



Ohio's Superintendent Association

## Upcoming Events

August 11, 2017

### TABLE OF CONTENTS:

- 2.....Regional Meetings** *(Aug. 31-Sept. 8)*
- 4.....2017 Beginning Administrators Academy**  
*(Sept. 11 - 12)*
- 7.....Special Education Issues** *(Sept. 19)*
- 8.....How To School Finance** *(Sept. 20-21)*
- 10.....BASA Fall Conference 2017** *(Oct. 3 - 4)*
- 12.....Safety Summit** *(Oct. 10 - 13)*
- 14.....Employee Discipline, Module #1**  
*(Oct. 24-27)*
- 16.....EF Professional Development Tour:  
Germany**

# Join us for the



Ohio's Superintendent Association

# Fall Regional Meetings

## Meeting Agenda

8:30 am - 9:00 am	Registration & Continental Breakfast
9:00 am - 9:45 am	"Ohio Department of Education Update" John Richard, Deputy Superintendent
9:45 am - 10:15 am	"Board Policy Update" Pat Corbett, NEOLA
10:15 am - 10:30 am	Break
10:30 am - 10:50 am	"Retirement Plan Leadership: A Tale of Two Cities" Voya Staff
10:50 am - 11:20 am	"Legal Update" Ennis Britton Co., LPA
11:20 am - 12:00 pm	"BASA Update" BASA Staff

## Dates & Locations

August 31, 2017	8:30 am - 12:00 pm	September 1, 2017	8:30 am - 12:00 pm
BASA 8050 N. High Street, Suite 150 Columbus, OH 43235 (614) 846-4080		R.G. Drage Career Center 2800 Richville Dr SW Massillon, OH 44646 (330) 832-9856	
September 6, 2017	8:30 am - 12:00 pm	September 7, 2017	8:30 am - 12:00 pm
Montgomery County ESC 200 South Keowee Dayton, OH 45402 (937) 225-4603		Logan Hocking High School 14470 State Route 328 Logan, OH 43138 (740) 385-8157	

Breakfast Sponsored by:



September 8, 2017

8:30 am - 12:00 pm

Wood County ESC  
 1867 North Research Drive  
 Bowling Green, OH 43402  
 (419) 354-9010

Register @

[www.basa-ohio.org](http://www.basa-ohio.org)

-OR-

Fax to (614) 846-4081

-OR-

Email to [gabriele@basa-ohio.org](mailto:gabriele@basa-ohio.org)



Ohio's Superintendent Association

# Fall Regional Meetings REGISTER NOW!

## Registration Options:

Online @ [www.basa-ohio.org](http://www.basa-ohio.org)

Mail to: BASA 8050 N. High St., Suite 150, Columbus, OH 43235

Email Vanessa Gabriele: [gabriele@basa-ohio.org](mailto:gabriele@basa-ohio.org)

FAX: (614) 846-4081

Full Name:	Title:
Organization/School District:	
Address: (Street/City/State/Zip)	
Phone #: ____-____-____	Fax #: ____-____-____
Email:	

Please check the day you will attend:

<input type="checkbox"/>	August 31, 2017 (BASA)
<input type="checkbox"/>	September 1, 2017 (R.G. Drage Career Center)
<input type="checkbox"/>	September 6, 2017 (Montgomery County ESC)
<input type="checkbox"/>	September 7, 2017 (Logan Hocking High School)
<input type="checkbox"/>	September 8, 2017 (Wood County ESC)

Breakfast Sponsored by:



**NOTE:** There is no fee to attend a meeting.

### Cancellations

If you are unable to attend a meeting and you have already sent in a registration form, please email Vanessa Gabriele at [gabriele@basa-ohio.org](mailto:gabriele@basa-ohio.org) to cancel your reservation.

### Additional Information

Participants in BASA workshops will receive a certificate of completion. Participants should discuss the outcomes of their experience with their Local Professional Development Committee (LPDC).

### Questions?

For additional information, contact BASA at 614-846-4080.



