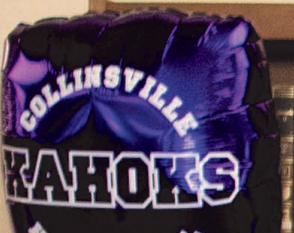


# Leadership Matters

  
ILLINOIS ASSOCIATION OF SCHOOL ADMINISTRATORS  
MAY 2015



**Academic Signing Day gets high marks**



*The High School of Champions*



# In this month's issue



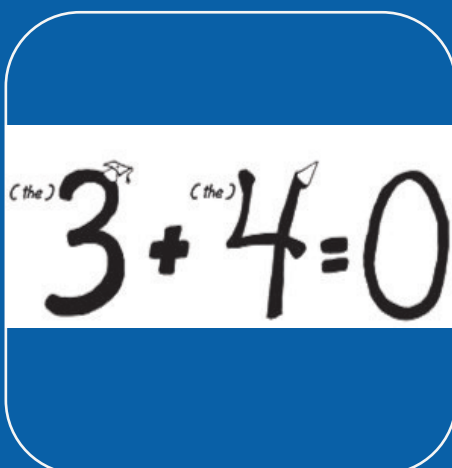
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**Communication strategies that boost morale P. 8**



**IASA 'Superintendents of Distinction' honored at Governor's Mansion P. 11**



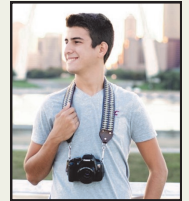
**The dynamics of a changed school board P. 18**

## Additional Items

- ◆ Fessler elected to AASA Board; Kelly to serve on Executive Board (IASA News in Brief) P. 22
- ◆ Getting to know your committee members P. 25
- ◆ Calendar of Events P. 26

### Photo Credit:

Brian Munoz not only took the photos for the cover story about Academic Signing Day at Collinsville High School, but he also was one of the scholarship winners and will be attending Eastern Illinois University in the fall. The CHS senior is an award-winning lifestyle and wedding photographer who started his own company, Studio Fiftyone Photography, in 2010 when he was only an eighth-grader. His photos have been published internationally in *Petite Magnifique Magazine*, *ALIVE Magazine* and *Midwest Bride Magazine*. He says his interest in photography blossoms from his mother's love of photography and that his passion to capture raw emotion and love has only grown since he started Studio Fiftyone Photography. His company's website can be accessed [here](#).



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# Governor Rauner hits on some Vision 20/20 themes at awards event



**Message from the Executive Director Dr. Brent Clark**

One added benefit to the recent “Superintendents of Distinction” awards luncheon held at the governor’s Executive Mansion in Springfield was the appearance of Governor Bruce Rauner. The governor congratulated the honorees from IASA and the Illinois Principals Association and he also talked about a number of items ranging from unfunded mandate relief to more

emphasis on vocational education.

In what at times sounded a bit like a campaign stump speech, Governor Rauner hit upon several items that could have come straight out of our Vision 20/20 plan. He went a little deeper on some items, including:

- ◆ How schools are measured. He used the example of School No. 1 that took students who were a year behind and a year later were six months behind as opposed to School No. 2 that had students who were three years behind and a year later were one year behind. He noted that the current system would indicate that School No. 1 was doing a better job when, in reality, School No. 2 actually had shown the most growth.

- ◆ Pushing career as well as college. Vocational education in Illinois has largely been destroyed because of the emphasis on the No Child Left Behind mandates and problems finding qualified vocational teachers given our state’s stringent teacher licensure standards. Saying “every student deserves a career,” the governor said he wanted to restore quality vocational education in Illinois schools.

- ◆ Governor Rauner reiterated his vow to spare schools from FY16 budget cuts, saying that he planned to add \$300 million to education funding for next year despite what has been estimated to be as large as a \$6 billion deficit.

It was a very pleasant surprise for the governor to add our awards luncheon to his schedule the day before the April 21 event and it was great to hear him talk about education being his top priority. How it all plays out for public education after the legislative and political processes have run their course remains to be seen.

## New State Superintendent ‘unpretentious’

I have had the pleasure to meet with new State Superintendent Dr. Tony Smith on a couple of occasions and, if first impressions are an accurate gauge, I think we will find him to be a bright, unpretentious educational leader. He struck me as someone who is focused on developing common sense approaches to some of the challenges facing public education in our state.



My understanding is that he had a hard scrabble childhood, but overcame that and went on to become captain of the football team at the University of California. I think that he has a very good feel for kids who have less than a silver spoon and might have a focus for kids in the middle and below. I think he will be someone who has the one-on-one ability to speak with and listen to our educational leaders all over the state.

I look forward to working with Dr. Smith to advance some of the policy positions outlined in our Vision 20/20 plan.

I also would like to extend my thanks to outgoing State Superintendent Dr. Chris Koch. His eight-plus years as state superintendent is the longest tenure ever in Illinois and he was one of the longest-serving, most highly respected state superintendents in the country.

The job of state superintendent is extremely complicated in Illinois as that leader often is caught between the politics of the governor, the State Board, the General Assembly, unions and organizations like IASA. Chris was at the helm when Illinois undertook some pretty significant policy changes, including things like assessing kids and evaluating educators -- not to mention the economic recession and the challenges that continues to bring.

Chris was very personable, quick to return phone calls and to get information to you. He showed up at meetings where he knew he was going to catch some heat, but he handled that professionally and with grace. He always would listen and discuss possible solutions. At times we disagreed, but I count Chris as a friend and wish the best for him.

*Brent Clark*



# Collinsville earns high marks for Academic Signing Day

**By Mike Chamness**  
**IASA Director of Communications**

When you pull into the parking lot at Collinsville High School, one of the first things you see is Vergil Fletcher Gymnasium. The gym is named for the coach who ranks fifth in the state in career wins and led the Kahoks to two state basketball championships in the 1960s, back when Collinsville and basketball were synonymous. More recently, the Kahoks have won baseball, boys soccer and girls bowling titles.

Like at most high schools, the players' feats – and the athletic scholarships that followed – have been highly celebrated at Collinsville. Letter-of-intent signing day for top high school recruits everywhere has morphed into mega school events and press conferences.

This day, however, something else was being celebrated as a crowd of parents, teachers, fellow students and college representatives filled the library at Collinsville High School. In what appears to be a unique program in Illinois, Collinsville held its second annual Academic Signing Day. More than 65 students were recognized for achieving academic scholarships worth more than \$2.8 million.

"The students' reaction was that it's kind of cool

"The students' reaction was that it's kind of cool to be recognized for academic achievements. It seemed to increase pride in our school and the mood lasted the rest of the school year."

**-- CHS Counselor Karen Olsen, one of the organizers of Academic Signing Day**



to be recognized for academic achievements. It seemed to increase pride in our school and the mood lasted the rest of the school year," said School Counselor Karen Olsen, who along with Chemistry teacher Pat Szpila and Math teacher Bill Gottschalk came up with the idea for the program. "We used to send the names of the scholarship recipients to the paper, but we didn't really do anything else to mark the achievements of these students."

Judging by the reaction of the students, being publicly recognized for their intelligence and hard work was appreciated.

"We work just as hard on academics as the

athletes work on their sports and this sort of event encourages academic success as much as athletic success,” said senior Kaitlin Carlson, who accepted a scholarship to Creighton University in Omaha, Nebraska, where she will study pre-med and minor in dance. She chose Creighton over Murray State, Iowa and Butler. “Props to Collinsville High School. I think it’s a great idea.”

