A conference for administrators, board members, teachers, CESA employees, higher education professionals, public library administrators, elected officials and citizens interested in rural school and community issues.

Diversity in Rural Schools

Welcome Reception
October 27, 2019

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Conference
October 28-29, 2019

Glacier Canyon Lodge at the Wilderness Wisconsin Dells, Wisconsin
### Sunday, October 27

**6:00-7:00 Pre-Conference**

**Tundra A**

**Wisconsin Policy Forum Focus Group**

Ann Chapman

What are the challenges and opportunities that schools and school districts in Wisconsin face in their efforts to attract and retain a teaching workforce that reflects the racial and ethnic makeup of the students they serve?

**7:00 Welcome Reception**

**Located in Wilderness 36**

--Sponsored by [WEAtrust](https://www.weartrust.org)

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### Monday, October 28

**7:30 Registration**

**Sandstone**

**Breakfast**

--Sponsored by [Forecast 5 Analytics](https://www.forecast5.com) and [PMA](https://www.pma.com)

**8:15 Welcome**

Kim Kaukl, Executive Director and Ben Niehaus, WiRSA President

**Vendor Introductions**

**8:30-9:30 General Session 1**

**Sandstone**

**Opening Keynote**

**Relentless: Dreams, Goals and Aspirations**

Anthony Ianni

They said I would never go to college, never play sports, would grow up to live in a group home. I was bullied, for all the ways that I was different than everybody else. But I defied the predictions: Building on the challenges I overcame; I graduated from college and became the first athlete in NCAA history with autism to play Division 1 college basketball.

Under legendary coach Tom Izzo at Michigan State University, I played on the 2010 and 2012 Big Ten Championship teams and the 2010 Final Four team. Now, I am is on a mission: to educate and inspire everyone to be “Relentless” and to achieve their dreams and goals in life.
<table>
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<tr>
<th>Time</th>
<th>Session</th>
<th>Description</th>
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| 9:40-10:25   | Break-Out Session 1                          | **Tundra A**  
**Engaging the 3rd “C” College-Career-Community Readiness**  
Clintonville School District  
The Department of Instruction created a statewide vision for all students in Wisconsin to graduate from High School prepared with knowledge, skills, and habits through the lens of College and Career Readiness. In Clintonville, we have started a process to add the 3rd "C" or Community Readiness to our mission of empowering those we educate to become lifelong learners who can think independently, critically, and creatively. In this session, we will share how we have begun the process of inviting the Clintonville community to be an active partner in identifying what community readiness looks like.  

**Tundra B**  
**Retaining Staff Through Stay Interview. Struggling to retain teachers? Wondering what to do once they are gone? How about a "we check" before the autopsy of your district happens?**  
Goodman-Armstrong Creek School District  
Teacher retention is at an all-time crisis level. Find out how the 2nd smallest district in the state is keeping their teachers! The Stay Interview unlike the Exit Interview helps guide the district through their professional development needs, meet and confer discussion, goal setting and strategic planning process. This allows the staff voice to be heard and the district to listen to the needs before they lose the teacher or staff member.  

**Tundra C**  
**Making the Wisconsin Idea Local: Connecting Local Governments and School Districts to UW-Madison (Learn about a partnership with UW-Madison that can accelerate change at your school district)**  
UW-Madison – UCY Program  
The Wisconsin Idea is simple: make the university more useful for Wisconsin citizens. Learn about the “UniverCity Year” (UCY) program, a new effort at UW-Madison seeking to do just that by working with local governments, such as school districts, to find solutions to some of the biggest challenges facing communities throughout Wisconsin. This is a three-year partnership between the university and a local government or a cluster of local governments, during which faculty and students collaborate with the community on projects that solve local issues. Find out how your school district could be the next UCY partner.  

**Tundra D**  
**Soaring Our Way with STEAM: A K-12 Experience**  
Southern Door School District  
Discover how Southern Door County Schools moved from ideas to implementation in their 5K-12th grade STEAM program. Learn how community engagement and partnerships, professional development, and curricula mapping play a role in our success. Discover our plans for the future of the program!
## Tundra E

### From Computers to Competencies: Why We Canned The "Canned" Curriculum
Mauston iLEAD Mauston School District

Many school districts use "canned" online computer curriculum to meet the needs of many types of students. For most students, this isn't any more successful than sitting in the classroom was. Students become disengaged and teachers become stressed about the lack of progress. Come learn how and why one school district created their own competency-based programming.