**OASSA**  
8050 N. High Street  
Suite 180  
Columbus, Ohio 43235-6484  
(614) 430-8311  
Fax (614) 430-8315  
<www.oassa.org>



**OAESA**  
445 Hutchinson Avenue  
Suite 700  
Columbus, Ohio 43235  
(614) 547-8087  
Fax (614) 547-8089  
<www.oaesa.org> • info@oaesa.org

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**To:** City, Exempted Village, Local, Joint Vocational, Career Center, and ESC Superintendents  
**From:** Ken Baker, OASSA Executive Director and Dr. Julie Davis, OAESA Executive Director  
**Re:** Beginning Administrators Academy  
**Date:** June 2017

## OASSA and OAESA ARE OFFERING AN ACADEMY FOR BEGINNING ADMINISTRATORS

**PLEASE NOTE: ONLY administrators who have NO experience or who have COMPLETED ONE YEAR of administrative service**

Several years ago, changes in school funding eliminated the state-supported Entry-Year Principals (E.Y.P.) Program, leaving a gap in the professional development for new principals and assistant principals. The absence of a state program, however, does not reduce the need that beginning principals and assistant principals have as they enter their new positions. In an effort to fill that gap, the Ohio Association of Secondary School Administrators and the Ohio Association of Elementary School Administrators are offering a program to assist beginning K-12 principals and assistant principals (or those who have completed their first year of service) in meeting their new responsibilities.

**The Beginning Administrators Academy** will offer two separate programs — one on **September 11-12, 2017**, and the second on **December 6-7, 2017**. Both are designed to address practical topics of immediate importance to educational leaders including using data to enhance student achievement, evaluating teachers, working with staff and parents, student discipline, licensure, budgeting, legal issues, and many more topics. Presenters will include current superintendents and principals, representatives from the Ohio Department of Education, representatives of professional organizations, attorneys, and others from the educational community. The September 11-12 and December 6-7 agendas will be published on the OASSA & OAESA websites.

On the enclosed **Superintendent Only Form**, we are requesting that you send us the names of **NEW** administrators employed in your district (**ONLY employees who have NO experience or who have COMPLETED ONE YEAR of administrative service**). Upon receipt of this form, those administrators whom you have identified will receive registration information about this important opportunity.

We will be sending a follow-up email (through BASA) in June with this information, including the conference agendas.

OASSA and OAESA remain a source of sound professional development for K-12 administrators regardless of their experience level, and we have a number of offerings in the 2017-2018 school year which will be useful to members of your administrative team. Should you have any questions about any of our programs, please contact either of us at the OASSA or OAESA office or refer to our 2017-2018 Professional Development Calendars on our websites at <www.oassa.org> or <www.oaesa.org>.

Sincerely,

Kenneth C. Baker  
OASSA Executive Director  
(614) 430-8311  
<kbaker@oassa.org>

Sincerely,

Dr. Julie Davis  
OAESA Executive Director  
(614) 547-8087  
<jdavis@oaesa.org>



**THIS FORM IS FOR THE SUPERINTENDENT ONLY**

List **NEW** elementary, middle and secondary administrators in your district who are responsible for students in grades K-12.

- Include principals, assistant principals, interns, and deans of students, etc.
- Please list only those who have **NEVER BEEN AN ADMINISTRATOR BEFORE** or who have completed **JUST ONE YEAR OF EXPERIENCE**.
- Administrators who have **MOVED FROM ANOTHER DISTRICT** to yours with more than one year of experience **SHOULD NOT BE INCLUDED ON THIS LIST**.

Please return this form **by August 11, 2017** via mail, e-mail, or fax to:

Darbie Carlson, OASSA  
8050 N. High Street, Ste. 180  
Columbus, OH 43235-6484  
Fax: (614) 430-8315 • <dcarlson@oassa.org>

SCHOOL DISTRICT \_\_\_\_\_ COUNTY \_\_\_\_\_

(NEW) Administrator \_\_\_\_\_ Title \_\_\_\_\_

Name of School \_\_\_\_\_ E-mail address: \_\_\_\_\_

Bldg. Grade Level \_\_\_\_\_ This building's philosophy aligns more with  Elementary level  Secondary level. Check one.

(NEW) Administrator \_\_\_\_\_ Title \_\_\_\_\_

Name of School \_\_\_\_\_ E-mail address: \_\_\_\_\_

Bldg. Grade Level \_\_\_\_\_ This building's philosophy aligns more with  Elementary level  Secondary level. Check one.

