

Leadership Matters

August 2019



Women In Leadership

Supporting and Empowering Female Superintendents



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IASA
55th
Annual
Conference

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This Month...



5 WOMEN IN LEADERSHIP

IASA launched Women In Leadership last year to support and empower female superintendents in Illinois. Hear from Dr. Kimako Patterson about how the initiative has provided her with another level of support.



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Don't have a QR reader?

Go to  or 
and search for IllinoisASA.

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Message From the Executive Director

Changes At IASA Usher In New Chapter; New School Year Set To Begin.

Dr. Brent Clark

The recent announcements of the resignation of Sara Boucek on August 16 and retirement of Dr. Rich Voltz on June 30, 2020 brings to mind a quote from the late Steve Jobs.

Jobs said: "It doesn't make sense to hire smart people and tell them what to do; we hire smart people so they can tell us what to do."

Hiring Dr. Voltz as Director of Professional Development and Ms. Boucek as General Counsel are two of the best decisions I ever made as executive director of IASA.

Over the past 13 years (13 for Dr. Voltz and 12 for Ms. Boucek), the knowledge, vision, passion and leadership demonstrated by each has made me a better executive director. I deeply appreciate their excellent service to the IASA and its members and speak for everyone in saying they will be greatly missed.

As stated in my letter to the membership last week, a transition plan is in place, and we will move forward and begin a new chapter.

Posted on the IASA Illinois Educational Job Bank, the professional development director position is displayed [here](#) and general counsel [here](#). Please refer qualified and recommended candidates for the positions to the job posting for additional information, as well as the projected timeline, salary and benefits of each job.

In the interim period, we will be arranging for temporary legal assistance for IASA Active members as needed. Please contact the IASA office at 217-753-2213 for a referral.

It's not the only staff changes underway at IASA.

The IASA Board of Directors and I identified the need for IASA to have a research analyst position. The research generated by this person will be a valuable tool for IASA when having conversations with legislators about issues like property taxes, EBF, ESSA and pensions. The job description is posted [here](#).

We are also pleased to announce the board approved the hiring of Dr. Gary Kelly, recently retired superintendent of DuQuoin CUSD #300, as IASA Field Services Director, replacing retiring Tim Bleyer. Gary will be a tremendous mentor and advisor to superintendents, and we welcome him to the IASA family.

Lastly, it's now August, which means our attention has turned toward a new school year. I always love hearing about the new initiatives underway at school districts across Illinois that impact learning. The work each of you does to improve the lives of students serves as a reminder of the important role superintendents play in each community.

Unfortunately, the teacher shortage has put a damper on the celebration due to the decreasing number of job applicants. We will continue to engage with legislators and other stakeholders on this issue and work toward a solution. However, I would like to commend you on the work being done locally.

In response to the teacher shortage, school leaders have created grow-your-own programs, partnered with community colleges and universities, aggressively recruited teaching candidates and developed incentive programs to attract teachers. The way you have responded exemplifies why leadership matters.

Best of luck to everyone on a new school year, and I hope to see each of you at IASA's 55th Annual Conference, held September 25-27 in Springfield.

Brent Clark

LM

**2019–2020
SENATE BILL 7**

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**SOFTWARE IS NOW
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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 2019–2020 file has been enhanced with updates in response to user ideas, and is ready for you to purchase and download. The cost of using this software has never increased and the annual licensing fee is \$275 for members and \$550 for non-members.

Find the access request form at
<http://www.iasasurveys.org>.

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 2019–2020 version of this software builds on the knowledge gained from hundreds of users.

Please note that previous versions of the IASA Senate Bill 7 Performance Rankings File are no longer supported. Also, the service method for the 2019–2020 software will be via email only.



IASA
Women in
Leadership

Women In Leadership

I am NOT your Superwoman...or am I?

By Dr. Kimako Patterson
Superintendent, Prairie-Hills ESD #144

As all of you know, the issues that superintendents face can feel overwhelming at times. I remember at one point last year, everything seemed to escalate at the same point for me both professionally and personally, making me feel as if too much was being asked of me.

I was in the midst of litigation, union issues, terminations and irate parents. Meanwhile, at home, I had a son getting ready for college and a daughter needing advice on graduate school.

There was one night following a fairly lengthy board meeting that stands out. I remember I picked up dinner and drove home, but before I could walk through the door, I had to stop and take a breath.

Dr. Patterson had left the office and Kimako Patterson—wife and mother—was about to enter the house. It was something I had done hundreds of times before, but it felt different this time. My mind was still racing with all the issues I was dealing with at school, making it especially hard to set it aside for the night.

But that's what had to be done. Mommy's day wasn't important at this moment.

I set the table, our family ate a meal together and I began to clean up the kitchen. Afterwards, I spent time talking and

engaging with my children and husband because it's important for me to spend quality time with them. I also had other things on my to-do list, like laundry, checking homework and preparing clothes for tomorrow.

I eventually went to bed but sleep evaded me that night as my mind refused to be still. I kept thinking, pondering, reflecting and analyzing until 4 a.m. I practiced my meditative breathing techniques, but sleep remained elusive on this evening. I finally gave in and rose to get into the office early.

Later that morning, it hit me. Everyone wanted a solution, not just a response. Everyone wanted an answer, not just another question. Everyone wanted their question answered, issue resolved and problem fixed.

What about me? All I wanted to do was shout at the top of my lungs...I AM NOT YOUR SUPERWOMAN!

Perhaps it was serendipity, but around the moment I had that thought an email popped up on my computer from Dr. Courtney Orzel, superintendent at Lemont-Bromberek CSD #113A, talking about IASA's Women in Leadership and a group of professionals getting together to support one another.

At that point, it was the sign I needed to just breathe—and that is what I did.

I have been involved with IASA since I became a superintendent, but Women in Leadership provides me with a different level of support. It feels good to just sit in a room with a group of professional women who understand your

continued...

LM August 2019

Women...cont'd.

struggle and your frustration because they too are living your struggle and your frustration. What's great about this network of female superintendents is we just get it. No explanations are necessary, neither are excuses or justifications. That's exactly the kind of support I needed in that moment.

Sometimes, I wonder why everyone's expectations of me are so high? The truth is, it's probably because my expectations of myself are higher.

I believe all strong leaders struggle with a God complex. We believe we can fix everything and solve all the problems. However, the issue is if we solve all of the problems, and provide all of the solutions, then how do we allow others to think, reflect, analyze and solve for themselves?