Among the honorees at Academic Signing Day were triplets Martney, Marcus and Thomas Boyer, whose mother, Elizabeth Sturman, appeared to be both proud and relieved to see her three accept scholarship offers.

“We don’t get noticed very often, so it’s really nice to be recognized for our hard work,” said Thomas Boyer, who will be attending Northwestern University to study biology. His sister, Martney, chose Loyola University in Chicago to study nursing, and his brother, Marcus, will attend Lincoln Land Community College in Springfield to pursue his interest in studying natural resources.


The students were called up to the signing table one at a time, accompanied by family members or friends, to formally sign a scholarship paper. Most wore clothing representing their university or college of choice, those choices ranging from nearby Southern Illinois University-Edwardsville, SIU-Carbondale, St. Louis University and Missouri, other Illinois schools and out-of-state schools like the aforementioned Kentucky and Creighton, Kansas, Ohio State and even as far away as the University of California-Irvine.

Olsen credited former Collinsville High School Principal Eric Flohr and Superintendent Dr. Robert



**Elizabeth Sturman was proud to see her triplets, Martney (Loyola University), Thomas (Northwestern) and Marcus (Lincoln Land Community College) earn academic scholarships. The CHS senior class earned an estimated \$2.8 million in academic scholarships.**

Green for being completely supportive of starting the program last year. New Principal Dave Snider said it was one of the things that intrigued him when he was doing research before accepting the position.



**“It caught my eye, and it told me a lot about Collinsville High School.”**  
**-- New CHS Principal Dave Snider talking about coming across the Academic Signing Day event as he researched the job.**

“It caught my eye, and it told me a lot about Collinsville High School,” said Snider, adding that he had not seen anything quite like it in his 25 years as an educator.

Olsen said in researching the concept she found a school in

Alabama and Sacred Heart-Griffin High School in Springfield that had something similar, but those programs honored students for a combination of grade point average, test scores and scholarships. The program at Collinsville recognizes any student that earns an academic scholarship that has monetary value.



**“We do take a lot of pride in our top-end scholarship students. I have attended some honors programs, but nothing like this signing day program. It’s a great way to showcase students’ accomplishments in front of their family and peers and we’re proud of them, too.”**

**-- University of Kentucky’s Ashley Hermann, pictured far right in photo, with scholarship winner Kerianna Cruz and her family. Cruz plans to major in Engineering.**



The crowd included more than a dozen representatives from universities and colleges and they, too, applauded Collinsville for putting the spotlight on student achievement. They were there to make sure their schools had a presence and, in at least one case, to make one last pitch to an undecided student.

“We do take a lot of pride in our top-end scholarship students,” said Ashley Hermann from the University of Kentucky admissions office. Hermann said she attended last year’s inaugural event because she had one Kahok student who received an academic scholarship from Kentucky. This year, she said two more Collinsville students had chosen Kentucky with a third set to make his decision later in the week. “I have attended some honors programs, but nothing like this signing day program. It’s a great way to showcase students’ accomplishments in front of their family and peers and we’re proud of them, too.”

University of Illinois Academic Counselor Amber Longtin made the trip from the Champaign-Urbana campus because the U of I was signing a biology



“It’s a really important step when a student makes the decision which school they will be attending,” I’m not aware of any other program like Collinsville’s, but maybe this will cause a ripple effect. Wouldn’t that be great?”

-- University of Illinois Academic Counselor Amber Longtin

major to a scholarship.

“It’s a really important step when a student makes the decision which school they will be attending,” Longtin said. “I’m not aware of any other program like Collinsville’s, but maybe this will cause a ripple effect. Wouldn’t that be great?”



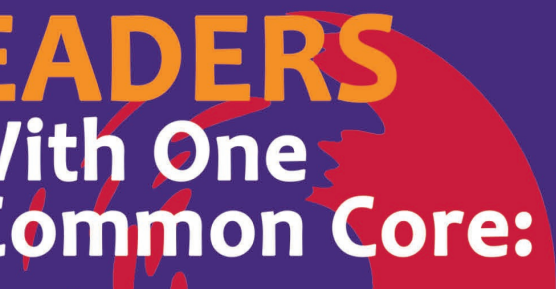
“We work just as hard on academics as the athletes work on their sports and this sort of event encourages academic success as much as athletic success.”

-- Kaitlin Carlson, who accepted a scholarship to Creighton University in Omaha, Nebraska

# Education Leaders Summer Conference

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Common Core: **KIDS**



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- ✓ Deans
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- ✓ Principals



Professional Development Hours will be available.

# Communication strategies that boost morale

School climate and culture have a direct correlation to employee morale. Every school has a unique context built upon the student body, parent base, and community. Superintendents need to recognize the characteristics of their school and district context in order to communicate effectively. Effective communication strategies can boost morale by building a positive climate, and over time, a highly effective culture. So what is the difference between climate and culture? See the table below for a summary of the research.

There are several techniques for getting a read on the morale in your buildings. Focus groups can be assembled to discuss hot topics. Teacher surveys and polls can help gauge and measure employee morale over time. Spending face time at team meetings, association meetings and holding informal, spontaneous hallway conversations are all opportunities for evaluating employee morale. Caveat: remember that one person's voice cannot be the voice for your entire staff. Check with other staff members to confirm your findings.

Morale is like your bank balance, even when you have money in your account, the balance can always be higher. Consider "building morale" one of your weekly assignments, that you attack in a strategic and systematic fashion. Just as you carefully craft a school improvement plan, you can plan out strategies for boosting morale.

## Appreciation of efforts

Expressing your appreciation of staff efforts can go a long way towards building morale. This should be done regularly. In order for appreciation to be effective, it must be authentic, personalized, and individualized.

Employee recognition programs are associated with feelings of greater satisfaction at work.



This column was written by Fremont School District 79 Superintendent Dr. Jill Gildea (left) Communications Director Margaret Van Duch (center) and Curriculum Director Elizabeth Freeman

Employee recognition programs do not need to break your budget; they can be simple acknowledgements of extra effort.

**Handwritten notes** can be given to any staff member who is going the extra mile. In the days of electronic communication, there is something special about an envelope in a staff member's mailbox. You might be surprised how many staff members post these for their colleagues and students to see. This strategy is private and is appropriate for staff members who may not appreciate being put in a spotlight.

**"Shout outs"** in your staff newsletters. This can be a regular feature of your staff newsletter. Put it at the top so that your newsletter always starts out with a positive message. Encourage staff members to "shout out" other employees - they can be your eyes on the street looking for employees who are making a positive impact. This is a strategy that works when the staff member doesn't mind being the center of public recognition. These "shout outs" are also a subtle way to reinforce the types of behaviors you want to promote with your staff.

**Short articles with photos** submitted to your

Climate	Culture
<ul style="list-style-type: none"> <li>• The "mood of the school"</li> <li>• Short term</li> <li>• More easily changed</li> <li>• Prone to short term fluctuations</li> <li>• Includes: leadership, organizational structure; historical forces; rewards; trust; commitment; connectedness</li> </ul>	<ul style="list-style-type: none"> <li>• The "personality of the district"</li> <li>• Long term</li> <li>• Takes years to evolve</li> <li>• Influences all aspects of the organization</li> <li>• Includes: values; beliefs; myths; traditions; norms</li> </ul>



PR professional or to local news outlets. The photos bring the story alive. Try to capture pictures of adults working with students and focus your content on student learning. Catch staff members in action to promote the positive work of your school.