(NEW) Administrator \_\_\_\_\_ Title \_\_\_\_\_

Name of School \_\_\_\_\_ E-mail address: \_\_\_\_\_

Bldg. Grade Level \_\_\_\_\_ This building's philosophy aligns more with  Elementary level  Secondary level. Check one.

(NEW) Administrator \_\_\_\_\_ Title \_\_\_\_\_

Name of School \_\_\_\_\_ E-mail address: \_\_\_\_\_

Bldg. Grade Level \_\_\_\_\_ This building's philosophy aligns more with  Elementary level  Secondary level. Check one.

(NEW) Administrator \_\_\_\_\_ Title \_\_\_\_\_

Name of School \_\_\_\_\_ E-mail address: \_\_\_\_\_

Bldg. Grade Level \_\_\_\_\_ This building's philosophy aligns more with  Elementary level  Secondary level. Check one.

TO LIST ADDITIONAL NAMES, SEE REVERSE SIDE

THIS IS NOT A REGISTRATION FORM - PLEASE DO NOT SEND A CHECK

**SUPERINTENDENT FORM - Additional Names**

**(NEW)** Administrator \_\_\_\_\_ Title \_\_\_\_\_

Name of School \_\_\_\_\_ E-mail address: \_\_\_\_\_

**Bldg. Grade Level** \_\_\_\_\_ **This building's philosophy aligns more with**  **Elementary level**  **Secondary level. Check one.**

---

**(NEW)** Administrator \_\_\_\_\_ Title \_\_\_\_\_

Name of School \_\_\_\_\_ E-mail address: \_\_\_\_\_

**Bldg. Grade Level** \_\_\_\_\_ **This building's philosophy aligns more with**  **Elementary level**  **Secondary level. Check one.**

---

**(NEW)** Administrator \_\_\_\_\_ Title \_\_\_\_\_

Name of School \_\_\_\_\_ E-mail address: \_\_\_\_\_

**Bldg. Grade Level** \_\_\_\_\_ **This building's philosophy aligns more with**  **Elementary level**  **Secondary level. Check one.**

---

**(NEW)** Administrator \_\_\_\_\_ Title \_\_\_\_\_

Name of School \_\_\_\_\_ E-mail address: \_\_\_\_\_

**Bldg. Grade Level** \_\_\_\_\_ **This building's philosophy aligns more with**  **Elementary level**  **Secondary level. Check one.**

---

**(NEW)** Administrator \_\_\_\_\_ Title \_\_\_\_\_

Name of School \_\_\_\_\_ E-mail address: \_\_\_\_\_

**Bldg. Grade Level** \_\_\_\_\_ **This building's philosophy aligns more with**  **Elementary level**  **Secondary level. Check one.**

---

**(NEW)** Administrator \_\_\_\_\_ Title \_\_\_\_\_

Name of School \_\_\_\_\_ E-mail address: \_\_\_\_\_

**Bldg. Grade Level** \_\_\_\_\_ **This building's philosophy aligns more with**  **Elementary level**  **Secondary level. Check one.**

---

**(NEW)** Administrator \_\_\_\_\_ Title \_\_\_\_\_

Name of School \_\_\_\_\_ E-mail address: \_\_\_\_\_

**Bldg. Grade Level** \_\_\_\_\_ **This building's philosophy aligns more with**  **Elementary level**  **Secondary level. Check one.**

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# SPECIAL EDUCATION ISSUES FOR SCHOOL LEADERS



Ohio's Superintendent Association

Presented by: *BASA and Bricker & Eckler LLP*



**Bricker & Eckler**  
ATTORNEYS AT LAW

**Tuesday, September 19, 2017**

**9:00 a.m. — 3:30 p.m.**

(Registration & Continental Breakfast starting at 8:30 am)

**Doubletree, Worthington**

175 Hutchinson Ave.  
Columbus, OH 43235

## *Who Should Attend?*

- Superintendents
- Pupil Personnel
- Building Principals
- Assistant Superintendents
- SST Directors/Staff
- Special Education Directors

**\*\*Bring a TEAM!\*\***

This program is specifically designed to focus on **Management and Leadership** issues for Superintendents and Administrators directly involved with Special Education. Our presenters are Susan Geary, Laura Anthony and Melissa Bondy, attorneys with the law firm of Bricker & Eckler LLP.

## Topics will include:

- Updates on Federal and State legislation impacting special education, including the new Budget Bill
- Updates on new information from ODE
- Other Hot topics in special education
- MORE!