It doesn't occur by always having the answer. No, sometimes you should have more of the questions than you do the answers. And that's OK. That's part of leadership, too.

Being part of Women in Leadership has helped me understand this and made me a better superintendent. I recognize, I don't have superpowers or all the answers,

but I can make a difference for my students, children, husband and community.

Having a group that supports and listens to one another has provided me with growth and sustenance to address the next challenge, whether it be personal or professional.

Now more than ever we need to have a strong voice regarding what happens to the students we serve and the communities we service. It is our collective responsibility to step up, stand up and speak up! I feel more equipped to do that now.

It is my hope that everyone reading this article understands that this isn't me lamenting, but rather an acknowledgement of one woman's journey and declaration based upon personal experience.

Do I have superhuman powers? Absolutely not! But I do have love, gratitude, passion, tenacity, determination, courage and intent to be great and be the difference I want to see in the world. So, while I may not be your SUPERWOMAN... on this day I am EVERY WOMAN!

LM

AASA National Conference on Education February 13–15, 2020 San Diego, CA



The *Personalization* ▶▶▶ of Education

Registration and Housing Now Open!

[Register here](#)

The preferred hotel for the Illinois delegation is the Marriott Marquis San Diego Marina.

Superintendent of the Year Reception

A reception honoring the 2020 Illinois Superintendent of the Year, is planned for Friday, February 14, 2020 from 5:30 to 7 p.m., in the Marina Kitchen Private Dining Room at the Marriott Marquis San Diego Marina.

Co-sponsored by: American Fidelity and ECRA Group, Inc.

Women in Leadership: Learning, Leading, Living


SUPERWOMEN



IASASuperWomen's Mission:
To support, inspire and celebrate women leaders
and empower them to fulfill their professional
and personal goals.



IASA Annual Conference—Women in Leadership Meeting

Wednesday, September 25, 2019 from 1:30 to 3:30 p.m.

Join us in Springfield! We invite all women superintendents in Illinois to celebrate women in leadership as keynote speaker Sandye Brown, author, speaker and leadership consultant, discusses *How Do We Support and Celebrate To Live Our Best Personal and Professional Lives?* Participants will receive the book, *Girl, Wash your Face*, by Rachel Hollis. This is a free event for all female superintendents in Illinois who are registered for the IASA [Annual Conference](#).
Audience: Superintendents

Joint Annual Conference Workshop: Celebrating Women in Leadership

Friday, November 22, 2019 from 10 a.m. to Noon.

At the Joint Annual Conference in Chicago Dr. Nancy Blair, Professor Emerita of Leadership Studies at Cardinal Stritch University in Milwaukee, Wisconsin, will present *How Do We Better Focus On Abandoning the Guilt and Being Our Best Selves?* Participants will receive the book, *Girl, Stop Apologizing*, by Rachel Hollis. This is a free event for all female superintendents in Illinois; please RSVP [here](#). Participants need to be registered for the Joint Annual Conference to attend.
Audience: Superintendents, Central Office and Building Leaders

Questions?

Contact
Dr. Courtney L. Orzel,
Superintendent of
Lemont-Bromberek
CSD #113A
at 630-243-3189 or
corzel@sd113a.org.



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IASA 55th Annual Conference

September 25–27, 2019

President Abraham Lincoln–Springfield,
A DoubleTree by Hilton Hotel; and BOS Center

● Opening Session **Wednesday**

Keynote Speaker
Aaron Davis

4pm Wednesday, September 25; 1st General Session

When his high school football coach in Lincoln, Nebraska informed the team about what grade levels players needed to maintain in order to play, Aaron Davis might as well have tuned him out.

He was operating under a different set of rules.

“My father had his own policy of what my grades would be,” Davis said. “He let me know that playing sports was a privilege and not a right. If I didn’t take care of business in the classroom, I wouldn’t be playing sports. Period.”

Davis will share the lessons he learned from his father, as well as another instrumental figure in his life, legendary Nebraska Cornhuskers football coach Tom Osborne, as part of his presentation during the first general session of the 55th IASA Annual Conference, held September 25–27 in Springfield.

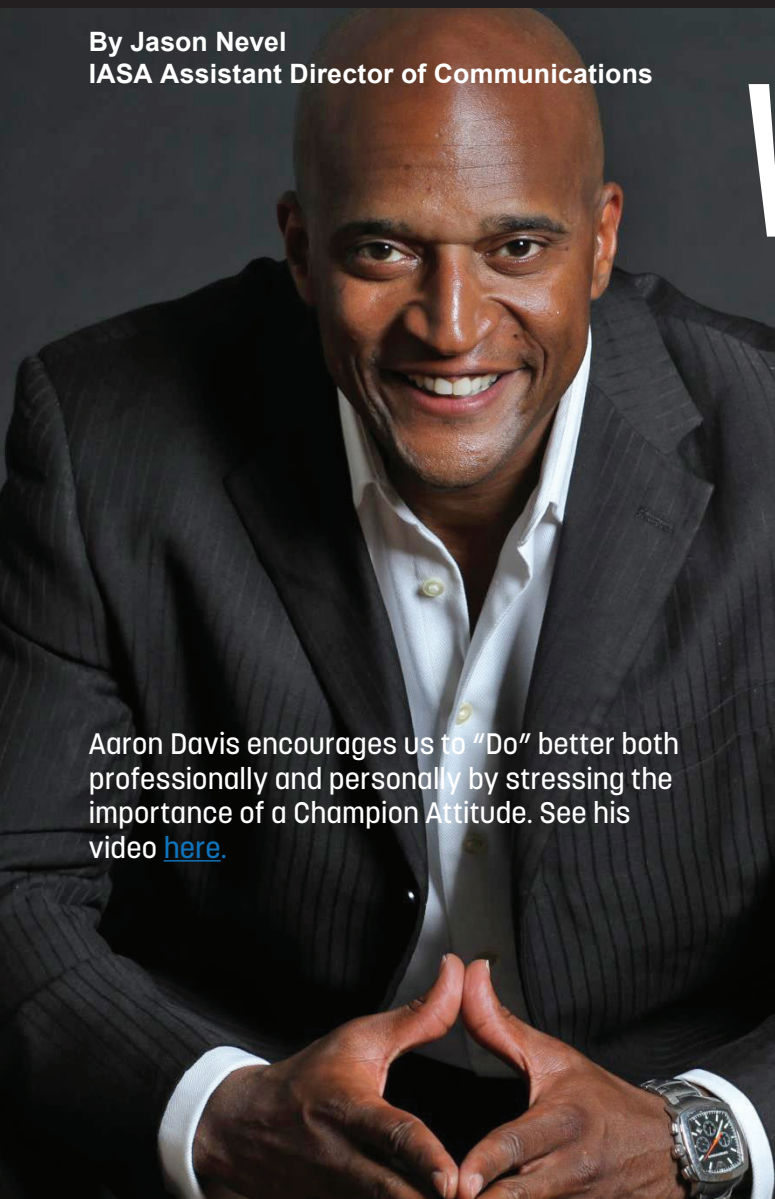
His father, Davis says, stressed to him things will happen in life out of his control, but he could always control his attitude. Davis’ presentation at the IASA Annual Conference is called, *The Attitude of a Champion*.