**Your internal staff website** is a terrific location to post personal and career milestones. Did someone complete an advanced degree program? Has someone recently gotten married? Had a baby? Create a sense of family by posting these moments and photos in a secure location on your website.

**Social media engagement** is a strategy that may expand and enhance your morale boosting efforts. Inform your stakeholders about positive activities and events that have had a positive impact on students. Teachers and staff members feel good when their hard work is promoted publicly.

**Back to school videos** can be a fabulous way to start the school year. Ask all staff members to send in one or two summer photos. Compile a slideshow set to snappy music and you will feel the energy surge in your staff as you begin your Welcome Back Faculty Meeting. Everyone likes to catch up by seeing where people went, who they visited with and how they spent their summer. Make sure you include your own photos so that your staff can get to see what you enjoy doing outside of the office. This has become a tradition in our District and all look forward to connecting via this brief “social” activity.

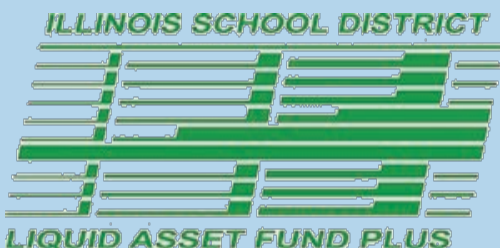
Consider boosting staff morale to be a primary outcome of effective communication strategies. Tell the stories of the good work that happens in your building every day. Share photos of staff members supporting and demonstrating the culture that you want to develop in your building. Take a few moments every day to boost morale by being a positive influence in your school. Positive morale starts in the front office of schools and reaches every hallway and into every classroom.



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## ISDLAF+ April 2015 Monthly Update



Click [here](#) to view the April 2015 ISDLAF+ rates, economic indicators and general economic news brief. To obtain additional information regarding this IASA sponsored service, contact Emmert Dannenberg, statewide marketing director/ ISDLAF+ at 815.592.6948. To check daily rates, visit the ISDLAF+ website at [www.isdlafplus.com](http://www.isdlafplus.com).

# Developing a Communications Plan

**8 hours of Administrator  
Academy credit (AA #1568)!**

IASA Director of Communications Michael Chamness presents a course designed to offer tips on how to develop messages for your community and the media, how to handle crisis communications, how to spread the good news that is happening in your school district and how to develop a communications plan. The course includes:



- ◆ 3 hours in-person training, with video examples of best and worst practices and participation in mock press conferences involving real-world school issues
- ◆ 5 hours of homework, the end result being a written communications plan for your school district -- a project that can be undertaken as a team of administrators from a school district

**Contact Mary Ellen Buch at 217.753.2213  
or [mbuch@iasaedu.org](mailto:mbuch@iasaedu.org)  
to schedule an Academy  
in your area**





## IASA ‘Superintendents of Distinction’ honored at governor’s Executive Mansion

Twenty IASA “Superintendents of Distinction” were honored at a luncheon held April 21 at the governor’s Executive Mansion in Springfield. Governor Bruce Rauner showed up at the luncheon and congratulated the IASA award winners and the Illinois Principals Association “Principals of the Year.”

The IASA winners were selected by their peers in their regions and are eligible for the 2016 Illinois Superintendent of the Year award to be determined in the fall. The 2015 Illinois Superintendent of the Year, Dr. Thomas Bertrand of Rochester, also was recognized at the luncheon.

Joining Rauner in honoring the award winners

were IASA Executive Director Dr. Brent Clark, IPA Executive Director Jason Leahy and ISBE Board member Melinda LaBarre. The joint event was hosted by ISBE, IASA and IPA.

“Public education is facing some of its most difficult times, and that is when leadership is most important. These ‘Superintendents of Distinction’ were selected by their peers in their regions because of the dedication, commitment and leadership that they have demonstrated, and we are pleased to recognize them for what they do to fulfill the promise of public education for children all over the state,” Clark said.

The awards and luncheon were sponsored by

Horace Mann, one of the nation's largest insurers focusing on educators' needs, and Herff Jones, one of the largest suppliers of class rings, yearbooks and graduation caps, gowns and announcements.

"Superintendents face many challenges. From balancing budgets to keeping schools and students safe, they work to put the needs of students first and consistently work to find, nurture and support quality teachers," said Marita Zuraitis, Horace Mann President and Chief Executive Officer. "Their efforts make their schools outstanding learning environments, and that excellence is what the IASA is celebrating. Horace Mann is proud to recognize and applaud the IASA 'Superintendents of Distinction.' "

"Herff Jones celebrates the educational leaders who are being recognized today for promoting and encouraging excellence in their schools," said Jake Romano, Sales Representative. "Thank you for educating our children."



**Governor Bruce Rauner addresses the Superintendents of Distinction**

## **Horace Mann donates \$10,000 to DonorsChoose.org projects to honor top superintendents**



Horace Mann President and CEO Marita Zuraitis presented some of the top superintendents and principals in her company's home state with a \$10,000 donation to fund school projects from each of their schools through DonorsChoose.org. Horace Mann co-sponsored the IASA "Superintendents of Distinction" and IPA "Awards for Excellence" Luncheon at the Governor's Mansion on April 21.

"Your efforts make your schools great, and we celebrate that," Zuraitis told the honorees. "We're donating to DonorsChoose.org projects to support your efforts to encourage quality teaching and putting children first."

Horace Mann, which was founded 70 years ago by two Illinois teachers and maintains its national headquarters in Springfield, provides retirement solutions and insurance. Horace Mann partnered with DonorsChoose.org in 2011 and has since donated more than \$2 million to help educators get the supplies they need in their schools. Company representatives also teach educators how to post projects on DonorsChoose.org and provide tips to increase funding.

Five superintendents and one principal had DonorsChoose.org projects in progress. Horace Mann completed that funding and committed their Horace Mann representatives to assist the other 19 to post a project and then provide funding. Altogether, more than \$10,000 will be donated to the honorees' schools. The projects funded included Chromebooks, a Mimeoteach interactive board, books, iPad minis, an iPad Air and Classroom Classics Read-Along sets.

Horace Mann is the largest national multiline insurance company focusing on educators' financial needs. Horace Mann provides auto and homeowners insurance, retirement annuities, life insurance and other financial solutions. *Founded by Educators for Educators*<sup>®</sup> in 1945, the company is headquartered in Springfield, Illinois. For more information about the company, visit [horacemann.com](http://horacemann.com).

### **About DonorsChoose.org**

Founded in 2000, DonorsChoose.org is a nonprofit website where public school teachers describe specific educational projects for their students, and donors can choose the projects they want to support. To date, almost 232,000 public and charter school teachers have used the site to secure funding for \$321 million in books, art supplies, technology, and other resources that have supported 14.4 million students.