Register **NOW** to secure your place!  
(Registering more than one? Run a copy and fill in your info—mail/fax Today, or Register Online at:

[www.basa-ohio.org](http://www.basa-ohio.org)

**Cancellation/Refund Policy:** Refunds or credits will be given only for cancellations made in writing (mail or fax) and received by the BASA office up to 5 business days prior to the seminar date.

Cancellations received after 5 business days prior to the seminar date may receive a refund, less a 50% seminar fee to cover meal/administrative costs. No refunds will be given for "no-shows."

Name \_\_\_\_\_

Title \_\_\_\_\_

District \_\_\_\_\_

Address/City/State/ZIP \_\_\_\_\_

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

Phone \_\_\_\_\_

Fax \_\_\_\_\_

PO # \_\_\_\_\_

\_\_\_\_\_ \$179.00 First BASA Member Registration

\_\_\_\_\_ \$125.00 Each additional person from district

\_\_\_\_\_ \$209.00 First Non-Member Registration

\_\_\_\_\_ \$159.00 Each additional person from district

\$ \_\_\_\_\_ **Total Amount Due**

**Mail or Fax Registration to:**

**BASA**

**8050 North High Street, Suite 150  
Columbus, OH 43235-6486**

**Phone: 614-846-4080 Fax: 614-846-4081**

**Register Online at: [www.basa-ohio.org](http://www.basa-ohio.org)**

# “How To” \$chool Finance

September 20 - 21, 2017

Day 1: 9:00 am - 4:00 pm  
(Registration/Continental Breakfast at 8:30 am)

Day 2: 8:30 am - 12:00 pm  
(Continental Breakfast at 8:00 am)

**BASA Conference Room**

Thousands of Superintendents, Treasurers, Administrators and School Board members have relied on BASA’s “How To” \$chool Finance seminar to get the most up-to-date information available.

Join *Joel Roscoe*, BASA’s School Finance Consultant and *Tom Ash*, BASA’s Director of Governmental Relations, for this intensive workshop.

## Update your knowledge

- \* What does the new state budget mean for your district
- \* Effects of the changes in HB49
- \* Update on the latest from the legislature
- \* Local levy options
- \* Effects of property valuation changes on local and state revenue.
- \* Constitutional provisions, property tax classes, and millage.

## Bring the Following Items (if available) and Your Enthusiasm to Learn!

- \* Your district’s “School Funding Payment Report” Summary and Detail
- \* Current effective millage rates
- \* Current property valuations
- \* Your Questions!

**Register Today! Space is Limited to 25 Participants!**  
**(School Board Members and Treasurers are welcome.)**



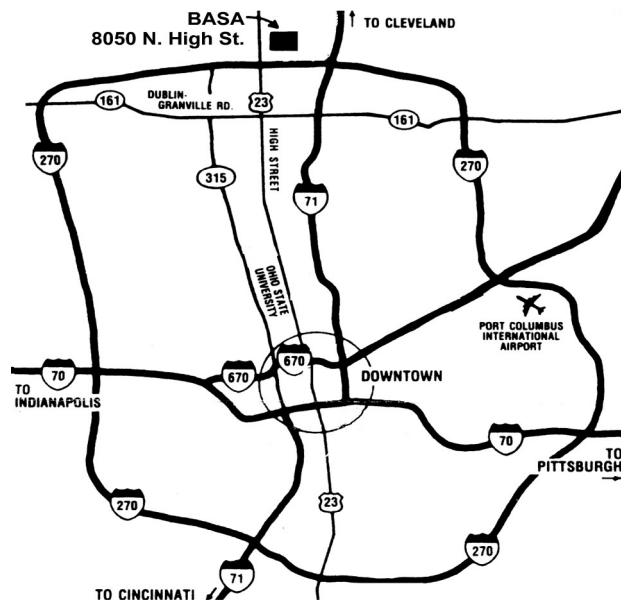
## Directions and Lodging Information:

**BASA, 8050 North High Street, Suite 150, Columbus, OH 43235 (614) 846-4080**

**From I-70 East & I-70 West:** Exit I-270 North.

**From I-71 North** (if traveling through downtown) **and I-71 South:** Exit I-270 West. **To bypass downtown when traveling I-71 North:** Exit I-270 North outside of downtown.

