

# Leadership Matters

March 2018



## Women in Leadership



**Illinois Superintendents  
Shine at AASA  
Conference**

**School Safety 101:  
Three Things You  
Should Be Doing Today**

# This Month...



**6** Women superintendents are special, different and unique. March is National Women's History Month, which gives us a perfect opportunity to celebrate the extraordinary achievements of our female leaders in Illinois. In this month's issue, we will highlight the accomplishments of female leaders and learn more about the challenges and opportunities that exist for females in the superintendency.



**5** Illinois Superintendents Shine at AASA Conference in Nashville



**14** School Safety 101: Three Things You Should Be Doing Today



**18** Building a Collaborative Relationship between the Superintendent and the School Board

**21** Unified Physical Education

**23** IASA Calendar of Events

**24** IASA News in Brief

**26** Professional Development Opportunities



2648 Beechler Court  
Springfield, IL 62703-7305  
217-753-2213

800 Woodfield Road, Ste. F109  
Schaumburg, IL 60173-4717  
847-466-5075

1200 West Main Street  
Marion, IL 62959-1138  
618-364-0501



Scan here with your phone's  
QR code reader to get the IASA APP—  
Don't have a QR reader?

Go to  or   
and search for IllinoisASA.

## Leadership Matters

March 2018

Volume 6, Issue 3

18000-02

IASA Newsletter Editor  
Mary Schaefer  
[mschaefer@iasaedu.org](mailto:mschaefer@iasaedu.org)

Graphic Designer  
Marjorie Gladish  
[mgladish@iasaedu.org](mailto:mgladish@iasaedu.org)

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





**Message From the  
Executive Director**

## Spring Brings a Frenzy of Issues

**Dr. Brent Clark**

As the calendar turns to March we automatically start thinking about spring, warmer weather, clocks springing forward, and the final quarter of the school year. But before we charge into springtime, let me go back into a February highlight and congratulate Dr. David Schuler on being named the 2018 National Superintendent of the Year during the National Conference on Education in Nashville. We are extremely proud of his work for kids and the unrelenting advocacy for public schools. At a time when the pressure seems to only increase, Dave pierces the veil and shows how and why public schools are not only working, but excelling. Be sure to congratulate him as he makes Illinois proud.

Also, before we leave February, the school shooting at Stoneman Douglas High School in Florida is now nearly 4 weeks in the rearview mirror but the conversation since then has been different than the aftermath of previous events. The number of threats to schools/personnel has accelerated and I believe we are going to see some type of governmental response that is stronger than prior occasions. School safety is always our number one priority and there's no question the stress around these situations is on the rise. IASA and several other notable organizations have recently released guidance in terms of dealing with threats and managing through and around them. In this issue please see the article on page 14, *School Safety 101: Three Things You Should Be Doing Today*, including links to important resources on this topic.

Now, as we get into the month of March, Women's History Month, it's important to recognize and appreciate our Women in Leadership. We are fortunate in Illinois to have a rich and diverse mixture of leaders that serve with distinction. This month, we are featuring the women superintendents serving on the IASA Board of Directors along with their thoughts and experiences. Additionally, we are exploring the creation of a strand of professional development specifically designed for our female superintendents on how we can provide support for their unique needs and challenges in the superintendency. I'm thankful for the professionalism and collaboration of



many of our leaders that are working on the project. We'll hopefully have more to announce on this very soon.

Believe it or not, we're just a few days away from the primary election and we'll then know who our final candidates are for the governor's race. As with any campaign season, (these days it seems like campaign season is nonstop) we are seeing some bills introduced in the Illinois legislature that will make for good campaign materials but have no real shot at becoming law. I'd say, get some popcorn and a comfortable chair because this gubernatorial election is going to be a doozy and will likely set national records for financial spending.

Looking forward, the Illinois legislature will be out of town for a couple weeks and the real action will heat back up starting in early April. If at all possible, make sure you schedule some down time to decompress, rest, and recharge yourself because we all know that the pressures of this profession never ceases and we can't make progress if the leader is frayed and exhausted.

*Brent Clark*

# Education professionals deserve a specialist.

With ever-changing school budgets, demanding schedules, and surprise challenges every day, you know the realities of the education world inside and out. You expect your partners to keep up—and even lead the way, when needed. With decades of supporting schools and districts, consider American Fidelity for a different opinion in employee benefit solutions.

Help is here.

- Supplemental Employee Benefits
- Year-Round Enrollment Support
- Cost-Effective Benefit Solutions

**Whitney Dyson**

333 Salem Place, Suite 130  
Fairview Heights, IL 62208  
855-822-9168

[americanfidelity.com](http://americanfidelity.com)

**AMERICAN FIDELITY**

a different opinion



# Illinois Superintendents Shine at the AASA Conference



## Congratulations to Dr. David Schuler, 2018 National Superintendent of the Year

Dr. David Schuler, Superintendent of Schools at Township High School District #214 in Arlington Heights, has been named the 2018 National Superintendent of the Year by the American Association of School Administrators (AASA). Schuler is a national education leader and superintendent of the second largest high school district in Illinois with more than 12,000 students at six high schools and four specialized learning programs in the northwest suburbs of Cook County. He is passionate about preparing students to be college, career and life ready. He has testified about college and career readiness before the U.S. Senate Committees on Health, Education, Labor and Pensions and before the House Committees on Education. He has received numerous awards for his achievement in the field of education. The award was presented on February 15 during the National Conference on Education in Nashville, TN.



## Women in School Leadership Award Superintendent Category

### Dr. Blondean Davis

Dr. Blondean Davis is a 21st-century, no-nonsense educator and visionary CEO and founder of the Southland College Preparatory Charter High School in Richton Park, IL and is superintendent of Matteson School District #162. She is recognized nationally as an educational leader who believes that every child has a right to learn and can achieve the skills needed for success. She was recognized in 2016 by the National Alliance of Black School Educators (NABSE) with the Ida B. Wells Risk Taker Award for her contributions in educating African-American students.



## AASA Distinguished Service Award

### Dr. Jane Westerhold

Dr. Jane Westerhold has been an educator for more than 40 years. She is interim superintendent of North Shore District 112, Highland Park, IL. One of her major accomplishments was overseeing the successful completion and opening of a comprehensive early learning center, which was named in her honor in 2015 as the Jane Westerhold Early Learning Center. She is passionate about preparing students to be globally competitive and became the driving force behind the digital transformation in teaching and learning in District #62. She was the 2015 President of IASA and named Illinois Superintendent of the Year in 2013.