Superintendents, he says, can expect a high-energy presentation and will hopefully walk away from the first general session, beginning at 4 p.m. on Wednesday, September 25, with a “rejuvenated, refueled and refocused” attitude. He also hopes they will be reminded how much of a privilege it is to lead a school district.

“Superintendents can literally change the future of families,” Davis notes.

In addition to public speaking, Davis is a business owner and serves as the chief outreach officer for a software company called AMPT that provides companies with a platform to improve employee engagement and recognition. He and his wife, Brooke, live in Nebraska and have two sons and a daughter.

By Jason Nevel
IASA Assistant Director of Communications



Aaron Davis encourages us to “Do” better both professionally and personally by stressing the importance of a Champion Attitude. See his video [here](#).

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ventures

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Standing in front of large crowds and delivering motivational speeches is a career Davis never saw for himself early on.

He was the youngest of six children, and from the age of 8, he would help his father—who moved to Lincoln, Nebraska, from Pittsburgh in 1963 after his brother was shot—work in the evenings as a janitor. Through mopping floors, cleaning bathrooms, emptying hundreds of trash cans, Davis learned it's not what you do; rather, it's how you do it.

Public schools also played a major role in his life. When he was in the second grade, Davis struggled to read and was teased relentlessly by his classmates. Thanks to his second grade teacher, Willie Banks, the lone black teacher in the building, he overcame his literacy problems. Davis has since written two books and co-wrote a third.

"I will never forget the encouragement Mr. Banks gave me," Davis says. "He saw something in me that I didn't see in myself and told me I would be a great reader someday."

Sports dominated his attention at a young age, especially football. Davis enrolled in the University of Nebraska and played on the scout team as a wide receiver when the university won the 1994 National Championship.

In addition to having great players, what made that team special was the culture set by Osborne, Davis says. No matter what the circumstances were, Osborne always kept his cool and preached process and not results.

For example, after the Cornhuskers lost the 1993 National Championship to the Florida State Seminoles in a game that featured some questionable calls,



Osborne kept his composure and told the team afterwards he was proud of them. A year later, his reaction wasn't that different after Nebraska defeated the Miami Hurricanes and won the championship.

"He always stayed on an even keel," Davis says of his former football coach. "He believed you are never as good as people say you are or never as bad."

After college, Davis worked for Campus Life Youth Ministry, where he spoke with young people and encouraged them to make positive choices. However, he left Campus Life for a corporate sales job. Not feeling satisfied, he then pursued a job with a program at the University of Nebraska called Upward Bound, a federally-funded initiative that aims to help low income students enroll in college.

The experience he garnered from Campus Life and Upward Bound propelled him into public speaking, Davis says. Now more than a decade later, Davis has shared his message about the importance of having a positive attitude with more than a million people.

As a professional speaker, coach and trainer, he says he doesn't believe in just making audiences feel better, but rather seeks to encourage them to do better professionally and personally by stressing the importance of a champion attitude.

"I bring humor, brutal transparency and try to make people think," Davis says when asked what people can expect from him at the IASA Annual Conference. "I want to impact their hearts so they leave and take some time for introspection and reflection."

Annual Conference...cont'd.

Shawn Achor reveals how very simple changes to students' mindset and habits can result in positive changes in a school district. See his video [here](#).



By Jason Nevel
IASA Assistant Director of
Communications



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Second General Session Thursday Morning

Keynote Speaker Shawn Achor

9:15am Thursday, September 26; 2nd General Session

Before he approached a superintendent about implementing positive psychology in a school district, Shawn Achor wanted an educator's perspective about what to expect. He didn't have to look far for advice.

"My mom said when I got into helping schools, 'this better work or don't waste their time,'" says Achor, whose presentation at Thursday's second general session of the 55th IASA Annual Conference is called *Rethinking the Formula for Success: The Power of Positive Education*.

"As a teacher, she had seen the flavor-of-the-year programs designed from afar that were supposed to create a revolution at the school. Teachers are overworked and need help—not more things to do."

Over the past decade, Achor has worked with schools across the country, including at Schaumburg CCSD #54.

Happiness is a Choice

By demonstrating how happiness is a choice, he says, school leaders can help students not only cultivate positive habits and mindsets, but achieve higher levels of success as a result.



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"We are sometimes taught to think: "If I work harder, then I will be successful, and then I will be happy," Achor says. "However, that formula—which undergirds much of our educational and professional world—is scientifically backwards."

According to Achor, test scores, grades, attendance, referrals for behavior problems, referrals for depression and funding can all improve when the human brain is positive and a culture is strongly interconnected.

"When the brain is positive, it is not splitting resources between the task and managing the negative emotions, allowing greater focus for longer periods of time," he says.

Achor has published two best-selling books on the subject, "The Happiness Advantage" and "Big Potential," as well as presented one of the most-viewed [Ted Talks](#) ever on the topic and even worked with Oprah Winfrey. Before that, he spent 12 years at Harvard, where he won over a dozen distinguished teaching awards and delivered lectures on positive psychology.

He says he initially brought his research to companies when the world economy began to collapse in 2007. After working with nearly half of the

Fortune 100 companies and places like the NFL, the Pentagon and the White House, he realized it could help school leaders create positive cultures.

Orange Frog

However, in order to impact students and educators, he needed to create something that could help spread the research in a "sticky way." That's when he created a narrative called the [Orange Frog](#), which was based upon his research in "The Happiness Advantage."

Spark is an orange frog who wishes he was green, but the more positive actions he does, the more orange he becomes. Then over the course of "The Orange Frog" book, Spark learns that being orange is advantageous and contagious as he starts to change the other three ponds on an island before a storm comes.