# Meet your 2015 Superintendents of Distinction



**Dr. Dan Bertrand**  
**Marengo Community High School District/ Kishwaukee**

*"I am honored to be selected by my peers of the five counties that make up the Kishwaukee Region for the first Superintendent of Distinction Award. I am especially proud to receive this award due to one of the criteria being 'Leadership for Learning.' Our mission at MCHS is 'Where learning is valued and excellence is the standard.' I have always tried to remain focused on student learning and excellence. I am fortunate to have worked with an outstanding staff at MCHS who has made this mission a reality for the students of our community."*

**Dr. Kimberley Boryszewski**  
**Schiller Park School District 81/ Cook West**



*"To be named a 'Superintendent of Distinction' by my colleagues is very humbling. I am in outstanding company with my fellow superintendents in the West Cook region and I feel privileged to have their esteem. This nomination is a reflection of the collaboration within the entire District 81 learning community. I am blessed to work alongside talented and dedicated professionals who consistently keep students at the forefront of their decision-making. The phenomenal energy in our district is always focused on student achievement and what is best for our children. I'm grateful for the continued support from my colleagues and family who have made it possible for me to follow my passion in support of public education."*



**Dr. Kent Bugg**  
**Coal City 1/ Three Rivers**

*"I am honored, and humbled, to be chosen for this recognition by my peers. There are so many deserving superintendents in the Three Rivers Region who advocate every single day for quality public education. All of them are worthy of this recognition. I also share this recognition with my Board of Education, administrative team and all of the incredible educators that dedicate so much time and effort into the educational opportunities our students receive. Without all of their hard work, our school district would not have been able to accomplish all of the things we have over the past 10 years.*

*I also believe this recognition is a reflection of the amazing students and parents we have in District 1. I cannot think of a better place to raise my family and for my kids to go to school."*

**Tadd Everett**  
**Sterling 5/ Northwest**



*"My life is so extremely blessed! First of all, I have a Lord who provides me eternal peace and contentment, a family who provides me unending joy, and friends who provide me great happiness. But I also have a board of education, a staff, and a community who support me so that I have the opportunity to live out my passion for kids. When I was informed that I was representing the Northwest Division in the IASA's 'Superintendent of Distinction' award, I was very humbled. To even be considered for this award is such an honor and a privilege, mainly because there are so many other deserving superintendents in my region. As I reflect back on the year we had at Sterling Public Schools, I am simply amazed at what we were able to accomplish, especially in the economic environment we faced. The work we completed at Sterling Public Schools was only made possible through the abilities and efforts of many outstanding people. Therefore, I by no means consider this an individual achievement, but rather a district and community award."*

# Meet your 2015 Superintendents of Distinction



**Dr. Catherine Finger**  
**Grayslake Community 127/ Lake**

*"I am humbled and grateful. I love our school community and our county and consider myself blessed to be able to live and work in such a wonderful school community. This award reflects on our wonderful students, staff members, families and community members."*

**Dr. Jennifer Garrison**  
**Sandoval 501/ Kaskaskia**



*"It is an honor to be nominated and selected by my peers in the Kaskaskia Region. Our focus in a rural district is on continuous improvement and that only happens when everyone from the board to administrators, teachers, students, parents and the community are pulling the same direction."*



**Ralph Grimm**  
**West Central CU 235/ Western**

*"I am honored and humbled by the recognition of my peers in their nominating me for this recognition. I have tried to lead by example and help those who might need help at times as other veteran superintendents did for me throughout my career. But as I have tried to help others, I have learned much from my peers. This recognition is in part, a reflection of the help that I have received from others."*

**Dr. Judith Hackett**  
**NW Suburban Special Ed Organization/ Cook North**

*"This began with a nomination from an incredible, dedicated and supportive board comprised of district board members from eight local districts who recognized the importance of NSSEO and our collaborative partnerships. I am very appreciative of my North Cook IASA superintendent colleagues for selecting me to represent our region, and who are among the greatest visionary leaders I know. Our greatest success occurs when engaged, involved governing boards work closely with creative and supportive colleagues with a collective focus on excellence in public education. It is indeed a great honor to represent North Cook."*



# Meet your 2015 Superintendents of Distinction



**Paula Hawley**  
**Pikeland CUSD 10/ Two Rivers**

*"I'm very honored to be selected by my peers for this award. They continually provide me with support and motivation in the profession. They force me to learn, grow, and excel every day and for that I am thankful. I was born and raised in the Pikeland community, and I am fortunate to work with a Board of Education, staff and community that values education."*

**Marilyn Holt**  
**East Richland CUSD 1/ Wabash Valley**

*"I am honored and humbled to have been selected by my peers for this award. I thank all of the Wabash Valley Region members, the Illinois Association of School Administrators, the Illinois State Board of Education, and the wonderful mentors that I have had throughout my many years in education. This award is shared with our Board of Education as well as our students, staff, parents, and the Richland County community. They are the ones who are 'distinguished!' It has been my honor to serve them these past 13 years!"*



**Dr. Lori James-Gross**  
**Unity Point School District 140/ Shawnee**

*"It's always a great honor and very humbling to be recognized by your peers – especially considering I know how hard they work within their own districts. It was a very pleasant surprise."*

**Daniel Marena**  
**LaSalle Elementary School District 122/ Starved Rock**

*"I am honored to be selected for this distinction, especially because it is a recognition that comes from my peers in the superintendency. The Starved Rock Region has an outstanding group of superintendents, any one of whom would be deserving of special recognition. I appreciate having the opportunity to work together with them and for them as their representative on the IASA Board of Directors and AASA Governing Board for the betterment of schools in Illinois and the nation. I would also like to acknowledge my Board of Education, staff and students who I consider equal recipients of this honor as all of the accomplishments at LaSalle Elementary Schools have truly been a team effort."*



# Meet your 2015 Superintendents of Distinction



**Dr. Mark McDonald**  
**Community High School District 99/ DuPage**

*"I was honored to be recommended by my superintendent colleagues in DuPage County. It is an incredible group of leaders and educators. I am humbled with this recognition."*

**Dr. David Moyer**

**Moline-Coal Valley School District 40/ Blackhawk**

*"I consider the selection representative of a supportive board president and courageous and forward-looking Board of Education, the strong leadership of my cabinet and administrative team, and the hard work of many teacher leaders in the district. They all helped us move closer to making the vision of raising the bar and closing the achievement gap for all students an everyday reality in Moline-Coal Valley."*



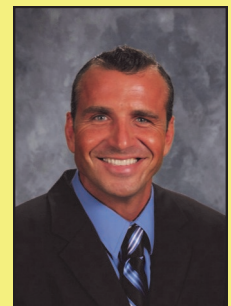
**James Owens**  
**Westville CUSD 2/ Illini**

*"I am humbled at this honor and realize that our success comes from the hard work of many people. I am blessed to work with amazing board members, administrators, teachers and support staff that give their time and talents to the students of the Westville School District. I am so appreciative to be a small part of that team. I am also grateful to my colleagues in the IASA Illini Region that work tirelessly for their districts every day. Each of them are 'Superintendents of Distinction.'"*

**David Root**

**Williamsville CUSD 15/ Abe Lincoln**

*"It's an honor to be recognized by your peers in your profession. Although I am only one person, I have been extremely fortunate to have been surrounded by excellent administrators, office personnel, school board and staff. We have a great school district and I am honored to serve our district in this capacity."*



**Dr. Jeff Stawick**  
**Community Consolidated School District 146/ Cook South**

*"I am particularly honored by my selection because I have always been in awe of the quality of our colleagues in the South Cook Region. I feel as though they have raised me in the profession, and I largely attribute any success to them. Board members are actively engaged in visioning for the district's future, and we are celebrating amazing relationships with our union partners with a focus on growing together professionally."*