## AASA National Certification for Superintendents:

**Dr. Laurie Heinz**, Superintendent, Park Ridge-Niles CCSD 64, Park Ridge, IL; **Dr. Melissa Kaczowski**, Superintendent, Roselle SD 12, Roselle, IL; **Trisha Kocanda**, Superintendent, Winnetka PSD 36, Winnetka, IL; and **Dr. Nancy Wagner**, Superintendent, River Trails SD 26, Mount Prospect, IL

## AASA Aspiring Superintendents Academy® Graduates:

**Dr. Joshua Olsen**, Assistant Superintendent, Olympia CUSD 16, Stanford, IL; and **Dr. Corey Tafoya**, Superintendent, Harvard CUSD 50, Harvard, IL

## Completion of AASA Leadership Academy:

**Dr. Donald Owen**, Superintendent, Urbana CUSD 116, Urbana, IL; **Todd Dugan**, Superintendent, New Holland-Middletown ESD 88, Middletown, IL; and **Dr. Carol Kelley**, Superintendent, Oak Park ESD 97, Oak Park, IL



## Women in Leadership Month

By Dr. Courtney Orzel  
Superintendent, Lemont-Bromberek SD #113A

# Celebrating Women Leaders: Learning, Leading, Living

Women superintendents are special, different and unique. March is National Women's History Month, which gives us a perfect opportunity to celebrate the extraordinary achievements of our female leaders in Illinois. In this month's issue, we highlight the accomplishments of female leaders and learn more about the challenges and opportunities that exist for females in the superintendency.

Of our nation's approximately 13,600 superintendents, only 27 percent are female, yet women make up 77 percent of teachers, according to the most recent data available from the American Association of School Administrators and

National Center for Education Statistics. As a result, we have a great responsibility to support, encourage and empower female leaders to strive to be superintendents, and, once they are in the field, keep them in their role. And at the same time, the startling statistics of few female superintendents call upon all of us in the field to explore the unique challenges and obstacles that women superintendents face.

Our female superintendents in Illinois are a dynamic, accomplished group of leaders who all deserve special recognition, and in this month's issue of *Leadership*

Opposite: Superintendent Dr. Julie Schmidt of Kildeer Countryside CCSD #96 practices counting with kindergarten student at Willow Grove Early Learning Center in Buffalo Grove, IL. She adopts a classroom in her district and visits them every other week during the school year.

Schmidt observes a 6th grade pre-algebra student's "mathematical thinking" during a visit to Woodlawn Middle School in Long Grove, IL.



🗨️ **Recognizing the unique needs and challenges faced by our female superintendents is the first step in taking action to bring programming and support for their work leading school districts. We're committed to it and look forward to opportunities and implementation soon.** 🗨️

—Dr. Brent Clark, executive director, IASA

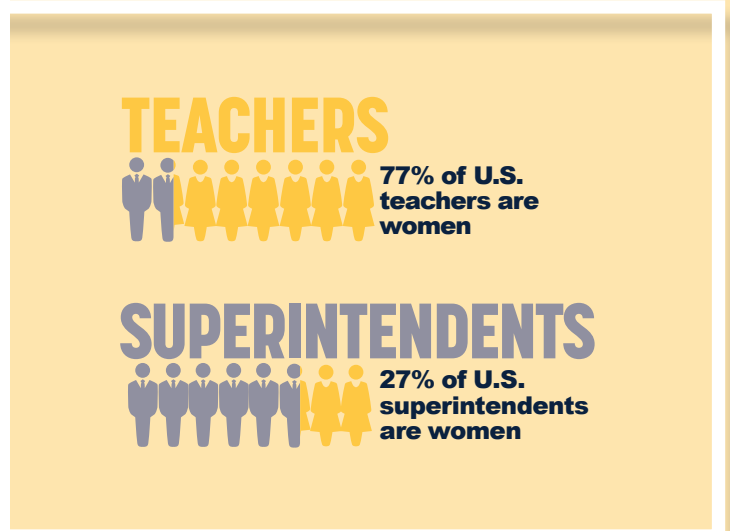
*Matters*, we honor and highlight our female superintendents who serve on the IASA Board of Directors including: IASA President-Elect, **Dr. Sheila Harrison-Williams** (Hazel Crest SD #152-5), and IASA Board Members: **Dr. Judy Hackett** (Northwest Suburban Special Education Organization), IASA Treasurer **Paula Hawley** (Pikeland CUSD #10), **Dr. Julie Schmidt** (Kildeer Countryside CCSD #96), **Kim Schilson** (Illini West HS #307), **Victoria "Vickie" Tabbert** (Queen Bee #16) and **Barb Thompson** (Fisher #1).

## Underrepresentation of Women in the Superintendency

Why do we have so few women superintendents in a female-dominated profession? **Dr. Sheila Harrison-Williams** shares her thoughts on this important topic and says, "Gender-role stereotyping: regrettably, we are categorized from birth as to what we can or should do as females. We are encouraged to become teachers and discouraged to follow a leadership path, and unfortunately we are sometimes discouraged by other females. Another reason is lack of mobility. As women,

*continued next page...*

Dr. Sheila Harrison Williams, Superintendent of Hazel Crest SD #152-5, at school's Veterans' Day assembly with guest, Secretary of State Jesse White.



## Women...cont'd.

we move across the country with our husbands for their job opportunities, but very rarely will women move beyond driving distance for a new position.” Dr. Harrison-Williams has proudly served as superintendent in Hazel Crest #152-5 for the past 14 years, while previously serving as a teacher, special education case manager, head teacher, principal and superintendent.

**Paula Hawley** also states, “Too many times the demands of the job win out over the demands of the family and that is just a tradeoff that many people don’t want to make. It can be a very rewarding career for a female, but you have to be able to find a balance that fits both your school family and your own family.” Paula’s 29 years in Illinois have been in the Pikeland District, where she grew up and attended as a student, and her greatest pride as a superintendent is grounded in her ability to have come home to work and give back for 29 years within her own community. Paula shares, “My home community and school gave me support beyond belief as I was growing up, and my goal in life has been to pay back that same support to all of our students. Without the support and guidance of my teachers throughout my K-12 schooling, I would not be where I am today.”