The Orange Frog moniker is now given to workshops Achor and his team offer to teach the approach of positive psychology to students and staff members at schools around the country.

"The Orange Frog training is geared to the educators and administrators for when the leaders become positive, a dramatic shift occurs in the students," Achor says.

continued...

LM August 2019

Annual Conference...cont'd.

Schaumburg CCSD #54 has taken Achor's research to another level and incorporated it into the district's social-emotional curriculum.

Andy DuRoss, the district's superintendent, wrote in the February edition of *Leadership Matters* about the steps his district took to implement positive psychology and the benefits his district is seeing. You can read that article [here](#). DuRoss will also present on the topic at a breakout session at the IASA Annual Conference at 12:30 p.m. on Thursday, September 26.

"This work is having a profound impact on the lives of our most valuable resource—our people. Positivity leads to success," DuRoss wrote in *Leadership Matters*. "What better way to impact

whole child success than to ensure every school stakeholder is equipped with the tools to use happiness and optimism to grow and reach their potential? A happy organization is proving to be the greatest catalyst of student success we have seen."

At the IASA Annual Conference, Achor says he hopes superintendents walk away from his presentation thinking how happiness is not a self-help idea but that our happiness and potential are interconnected with others.

"If we connect with the right work routines, habits and language, change is possible and the return on the investment of time is well worth it," he says.

Closing General Session Friday Morning

Keynote Speaker Dr. Carmen Ayala State Superintendent of Education

10am Friday, September 27: Closing Session

During the closing general session, Illinois State Superintendent Dr. Carmen Ayala will discuss how it's our responsibility as school administrators to prepare all students, from every background, for the future. And today, she believes, that calls for a transformation to reimagine our education system. From CTE, to competency-based education, to cultural and trauma responsiveness, Illinois schools are breaking new ground as they innovate toward excellence.

Ayala was named State Superintendent in February. She has more than 30 years of education experience, most recently serving as the superintendent of Berwyn North School District #98, where she steadily turned around lower-performing schools.

Register Now!

She also served as the assistant superintendent for Curriculum and Instruction at Plainfield District #202 prior to her service in Berwyn. Additionally, Ayala served as the director of School Improvement and Programs at Community Consolidated School District #300. She also served as an assistant superintendent, director of Bilingual Services, and teacher in Aurora East School District #131. She began her career in education as a teacher in Chicago Public Schools.

Throughout her career, Dr. Ayala has received multiple honors, including the 2018 Leadership Award and the Excellence in Education Award from the League of Latin American Citizens, as well as the Kane County Distinguished Educator award.

She previously served as an executive board member on the Latino Policy Forum, where she championed equitable funding and increased resources for English Learners.

She has held positions on numerous boards and committees, including the Illinois State Board of Education Bilingual Advisory Council, Illinois Women in Educational Leadership, Illinois Resource Center and the Illinois Professional Review Panel for Evidence-Based Funding.

Ayala earned her bachelor's degree from Mundelein College with a focus on bilingual-bicultural education and Spanish literature. She went on to earn her master's degree in business administration from Dominican University and her doctorate in educational leadership and policy studies from Loyola University of Chicago.



Innovating for Excellence

It's our responsibility as school administrators to prepare all students, from every background, for the future. And today that calls for a transformation to reimagine our education system. From CTE, to competency-based education, to cultural and trauma responsiveness, Illinois schools are breaking new ground as they innovate toward excellence.





POWERED BY  **thoughtexchange**

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 we will use Thoughtexchange to facilitate a panel Q&A session with the audience and presenters. Following is a list of this year's topics and presenters:

Dr. Adam Ehrman, New Berlin CUSD #16: **Dealing with Stress**

Dr. Jennifer Gill, Springfield SD #186: **IBEW Partnership**

Dr. Lindsey Hall, Mahomet-Seymour CUSD #3: **Freshman Mentoring Program at M-S HS**

Dr. Darryl Hogue, River Bend CUSD #2: **Fulton HS Work Study Program**

Dr. Teresa Lance, Thornton Fractional Twp HSD #215: **Lessons Learned As A First Year Superintendent**

Dr. Anthony McConnell, Deerfield SD #109: **Leader in Me**

Dr. Dale Mitchell, Homewood SD #153: **Undercover Boss**

Kent Stauder, Okaw Valley School District: **Army Corps of Engineer Partnership**

Third General Session Thursday Afternoon

2-3:45pm Thursday, September 26; 3rd General Session



More Conference Events

PRE-CONFERENCE EVENTS

EARLY BIRD SESSIONS—Administrators' Academy Credit Courses
Wednesday, Sept. 25 from 8:30am to 3pm; \$200.00 per course.

- Basic Collective Bargaining—Revised 2018 (AA #1045)
- Introduction to Effective Coaching for Principal Evaluation (AA #1445)
- Leadership Requirements for Moving from Good to Great (AA #481)
- Principal Evaluator Competency Skill Building for Pre-Qualified Evaluators (AA #1865)

IASA SUPERWOMEN—Learning, Leading, Living
Wednesday, Sept. 25 from 1:30 to 3:30pm

All Illinois women superintendents meeting Celebrating Women in Leadership.

Sandye Brown, author, speaker and leadership consultant

How We Can Support & Celebrate To Live Our Best Personal and Professional Lives.

Click [here](#) for more information.

Register Now!

WELCOMING RECEPTION

Wednesday, 6–7:30pm
President Abraham Lincoln Hotel

NEW SUPERINTENDENTS' STRAND

Wednesday, September 25, 2019

8:30 a.m. to 3 p.m. Basic Collective Bargaining—Revised 2018 (AA #1045)

2:45 to 3:45 p.m. New Superintendent Mentoring Meetings

Thursday, September 26, 2019

8 to 9 a.m. New Superintendents' Roundtable

12:30 to 1:30 p.m. Jumping Right In: Reflections on the First Year (breakout session)

7TH ANNUAL 'SUPER' 5K FUN RUN/WALK

Thursday, 6:45am
Washington Park

EXHIBIT HALL

Thursday
Click [here](#) for list of services and products exhibited.

BREAKOUT SESSIONS

Thursday & Friday
Click [here](#) for list of topics to choose from and schedule.

PRESIDENT'S RECEPTION

Thursday, 9–11pm
President Abraham Lincoln Hotel

Registration available online

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



Attention Book Authors!

