeed as individuals."

Victoria Tabbert has spent 37 years in public education, including 22 years of successful superintendent experience. For the past 10 years, she served as superintendent of Queen Bee School District #16 in Glendale Heights, retiring in 2018. She also served as associate superintendent of instructional services and assistant superintendent of special education within the district prior to being named superintendent.



*Victoria L. Tabbert,*  
*IASA Field Services Director*



*Diane E. Robertson,*  
*IASA Field Services Director*

"Being a superintendent is hard and complex work so to be part of an organization that helps support this work is exciting. My goal is to support my fellow superintendents at the highest quality level," said Tabbert. "I raised two daughters while successfully serving in my administrative roles, and I know that I can serve as a mentor to those who are working to achieve balance in their lives." Tabbert is a past member of the IASA Board of Directors and also participated in ISAL III Cohort and Level 1 coaching training.

Tabbert's accomplishments as an educational leader include:

- Leading the district through a strategic financial overview that resulted in the district achieving and maintaining the highest financial rating from ISBE and allowing the district to function in a fiscally responsible manner.
- Overseeing renovation of school facilities, STEM labs, heating/cooling systems and state-of-the-art geothermal system in the middle school, as well as removal of all temporary classrooms.
- Facilitating the improvement of instructional programs to include daily intervention time in addition to core curriculum time, bilingual programming from preK-8 grades to address the needs of a large diverse population, high quality instruction that resulted in a 12 percent increase in student performance on the PARCC and initiated a Challenge program to address the needs of students who are academically talented.
- Securing competitive grant funding for a variety of programs, including a collaborative music program through Wheaton College and technology infrastructure improvements.
- Developing a comprehensive technology plan that enabled all building computer labs to be updated and incorporate state of the art technology resources for students.

- Establishing a Social-Emotional Learning (SEL) team, which resulted in the implementation of a district-wide SEL curriculum.
- Facilitating the development of the Emergency Operations Plan in collaboration with local police and fire agencies that has received regional recognition.

Tabbert received her Bachelor's in Education from Illinois State University and Master's in Educational Administration from National Louis University and her Educational Specialist Degree in Educational Administration from Northern Illinois University. This year she received the IASA Superintendent of Distinction award as the DuPage County representative.

Diane Robertson has 22 years of successful superintendent experience, including 19 years as superintendent in Mendon Community Unit School District 4 and previously three years as superintendent of Hamilton CCSD 328. Her career also included 10 years as a language arts teacher and four years as a principal.

"I am extremely honored and excited to serve our profession as an IASA field services director for superintendents. When I was hired for my first superintendent position 27 years ago, I was one of only five female superintendents in the state, and the first in west central Illinois. I have been mentoring teachers, principals and superintendents, both male and female, for three decades," said Robertson. "It's in my blood to help others succeed. Being a school superintendent is a challenging and rewarding, yet highly stressful job. Without a network of positive, supportive superintendent colleagues, you will most likely sink rather than swim."

As a prior member of the IASA Board of Directors, Robertson is very familiar with IASA services and programs and understands the importance of striving to meet the needs of all the organization's members, she indicates.

Robertson's accomplishments among others in the field of education include:

- 22 years of successful superintendent experience.
- A pioneer—was one of only five female superintendents in the state when first hired 27 years ago; was first female superintendent in west central Illinois.
- She was a single mother with five kids ranging in age from five to 11 years old; had to quickly learn how to balance

high profile, challenging job with motherhood while not letting either suffer.

- Securing first in the nation partnership with Pearson Learning to design and implement a full scale 1:1 teaching and learning platform.
- Introducing Interest-Based Bargaining to my district so that we routinely settled multi-year contracts in one day of bargaining.
- Lead the IASA (Two Rivers) region in developing good working relationships with our local legislators, which allowed us to be actively involved in introducing and shaping legislation that affects our daily lives; testified before legislators and ISBE on numerous occasions; participated on a few special committees for the legislators and ISBE.
- She is well versed in school finance and loves tackling finance issues.