# Meet your 2015 Superintendents of Distinction

**Matt Stines**

**Grant Consolidated School District 110/ Southwestern**

*"I am very flattered and humbled by the selection. In the Southwestern Region, we have excellent superintendents who lead our districts. I am very honored to be selected for this award. I have the privilege of leading a great district with strong support from the community and outstanding students. We have a dedicated staff that is committed to our students and community."*



**Gary Tipsord**

**LeRoy CUSD 2/ Corn Belt**

*"I would like to express my thanks and appreciation for the recognition. I am very proud of what we have accomplished in our district, but it has only been possible because of a willing Board of Education, a very talented team of administrators, a group of driven teachers, a supportive community, and students who aspire to achieve. It has been the sum of all those parts that has allowed us to try so many different things, to find something that works, and to commit to embedding it into our culture. I have been fortunate to be in the right place at the right time."*



**Diana Zurliene**

**Fairfield Public School District 112/ Egyptian**

*"I felt very humbled to receive this honor. There are so many superintendents out there that are doing the same things that I am in always striving to do what is best for students. The position of superintendent is a demanding one and especially now as I believe the process of education is undergoing a transformation that is unparalleled. The focus on teaching as it relates to student learning, the use of technology and the amount of information that can be accessed is unprecedented. One of our duties as a superintendent is to lead our students, staff and parents into this new age with a confidence that the education presented to our students will prepare them for a future that is ever changing."*



Herff Jones Sales Representative Jake Romano congratulates the honorees.

# The dynamics of a changed school board



**Dr. Richard Voltz**  
IASA Professional  
Development

My best friend and a fellow former superintendent once remarked to our group of superintendents that he would do what any four people told him to do. We all laughed and shook our heads in agreement. We knew what he meant. When four or more school board members make a decision it is our role as the superintendent to carry out the charge whether or not we agree.

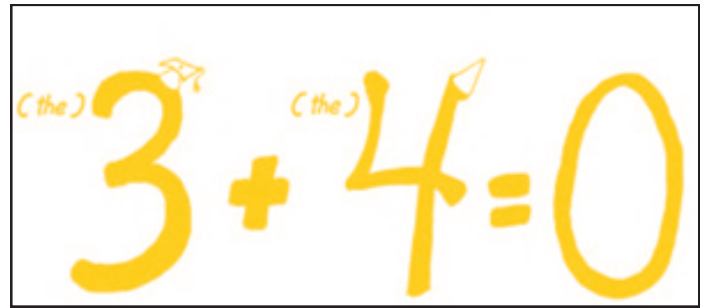
Some of our school districts just went through a school board election process where the dynamics of the school board changed. The issue becomes how we as the superintendent deal with this change. It really doesn't matter if we are a veteran or rookie superintendent, whether there is a sound Strategic Plan in place, whether there are defined vision, mission and goals already agreed upon, or that trust and relationships with previous school board members had been established. The new Board may want to go a different direction.

One thing to remember during this potential difficult transition process is that you the superintendent are not the owner of the school district. You are an employee of the school district and the executive in charge of running the day-to-day operations. The school board members are the elected representatives of the residents of the district.

Your leadership style will have to adapt to the desires of the new school board majority. Hopefully, you have built up attributes of trust, honesty, integrity, fairness, openness, collaboration, expertise and whatever other skills are necessary to work with these new school board members -- and also to continue to work with your staff, both professional and support, to weather whatever storms may follow.

I have written before about the need for superintendents to spend time, energy and effort to get to know your school board members, and for the board members to get to know you. Hopefully, you have been doing this on an ongoing basis throughout your employment. You need to concentrate now on establishing a relationship with the new board members.

As a school superintendent I, along with the existing board president, used to offer prospective board member orientation to all board members who



had officially filed to run for the school board. The purpose of this training was to give prospective board members information on the role of the school board member as well as specific information on subjects such as the district's financial condition, the curriculum, the status of buildings and grounds, etc... If you did not do this prior to the board member election, now would be a good time to give all new and existing board members an in-depth analysis of the school district. Of course, this would need to be done in open session at a regularly scheduled school board meeting if the board members have already been elected and seated.

The next thing I would suggest is to set up regular meetings between you and all school board members, especially the new board members. I used to have a regular meeting with at least one school board member per week, usually at an arranged lunch appointment, to talk about whatever subject the board member or I wanted to discuss. Often these conversations would turn to inquiries about family, sports teams, activities of the board member's children, etc... This is the time for you to get to know the board member and the board member to get to know you.

The reality of the election of new school board members is that they may have an agenda either collectively or alone, they may want to examine past practices and decisions, they may want to set a new vision, they may want to be directly involved in day-to-day district decision making, etc... What you need to do is stay strong, keep relationships strong, include the new board members in communications, stay open to new ideas and concepts, try not to dismiss ideas for change just because of who is suggesting the change, and continue to develop strong ties to what you believe is in the best interests of the students.

In the end, you will carry out the responsibilities of what a majority of the school board tell you to do.

# Microsoft in Education

At Microsoft, we are committed to helping students and educators throughout the world realize their full potential. We believe technology has the power to inspire and motivate students to learn, and the ability to empower teachers to prepare students.

We also recognize technology alone is not the answer and that teachers are central to helping students succeed. By working with schools and key partners in the education industry, we are driven to deliver on this belief.

From device to advice, we are committed to education and to ensuring both students and educators have the tools they need to succeed.

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# Membership includes:

## ◆ Legal Support Program

IASA's in-house attorney provides legal counsel regarding superintendent contracts and legal assistance in job-related legal actions or proceedings.

## ◆ Return of Dues Program

A payment proportionate to the amount of dues paid during the past 10 consecutive years is made to a member's beneficiary upon an active member's death.

## ◆ Mentoring

Whether it is through one-on-one contact with the IASA Executive Director or through one of the Field Services Directors, members have quick access to experienced school administrators.

## ◆ Legislative Advocacy

IASA's governmental relations director tracks legislation that affects public education, lobbies on behalf of IASA's positions and keeps members informed with *Capitol Watch* updates and analysis.

## ◆ Professional Development

IASA's professional development director offers timely academies, workshops and blogs that provide helpful instruction to deal with emerging issues facing school leaders.

## ◆ Communications Services

IASA's communications director assists superintendents in the development of talking points, media statements or letters to parents regarding issues that arise in a school district.

## ◆ Conference Opportunities

IASA's Annual Conference in the fall and its biennial Alliance Leadership Summit in the spring offer members the opportunity to hear from nationally known speakers and to network with colleagues from throughout the state.

### Renew your membership or join IASA today

For more information or to join or renew online, go to the IASA website at [www.iasaedu.org](http://www.iasaedu.org) and click on the Membership Tab at the top of the page.

If you have any questions, please contact Misti at 217.753.2213 or [mmurphy@iasaedu.org](mailto:mmurphy@iasaedu.org).

# FY 2016 IASA Membership Drive

The IASA FY 2016 Membership Drive is officially underway! Be sure to renew by August 1 in order to be included in the IASA Membership Directory.

- ◆ Are you retiring?
- ◆ Are you moving to a new district?
- ◆ Know of a new Superintendent near you?
- ◆ Has any of your contact information changed?
- ◆ Know of a change in superintendency in your Region?