Like Paula, **Barb Thompson**, Fisher #1 superintendent, has proudly served in the same district for 13 years. While Barb did not initially consider the superintendency, she credits mentors who supported and encouraged her through her work as a high school principal which eventually led to her path into the superintendency. She takes great pride in her accomplishments and states, “Building a solid, consistent administrative team that is willing to take risks, make changes and consider options that will benefit our students brings me much pride. On the facility side, we have been able to make considerable upgrades to our facilities, also improving the educational setting for our students.”



Dr. Schmidt and student working on upper- and lower-case letters during a classroom visit to Willow Grove Early Learning Center.

## Challenges and Obstacles Facing Women Leaders

One of the biggest challenges for many female superintendents is balancing the complex roles of leader, wife, and mom—all at the same time. Like many of our female leaders, **Kim Schilson** from Illini West High School District #307 credits her family for helping support the work-life balance and shares, “The biggest obstacle that I faced was how to go to school and teach full time and have three children. Without the support of my husband and children it just wouldn’t have been possible. My support from my family is the only reason I was able to pursue the superintendency.” Kim’s journey began as a high school teacher before becoming an elementary principal, superintendent of a Pre-K-12 school district for six years and then becoming superintendent of Illini West HSD #307 eight years ago.

Not only is gender an obstacle, but age can be as well. **Dr. Julie Schmidt** from Kildeer Countryside #96, draws attention to the obstacles young female leaders face when entering the profession, and articulates, “As a young single female administrator, I often felt that there were times when I was held to different standards than my male counterparts. Some expressed concern about the “optics” of a young single female leader. And after becoming engaged and then married to my husband it was not uncommon to be asked whether he would be supportive of my taking on a new leadership role or

**Dr. Julie Schmidt**

*Kildeer Countryside  
CCSD #96 Supt.*

👉👉 **Choosing to pursue a position that requires the level of physical and emotional energy that the superintendency does requires both courage and a strong support system.** 🏹🏹





## Dr. Sheila Harrison-Williams Hazel Crest SD #152-5 Supt.



❧❧ Regrettably, we are categorized from birth as to what we can or should do as females. We are encouraged to become teachers and discouraged to follow a leadership path, and unfortunately we are sometimes discouraged by other females. ❧❧

additional responsibilities. In hindsight, I should have been more offended. But what I did instead was hold myself to a higher standard and ensure that I went above and beyond when it came to the amount of time I spent at work and when it came to taking on leadership responsibilities beyond my identified role.” Dr. Schmidt’s path to the superintendency was a winding one, beginning as a school psychologist and

then as an assistant to the superintendent and then onto various administrative positions, which ultimately landed her in Kildeer Countryside #96, where she has served for 13 years with the last 8 years as superintendent.

**Vickie Tabbert** was fortunate to find Queen Bee District #16 early in her career, serving the district for 25 years and the last 10 years as superintendent, and one of her

*continued next page...*



Dr. Harrison-Williams congratulating her district's 2018 Science Fair winner.



Superintendent Kim Schilson of Illini West HS #307 watches as high school students attach muscles to skeletons in anatomy and physiology class.



Paula Hawley, Superintendent of Pikeland CUSD #10, capturing a photo with happy grads at Pittsfield High School graduation.



Erin Johannesen of District 25 and Dr. Judith Hackett, NSSEO Superintendent, present a diploma to a Kirk school graduate.



Above, Superintendent Kim Schilson being interviewed for "Horsehead Studios" at Illini West High School.

## Paula Hawley Pikeland CUSD #10 Supt.



“ Too many times the demands of the job win out over the demands of the family and that is just a tradeoff that many people don’t want to make. It can be a very rewarding career for a female, but you have to be able to find a balance that fits both your school family and your own family. ”

“The biggest obstacle that I faced was how to go to school and teach full time and have three children. Without the support of my husband and children it just wouldn't have been possible. My support from my family is the only reason I was able to pursue the superintendency.”



greatest accomplishments is leading her district into financial stability. As a young female leader, she also faced similar challenges and had powerful, yet practical advice for women superintendents to consider. “It isn't easy to fight the attitudes from others about how you should behave and for me one of the biggest obstacles was finding peace with my personal decisions to pursue leadership while still being a good mother. Once I was secure with my decision it became easier to address some very overt behaviors/comments from some of my colleagues about what they thought!”

**Dr. Judy Hackett**, in her 11th year as Superintendent of NSSEO, has enjoyed a long career in education, working in the north and south suburbs as a teacher, then looked for leadership opportunities to impact system change working as Assistant Superintendent in a large unit district in the west suburbs for 15 years prior to the NSSEO superintendency. “I have always been driven to make a

difference for students, to develop ways to support and serve the educational community and ultimately advance student educational growth. As a female superintendent leading a special education district, occasionally others perceive the role and the status to be different and more limited than other superintendencies. That misperception, along with the important work we do for students propels me to work even harder, to connect in a broader context and to learn and grow with colleagues to build a greater understanding and to strive for positive student-focused impact.”

## Supporting, Encouraging, and Inspiring Women Leaders

As we continue to learn more about the challenges of our female leaders, we also have to consider ways to increase the

*continued next page...*



Dr. Judith Hackett shares an exciting Google Expedition with students in one of her district's therapeutic programs, as part of a STEM focus.

## Victoria Tabbert Queen Bee #16 Supt.



“Let’s support each other—be there for each other, create networks where we can be honest and talk about the demands and sometimes the overwhelmed feelings when you are trying to be everything to everyone.”

### Women...cont'd.

amount of female superintendents and provide support and advice for those aspiring to become female leaders.

Dr. Harrison-Williams speaks to her challenges and how she overcame them and shares with us, “The obstacles or barriers that I faced in my ascension to the superintendency were the same as those of most African American women who seek the top position in their profession. However, the difference may be how I approached the process. I actually studied the process of achieving the superintendency and maintaining the position before I set out to attain it. It was through my dissertation study

that I learned from African American and Caucasian Women what to expect as far as the barriers and the strategies to overcome them, as well as the behaviors that are necessary to maintain the position once achieved.” Looking forward on this important topic, we must create opportunities to support the work of women leaders as we create spaces to dialogue around important issues facing women. Vickie Tabbert shares, “Let’s support each other—be there for each other, create networks where we can be honest and talk about the demands and sometimes the overwhelmed feelings when you are trying to be everything to everyone.” And Dr. Julie Schmidt



From left: Dr. Joseph Williams, Superintendent Victoria Tabbert, Representative Deb Conroy, and Principal David Benson. Conroy, the IL. State Representative from the 46th district, sponsored a Travel Zoo from Brookfield to teach students about animals there.