Robertson received her Bachelor's, Master's and Education Specialist Degree from Western Illinois University in Macomb. In addition to serving on the IASA Board of Directors, she also served on several IASA committees. She also serves on the WIU Educational Administration Program Advisory Committee and is a past president of the Western Illinois Administrator's Round Table and past assistant regional director of the Illinois Principals' Association. She also was previously on the Illinois Instructional Mandates Task Force. She also is the recipient of the Western Illinois University Arnold W. Salisbury Educational Leadership Award and Illinois Women Administrators Dare to Be Great Award.

Contact information for each is available below.

Victoria Tabbert  
cell 630-417-2008  
[vtabbert@iasaedu.org](mailto:vtabbert@iasaedu.org)


Diane Robertson  
cell 217-242-0485  
[drobotson@iasaedu.org](mailto:drobotson@iasaedu.org)

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## Illinois Superintendent of the Year Applications Accepted Through August 27

Applications for the 2019 Illinois Superintendent of the Year will be accepted through August 27, 2018. The online application procedures can be accessed [here](#). The Illinois Superintendent of the Year program is part of the AASA National Superintendent of the Year program designed to recognize the outstanding leadership of active, front-line school superintendents.

A superintendent does not need to be nominated to submit an application. The completed application should include a video of not more than two minutes or a text compilation of the candidate's work associated with IASA as well as the signed acknowledgment form. That is in addition to the items required by AASA, which includes a video highlighting the candidate's accomplishments.

The Illinois Superintendent of the Year Selection Committee will review the applications and will select the state winner in mid-September. The criteria for the Illinois Superintendent of the Year include:

- Leadership for Learning—creativity in successfully meeting the needs of students in his or her school system.
- Communication—strength in both personal and organizational communication.
- Professionalism—constant improvement of administrative knowledge and skills, while providing professional development opportunities and motivation to others on the education team.
- Community involvement—active participation in local community activities and an understanding of regional, national and international issues.

The Illinois Superintendent of the Year will be announced in November at the Joint Annual Conference in Chicago. The winner will be eligible for consideration of the AASA National Superintendent of the Year award, which will be announced at the National Conference on Education in Los Angeles, California February 14–16, 2019. For more information about the Illinois Superintendent of the Year program, please go [here](#), or contact Cherry Middleton at [cmiddleton@iasaedu.org](mailto:cmiddleton@iasaedu.org) or at 217–753–2213.

## Stay Tuned to IASA Podcasts

Get a little jumpstart in your preparedness for the new school year by tuning into the latest IASA Podcasts. The weekly podcast series tackles the most important issues facing public education in Illinois and provides knowledge and insight from experts about how to run the best school district possible. Here are some of the latest podcast topics.

- **ESSA Implementation**—IASA associate director/legal counsel Sara Boucek discusses how ESSA implementation is going in Illinois and details what superintendents need to know about new school designations being rolled out as part of the law.
- **Competency-based learning**—Round Lake Area Schools CUSD #116 was among 10 school districts in Illinois chosen last year to participate in ISBE's competency-based learning pilot. Dr. Donn Mendoza, deputy superintendent, discusses how the effort is going and what it took for his school district to implement the change.
- **Dr. Heidi Podjasek, director of professional development at Oswego Community Unit School District 308**, discusses why and how her district switched to a trauma-informed care approach to better understand student behavior and help students stay on track.
- **School Safety Part 2**—School safety security expert, Ken Trump, discusses ways school superintendents can keep their buildings safer. Trump encourages superintendents to focus most on peoples and procedures rather than products and hardware.
- **Creating a Successful Educator Prep Program**—Township High School District 214 Superintendent Dr. David Schuler discusses how his district is addressing the teacher shortage problem by growing their own educators. Over three years, the initiative has placed just over 300 students in the teacher pipeline.
- **Women in Leadership**—Lemont School District 113A Superintendent Dr. Courtney Orzel discusses why she wanted to become a superintendent, why more women are entering administration, finding a balance between work and home life and how her district crawled out of financial ruin.