Please contact Misti Murphy at [mmurphy@iasaedu.org](mailto:mmurphy@iasaedu.org) with any changes taking place so we can track the

*First year superintendents will be featured with their photo and new school district in the Back to School edition of Leadership Matters.*

## Welcome to our new superintendents!

 Kurt Alberstett Durand 322	 Dr. Carole Ayanlaja Rich Twp HS 227	 Robert Bardwell Eureka Comm Unit 140	 Jason Bauer Donovan Comm 3
 Chuck Bleyer Pope County Comm 1	 Photo Not	 Todd Butler Cumberland 77	 Philip Caposey Meridian 223
 Dr. Daniel Cates Township HS 211	 Brian Charron Waterloo Comm 5	 David Chavira East Coloma-Nelson 20	 Kelly Clark Akin Comm 91
 Dr. Jeff Craig Aurora West 129	 Cathy Croy Clay City Comm 10	 Nathaniel Cunningham, Jr. Crete Monee 201U	 Dr. Mark Daniel McLean County Unit Dist 5
 Dr. Anthony Edison Posen-Robbins Elem 143-5	 Martin Felesena Community Unit 2	 Kent Froebe Lincoln Elem 27	 Photo Not
		 Jill Fulkerson Fairfield Comm 225	

## Welcome to our new superintendents!

 Jennifer Gill Springfield Unit 186	 Dr. Paul Goren Evanston CC 65	 Dr. Tina Halliman Cook County 130	 Julie Healy North Wayne 200
 Fred Heid Community Unit 300	 Dr. Laurie Heinz Park Ridge CC 64	 Dr. Andy Henrikson Mundelein 75	 Rodolfo Hernandez Cicero 99
 Photo Not	 Darryl Hogue River Bend Comm 2	 Dr. Charles Johns West Chicago 33	 Dr. Melissa Kaczowski Roselle 12
 Jennifer Kelsall Ridgewood Comm 234	 Trisha Kocanda Winnetka 36	 Jilinda Larson Tri City Comm Unit 1	 Dr. Paige Maginel Dongola 66
 Dr. Margaret Manville New Lenox 122	 Jeffrey McCartney Beecher 200U	 Dr. Paul McDermott Forest Ridge 142	 Dr. Michael Moan Woodstock 200



## IASA News in Brief



### Fessler elected to AASA Board; Kelly to serve on Executive Committee



Dr. Arthur Fessler

Dr. Arthur Fessler, superintendent of Community Cons. #59, was elected May 1 to the AASA Governing Board. Fessler will represent the IASA Northeastern Super Region and his three-year term begins July 1.

IASA extends a special thank you for leadership and service to Dr. Catherine Finger, superintendent of Grayslake Comm #127, who serves on the AASA Governing Board through June 30, 2015.

Illinois holds five seats on the AASA Governing Board. The representatives for each IASA Super Region beginning July 1 are:



Dr. Gary Kelly

#### IASA Northcentral Super Region

Daniel F. Marenda, Superintendent – La Salle #122 (Term expires 6/30/2017)

#### IASA Northeastern Super Region

Dr. Arthur Fessler, Superintendent – Community Cons. #59 (Term expires 6/30/2018)

Dr. Brian Harris, Superintendent – Barrington #220 (Term expires 6/30/2017)

Dr. Jane L. Westerhold, Superintendent - Des Plaines CC #62 (Term expires 6/30/2016)

#### IASA Southern Super Region

Dr. Gary Kelly, superintendent of DuQuoin #300 and current AASA Governing Board Member, will serve on the AASA Executive Committee effective July 1, 2015. The call for nominations to fill the one year unexpired term on the AASA Governing Board for the Southern Super Region will be sent out on May 5 with nominations due to the IASA office on May 19.

Dr. David Schuler, superintendent of Township HS #214, will serve as AASA President on July 1, 2015.

## End of Year Photo Spread in *Leadership Matters*

We are in the planning stages for our combined June-July summer issue of our online magazine *Leadership Matters* and we are reaching out to ask for your help.

We would like to run a photo spread that captures some of the end-of-school events from around the state. If you have one photo that you would like to submit from any event that highlights your school or students, we would love to include that photo in this special layout. **We would need to receive the digital photo by June 15 in order for it to be included.** Please also include some information about the event or photo. Those photos can be emailed to [mbuch@iasaedu.org](mailto:mbuch@iasaedu.org).

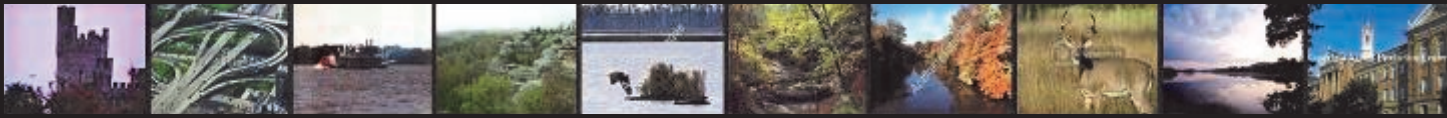
*End of Year Happenings*

**Leyden Community High School 212**  
Celebrates Prom and Graduation

**Proviso East High School**  
The marching band from Proviso East High School in Maywood performs at the 12<sup>th</sup> annual Proviso East Battle of the Bands on Saturday, May 17, at Proviso West High School. Under the direction of director Reginald Wright, the Proviso East marching band continues to be a source of pride as the excellence of the band is recognized statewide and nationally.



## IASA News in Brief



### **River Trails school earns federal Green Ribbon Award for environmental and wellness initiatives**

A River Trails 26 Middle School has earned federal recognition under a program that celebrates schools' efforts to cut utility costs, develop healthy living practices and offer environmental education. River Trails Middle School was the only school in Illinois to garner the U.S. Department of Education's 2015 ED-Green Ribbon Schools Award.

"On behalf of the our Board, I congratulate the students and staff at River Trails for finding ways to incorporate healthy habits into all aspects of learning and living," said State Superintendent of Education Christopher A. Koch. "This school's commitment to living green cuts costs and improves health and well-being but, most importantly, teaches students how to carry such practices into the future."

The school's commitment to improving student and staff health has led to a number of changes:

- Increased physical activity.
- Healthier celebrations and snacks. Only fruit, vegetables and hard cheese are served during district and school celebrations and snack time.
- Increased staff participation in wellness screenings.

River Trails and the other winning green schools will be recognized Wednesday, June 3, in Washington, D.C. Events that day will include an evening reception hosted by the Center for Green Schools at the U.S. Green Building Council on Capitol Hill. Click [here](#) to view a video of the presentation. Click [here](#) to view the entire Press Release.

### **Request for Proposals to Present at IASB/IASA/IASBO Conference**

IASA is requesting proposals for presenters for the 2015 Triple I Conference in Chicago. The proposal will need to be returned to Dr. Richard Voltz either by mail (Dr. Richard Voltz, 2648 Beechler Court, Springfield, IL 627043) or email ([rvoltz@iasaedu.org](mailto:rvoltz@iasaedu.org)) by May 29, 2015.

One presentation will be on Friday afternoon, November 21 and the second will be held a on Saturday morning, November 22. These are two prime presentation time slots and IASA has had great attendance at these sessions. The topics for these sessions will be 1) PERA Student Growth Solutions and 2) Using Technology for Student Personalized Learning.

IASA will select three presenters for each topic. The presenters will need to design their presentation around the TED Talk format. Click [here](#) to view the requirements for this presentation and to fill out the Request for Proposals.