**From I-270:** Exit U.S. 23 North toward Delaware (U.S. 23 North is North High Street). The BASA office is located on the right approximately 1 mile north of the I-270 exit. The building is across the street from Frisch's and next to the D1 facility. Conference room is located on the first floor.



### Local Hotels:

#### Comfort Inn North/Polaris

8400 Lyra Drive, Columbus, OH  
(614) 791-9700

#### Doubletree Columbus/Worthington

175 Hutchison Avenue, Columbus, OH  
(614) 885-3334

#### Hilton Columbus/Polaris

8700 Lyra Drive, Columbus, OH  
(614) 885-1600

## BASA "HOW TO" SCHOOL FINANCE REGISTRATION

September 20-21, 2017

**Complete registration form and** enclose a check or purchase order and **mail** to: BASA, 8050 N. High St., Suite 150, Columbus, OH 43235; **-or- Fax** to (614) 846-4081; **-or- Register on-line** at [www.basa-ohio.org](http://www.basa-ohio.org).

**Full Name:** \_\_\_\_\_ **Title:** \_\_\_\_\_

**Organization/School District:** \_\_\_\_\_

**Address/City/State/Zip:** \_\_\_\_\_

**Phone:** \_\_\_\_\_ **Fax:** \_\_\_\_\_ **Email:** \_\_\_\_\_

### Fees & Payment (Includes Registration Fee, Continental Breakfast, and Lunch):

- \_\_\_\_\_  Check enclosed (payable to BASA)  
\_\_\_\_\_  \$280 first BASA member (or attendees whose superintendents are members)  
\_\_\_\_\_  \$210 each additional attendee from the member's district  
\_\_\_\_\_  \$335 Non-member

Purchase Order Number (if applicable) : \_\_\_\_\_

### Cancellations & Refunds:

Refunds or credit will be given only for cancellations made in writing (mail or fax) and received by the BASA office up to five business days prior to the event date. Cancellations 5 business days or less prior to the conference are subject to a 50% cancellation fee. No refunds will be given for "no-shows."

### Additional Information:

Participants in BASA workshops will receive a certificate of completion. Participants should discuss the outcomes of their experience with their Local Professional Development Committee (LPDC). **Graduate credit** may be available for an additional fee, as well as upon completion of an Action Plan or Reflection Paper. Details will be given at the conference. Questions may be directed to Georgine S. Collette at Ashland University at [gcollett@ashland.edu](mailto:gcollett@ashland.edu).



Ohio's Superintendent Association

BASA's 48th Annual Fall Conference

## ***"Leading a Community"***

October 3rd & 4th, 2017 at Hilton Polaris

### Featuring Key Note Speakers

#### **October 3rd: Steve Constantino**

*Leader, Teacher, Author,  
Speaker & Entrepreneur*

Families are the first and most influential teachers of their children. Schools that harness the power of families see impressive gains in learning. Dr. Steve Constantino, one of the nation's leading practitioners in family engagement, will share the Five Simple Principles process that builds the capacity of any school to engage every family. With his infectious humor and tell-it-like-it-is style, Dr. Constantino will captivate, motivate and inspire you to engage every family today!

#### **October 4th: Noelle Ellerson Ng**

*Associate Executive Director, Policy & Advocacy  
AASA: The School Superintendents Association*

Noelle joined AASA in 2007 as a policy analyst. As Associate Executive Director, she directs the legislative and advocacy efforts of AASA in Congress and the U.S. Department of Education. Her team is responsible for representing the voice and priorities of the nation's public school superintendents in all aspects of federal education policy and uses member networks, outreach, policy analysis, and surveys and research to advance their work. She speaks regularly on federal education policy to school leaders across the country.