The podcast is available in the Apple Podcast Library, Spotify, Pocket Casts, Overcast, Castbox and Google Play. We also share the podcasts on the Illinois Association of School Administrators Facebook page and Twitter at @IllinoisASA. You can always find a link to the podcasts on the IASA website at [www.iasaedu.org](http://www.iasaedu.org).

# IASA Now Sponsoring WCSIT•ISDA

We at the Illinois Association of School Administrators are proud to announce our sponsorship of the Workers' Compensation Self-Insurance Trust & the Illinois School District Agency (WCSIT•ISDA). WCSIT•ISDA provides customized coverages to ensure the future of Illinois schools.

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Contact information:

James Woodard | The Sandner Group—Insurance Program Managers | 800-654-9504  
[WoodardJ@SandnerGroup.com](mailto:WoodardJ@SandnerGroup.com)

At the **IASA** New Superintendents Conference Aug. 2nd, 2018

James Woodard, President of the Sandner Group—Insurance Program Managers, will be speaking at the 2018 IASA New Superintendents' Conference August 2nd in Springfield, Illinois, on the topic of Risk Management in Illinois Schools.

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# Preparing for the Superintendency

## 36 educators complete IASA Aspiring Superintendent Academy

**By Jason M. Nevel**  
IASA Assistant Director of Communications

Dr. Michael Lubelfeld and Dr. Nick Polyak shared a common denominator in their first stint as superintendents.

“I was scared, and I didn’t have sufficient connections with other people to where I had a network to reach out to,” said Polyak, superintendent of Leyden CHSD #212.

Lubelfeld, now superintendent of North Shore SD#112, wasn’t much different.

“I was excited and anxious and scared and energized all at same time,” he said.

If they felt that way, others probably did too. Thus, was the impetus for the Illinois Association of School Administrators Aspiring Superintendents Academy, a five-day boot camp created by Lubelfeld and Polyak, in conjunction with IASA Executive Director Dr. Brent Clark, aimed at helping school leaders better grasp what the position entails.

“We wanted to give some context to the job and introduce potential superintendents to all the support systems at IASA and let them build a network of each other so when the day comes they know where to turn for help,” Polyak said.

On Friday, July 13, the third class of aspiring superintendents wrapped up the academy at IASA’s headquarters in Springfield.

Each day of the Aspiring Superintendent Academy featured a different accomplished superintendent and other professionals from across the Midwest. Speakers included Dr. Jean Sophie, Superintendent of Lake Bluff Elementary School District 65, Dr. Jesse Rodriguez, superintendent of Proviso Township High School District and Sara Boucek, IASA associate director/legal counsel.

Lubelfeld and Polyak said each day of the academy has a theme, covering the different facets of the superintendency.



Topics included: school district leadership; crisis communication; school district planning and operations; school finance, advocacy and law and action planning and next steps.

What’s also unique about the academy, Polyak added, is how participants go through real-life scenarios, such as how to build a budget or manage communications during a crisis. For the latter, participants are put through simulated scenarios that Polyak and Lubelfeld encountered in their career, including a child bringing a grenade to school.

“That was a skill I was never taught,” Polyak said about how to handle crisis communications. “That is maybe a different feeling than what you get in a doctoral course.”

Assistant superintendents, directors of teaching and learning, school business officials and principals were among the 36 participants in the program.

“The resources are second to none and the speakers have been great,” said Christopher Collins, an assistant superintendent of curriculum at School District 45 in Villa Park.

Dr. Sarah Cacciatore, director of curriculum in Oak Grove School District 86, added the academy has helped her become a better leader for her district.

Moving forward, Lubelfeld and Polyak said, they are both committed to continuing the Aspiring Superintendent Academy next summer. If interested in participating in July 2019, contact IASA at 217-753-2213 to get on a waiting list.