Tabbert hands out snacks to students at a PTO movie day.

## Barbara Thompson Fisher #1 Supt.

“Building a solid, consistent administrative team that is willing to take risks, make changes and consider options that will benefit our students brings me much pride.”



☞☞ While it is at times difficult, unpredictable and time-intensive, it is also the most amazing, fulfilling and purposeful career I could dream of. ☞☞



reminds us, “Choosing to pursue a position that requires the level of physical and emotional energy that the superintendency does requires both courage and a strong support system.” Similarly, Barb Thompson calls upon all of us to “identify our up and coming stars” and encourage them to think about their next steps in education. And Kim Schilson’s simple, yet inspiring advice? “If you have the desire to be a superintendent, then find a way. As Nike says, “Just Do It!”

Judy Hackett agrees and believes that the superintendency offers the unique balance of challenge and reward. “It is difficult, unpredictable, time-intensive and the most amazing, fulfilling and purposeful career I could dream of. Female superintendents seek to strike that ‘perfect’ balance throughout their careers, to make things right personally and professionally without compromise while addressing inequities and insensitivities with class, intelligence and influence. We also want to be role models for our children and for young leaders with aspiring careers in an incredibly rewarding field.”

We need more women in leadership roles within our organization. Let’s continue to work together to find ways to encourage, support and inspire women educators to seek leadership roles in the superintendency. All superintendents can help support this effort by encouraging females to aspire to be leaders in the field and support a district culture that expects a healthy work-life balance.



Superintendent Hawley with various staff from Pikeland CUSD #10.



Retired Fisher teacher Milt Kelly chats with Superintendent Barbara Thompson during his time substitute teaching in physical education class.



Thompson with senior Kaylee Dunham and her assistant, Dez. Kaylee is headed for IN Wesleyan in the fall.



## Continued safety is at the forefront of every educational stakeholder.

As our nation heals from yet another school shooting, our thoughts go out to those who have lost their lives or were affected in this tragic situation in Parkland, Florida. As an administrator, you must continuously review safety/crisis management plans, safety protocol and renewed professional and student education on safety and mental health awareness. This issue is at the forefront for IASA as we continue to provide ongoing education, information and resources to assist you as you review, develop and modify your district existing safety/crisis management plans.

## School Safety 101: 3 Things You Should Be Doing Today

**By Dr. Steve Webb, Superintendent and School Resource Officer at Goreville CUSD #1**

*"There are those who watch it happen, those who wonder what happened, and there are those who make it happen". (Tommy Lasorda).* We in K-12 schools are still in the "wonder what happened" category and are searching desperately for help to provide us that catalyst to make our schools safer so that our kids can grow and learn. While there are certainly no shortage of "experts" offering advice and training ideas emanating from all facets of political social forces, we need a short list of what we should be doing TODAY so that we are prepared for when tomorrow changes our world. The world changed in Marshall County, Kentucky and certainly in Parkland, Florida this past month. The world changed in Littleton, Colorado in 1999 and since then, there have been over 300 school shootings (25 proved fatal). Let's take a

deep breath and think about what we do and what we should be doing now.

**1 Communicate with our stakeholders.** According to the National School Safety and Security Center, there are five areas of communication that can be used to help mitigate fear and build the capacity to generate productive two-way discourse about what we are dealing with in schools today. They include maintaining a school safety area on your Web page, engaging stakeholders (especially parents) in school safety planning, promoting school safety and working together with your local media, dedicating board meeting time for school safety, and developing/maintaining a crisis communications plan. Within each of these tactical areas, lies the social paradox of "if we give them too much information, can

they plan an attack” or perhaps “if we talk about it too much, will that give them ideas”. At this point, keeping our practices a secret is not working. We need to take a page from the more than 500 pages of the National Fire Protection Code that expressly denotes all of the fire safety features we have instituted over time ***because we have learned from our mistakes***. So if we are truly going to learn from mistakes, we need all of the efforts of our school and community to come together to identify how we move forward together or we will continue to languish in “what ifs” as a top-down committee of one.

**2** **Conduct a threat assessment of the learning environment in a way that will motivate people, implement smart policies, and evaluate movement to provide for the mitigation of those threats.** The U.S. Secret Service provided a framework for this several years ago when they suggested we “develop the capacity to pick up on and evaluate available or knowable information that might indicate that there is a risk of school violence and employ the results of these risk evaluations in developing strategies to prevent potential school violence from occurring”. But where do we start? The first amendment’s Free Speech Clause requires courts and school districts to weigh and balance two potentially contradicting ideas: 1. the need for a safe, orderly school environment conducive to learning and 2. the guaranteed American entitlement to speak or engage in expressive activity. It is not a secret that social media is the one thing that is different in the 21st century versus the days where we never really heard of school shootings. Social media IS the factor that must be a variable when considering your education climate. The threats that schools are receiving today are largely terroristic threats through some social platform and they are causing clear anxiety with parents, teachers and students across the nation. However, the good news is that at least they are talking about it and if we know about it—we can address it. The U.S. Secret Service and U.S. Department of Education studied 37 separate school attackers; 98% had suffered a recent loss or failure, 93% planned their attacks in advance, and 81% of shooters had explicitly revealed their intentions. Implement a way for people to provide information and maybe you can prevent tragedy. To start a basic assessment today, download CPTED guidelines (Crime Prevention Through Environmental Design) and identify how many of those you do or do not

have and contact your local law enforcement now to discuss how you are going to handle the next social media threat, because it is no longer a matter of if but when.