### **IN MEMORIAM**

Former IASA member Dr. Joseph Dubec of Hinsdale passed away April 21. He retired from Palos School District #118 in 2014.

# Do changes in funding have you worried about your 2015 technology budget?

Schoolwires is offering special CMS and webhosting packaging to Illinois Association of School Administrators' members to help alleviate some of the financial burden you may be feeling with the changes in budget and funding.

**To learn more about special packaging and pricing contact**

Bill Reynolds

Schoolwires Senior Territory Manager

[bill.reynolds@schoolwires.com](mailto:bill.reynolds@schoolwires.com)

618.308.0870





# Getting to know your IASA Membership and Communications Committee Members

## Kyle Ganson Blackhawk Region

**School district:** Colona School District 190

**One thing you would like people to know about your school district:** We have 452 unique Pre-Kindergarten through eighth grade students who possess a great cross-section of talents and skills.

**Years as educator:** 32

**High school:** Limestone High School, Bartonville

**Colleges or Universities:** Bradley University, B.S.; Illinois State University, M.S.; Western Illinois University, Ed. Specialist

**Family:** Wife Michelle, children Aaron 24, Rachel 20, Ryan 18, Matthew 16

**Favorite hobby:** Flying my Piper Cub, scuba diving, and traveling

**Favorite movie:** *Star Wars*

**Favorite book:** The Bible

**Favorite musical artist:** U-2

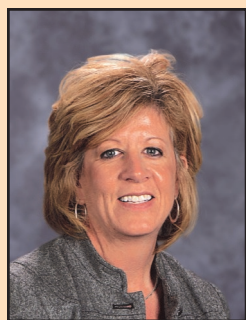
**One thing people probably would be surprised**

**to know about you:** My father quit school in eighth grade, was present at Pearl Harbor and served in the army in the South Pacific during WWII. My mother had an opportunity to attend college for Art but could not financially do so. They both valued education, hard work, and had the utmost respect for the opportunities education could provide.



**Biggest concern about public education:** The growing divide between poor and wealthy public school districts and the access students from these districts have to high quality daily academic instruction and experiences.

**Most encouraging thing about public education:** Public education still provides the best opportunity for all children to achieve their dreams.



## Dr. Kate Sievers Two Rivers Region

**School district:** Calhoun Community Unit 40 School District

**One thing you would like people to know about your school district:** Calhoun

CUSD 40 is a small and

unique school district. The district sits on a peninsula between the Illinois and Mississippi Rivers.

**Years as educator:** 19

**High school:** Calhoun High School

**Colleges or Universities:** Southern Illinois University in Edwardsville, B.S. in Finance and M.S. in Elementary Education; Maryville University in St. Louis, Ed.D. in Education

**Family:** Husband Duane, two sons, Alex and Andrew, and twin grandbaby girls, Lila and Kylie

**Favorite hobby:** Golf and swimming

**Favorite movie:** *Band of Brothers*

**Favorite book:** The Bible

**Favorite musical artist:** None. I like Christian music

**One thing people probably would be surprised**

**to know about you:** I have 46 nieces and nephews and 52 great-nieces and nephews and two on the way!

**Biggest concern about public education:** In Illinois it is the financial stress put on school districts. Second biggest concern is that students are being over assessed and teachers are losing valuable instruction time with the students.

**Most encouraging thing about public education:** The New Illinois Learning Standards have placed more rigor throughout the curriculums and students are being challenged to be 21st Century learners.

# May 2015

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1 Three Rivers Region mtg.	2
3	4 Blackhawk Region meeting	5 Shawnee Region meeting	6 Cook West Region meeting	7	8 Kaskaskia/Western Region meeting	9
10	11	12	13 DuPage Region meeting	14 Cook South Region meeting	15	16
17	18	19	20	21	22	23
24	25	26	27 Egyptian Region meeting	28	29	30
31						

Click on a color-coded date to open a link for more information about the event.

**IASA  
Event**

**Professional  
Development  
Event**

**Legislative  
Event**

**Region  
Meeting  
(Contact your  
Region President  
for details)**

# June 2015

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2 Egyptian Region meeting	3 Shawnee Region meeting	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Click on a color-coded date to open a link for more information about the event.

**IASA  
Event**

**Professional  
Development  
Event**

**Legislative  
Event**

**Region  
Meeting  
(Contact your  
Region President  
for details)**



## THE PROOF IS IN THE NUMBERS

The Illinois Education Job Bank has been redesigned to combine a more user-friendly interface, professional layout and enhancements such as the ability to apply online and manage resumes and vacancies easier. Whether you are seeking qualified applicants to fill permanent, interim, part of full-time vacancies, the Illinois Education Job Bank makes posting jobs and finding candidates as easy as **1-2-3!**

With over **750** Illinois school districts and **225** other educational institutions subscribing to the Illinois Education Job Bank, the proof is in the numbers. Since 1999, the Job Bank has provided the opportunity for more than **60,000** vacancies and **83,000** profiles to be posted online.

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



**Illinois Association of School Administrators (IASA)  
uses website to connect employers with Job Seekers**



*"As a Superintendent, I have utilized the Illinois Education Job Bank consistently. It has become a useful resource in my district for seeking qualified candidates. We utilize the Illinois Education Job Bank to not only seek qualified applicants, but we also use this job bank to post any open positions we may have. I have been extremely pleased with the quality of applicants provided by the Illinois Education Job Bank, as well as their response in answering questions regarding the site!"*

**- Dr. Kimako Patterson, Superintendent at Prairie-Hills Elementary School District 144**



*"Without a doubt, the Illinois Education Job Bank is the ONLY site school districts need when posting openings. Candidates in Illinois know that the Job Bank is the site to use, so school districts are confident they are getting the best possible candidates. For the cost and ease of use, the Illinois Job Bank is simply in a class of its own."*

**- Chad Allison, Superintendent at Illinois Valley Central Unit 321**



*"I have utilized the Illinois Education Job Bank since it's launch by IASA several years ago. It has and continues to be the staple for educational job postings in Illinois. As a superintendent I really appreciate the service it provides."*

**- Dr. Keith Oates, Superintendent at Marion Community 2**

# TAKE ADVANTAGE OF YOUR MARKETING OPPORTUNITIES

You and your firm are invited to participate in the

## 51<sup>st</sup> ANNUAL IASA CONFERENCE

ILLINOIS ASSOCIATION OF SCHOOL ADMINISTRATORS

SEPTEMBER 30  
to  
OCTOBER 2  
**2015**

SPONSOR AN EVENT,  
MEAL OR SPEAKER

RESERVE YOUR BOOTH

HOST A HOSPITALITY  
SUITE FOR ATTENDEES



[Click here for additional information.](#)





## Call for Presentations

**IASA Annual Conference  
Sept. 30-Oct. 2, 2015**

**President Abraham Lincoln  
Hotel by DoubleTree and the  
Prairie Capital Convention  
Center  
Springfield, Illinois**

*Annually, hundreds of school leaders attend IASA's Annual Conference for the purpose of increasing their professional growth.*

**Key Dates:**

*Submission Deadline: May 29, 2015  
Presenters Notified: Mid-July 2015*

**Questions:**

Contact Jodi Gillespie  
at 217/753-2213 or  
[jgillespie@iasaedu.org](mailto:jgillespie@iasaedu.org).