Each thanked IASA for its continued support.

“(IASA Executive Director) Dr. Brent Clark and the IASA governing board remain committed to providing innovative leadership programs for those in the field and those who are going to join us,” Lubelfeld said.

# Legislative Activities Timetable

for school administrators

This timetable is a guide for superintendents and school administrators. It is not intended to be all inclusive. Although responsibilities and procedures vary among districts, this timetable highlights the major tasks performed.



**Being an effective advocate for education issues is one of the most important jobs anyone involved with education, from administrators to parents, can do.**

## Getting Started—Late Summer to Fall (July through October)

New superintendents should schedule an appointment to meet with legislators in your new district. Make sure you get to know them—not just casually, but with some real interaction.

All superintendents should make a special effort to schedule a meeting with your local legislators in their district offices.

- Discuss issues particular to your school district.
- Provide them with a one-page explanation on issues specific to your district.

Learn particulars about your legislators:

- What political party/What committees they serve on in the General Assembly

- What issues they represent, etc.
- Find out the preferred method of communicating with your legislator.

Think about scheduling regular meetings with your legislators (possibly every four months starting now).

Invite your legislators to attend a region meeting to discuss and explain your budget and other legislative issues.

Take the time and effort to build a solid working relationship with your legislators.

Your goal—to develop a relationship that has your legislators picking up the phone to contact you in regards to legislative issues affecting your school district to get your opinion before they take a vote on these issues.

These are generally the months when legislators are holding fundraisers in their districts. Do something for your legislators, instead of always asking for something. For example, if you are fortunate enough to have legislators who demonstrate a strong commitment to education, do what you can to help them stay in office by attending their fundraisers to show support. They will remember you.

Superintendents are encouraged to become members of IPAC and APAC.

September	October/November/December	January
Attend your region meetings to discuss legislative issues with your legislative chairs that you would like for them to bring forward in the IASA Governmental Relations & Advocacy Committee meeting.	This is a good time for your region to hold a legislative breakfast.	The General Assembly is in minimal session days during the start of the Spring Session.
<b>September 11, 2018</b> IASA Governmental Relations & Advocacy Committee meets to formulate the IASA Legislative Agenda and discuss upcoming veto session.	<b>November 6, 2018</b> General Election	Invite your legislators to take a tour of your school district.
	<b>November 13–15 and 27–29</b> Veto Session	Be knowledgeable of the General Assembly members who serve on the House Elementary & Secondary Education Committee, House Appropriations—Elementary & Secondary Education Committee, Senate Education Committee and Senate Appropriations II Committee. You can access this information at <a href="http://www.ilga.gov">www.ilga.gov</a> .
	Drop a note to your legislators around the Holidays!	

## Follow-Through—Late Winter to Spring (February through May)

The General Assembly is in full session. Stay informed about what is going on in the Capitol through the press, IASA blasts, Capitol Watch, the Alliance Legislative Reports, and the State School News Service. You can also follow the IASA Twitter @IllinoisASA and @IllinoisASAGR.

Make sure to alert your legislators in writing or by phone about the issues that concern you and keep communicating

those concerns during session. Often legislation moves so quickly during a legislative session that your issues may inadvertently be overlooked.

Please remember to say thank you especially when you know an issue was controversial. Also, try to remember that your legislator is probably being pushed in three different directions on any given issue and will not always be able to vote the way you would like. Be

sure to keep the relationship open for future issues.

Many pieces of legislation are moving through committees during these months and it is very important to ensure superintendents are represented and testimony is provided when necessary.

Work with other superintendents on legislative issues that affect their districts (similarly) and form a coalition to lobby your legislators together.

### February/March/April

Attend IASA/IASBO Legislative Workshop “Communicating and Lobbying with Legislators” to be held in Springfield, date TBD.

Alliance Leadership Summit  
Feb. 26–27, 2019

### May

The Budget process doesn’t usually get underway until the last month of session which is generally in May. Become familiar with what is going on with the budget and make sure that your finance people are available to discuss your budget issues with your legislators or their staff. So much of what affects local districts occurs during budgeting.