**3** **Lastly, take a close look at your response plans.** No, don’t simply put together another committee of administrators and teachers and maybe even law enforcement officers to analyze the plan on paper, we mean to put the plan in action and see if it works. We all have seen and most likely used the sample plans sent to us from the Illinois State Board of Education or some other entity long ago. That’s certainly a start. But what exactly are you training your staff to respond to and when? Who can institute a response? Teachers? The Principal? The Secretary? How about the janitor? Do they know it is their responsibility and do you provide them the necessary tools to effectively and efficiently institute a response or are we still in control mode? Do you hold scenario trainings at the most inconvenient times of the school day? Do your students know what to do if there are no teachers around to tell them what to do? In other words, having a plan on paper is not really a plan—it is a policy. Policy in action is a plan.

As we continue down the road of “hardening our target” remember the words of Bruce Schneider—author of several books on general security topics, computer security and cryptography. *“Despite fearful rhetoric to the contrary, terrorism is not a transcendent threat. A terrorist attack cannot possibly destroy our country’s way of life; it’s only our reaction to that attack that can do that kind of damage.”* Schools are still one of the safest places a child can be. Our willingness to improve upon that is the key.

#### **Review these sources regarding school safety:**

AASA Position on School Safety  
<https://www.aasa.org/uploadedFiles/Resources/AASAPositionSchoolSafety.pdf>

ABCs of School Safety from AASA  
<http://www.aasa.org/content.aspx?id=7354>

IASA School Safety Guidance Memorandum:  
<http://conta.cc/2EVSyCH>

School Safety Plans in Spotlight-School Safety Procedures--  
Article from IASB Blog  
<http://blog.iasb.com/2018/02/school-safety-plans-in-spotlight.html>

**SPONSORS:**

SIU Department  
of Educational  
Administration and Higher  
Education

Illinois Association of School  
Administrators

Illinois Association of School  
Business Officials

Illinois Principals  
Association

**LOCATION:**

SIU Carbondale  
Student Center

**PARKING:**

Parking available in  
metered lot if you purchase  
a parking permit for \$4;  
pick up at registration



# Southern Illinois Law and Leadership Conference

**Thursday, April 5, 2018**

**Student Center, 1255 Lincoln Drive, Carbondale, Illinois**

**Keynote speaker:** Susie Morrison  
ISBE Board Member and former Deputy State Superintendent

“Illuminating Schools: Promoting Accountability and Transparency for Student Success”

**PROGRAM**

**Workshop sessions will include:**

- Legal Issues (Pre-K-12 and Higher Education-Related)
- Student Success
- Community and Institution Partnership
- Technology and Education

**CONFERENCE SCHEDULE**

<b>8:15 a.m.</b>	Registration and coffee
<b>8:45 a.m.</b>	Welcome
<b>9 a.m.</b>	Morning Keynote Panel
<b>10 a.m. - 12 p.m.</b>	Breakout sessions 1 and 2
<b>Noon-1 p.m.</b>	Lunch and keynote
<b>1-2 p.m.</b>	Breakout session 3
<b>2-2:45 p.m.</b>	Educational Administration Advisory Committee meeting

**Registration Form - Deadline to register: March 29, 2017**

18W0900901

**First name:** \_\_\_\_\_ **Last name:** \_\_\_\_\_

**School name:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**City:** \_\_\_\_\_ **State:** \_\_\_\_\_ **ZIP:** \_\_\_\_\_ **Day phone:** \_\_\_\_\_

**Email:** \_\_\_\_\_ **Dietary restrictions:** \_\_\_\_\_

**REGISTRATION FEE**

**Professional fee \$80**  
**Student fee \$50**  
(Must be a full-time SIU student)  
**EAHE students \$25**  
**Parking permit \$4 (Optional)**

**Amount enclosed** \$ \_\_\_\_\_

**Payment (choose one):**

**Check** (Payable to SIUC)

**Credit card**

**Visa**    **Discover**    **Mastercard**

**Bill school**

**PAYMENT INFORMATION**

If paying by credit card or requesting billing, please complete information below:

Credit Card #:			
Exp. Date:		CVC:	
Name on Card:			
Billing Address:			
Email Address:			

**I would like Professional  
Development Hours**

**WAYS TO REGISTER:**

**Online:**  
conferenceservices.siu.edu

**Phone:**  
**618/536-7751**

**Fax:**  
**618/453-5680**

**Mail to: Conference and Scheduling Services, SIU Carbondale, Mail Code 6705, 1255 Lincoln Drive, Carbondale, IL 62901**





Preparing for the job of the  
21st Century Superintendent

**July 9–13, 2018**



**Have you ever wondered what you didn't learn in graduate school but may need to know in order to be an effective leader?**

*"So much more than a 'program'—more of an opportunity designed to ignite your desire to lead school districts in IL in the company of a group of peers who share your aspirations and passion...life changing!"*

*"It was an incredible experience that I will not soon forget. Well worth the money, time and effort..."*

*—from Academy graduates*

**If you are thinking about becoming a school superintendent then #ASuperWeek in July 2018 is just for you!**

**Mon., July 9–Fri. July 13,  
8am to 4pm daily**

IASA headquarters  
2648 Beechler Court, Springfield, IL 62703

*Tuition includes a daily continental breakfast and lunch, resource materials and lodging for the entire week, Sunday–Thursday (check-out Friday). The Learning Academy will run from 8 a.m. to 4 p.m. each day. IASA will make lodging arrangements for participants at the Crowne Plaza Hotel, 3000 South Dirksen Parkway in Springfield. Applicant agrees to pay \$1,500 for the five day experience, non-refundable. Limited scholarships available. Applicant must be able to attend the entire week and must submit a personal narrative and a letter of support from your District Superintendent.*

## Questions?

Contact Ashleigh Knudson  
Illinois Association of School Administrators  
217-753-2213 or [aknudson@iasaedu.org](mailto:aknudson@iasaedu.org)  
or [view more information on our website.](#)

- Presented by Michael Lubelfeld, Ed.D. and Nick Polyak, Ed.D.
- Professional learning network
- Immersive learning experience five days/nights
- Working/Networking Dinners
- Access to screening interviews with state/national search firms
- Illinois Administrators' Academy Credit
- Relationships that will last your career and your lifetime.