NEW!

If you have authored a book and would like to make it available at the IASA Annual Conference, please contact Jodi Gillespie at jjillespie@iasaedu.org no later than Aug. 23, 2019.

IASA Serves New & Aspiring S

Helping district leaders transition into their new role as superintendent and preparing educators who are interested in becoming a superintendent are two cornerstones of professional development offered by IASA.

That's why, every year, IASA offers a New Superintendents' Conference and Aspiring Superintendent Academy.

This year, 59 out of Illinois' 75 first-year superintendents for this upcoming school year attended IASA's New Superintendents' Conference, held July 31 to August 1.

The Aspiring Superintendent Academy had 42 graduates from its fourth cohort. To date, 27 out of 108 participants in the first three cohorts, or 25 percent, are now sitting superintendents, while many others have made advancements in their careers.

"There is no other place where you can receive this type of professional development," said Dr. Rich Voltz, IASA Director of Professional Development. "If you want to have success as a superintendent, attending the New Superintendents' Conference and Aspiring Superintendent Academy is a must."

Below is information to share with anyone you think would be interested or benefit from either program. Registration is not open at this time, but we encourage you to save the dates. If you have any questions, we encourage you to contact IASA at 217-753-2213 or email Melissa Arney at marney@iasaedu.org.



New Superintendents Conference

When: July 29–30, 2020 (tentative)

Where: President Abraham Lincoln Springfield—a DoubleTree by Hilton Hotel
701 East Adams Street
Springfield, Illinois

Who: The New Superintendents' Conference is led by IASA's Director of Professional Development. Each year, attendees will hear from IASA staff, including IASA Executive Director Dr. Brent Clark, sitting superintendents and education professionals.

What: The two-day conference is intended to help new superintendents transition into their new role. The conference will cover a variety of topics, including superintendent/school board relations, school law and administrative

regulations, work-life integration, personnel and contract administration, the Freedom of Information Act, the Open Meetings Act, the Gift Ban Act, media training and much more.

In addition, the conference is a great opportunity to meet other first-year superintendents, gather vital resources and build a support network for your first year on the job.

“ I absolutely loved this experience. I got to know some of the best and brightest Illinois superintendents. It was definitely an experience I will value throughout my career. ”

—Julie Bullard, Superintendent, Anna CCSD #37

Superintendents



At left: IASA staff speaks to attendees at the New Superintendents' Conference held July 31 to August 1, 2019. Above: Instructors at the IASA Aspiring Superintendent Academy pose with 42 graduates of the fourth cohort.

Aspiring Superintendent Academy

When: July 13–17, 2020

Where: IASA Office
2648 Beechler Court
Springfield, Illinois

Who: The Aspiring Superintendent Academy is taught by Dr. Nick Polyak, superintendent at Leyden CHSD #212, Dr. Michael Lubelfeld, superintendent at North Shore SD #112 and Dr. Courtney Orzel, superintendent at Lemont-Bromberek CSD #113A. Participants will also hear from IASA staff, sitting superintendents, a legislator, education professionals and executive search firms.

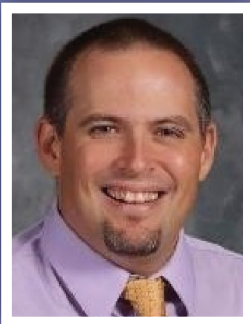
What: The five-day academy is intended for anyone interested in becoming a superintendent. The learning classes are organized to provide for active learning, as well as daily reflection time. In addition, there will be many simulations during the week for hands-on learning opportunities and mock job interviews with executive search firms.

Each day of the Aspiring Superintendent Academy will feature a different accomplished superintendent and other professionals from across the Midwest. They will bring expertise regarding different aspects of the modern superintendency. In addition to learning from them, you will also be able to add them to your own professional network for future support and collaboration.

“ For me, it’s a game changer. Not only are you putting yourself in the role of the superintendent, you are getting to know people from across the state and learning so many things at a fast pace. ”

—Louis Lee, Assistant Superintendent for Teaching and Learning, Indian Prairie SD #204

Welcome All ^{FY2020} New Illinois Superintendents



Shane Schuricht
Shelbyville CUSD #4
Abe Lincoln Region

Also from
Abe Lincoln Region:
Ben Theilen
Edinburg CUSD #4



Dr. Rachel Savage
Moline-Coal Valley CUSD #40
Blackhawk Region



Dr. Reginald Lawrence, II
Rock Island/Milan SD #41
Blackhawk Region



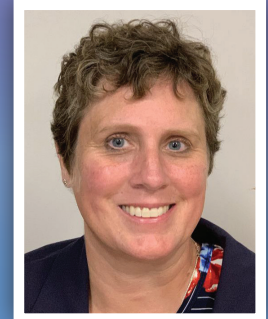
Dr. Kari Rockwell
Fieldcrest CUSD #6
Central IL Valley Region



Thomas Welsh
Roanoke Benson CUSD #60
Central IL Valley Region



Dr. Eric Olson
Park Ridge CCSD #64
Cook North Region



Dr. Erin Murphy
West Northfield SD #31
Cook North Region



Dr. Adam Thorns
Chicago Ridge SD #127-5
Cook South Region



Dr. Dwayne Evans
Hoover-Schrum Memorial SD #157
Cook South Region



Dr. Shawn Olson
Kirby SD #140
Cook South Region



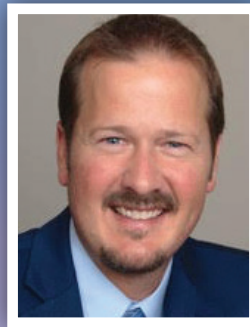
Dr. Merryl Brownlow
Palos Heights SD #128
Cook South Region



Dr. Calettha White
Park Forest SD #163
Cook South Region



Dr. David T. Frusher
Steger SD #194
Cook South Region



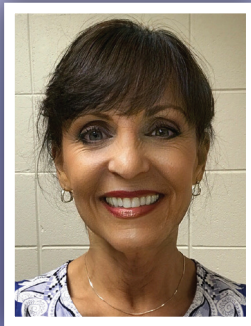
Dr. Mark Fleming
Worth SD #127
Cook South Region