### June

Send a thank you note to your legislators after session is over for representing the district, its students, staff and parents.

**And last but not least, keep in mind that if you care about the future of public education, you must care about legislation.**

### IASA Governmental Relations & Advocacy Committee

#### Chair

Dr. Scott Doerr

#### Associate Chairs

Dr. Judith Hackett | Dr. Jeff Stawick | Gary Tipsord



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Distributed by the Illinois Association of School Administrators

Prepared by Diane Hendren, IASA Chief of Staff/Director of Governmental Relations



## 2018–2019 Senate Bill 7 Performance Rankings Tool software available for purchase

All Illinois School Districts are working to comply with the requirements of education reforms. For years, the Illinois Association of School Administrators (IASA) has worked to provide support via the [Senate Bill 7 Performance Rankings File](#). This program gives districts a method of managing district positions aligned to local qualifications, teacher's credentials, and performance ratings. The program compiles this local data and creates reports needed to comply with Senate Bill 7. The 2018–2019 file has been enhanced with updates in response to user ideas. Recent updates include:

- Four podcasts—overview, transition data, sorting data within the program, and optional merge letter process.
- Method to filter teachers on or off evaluation cycle.
- Tracking of the evaluator name and evaluator's IEIN.
- Ability to sort lists of data within the program.
- Expanded license endorsements and content specific endorsements.
- Only one notification letter per teacher (rather than one for current and more for other eligible positions).
- The ability to export data to use for other data needs.

This software was originally reviewed by the Senate Bill 7 teams from the Illinois Federation of Teachers (IFT) and the Illinois Education Association (IEA). The 2018–2019 version of this software builds on the knowledge gained from hundreds of users.

The 2018–2019 IASA Senate Bill 7 Performance Rankings File is ready for you to purchase and download. The access request form can be found at <http://www.iasasurveys.org>. The cost of using this software has never increased and the annual licensing fee is \$275 for members and \$550 for non-members.

**Please note that previous versions of the IASA Senate Bill 7 Performance Rankings File are no longer supported. Also, the service method for the 2018–2019 software will be via email only.**

# Videos from the Districts

## Professional Learning Communities Illustrated

Educators and employees often use the term “PLC”, but many parents and community members don’t understand what the term means and what teachers do during their time; this video was created to demonstrate the purpose and benefits of Professional Learning Communities in Elmhurst CUSD #205. It gives an inside look at what the PLC looks like and how useful it is for teachers to collaborate in order to promote student improvement. This video was created and then posted to Facebook, Twitter, and the District 205 website and sent out in the weekly district-wide e-mail communication, *Talk 205*.

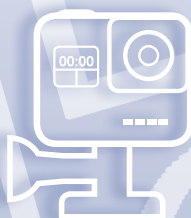


## Producing Record Albums at York Community High School

Take an inside look at the York Community High School Music Production program now available to high school students; the school has high-quality recording booths, and many students write, produce and record their own albums while at York. The Music Production program recently produced its fourth album, entitled “IV”, which is a collection of work produced entirely by students. The York Album Project is supervised by Chris Gemkow, who was recently one of five music educators in the country to be awarded the Music Education Innovator Award by the Give a Note Foundation. The recognition means a \$4,000 grant to the Music Production program at York and the chance for Gemkow to share what the Album Project has done for aspiring musicians.



Both videos provided by Dr. David Moyer, Superintendent  
Elmhurst CUSD 205



Send your school videos to [mschaefer@iasaedu.org](mailto:mschaefer@iasaedu.org).  
We want to highlight what’s going on in your school district!