The Illinois Association of School Administrators (IASA) is soliciting breakout session proposals for the IASA Annual Conference, scheduled on September 30-October 2, 2015, at the President Abraham Lincoln Hotel by Double Tree and Prairie Capital Convention Center in Springfield, IL. This is an opportunity to share your best practices on educational issues with your colleagues. Past sessions have addressed topics such as: assessments; technology; short-term borrowing solutions for schools; retirement planning for school professionals; violence prevention programs; curriculum alignment; hiring and evaluation of personnel; legal updates and school district reorganization. We look forward to reviewing what you have to offer!

Breakout sessions will be held from 8:00 a.m. to 5:00 p.m., Thursday, October 1, 2015 and 8:30 to 9:30 a.m., Friday, October 2, 2015.

**Guidelines and Criteria:**

- No more than two proposals per person will be considered.
- Speakers do not need to be IASA members in order to submit a presentation proposal; however, if a proposal is accepted for presentation, speakers will be required to pay the full conference registration fee if they are eligible for any class of IASA membership.
- IASA reserves the right to edit session titles and descriptions for marketing purposes.
- All breakout sessions have a moderator that will be assigned by IASA.
- Audio/visual equipment needs must be provided via this proposal. The standard audio/visual equipment provided by IASA includes LCD projector, screen, podium, and a microphone. Computers, internet connections, or other audio/visual equipment will be at the cost of the presenter.
- Presenters will be required to provide an electronic copy of their handouts three weeks prior to the conference. There will be no exceptions.
- Presenters will be responsible for providing the handouts for the attendees.
- All presentations must adhere to copyright laws.
- Presentations accepted by IASA may not be altered or changed without approval.
- IASA reserves the right to record sessions and make those audio and/or video recordings, available to its members. Likewise, photos will be taken for inclusion on the IASA website. By returning the proposal form, you and the other presenters listed, agree to be recorded.
- IASA will not pay an honorarium, speaker fees or travel expenses.
- Please note that proposals constituting sales promotions for products or services will not be considered (proposals submitted by vendors).

[Click here for additional information.](#)

## **2014-2015 Senate Bill 7 Performance Rankings File is now available!**

Illinois School Districts are working to comply with the requirements of education reforms. 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.

This software was originally reviewed by the Senate Bill 7 teams from the Illinois Federation of Teachers (IFT) and the Illinois Education Association (IEA). This version builds on the knowledge gained from these users. This includes the inclusion of many suggested improvements that were submitted by these users. Examples of new features include:

- ◆ Sorting data within the program
- ◆ Listing teachers not only in their current position but also for other positions they are eligible to hold in the district
- ◆ Filtering reports to display only current employees

**The cost of using this software remains the same as last year. The annual licensing fee will be \$275 for IASA members and \$550 for non-members.**

**Several podcasts on how to use the software and well as the access request form can be found [here!](#)**

***Please note that previous versions of the IASA Senate Bill 7 Performance Rankings File are no longer supported as there have been legal changes which are not included in the previous versions of this software. Also, the service method for the 2014 software will be via email only.***





# Are you ready?

Never has there been a more sweeping package of education reform initiatives than were contained in Senate Bill 7 and in the Performance Evaluation Reform Act (PERA), and many of the teacher evaluation requirements are on the horizon.

## Teacher Supervision Advanced Training in the Danielson Model

is designed to help you not only comply with the new laws, but to help improve the evaluation process and, in turn, improve the quality of teaching in your district – the real goal. This training includes:

- ◆ “Six Steps for Successful Teaching Evaluation”
- ◆ Tips on how to “coach” teachers on how to improve
- ◆ How to collect and synthesize evidence
- ◆ How to work with teachers to develop SMART goals
- ◆ New 2013 research and instruction on performance-based teacher evaluation

“The Advanced Danielson training was perfect for evaluators in our district...it deepened our understanding of the legal and practical implications of the Danielson Model and, more importantly, started a discussion with our school leaders that has continued after the training.”

**Dr. Nick Polyak, Superintendent of Leyden Community High School 212**



“Managing the dynamic improvement of instruction through evidence-based evaluation can be daunting for teacher evaluators. This academy provides administrators with the practical tools necessary to support teachers using the evaluation process as a springboard to enhanced professional practice.”

**Dr. Jason Henry, Superintendent of Sesser-Valier 196**



“Dr. Voltz engaged, inspired and empowered school and district leaders with his wit, wisdom and words tied to actions related to Danielson’s

Frameworks for Teaching. I recommend that everyone who evaluates teachers using the Danielson Frameworks learn from Dr. Voltz. His deep knowledge and strong ability to relate theory and practice is extremely valuable.”

**Dr. Michael Lubelfeld, Superintendent of Deerfield 109**



“During my tenure as a superintendent in both a large unit district and now a smaller, high-performing suburban district, we have provided Dr. Voltz’s training for our administration teams. In both instances, he was able to tailor the message to our specific needs. At the end of the day, our team walked out of the room more confident and more knowledgeable about the evaluation process.”

**Lonny Lemon, Superintendent of Oak Grove 68**



“Utilizing a coaching approach to guide effective feedback and practice, the Teacher Supervision Advanced Training in the Danielson Model provides useful strategies and applications that school leaders can incorporate to more effectually develop distinguished staff...incorporating humor and charisma into the session kept all attendees engaged throughout the day.”

**Dr. Art Fessler, Superintendent of Community Consolidated 59 in Arlington Heights**



“The Paxton Buckley Loda School District is in the process of implementing many facets of the Danielson Evaluation Model. Dr. Voltz provides this training in a collaborative fashion, sharing his knowledge of best practices and strategies that we can utilize to implement a new evaluation system with integrity.”

**Cliff McClure, Superintendent of Paxton-Buckley-Loda School District 10**



For more information, contact Kim Herr at 217.753.2213 or by email [kherr@iasaedu.org](mailto:kherr@iasaedu.org).





Assurant Employee Benefits in conjunction with American Central Insurance Services are pleased to offer an ancillary benefit offering\* for board paid life insurance, supplemental voluntary life insurance, and voluntary or contributory vision insurance for the Illinois Schools Employee Benefits Consortium.

Contact Jeremy Travelstead or Stan Travelstead at 877-698-2247  
[jeremy@iasaedu.org](mailto:jeremy@iasaedu.org) or [stan@iasaedu.org](mailto:stan@iasaedu.org)

**Board Paid Life Insurance:**

- Offer 10% under currently charged rate with a three year rate lock as long as sold with voluntary life.
- Offer to match current rate if sold without voluntary life with a three year rate lock.
- Allow the school to have varying schedule of benefits to mirror current features as closely as possible.

**Supplemental Voluntary Life Insurance:**

- Offer consortium block pricing to schools not currently offering voluntary life to employees.
- Benefits include options for \$10,000 units of insurance from \$20,000 to \$500,000; not to exceed five times employee's annual earnings. Additional coverage is available for spouses and children.
- Offer to match current voluntary life rates upon underwriting review for schools that currently offer voluntary life to employees

Eligible Lives	Elevated School Employee Guarantee Issue Amount
10-99	\$120,000
100-249	\$150,000
250-499	\$180,000

**Voluntary or Contributory Vision Insurance:**

- Offer 5% under currently charged rates with a two year rate lock.
- Offer consortium block pricing to schools not currently offering vision insurance.
- Allow the school to have varying schedule of benefits to mirror current features as closely as possible.