Dr. Amy Warke
La Grange Highlands SD #106
Cook West Region



Kristopher Rivera
Lyons SD #103
Cook West Region



Stephanie Palmer
Norridge SD #80
Cook West Region



Toby Coates
Donovan CUSD #3
Corn Belt Region



Paul Deters
Lexington CUSD #7
Corn Belt Region



Erik Young
Ridgeview CUSD #19
Corn Belt Region

Also from
Corn Belt Region:
Gary Doughan
Saunemin CCSD #438



Dr. James J. Woell
Benjamin SD #25
DuPage Region



Dr. David Hill
CCSD #93
DuPage Region



Dr. Moses Cheng
CHSD #94
DuPage Region



Tammy Prentiss
Hinsdale Twp HSD #86
DuPage Region



Dr. Mary Henderson
Roselle SD #12
DuPage Region



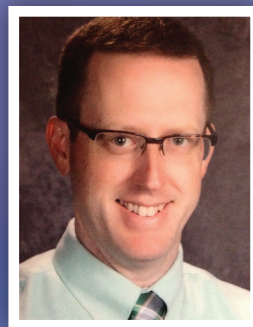
Dr. Jake Chung
Salt Creek SD #48
DuPage Region



Dr. Melinda McGuffin
SASED
DuPage Region



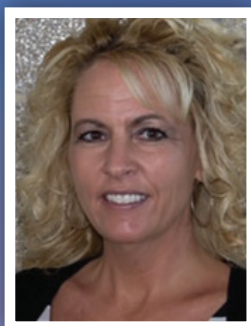
Kristina Davis-Salazar
West Chicago ESD #33
DuPage Region



Matthew Hickam
DuQuoin CUSD #300
Egyptian Region



Dr. Jonathon Julius
Jasper CCSD #17
Egyptian Region



Dr. Melanie Brink
Waltonville CUSD #1
Egyptian Region



Eric Helbig
Woodlawn USD #209
Egyptian Region

Also from
Egyptian Region:
R. Wayne Stone
Field CCSD #3



Shannon Cheek
Arthur CUSD #305
Illini Region



Dr. Jay Smith
Gifford CCSD #188
Illini Region



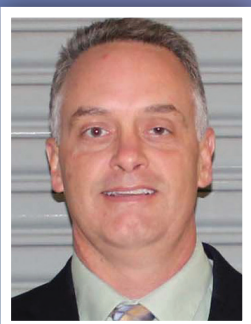
Jeff Graham
Ludlow CCSD #142
Illini Region



Dr. Jennifer Ivory-Tatum
Urbana SD #116
Illini Region



Dr. Dustin Foutch
Central CHSD #71
Kaskaskia Region



Kyle M. Hacke
Southwestern CUSD #9
Kaskaskia Region

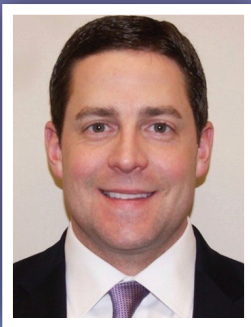
Also from
Kaskaskia Region:
Dustin Nail
Damiansville SD #62



Janean Friedman
Emmons SD #33
Lake Region



Dr. Lynn Glickman
Grayslake CCSD #46
Lake Region



Dr. Peter Hannigan
Hawthorn CCSD #73
Lake Region



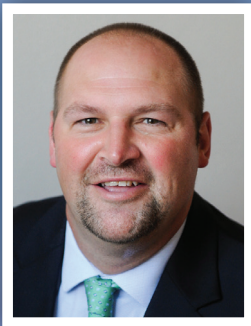
Dr. Kelley Gallt
Lake Zurich CUSD #95
Lake Region



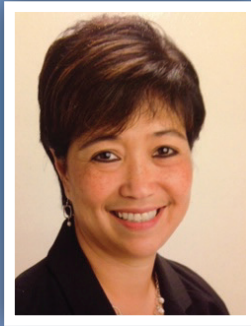
Dr. Matthew Barbini
Libertyville SD #70
Lake Region



Jason Grey
Dakota CUSD #201
Northwest Region



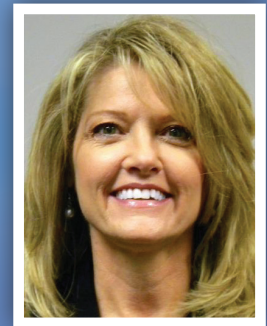
Alex Kashner
Eastland CUSD #308
Northwest Region



Dr. Anna Alvarado
Freeport SD #145
Northwest Region



Julie Bullard
Anna CCSD #37
Shawnee Region



Dr. Vickie Artman
Joppa-Maple Grove UD #38
Shawnee Region

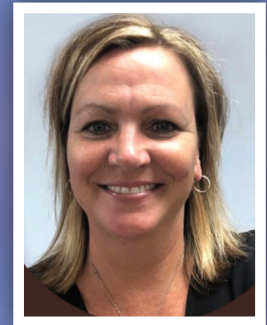
Also from
Shawnee Region:
Andreas Edmondson
Hardin County CUSD #1
Kevin Westall
Jonesboro SD #43



Dr. Ryan L. Boike
Belleville SD #118
Southwestern Region



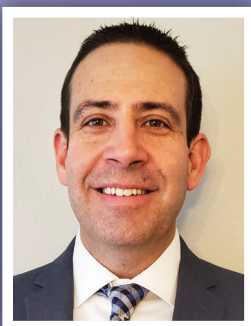
Dr. Jason Henderson
Edwardsville CUSD #7
Southwestern Region



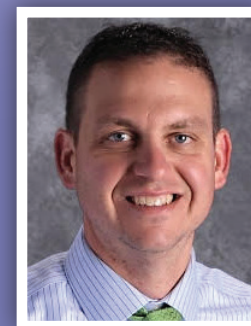
Dr. Beth A. Horner
High Mount SD #116
Southwestern Region



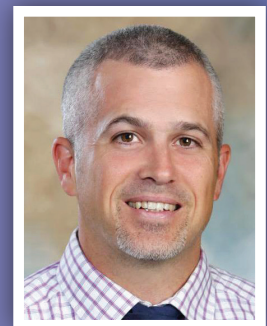
Dr. Andrew Reinking
Madison CUSD #12
Southwestern Region