# Membership Drive

**TO ALL MEMBERS:**  
**We must have all member information**  
**before Aug. 1, 2018 in order to include you in the directory.**

If you plan to be a paid IASA member for FY2019, contact Misti Murphy at 217-753-2213 or [mmurphy@iasaedu.org](mailto:mmurphy@iasaedu.org) by **August 1, 2018.**

## Membership Does Have Its Privileges...

### PROFESSIONAL DEVELOPMENT

- IASA Annual Conference
- Biennial Alliance Leadership Summit
- Associate Director of Professional Development to provide Administrators' Academy and seminar training opportunities designed around best practices and compliance with Illinois laws
- Podcasts and video training libraries
- New Superintendent Mentoring Program
- IASA School for Advanced Leadership
- IASA Aspiring Superintendent Academy

### GOVERNMENTAL RELATIONS

- Director of Governmental Relations to analyze and track legislation
- Capital Watch* updates when legislative news occurs
- Lobbying activities coordinated with other members of the Illinois Statewide School Management Alliance
- Guide to members of the General Assembly and Constitutional officers
- Meetings and seminars with elected and government officials

### LEGAL SERVICES

- Legal counsel to assist with personal employment contract information and assistance
- Legal Support Program

### COMMUNICATION SERVICES

- Director of Communications to assist with local issues and media relations
- Award-winning monthly online magazine *Leadership Matters*
- Informative interactive website and mobile app
- Eye on Education—your daily synopsis of education news
- Social media presence on Facebook and Twitter
- Superintendent's Toolkit with legislative issues and talking points for hot topics

### OTHER SERVICES

- Offices in Schaumburg, Springfield (IASA headquarters) and Marion
- Field Services Directors to provide mentoring
- Illinois Education Job Bank
- Resume/credentials review
- Personal mentoring
- Retirement information
- Return of Dues Program
- Interim Education Service Corps

[iasaedu.org](http://iasaedu.org)

# School Service Members:



## Extend your brand to who matters most.

School Service Members can purchase advertising space in the 2018-2019 IASA Membership Directory, an indispensable tool for all IASA members. Don't miss out on the opportunity to stand out from your competitors for an entire year by advertising or enhancing your company's listing!

## Reach 1,000+

school administrators, superintendents, assistant superintendents, and other administrators throughout the state. Get your company's name in front of the decision makers in Illinois school districts!

- **Establish an Image**
- **Build Relationships with Clients**
- **Enjoy Year-Round Exposure**

**Advertising Deadline—08/01/2018**

**Listing Inclusion Deadline—08/01/2018**

For rates and availability of opportunities, call Cherry Middleton at 217-753-2213 or email [cmiddleton@iasaedu.org](mailto:cmiddleton@iasaedu.org)

**AASA**  
THE SCHOOL SUPERINTENDENTS ASSOCIATION

**NATIONAL CONFERENCE ON EDUCATION**

**EFFECTIVE LEADERSHIP  
CREATES SUCCESS**

NETWORKING  
ISSUES  
INNOVATION

## AASA National Conference on Education February 14–16

**LOS ANGELES, CA**

## 2019

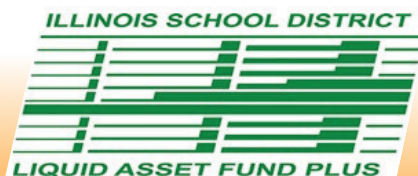
Registration and housing is now open!

Visit <http://nce.aasa.org/> to register. The preferred hotel for the Illinois delegation is the JW Marriott LA Live.

### Superintendent of the Year Reception

A reception honoring the 2019 Illinois Superintendent of the Year is planned for Friday, February 15, 2019 from 5:30 to 7pm at The Nest at WP24 (The Ritz-Carlton).

**SAVE THE DATE!**



## ISDLAF+ Monthly Update

Click [here](#) to view the most current ISDLAF+ rates, economic indicators and general economic news brief. To obtain additional information regarding this IASA sponsored service, contact Dr. Donald E. Weber, Senior Vice President, Corporate Relations/ISDLAF+ at 630-657-6435. To check daily rates, visit the ISDLAF+ website at [www.isdlafplus.com](http://www.isdlafplus.com).