Application Deadline:

**Friday, March 16, 2018**



## Building a Collaborative Relationship between the Superintendent and the School Board



Dr. David Bartz, Professor Emeritus  
Department of Educational Leadership  
Eastern Illinois University  
debartz@eiu.edu 217-259-5201



Dr. Patrick Rice, Director of Field Services  
Illinois Association of School Boards  
price@iasb.com 618-316-9709



Dr. Cliff Karnes, Chairperson  
Department of Educational Leadership  
Eastern Illinois University  
cdkarnes@eiu.edu 217-581-2919

Meaningful collaboration and effective decision making between the superintendent and the board of education is an important facet of successful school districts. Sometimes, it is not easy for the superintendent and school board members to work together on a course of action for the district's critical issues. In some districts, superintendents must make recommendations pertaining to what actions the

board should take on issues. This occurs after numerous discussions between the superintendent and board members individually, as well as formal discussion and deliberation at board meetings. The board should review the superintendent's recommendations on issues prior to taking action. Meaningful collaboration between and among the superintendent—and board as an entity—is likely to result in better decisions and the support needed to effectively implement the decisions.

Fundamental to meaningful and productive collaborations between the superintendent and school board members is a positive working relationship. The superintendent and board members must consistently strive to get along to create a positive work climate. As the old saying goes, "It is hard to have a positive relationship with someone you don't like." This does not mean trying to agree with others on every issue, but rather listening and seeking to understand various viewpoints in an effort to foster better relationships with one another. As Stephen Covey noted, "Seek first to understand and then to be understood."<sup>\*</sup>

Both the superintendent and board have their own roles and expectations for themselves, as well as expectations for each other. Board members must have respect for the

superintendent's responsibility to effectively implement board decisions. In return, the superintendent needs to understand and respect the governance role of the board. Often, joint discussions are needed to clarify these roles and expectations, as well as any unwritten expectations. Such discussions are aided by developing a climate in which the superintendent and board members have open, candid communication without fear of offending one another. Open communication must occur in in both private and public sessions. Of utmost importance is a climate of trust between the superintendent and the board as an entity, as well as its individual members. Should disagreements occur between the superintendent and the board, a process must be in place to resolve these differences in a professional manner to avoid potential animosity.

Professional Development in the areas of team building, establishing trust, fostering positive relationships, among others is key for Superintendents. Obtaining these skills will aid them in working effectively with the board as an entity, as well as individual board members. Superintendents and School board members must pursue a mindset that is both open and focused on continuous professional improvement. *Realistic optimism* is the best mindset to have when working together. Training for board members that includes effective group processes and consensus building is critical. At times the superintendent and board members need to be willing to learn together, especially concerning new and controversial issues. Positive relationships with people and the accomplishment of crucial results are attainable.

It is also important the superintendent and board have a shared vision of what the district is striving to be in the context of effectively serving all students. This shared vision gives general direction to the superintendent and is needed for the vision to be realized. One method is to develop and implement a multi-year strategic plan for establishing specific goals and actions to realize the vision. The superintendent is accountable for these goals being achieved and any annual evaluation should reflect contributions toward achieving them. The strategic plan also provides a clear understanding regarding what the district strives to accomplish for stakeholders.

**■ ■ The superintendent and board members need to believe in their ability to work together as a team, and make a conscious effort to do so, to maximize productivity and better serve the children and citizens of the district. ■ ■**

The superintendent and board president should have an agreed upon process for working together on how each can complement the other's role and expectations. Further, the superintendent and board president should take a lead role in helping citizens new to the board feel welcome, understand how to be a team member, use group process skills, and collaborate with others.

Communications between the superintendent and board members, and among board members, must be honest. If behaviors of a board member are viewed as devious by other board members, as well as the superintendent, trust

will erode. Establishing a climate of trust allows for both parties to be prepared if unexpected situations arise. For controversial issues, districts need one spokesperson—the superintendent or board president—a spokesperson aids the board in speaking with one clear voice regarding the decisions of the board.

The superintendent and board should function as a team. Effective teams have the energy needed to see an issue through to resolution, authentically engage as problem solvers, and be open to explore various perspectives and solutions. The superintendent and board members need to believe in their ability to work together as a team, and make a conscious effort to do so, to maximize productivity and better serve the children and citizens of the district. Board members must put aside personal gains and special interest groups' pressures to be an effective team member.

We've created a Superintendent/Board Relationship Needs Assessment form that can be used to cultivate relationships. If a superintendent and board wish to review their relationships more informally, the items in this Needs Assessment can be used as points for collective discussions. Regardless of how the content of these items is reviewed, the superintendent and board should not wait for a crisis situation to do so. Rather, the superintendent and board should be proactive in using these items from the Needs Assessment to prevent such a situation.

For a copy of the assessment contact Dr. David Bartz at [debartz@eiu.edu](mailto:debartz@eiu.edu).



# 2018 ANNUAL CONFERENCE

Sept. 26–28, 2018



# 54<sup>th</sup>

## Seeking Presenters for Ignite!

General Session



Does your school district have an innovative educational message that you would like to share with your colleagues? Then Ignite! is for you!

- 5 Minute-Presentation! *“Enlighten us, but make it quick!”*
- 20 slides that auto advance every 15 seconds
- Presenters will host a panel question/answer session from the audience
- 5 to 7 presenters are needed to participate in our Ignite! session

If you are interested in telling your district’s story in the Ignite! format please contact Dr. Richard J. Voltz, Associate Director for Professional Development, at [rvoltz@iasaedu.org](mailto:rvoltz@iasaedu.org).



## Call for Presentations

The Illinois Association of School Administrators (IASA) is soliciting **breakout session** proposals for the 54th IASA Annual Conference, scheduled on Sept. 26–28, 2018, in Springfield, Illinois at the President Abraham Lincoln Hotel by Double Tree and the BOS Center. Here’s an opportunity to share your best practices on educational issues with your colleagues. We look forward to reviewing what you have to offer!



## Take Advantage Of Excellent Marketing Opportunities

At the Conference

- Reserve a Booth
- Host a Hospitality Suite for Attendees
- Sponsor an Event, Meal or Speaker





Heart rate monitor technology helps students monitor their cardiovascular fitness.

Friendships that will last a lifetime!



## Unified Physical Education

By Michelle Broderick, PE Department Chair,  
Hononegah Community High School District #207

Unified PE is a unique opportunity for students of varying ability levels and backgrounds to come together through ongoing fitness, sports, leadership and wellness activities. This course combines regular education and special education students allowing all participants to experience growth physically, intellectually and socially.