Kelly Bohnenstiehl
Signal Hill SD #181
Southwestern Region



Jason Stabler
Bureau Valley CUSD #340
Starved Rock Region



Jeremy Gauwitz
Midland CUSD #7
Starved Rock Region



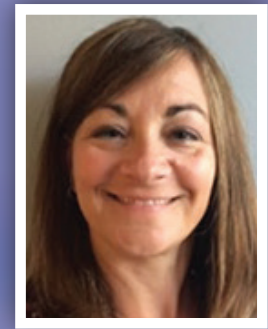
Joshua DeLong
Gardner S Wilmington Twp HSD #73/
Braceville SD #75
Three Rivers Region



Dr. Michael Merritt
Gardner CCSD #72C
Three Rivers Region



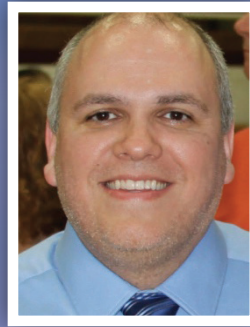
Dr. C. Mike Hanson, II
Joliet Twp HSD #204
Three Rivers Region



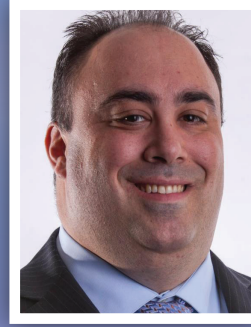
Melanie Elias
Libson CCSD #90
Three Rivers Region



Dr. Robert McBride
Lockport Twp HSD #205
Three Rivers Region



Dr. Craig Ortiz
Morris CHSD #101
Three Rivers Region

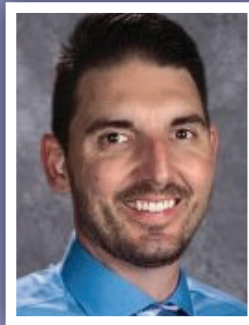


James Calabrese
Taft SD #90
Three Rivers Region

Also from
Three Rivers Region:
Marissa Darlington
Nettle Creek CCSD #24C



Erica Smith
Central CUSD #3
Two Rivers Region



Adam Dean
Triopia CUSD #27
Two Rivers Region



Phillip Lark
Beecher City CUSD #20
Wabash Valley Region



Travis Wyatt
North Clay CUSD #25
Wabash Valley Region



Chris A. Simpson
Richland County CUSD #1
Wabash Valley Region

FY2020

Transferred Illinois Superintendents

We also welcome 28 active superintendents to their new positions in the districts listed below:

ABE LINCOLN REGION

Dwight Stricklin	Lincoln CHSD #404
Fredrick A. Lamkey	Mt. Pulaski CUSD #23
Scott Cameron	Pawnee CUSD #11
Dr. Chris Dougherty	Taylorville CUSD #3

COOK NORTH REGION

Dr. Kaine Osburn	Avoca SD #37
Dr. Charles Johns	Northfield Twp HSD #225
Dr. Laurie Heinz	Palatine CCSD #15
Dr. Kari Cremascoli	Wilmette SD #39

CORN BELT REGION

Dr. Michele Lindenmeyer	Milford Area Public SD #124
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DUPAGE REGION

Dr. Paul O'Malley	Butler SD #53
Dr. Kevin B. Russell	Downers Grove GSD #58
Dr. Melissa Kaczowski	Glen Ellyn SD #41

EGYPTIAN REGION

Ben E. Johnson	Benton Cons HSD #103
Matthew T. Renaud (dual)	Spring Garden CCSD #178
Brian Brink	Tamaroa School District #5

ILLINI REGION

Robert Richardson	Hoopeston Area CUSD #11
Larry Maynard	Oakwood CUSD #76
Gary Alexander	Tuscola CUSD #301

KASKASKIA REGION

Phillip R. Hamil	Aviston SD #21
Matthew T. Renaud (dual)	Kell Cons SD #2
Dr. Gregory W. Fuerstenau	Litchfield CUSD #12

LAKE REGION

Dr. Bruce Law	Twp HSD #113
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NORTHWEST REGION

Dr. Michael P. Schiffman	Pearl City CUSD #200
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SOUTHWESTERN REGION

Brad Skertich	Collinsville CUSD #10
Mark Heuring	Whiteside SD #115

THREE RIVERS REGION

Dr. Tim Arnold	Will County SD #92
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TWO RIVERS REGION

Mark Halwachs	Carrollton CUSD #1
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WABASH VALLEY REGION

William J. Fritcher	Neoga CUSD #3
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FY2020

Retiring Illinois Superintendents

Warm thanks and congratulations to the 49 superintendents entering retirement this year:

(Listed by district they last served)

ABE LINCOLN REGION

Robert Bagby
Denise Bence

BLACKHAWK REGION

Dr. Mike Oberhaus
Lanty McGuire

CENTRAL IL VALLEY REGION

Dr. Rohn D. Peterson

COOK NORTH REGION

Dr. Alexandra Nicholson
Dr. Scott B. Thompson

COOK SOUTH REGION

Dr. Rita Wojtylewski
Julia Mikulich
Dr. Dawn Green
Dr. Sheila Harrison-Williams

COOK WEST

Dr. Patricia Sullivan-Viniard

CORN BELT REGION

Dr. Dale K. Hastings

DUPAGE REGION

Dr. John H. Correll
Dr. Philip M. Ehrhardt
Dr. William R. Shields
Dr. Doug Domeracki
Dr. Heidi Wennstrom

EGYPTIAN REGION

Dr. Gary Kelly
Gina Ilbery
David Larkin

ILLINI REGION

Rodney Grimsley

KASKASKIA REGION

Kevin Meyer
Dr. Tami Kampwerth

KISHWAUKEE REGION

Dr. Debbie Ehlenburg
Dr. R. Alan Hoffman

LAKE REGION

Dr. Eileen M. Conway
Dr. Guy Schumacher
Dr. Andy Henrikson
Ellen L. Correll

NORTHWEST REGION

Dr. Mark D. Hansen
Stan Adcock

SHAWNEE REGION

Bill Biggerstaff
Charles J. Goforth

SOUTHWESTERN REGION

Dr. Lynda Andre
Peggy Burke
Dr. Kevin Cogdill
Matthew Klosterman
Dr. Robert Green
Dr. Janice Kunz

STARVED ROCK REGION

Todd Prusator

THREE RIVERS REGION

Michael J. Perrott
Dr. Cheryl McCarthy
Dr. Kerry L. Cox
Dr. Todd Wernet

TWO RIVERS REGION

Martin Cook
David C. Roberts
Steve Eisenhauer

WABASH VALLEY REGION

Larry Bussard



Dr. Gary Kelly named Field Services Director

Dr. Gary Kelly, superintendent of DuQuoin CUSD #300, has been named Field Services Director for the Southern region. Dr. Kelly recently retired from DuQuoin after serving 22 years as superintendent and 33 overall as an educator. He was named 2019 Illinois Superintendent of the Year.