#### **Tuesday, October 3rd Highlights:**

- Welcome & Introductions
- Key Note Speaker Steve Constantino
- BASA Awards Luncheon
- Break-Out Sessions to choose from throughout the day
- BASA Reception

#### **Wednesday, October 4th Highlights:**

- Welcome & Introductions
- Key Note Speaker Noelle Ellerson Ng
- BASA Business Meeting
- BASA Legislative Update
- Closing remarks

#### **HOTEL ROOM RESERVATIONS:**

##### **Hilton Columbus/Polaris**

Book by September 2

Reserve by phone @ (614) 885-1600

Group Name: 2017 BASA Fall Conference

Group Code: BASA17

Reserve online: [http://www.hilton.com/en/hi/groups/personalized/C/CMHPOHF-BASA17-20171002/index.jhtml?WT.mc\\_id=POG](http://www.hilton.com/en/hi/groups/personalized/C/CMHPOHF-BASA17-20171002/index.jhtml?WT.mc_id=POG)

##### **Hampton Inn & Suites by Hilton**

Book by September 15

Reserve by phone @ (614) 885-8400 OR 1-800-Hampton

Group Name: BASA Fall Conference 2017

Group Code: BAS

Reserve online: <http://hamptoninn.hilton.com/en/hp/groups/personalized/C/CMHPSHX-BAS-20171003/index.jhtml>

**Send in your registration today! Form attached.**



Ohio's Superintendent Association

# BASA 2017 Fall Conference Attendee Registration Form

**Register NOW to ensure your spot at the conference!**

**Complete the registration form(s) and enclose a  
check or purchase order. Mail to:**

**BASA  
8050 North High Street, Suite 150  
Columbus, OH 43235**

**-OR- Fax to 614-846-4081**

**OR register online at [www.basa-ohio.org](http://www.basa-ohio.org)**

<b>Full Name:</b>	<b>Title:</b>
<b>Organization/School District:</b>	
<b>Address:</b> (Street/City/State/Zip)	
<b>Phone #:</b> ____-____-_____	<b>Fax #:</b> ____-____-_____
<b>Email:</b>	

Conference Fees		Conference Payment Type	
	\$325 First BASA Member (or attendees whose Superintendents are members)		Check Enclosed (payable to BASA)
	\$225 each additional attendee from the member's district		Purchase Order Number (if applicable): _____
	\$375 Non-Member		

**Cancellations & Refunds:**

Refunds or credit will be given only for cancellations made in writing (mail or fax) and received by the BASA office up to five business days prior to the event. Cancellations 5 business days or less prior to the conference are subject to a 50% cancellation fee. No refunds will be given for "no-shows."

**Additional Information:**

Participants in BASA workshops will receive a certificate of completion. Participants should discuss the outcomes of their experience with their Local Professional Development Committee (LPDC). At the time of registration, please indicate any dietary restrictions by emailing Vanessa Gabriele at [gabriele@basa-ohio.org](mailto:gabriele@basa-ohio.org) no later than September 19, 2017.

**Graduate Credit**

May be available for an additional fee and granted upon completion of an additional assignment. Questions should be directed to Georgine Collette at: [gcollett@ashland.edu](mailto:gcollett@ashland.edu)

**Questions?**

For additional information, contact BASA via email at [events@basa-ohio.org](mailto:events@basa-ohio.org) or by phone at 614-846-4080.



# SAFETY SUMMIT



**You're invited to join district administrators, building administrators and first responders for this valuable school safety workshop.**

Michael has authored and co-authored 26 books on school safety. Michael has keynoted hundreds of state, national and international conferences and his expertise is routinely utilized by many organizations including the FBI, U.S. Department of Education, Federal Emergency Management Agency, U.S. Department of Homeland Security and dozens of state police, emergency management agencies and departments of education.



**Michael Dorn**  
*Executive Director*  
*Safe Havens International*

- 
- **Learn from the nation's leading expert in school safety.**
  - **Gain actionable insights you can implement immediately.**
  - **Participate in a progressive and relevant series of exercises.**
  - **Discover how tools like NaviGate Prepared can support your safety goals.**

**SPONSORED  
BY:**





# SAFETY SUMMIT



Ohio's Superintendent Association

**Know the Drill**  
 Safe & Effective  
 School Emergency  
 Operations Exercise  
 presented by  
 Michael Dorn

DATE	LOCATION	REGION
10/10	Summit County Educational Service Center 420 Washington Ave. Cuyahoga Falls, OH 44221	Northeast
10/11	BGSU Levis Commons 1655 N. Wilkerson Way Perrysburg, OH 43551	Northwest
10/12	The Conference Center at OCLC 6600 Kilgour Place Dublin, OH 43017	Central
10/13	Great Oaks Instructional Resource Center - iSPACE 100 Scarlet Oaks Drive Cincinnati, OH 45241	Southwest