### 10:25-10:45

#### Sandstone

**Break**

--Sponsored by

![Nexus Solutions](image)

### 10:50-11:35

#### Tundra A

**Breakout Session 2**

- **Impactful Use of Achievement Gap Reduction (AGR) Funds to Raise Student Achievement and Engagement with an Instructional Coach**
  Gilman School District

Achievement Gap Reduction (AGR) provides districts flexibility to meet student and school needs through one of three strategies: instructional coaching, one to one tutoring, or class size reduction. Learn how a small rural school with only one section per grade level maximizes the use of AGR funds to hire a full-time instructional coach to support grades K-3.

#### Tundra B

- **"School Finance: The Conversation Continues". A presentation for Board Members and Administrators designed to provide language and ideas so the school funding conversation can continue.**
  Wisconsin Association for Equity and Funding

Tony Klaubauf and Peter Ross (Co-directors of WAEF) would like the opportunity to present the following information to School Board Members and Administrators at your annual conference. The title of our presentation is, School Finance: The Conversation Continues. • History of public school funding in Wisconsin • Fundamentals of public school funding in Wisconsin • Research that helps school leaders articulate public school funding needs in their local school district • Dialogue that will assist Board Members and Administrators discuss the funding of their districts with their constituents, state and local community leaders.

#### Tundra C

- **Unlearning Hate: Embracing Differences in the Classroom**
  WE ARE MANY United Against Hate

Learn about what the nonprofit organization We Are Many–United Against Hate is doing in schools and with youth groups to help students recognize and overcome prejudice and assist teachers and schools in handling
sensitive, emotionally charged subjects and promoting understanding and tolerance. Hear about success stories in troubled times, including how one small town rose to the occasion after an ugly incident.

- **Culturally responsive curriculum and inclusive instructional strategies for the STEM classroom**  
  Marian University

This presentation will discuss the structural framework for the development and implementation of culturally responsive curriculum, instruction, assessment and evaluation in biology. Inclusive instructional strategies for effectively integrating reading, writing and data analysis within the biology curriculum at the K-12 level and introductory college level courses will be presented. Tools for the assessment of student learning in a diverse classroom will be discussed. These tools can be modified to meet the individual needs of the student, instructor, specific subject and institution.

- **Redesigning Education to Create a World-Class Collaborative System in a Rural Setting.**  
  Arcadia, Blair-Taylor, Independence, Whitehall (TVC 2.0 Cooperative)

The school districts of Arcadia, Blair-Taylor, Independence, and Whitehall embarked on a mission of creating a four-school district cooperative that would enhance educational opportunities and support regional growth. Through collaboration and strong business partnerships, we have a foundation that we believe is creating a world-class education system in a rural setting. If you are interested in learning about the process, positives, challenges, and systems approach to Creating Vision, Mission, Joint Powers Agreement, Sharing Career Tech Educational Opportunities, Mobile Skills Lab, PLC’s, (Professional Development), Business Partnerships, Sharing Dual Credit Classes, FAB Lab and more.

**WiRSA Rural Schools Awards**

**Recognition of WiRSA Founders**

Don Stevens, Joan Wade, Jerry Fiene, Fred Yeo, Nancy Hendrickson, Guy Leavitt, Bob Kellogg, Dave Polashek, Chuck Purcell, Bob Beaver, Art Keenan, Fred Schlichting

**Lunch**

--Sponsored by

**NREA Update**

Allen Pratt, NREA Executive Director
1:15-2:15  
Sandstone  
General Session 2  
Keynote  
Student, Teacher and Community Engagement through Fisheries & Wildlife Education!  
Scott Jordan  

Come join the 2017 Monsanto Rural Educator of the year to experience how Student, Teacher, and Community Engagement can work for you! Experience how Cuba-Rushford Central School took fisheries and wildlife education and made it mainstream. Learn how CRCS Outdoors, a nationally recognized place-based rural public education model was developed. Attendees will view a video presentation, discussion, and explore the idea of how a similar curriculum could work for their district. Make outdoor learning part of your reality and see just what your school or community has to offer!