In his 33 years as an educator, Kelly served as a teacher, coach, principal, assistant superintendent and superintendent. He is a past president of IASA.

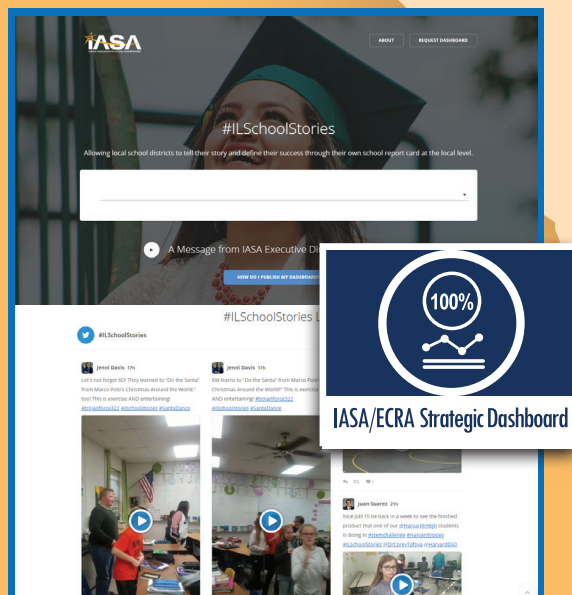
Field Services Directors provide a wide array of services ranging from mentoring new superintendents to providing group and one-on-one assistance to superintendents. The IASA Field Services Directors also assist superintendents with resources, training and relevant member services.

Dr. Kelly can be reached at gkelly@iasaedu.org.

Email Address Changing? Please let us know



If your email address has changed, or will change, for the new school year, please let us know in order to receive IASA communications, publications and other important messages. Simply email Misti Murphy at mmurphy@iasaedu.org and let her know what your new email address is. Receiving IASA emails keeps you up to date on professional development opportunities, legislative affairs and other important information you need.



Publish Strategic Dashboard on ILSchoolStories.com

To make it easy for legislators, other superintendents and anyone else to find your Strategic Dashboard, IASA encourages superintendents to publish your dashboard to ILSchoolStories.com. Doing so is easy. When you are ready to make your dashboard publicly available, click the gear icon at the top right corner of any page and select App Settings. Then scroll down and find "List my dashboard on ILSchoolStories.com." Your dashboard will immediately be posted to the site, allowing local school districts to tell their story and define their success through their own school report card at the local level.



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.

Videos from the Districts



Why Bement?

We divided our teachers into groups and assigned them the job of creating a video explaining why parents, guardians and children should pick Bement Schools, thus the “Why Bement?” theme. They didn’t have any parameters beyond that, and could be as creative as they wanted to be. It was cool because the staff explored areas out of their own grade level worlds. They were reminded of all the special programs and opportunities for our students. It showcases our school district and allows the teachers to use their tech skills in providing overviews of the outstanding things going on in Bement CUSD #5, and thus is a great “branding/advertising” tool for school districts to use for their webpages, Facebook, Twitter, Youtube, etc.

—Sheila Greenwood, Superintendent, Bement CUSD #5



Send your school videos to jnevel@iasaedu.org.
We want to highlight what’s going on in your school districts.

Why should I join IPAC?

What is IPAC?

IPAC is a statewide, non-partisan Political Action Committee (PAC) organized by members of the Illinois Association of School Administrators to benefit school leaders in the pursuit of educational excellence through continued school improvement.

What is the money used for?

All IPAC membership monies are used for IPAC endeavors, which include, but are not limited to, contributions to the four legislative leaders in the General Assembly and fundraisers for individual legislators who support our educational mission.

Why should I join?

School administrators need a strong PAC to provide funds to legislators and candidates who will stand up for public education. Our strength comes from providing legislators with timely and accurate information on legislative matters affecting public education. Victories and successes do not happen overnight but after years of laying the foundation for political change, and a strong IPAC helps us get a seat at the table. We must be proactive rather than reactive and one way to do this is membership in IPAC. Membership in IPAC is a long-term investment that helps lay the foundation for continued change in the legislative process.

IPAC Annual Membership Dues

Our goal is to have every IASA member become a member of IPAC as well. IPAC membership dues are \$100 and 100% of that goes to support the members of the General Assembly who support us.

A copy of our report is filed with the State Board of Elections and is or will be available for purchase from the State Board of Elections, Springfield, Illinois 62704. Membership dues in IPAC are not deductible as charitable or political contributions for federal income tax purposes.

Personal checks (made out to IPAC) or personal credit cards only.

Click [HERE](#) to make an online payment.

Name: _____ Employer:* _____

Home Email Address:* _____ Occupation:* _____
For IPAC updates (both financial and informational)

Home Address : _____ ZIP: _____
*State law requires this information.

Check # _____ payable to "IPAC" (Personal Check only)

Personal Credit Card only:

Charge \$ _____ to my (check one): Visa Master Card Discover Card

Card Number: _____ Expiration Date: _____ Card Verification No.: _____

Print Cardholder's Name: _____ Signature: _____

Billing Address of cardholder, if different from above (no PO Box numbers please):

Street: _____ ZIP: _____

Return this form along with your IPAC membership dues to: IPAC, 2648 Beechler Court, Springfield, IL 62703-7305

If you have questions please contact Ashleigh Knudson at 217-753-2213 or aknudson@iasaedu.org

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)

August 2019

Wed. Aug. 7 [Evidence-Based Leadership: Using Data to Drive Improvements...](#)

Fri.–Sat. Aug. 9–10 [Teacher Evaluator Training](#)

Mon.–Tues. Aug. 12–13 [Teacher Evaluator Training](#)

Back to School

September 2019

Tues. Sept. 3 Abe Lincoln

Tues. Sept. 10 Governmental Relations & Advocacy Committee Meeting

Wed. Sept. 11 IASA Region Presidents Meeting

Thurs. Sept. 12 Professional Development Committee Meeting

Tues. Sept. 17 [Evidence-Based Leadership: Using Data to Drive Improvements](#)

Wed. Sept. 18 Membership and Communications Committee Meeting

Tues. Sept. 24 IASA Board of Directors Meeting