<b>Full Name:</b>	<b>Title:</b>
<b>Organization/School District:</b>	
<b>Address:</b> (Street/City/State/Zip)	
<b>Phone #:</b> ____-____-____	<b>Fax #:</b> ____-____-____
<b>Email:</b>	

Conference Fees			
<b>PLEASE CIRCLE DATE ATTENDING:</b>			
Northeast 10/10	Northwest 10/11	Central 10/12	Southwest 10/13
\$79 BASA Member			
\$99 Non-Member			

Conference Payment Type	
	Check Enclosed (payable to BASA)
	Purchase Order Number (if applicable): _____

Complete the registration form(s) and enclose a check or purchase order. Mail to:  
 BASA | 8050 North High Street, Suite 150 | Columbus, OH 43235  
 OR register online at [www.basa-ohio.org](http://www.basa-ohio.org)

**SPONSORED BY:**



Join your colleagues starting this fall for

## Making the OH Professional Licensure Code of Ethics Work in your District!



Ohio's Superintendent Association

Learn to Lead your Employees to Success  
During this Leadership Staff Development  
Event for Principals, Supervisors, HR  
Directors, and Superintendents.



UPSLOPE  
Demonstrated Strategies for School Success

### Module #1: Setting Behavioral Expectations

**REGISTRATION FEE:**  
\$159.00 BASA Member  
\$209.00 Non-Member

**REGISTRATION DEADLINE:**  
October 17, 2017

Registration fee includes materials,  
continental breakfast, lunch,  
breaks, and parking.

**For Principals and Supervisors:** This session provides video re-enactments of actual cases that model how to effectively manage employee misconduct.

**For HR Directors:** This session introduces a rubric-based method for evaluating case facts and selecting fair, reasonable, and consistent disciplinary actions.

**For Superintendents:** This session establishes methods for modifying employee misconduct and underscoring expected behaviors within the collective bargaining environment.

### Four Dates & Locations to Choose From:

**Tuesday, October 24, 2017**  
Hamilton County, ESC  
11083 Hamilton Avenue  
Cincinnati, OH 45231

**Wednesday, October 25, 2017**  
ESC of Lake Erie West  
2275 Collingwood Blvd.  
Toledo, OH 43620

**Thursday, October 26, 2017**  
Cuyahoga County ESC  
6393 Oak Tree Blvd.  
Independence, OH 44131

**Friday, October 27, 2017**  
BASA  
8050 N. High Street  
Columbus, OH 43235

### Schedule

8:30 am - 12:00 pm	12:00 pm - 1:00 pm	1:00 pm - 3:30 pm
<ul style="list-style-type: none"> <li>• Introduction to Seminar &amp; Types of Employee Discipline</li> <li>• Sources of Legal Risk During the Employee Discipline Process</li> <li>• Considerations for Disciplinary Actions Involving Education Employees</li> <li>• Considerations for Selecting or Recommending Employee Discipline in Specific Cases</li> <li>• Oral Warnings &amp; When to Use Them</li> </ul>	<ul style="list-style-type: none"> <li>• Written Warnings &amp; When to Use Them</li> <li>• Working Lunch</li> <li>• Considerations for the Formal Types of Employee Discipline</li> </ul>	<ul style="list-style-type: none"> <li>• Official Reprimands &amp; When to Use Them</li> <li>• Suspensions &amp; When to Use Them</li> <li>• Terminations &amp; When to Use Them</li> <li>• Culminating Task: Using Reasonable &amp; Appropriate Employee Discipline</li> <li>• Session Experience Survey</li> </ul>

*"This workshop put employee discipline into the perspective of improving staff behaviors to benefit student achievement. A much more collaborative approach to why and how to assist, share, and support staff with attention to consistent, fair, and reasonable criteria."*

Jodi Riedel, Director of HR  
Trumbull Career and Technical Center



Ohio's Superintendent Association

# Employee Discipline Module 1

## "Setting Behavioral Expectations"



**UPSLOPE**  
*Demonstrated Strategies for School Success*

Complete registration form and enclose a check or purchase order and mail to:

BASA

8050 North High Street, Suite 150

Columbus, OH 43235 or Fax to (614) 846-4081 or

Register Online at [www.basa-ohio.org](http://www.basa-ohio.org)