Unified PE is more than your average physical education class. From the first day of class, the participants build a special connection that extends beyond the boundaries of the classroom. Unified PE students choose to extend their friendships outside of class by eating at each other's lunch table, cheering side-by-side at sporting events, or enjoying the Homecoming dance as friends. The friendships that are formed are priceless.

Students have the opportunity to participate in activities that improve functional movements, strength, multi-planar movements, flexibility and cardiovascular fitness. Unified



Modifying activities to meet the physical needs of every student.

PE participants utilize course-appropriate fitness technology and equipment to help assess, increase and monitor fitness improvements. Non-locomotor, locomotor, manipulative, combination and complex motor skills will be developed and enhanced through ability-appropriate equipment and activities. Low-organizational and organizational games are great ways of involving regular and special needs students in activities that improve motor skills, cognitive skills and are fun.

Unified PE fosters important social relationships for all participants. The course is a means to create new friendships and social inclusion amongst classmates that extends beyond the boundaries of any one course. All students involved in the course have the ability to advance their social and leadership competencies through structured activities (initiative games/problem solving, adventure games and trust activities) and participating in physical activities. The connections students make allow everyone to grow socially and form bonds of friendship that positively impact an entire school.





# Communicating and Lobbying with Legislators: How to Make Your Views Known and Affect Change. AAC#781

Tues. May 8, 2018  
8:30am-4:30pm

Illinois State Capitol  
Stratton Building

This exciting and engaging academy is taught in the Illinois Statehouse while the legislature is in session; includes conversations with and presentations by a Senator and a Representative, Senate and House Staffers, and a staff member from the Governor's office. Participants will have the opportunity to attend legislative hearings.

**PRESENTERS:** Diane Hendren, Dir./Governmental Relations, IASA; Calvin C. Jackson, Legislative Consultant, Illinois ASBO; Illinois State Legislators & Staff (TBD)

**OUTCOMES:** Participants will understand and be able to work effectively with legislators and their staff, apply rules for giving testimony at legislative hearings, develop working relationships with the Legislative Reference Bureau and the Legislative Information System, and work with the Joint Committee on Administrative Rules.

[Click here for ONLINE registration or more info](#)

[Click here for FAX registration form or more info](#)



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



**QUESTIONS:** (815) 753-9305

Presented by Illinois ASBO Professional Development/  
Illinois Association of School Administrators (IASA)

An approved, required strand for Illinois Administrators' Academy credit.

This seminar meets the requirements for both the Facilities Management Designation Program and the Support Staff Designation Program.

Click [here](#) to view the IASA interactive Calendar of Events online.



- IASA Event
- Professional Development Event
- Legislative Event
- Region Meeting  
(Contact your Region President for details)

## March 2018

- Mon. Mar. 12 Blackhawk
- Tues.–Thurs. Mar. 13–15 Senate Session
- Wed. Mar. 14 Du Page, Illini, Wabash Valley
- Thurs. Mar. 15 Central IL Valley
- Fri. Mar. 16 Western



Tues. Mar. 20 Primary Election  
[\(CLOSED\) Gathering Evidence...](#)



Wed. Mar. 21 [\(CLOSED\) Teacher/Administrator Evaluator... Student Growth](#)  
Egyptian

Tues. Mar. 27 [Teacher/Administrator Evaluator... Student Growth](#)

Wed. Mar. 28 Abe Lincoln

## April 2018

- Tues. April 3 Shawnee
- Thurs. April 5 Corn Belt  
[Southern Illinois Law and Leadership Conference](#)

Mon. April 9 House Session  
[Principal Evaluator...Skill Building...](#)

Tues.–Fri. April 10–13 GA Session  
Tues. April 10 [\(CLOSED\) Gathering Evicece...](#)

Wed. April 11 DuPage, Cook West, Illini  
Fri. April 13 Southwestern, Lake, Kaskaskia

Tues.–Thurs. April 17–19 GA Session  
Wed. April 18 Wabash Valley  
[Principal Evaluator...Skill Building...](#)  
[Adaptive Leadership...](#)

Thurs. April 19 Central IL Valley  
[Teacher/Administrator Evaluator... Student Growth](#)

Fri. April 20 Western, Three Rivers  
House Session

Mon.–Fri. April 23–27 GA Session  
Wed. April 25 [Principal Evaluator...Skill Building...](#)  
Egyptian  
Thurs. April 26 Kishwaukee

IASA Board of Directors Meeting 



## WORKSHOPS ARE COMPLETE

**By Ralph Grimm, Field Services Director**

The January and February EBM and ESSA workshops are complete. The workshops have been extremely successful based on the number of registrations that have been received and the evaluations that have been submitted. Over 1300 registrations were submitted by folks wishing to attend the workshop representing almost 800 individual participants.

The next series of EBM/ESSA workshops will take place in March. The focus of those workshops has become very clear since my article about the EBM/ESSA workshops was included in the January *Leadership Matters*.

The March workshop will be conducted within each IASA region. Each region has selected a facilitator for the March workshop and that facilitator has been provided materials to conduct the workshop. IASA members should have received or will receive soon a letter of invitation from their region facilitator to the March workshop detailing the date, time and place for the workshop.

Specifically, at the March workshop, participants will be asked to focus on three critical elements all focused on communication. Workshop participants will be asked to focus on communicating how they will **Explain, Implement** and **Market** both the EBM and ESSA to their district constituents. The communication plan for each of these three key areas may be different for different stakeholder groups. Our hope is each district will consider sending a team of people to this workshop and spend quality time beginning to plan for the various communications that will be needed to successfully explain, implement and market EBM and ESSA in their district.

Going forward, we are having preliminary discussions about how we can continue to support our members in the future with additional workshops on EBM and ESSA. Please feel free to share your ideas for future workshops or academies with me at [rgrimm@iasaedu.org](mailto:rgrimm@iasaedu.org). Our goal has been and will continue to be providing you with accurate, timely and consistent information regarding these two very important topics.

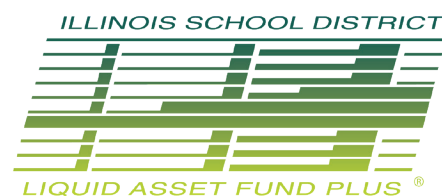
Thank you for all you do for your students, staff and for public education. You are making a difference every day.