**REGISTRATION DEADLINE: October 17, 2017**

<b>Full Name:</b>	<b>Title:</b>
<b>Organization/School District:</b>	
<b>Address:</b> (Street/City/State/Zip)	
<b>Phone #:</b> _____ - _____ - _____	<b>Fax #:</b> _____ - _____ - _____
<b>Email:</b>	

Date/Location (choose one)	
	Tuesday, October 24, 2017: Hamilton County ESC
	Wednesday, October 25, 2017: ESC of Lake Erie West
	Thursday, October 26, 2016: Cuyahoga County ESC
	Friday, October 27, 2017: BASA

Workshop Fees	
	\$159.00 BASA Member (single day)
	\$209.00 Non-Member (single day)

Workshop Payment Type	
	Check Enclosed (payable to BASA)
	Purchase Order Number (if applicable): _____
	Invoice Me

### Cancellations & Refunds:

Refunds or credit will be given only for cancellations made in writing & received by the BASA office up to five business days prior to the event date. Cancellations 5 business days or less prior to the event are subject to a 50% cancellation fee. No refunds will be given for "no-shows."

### Additional Information:

Participants will receive a certificate of completion and should discuss the outcomes of their experience with their Local Professional Development Committee (LPDC). Graduate credit is available for the Employee Discipline in an Education Environment program; for details, email [gcu@upslopes.com](mailto:gcu@upslopes.com) prior to the workshop.

### Questions?

For additional information, contact BASA via email at [events@basa-ohio.org](mailto:events@basa-ohio.org) or by phone at 614-846-4080.



Professional  
Development  
Tours



Ohio's Superintendent Association

# Germany

BASA PROFESSIONAL LEARNING TOUR  
AND GLOBAL LEADERSHIP SUMMIT

10 DAYS | JULY 7-16, 2018

Travel with fellow educators on a 10-day professional learning tour to Berlin in 2018.

How can we understand the different ways technology is integrated into our lives and the challenges, successes, and trends that come with it? This question comes to life during your tour of Germany and two-day leadership conference in Berlin, Europe's next great tech hub. While here, you'll connect with other extraordinary educators, hear from world-renowned speakers on the *Influence of Technology on Society*, attend expert-led workshops, and use the design thinking process to propose solutions to a global challenge.

## Day 1: Fly to Germany

### Days 2-3: Munich

- Enjoy a walking tour.
- Take a guided sightseeing tour of Munich.
- Visit the Olympic Stadium.
- Take an excursion to Dachau.

### Day 4: Neuschwanstein | Oberammergau

- Visit Neuschwanstein Castle.
- Enjoy free time in Oberammergau.

### Day 5: Nuremberg | Berlin

- Explore Nuremberg on a walking tour.
- Visit the Documentation Center.

### Days 6-7: Potsdam | Berlin

- Take a boat ride to Potsdam.
- Visit Sanssouci and Cecilienhof.
- Enjoy free time in Potsdam.
- Take a guided sightseeing tour of Berlin.
- See the Brandenburg Gate.
- View the remains of the Berlin Wall.
- See Checkpoint Charlie.

## Days 8-9: Berlin

The leadership conference begins as you connect with students and teachers from all over the world in this inspiring and innovative setting. Over the course of two days you will hear from world-renowned keynote speakers, work with local and global experts, and collaborate with peers in small international teams. You will learn the design thinking process to develop solutions to global technology issues and be inspired to take action back home.

## Day 10: Depart for home

Transfer to the airport, where you'll check in for your return flight home.

*Itinerary is subject to change.*



## EVERYTHING YOU GET:

- Full-time Tour Director
- Collaborative workshops with leaders in education
- EF's Global Leadership Summit
- Travel and logistics:** Round-trip flights; comfortable motorcoach; 8 overnight stays in hotels with private bathrooms; European breakfast and dinner daily; site visits; workshop registration; sightseeing tours

Price based on double occupancy. Visit [eftours.com/bc](http://eftours.com/bc) for complete booking conditions.

BASA is proud to offer scholarship opportunities for our Professional Development program. An enrollment commitment is necessary to be considered for a scholarship. Scholarships will be announced at the BASA Fall Conference.

**Questions? Contact Cynthia Walker:**

[walker@basa-ohio.org](mailto:walker@basa-ohio.org)

614-846-4080