## Bertrand Named New Executive Director of IASB



Dr. Thomas E. Bertrand of Rochester was chosen by the Illinois Association of School Boards (IASB) March 3 as their new executive director, effective July 1. He replaces Roger Eddy, who will retire after six years leading the Association.

Bertrand is currently Superintendent of Rochester CUSD 3A and will retire at the end of the 2017–18 school year. He has been an educator for 33 years, serving as teacher, coach, principal and assistant principal before becoming superintendent at Rochester in 2002. He currently serves as president of the Illinois Association of School Administrators and was named its Superintendent of the Year in 2015. Congrats, Tom!



## 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 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).





## Call for Nominations to the AASA Governing Board

Nominations to the AASA Governing Board are now open! There is one seat open in the IASA Northeastern Super Region for the 2018 election. This is a three-year term—July 1, 2018 through June 30, 2021.

The AASA Governing Board meets twice per year: AASA National Conference and summer.

Additional information on Illinois' Plan for Electing Representatives to the AASA Governing Board can be accessed by clicking [here](#).

A self-nomination form can also be downloaded by clicking [here](#). Nominations should be received by the IASA office **no later than 4:00 p.m. (CST), Friday, March 30, 2018.**

The current Illinois AASA Governing Board and Executive Committee Members and expiration terms are as follows:

### Northcentral Super Region

- Dr. Jeff Thake, Superintendent—Amboy CUSD #272 (Term expires June 30, 2020)

### Northeastern Super Region

- Dr. Arthur Fessler, Superintendent—Community Cons. #59 (Term expires June 30, 2018)
- Dr. Brian Harris, Superintendent—Barrington #220 (Term expires June 30, 2020)
- Dr. Judith A. Hackett, Superintendent—Northwest Suburban Special Education Organization (Term expires June 30, 2019)

### Southern Super Region

- Dr. Steve Webb, Superintendent—Goreville Comm Unit #1 (Term expires June 30, 2019)

### AASA Executive Committee

- Dr. Gary Kelly, Superintendent—DuQuoin #300 (Term expires June 30, 2018)

## IASA welcomes three new employees to the IASA team



Mary Schaefer joins IASA as **Director of Communications and Marketing**. Mary has worked in the field of association communications for over 30 years previously as Director of Communications for the Illinois Association of REALTORS® and as Director of Communications for the Illinois State Dental Society. Prior to joining IASA, she owned her

own communications consulting company providing social media, public relations, marketing and media relations for associations and businesses.

Contact info: cell 217-836-5019;  
email: [mschaefer@iasaedu.org](mailto:mschaefer@iasaedu.org).



Jason Nevel joins IASA as **Assistant Director of Communications**.

Previously, Jason worked as a writer for the State Journal-Register and brings roughly eight years of experience covering education and the police beat in central Illinois.

Contact info: cell 217-441-1199  
email: [jnevel@iasaedu.org](mailto:jnevel@iasaedu.org).



Melissa Arney joins IASA as an **Assistant** in the Professional Development department. She has more than 30 years in higher education, working primarily in fundraising and constituent data management.

Contact info: 217-753-2213;  
email: [marney@iasaedu.org](mailto:marney@iasaedu.org).



# Winter/Spring Academy/ Workshop Opportunities

IASA offers an array of Academies on topics such as Danielson Evaluation Model, Coaching Employees, Communications, Board/Superintendent Relationships, Adaptive Leadership, Strategic Communications, and Essentialism, just to name a few! The following list includes open Academies through June 2018.

The list is growing so check out the PD [Calendar of Events](#) on the IASA website and IASA app for all your needs. If you'd like to schedule an Academy or training session in your area or school district, contact Melissa Arney at 217-753-2213 or [marney@iasaedu.org](mailto:marney@iasaedu.org)

**Click on date to register:**

## Teacher/Administrator Evaluator Retraining: Student Growth (AA #3000/3001/3002)

<a href="#">March 27, 2018</a>	Macomb Jr./Sr. High School, 1525 S. Johnson St., Macomb, IL 61455
<a href="#">April 19, 2018</a>	Skokie/Morton Grove SD 69, Maier Administration Center, 2nd Fl., 5050 Madison St., Skokie, IL 60077
<a href="#">June 7, 2018</a>	Mundelein High School Annex, 1500 W. Hawley, Mundelein, IL 60060
<a href="#">June 13, 2018</a>	Lake Bluff Middle School, 121 E. Sheridan Place, Lake Bluff, IL 60044

## Principal Evaluator Competency Skill Building for Pre-Qualified Principal Evaluators (AA #1865)

<a href="#">April 9, 2018</a>	Glencoe Central School, Young Auditorium, 620 Greenwood Ave., Glencoe, IL 60022
<a href="#">April 18, 2018</a>	Elwood CCSD #203, 409 N. Chicago, Elwood, IL 60421
<a href="#">April 25, 2018</a>	Mount Vernon Elks Lodge, 1107 Jordan St., Mount Vernon, IL 62864

## Adaptive Leadership for School Administrators: Dealing with Change (AA #1825)

<a href="#">April 18, 2018</a>	Eisenhower Cooperative, 5318 135th St., Crestwood, IL 60445
--------------------------------	---

## Communicating and Lobbying With Legislators: How to Make Your Views Known and Affect Change (AAC #781)

<a href="#">May 8, 2018</a>	Presented by IASA and IASBO, at Illinois State Capitol, Stratton Building, Room 413, 401 S. Spring St., Springfield, IL 60706
-----------------------------	---

Please check our [Professional Development Calendar](#) for frequent updates.

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



Scan here with your phone's QR code reader to get the IASA APP—  
Don't have a QR reader? Go to Google Play or App Store  
and search for IllinoisASA.

# Empower Your Students to Continue Learning All Summer Long

3rd Annual  
**GET ILLINOIS  
READING**  
Summer  
Program

- » **\$1 per student\***
- » **Over 5,800 digital titles**
- » **Anytime, anywhere access**
- » **Available online & offline**



**Sign Up Today!**

Visit [Get Illinois Reading](#)

**Register Here** for a  
webinar with more  
information about myON

\*The cost to participate is \$1/student based on the enrollment of the school.

**myON**



For more details contact Kim Walsh 847-687-7409 • [kwalsh@myon.com](mailto:kwalsh@myon.com)