2:20-3:05  
Tundra A  
Break-Out Session 3  
- PBS KIDS Family and Community Learning: Cultivating Innovation, Playfulness and STEM Skills in Early Learners  
  Westby School District and Wisconsin Public TV Education  

Research shows that families love engaging in learning experiences with their children, but when it comes to creating science learning opportunities at home, parents are less confident. What if there was a way to bring together low-cost, everyday materials, a creative science curriculum, and your child's favorite PBS Kids Characters into an engaging, fun, after-school program or week-long summer camp? This session will feature how Wisconsin Public Television Education partnered with Westby Elementary to successfully implement these programs and how you can bring these ideas to your school district to help develop the next generation of scientists and engineers!

Tundra B  
- Creating a Culture of Excellence: Strategies and Outcomes that any school can replicate.  
  Barneveld School District  

Our session will focus on six areas of Instructional Leadership that moved our district from a school that traditional earned a DPI Report Card rating of “Meets Expectations” to a school that earned its first ever rating of “Significantly Exceeds Expectations”. The six focus areas include: high expectations, curriculum, literacy & math, use of data and providing professional growth opportunities for staff. We will share stories of success, as well as failures, along our journey of student improvement and growth.

Tundra C  
- Charter Schools Work for Kids in a Rural District  
  Northland Pines School District  

The Northland Pines School District prides itself on options and opportunities for students. With that mindset the district has opened and maintained three successful charter schools that give students in grades 4k-
12 another choice in our district. The main focus of the schools is always students, but they are also a learning lab that we have helped our district grow in many other ways.

- More Social, Less Media: Building Key Financial Partnerships for Your District One Handshake at a Time
  Hayward School District and CESAs 7 and 10

This presentation will discuss the importance of building and using relationships, multiple district buying power, local and national business and philanthropy contacts, and strong negotiation tactics to create win/win partnerships that get your district more services, more money, and more time to work on your true mission.

- Rural Schools Transition Partnership
  Bowler/Elcho/White Lake School Districts

White Lake, Elcho and Bowler identified a need to better engage students with disabilities in their communities. Together, these three districts chose to commit to a unique PLC that reviewed data and developed strategies that could be replicated to produce these better outcomes.

Small rural schools strive to provide the same number of services as larger districts, but with fewer staff to complete these tasks. This challenge can result in missed opportunities for students. These three school districts committed to work together to share best practices in engaging communities around students with special education needs to result in exceptional outcomes.

### 3:05-3:25

**Break**

Sponsored by [WEA Member Benefits](https://www.weabenefits.com)

### 3:30-4:15

**Break-Out Session 4**

- Dual Language Immersion in Central Wisconsin: A Paradoxical Dual language immersion, Heritage Spanish, staff professional development, parent involvement, programs and solutions the district has developed.
  Abbotsford School District

Dual Language Immersion in Central Wisconsin: A Paradox, Abbotsford’s unique population provides opportunities for the district to develop programs not commonly found in small schools. From our elementary dual immersion program to our high school Heritage Spanish class, and from staff professional development to parent involvement, we will discuss programs and solutions the district has developed, as well as obstacles we’ve overcome, to beat the odds and become a Title 1 School of Recognition for fourteen years in a row.
Let’s brainstorm whether a charter school may be a solution to your District challenges?
Wisconsin Resource Center for Charter Schools (CESA 9)

Is your District looking for creative ways to meet the needs of your community? Let’s learn together how charter schools are being used around the state as an innovative solution to address specific District needs and interests. Each participant will walk through a process to determine if a charter school could be a solution to address the challenges and/or interests of their district. This session promises to be personalized, practical, and is designed both for those Districts already operating as a charter school authorizer or for those of you brand new to charter schools.

Amping Up Support for Your Local School District - Connect with local administrators, board and community members, and statewide organizers to learn from each other. Focus on advocacy for public education at the state level and, of course, local referenda.
Wisconsin Public Education Network (WPEN)

WPEN is an informal, non-partisan alliance of parents, educators, board members, administrators, schools districts, and groups all over the state who are committed to ensuring that the public schools that are the hearts of our communities have the resources they need to ensure every child at every school has equal opportunity to learn and succeed in the classroom and beyond.

We support strong public schools that provide excellent education for all students. We work together to share information, ideas, and actions that help us get better at the state and local level in meeting these goals.

Our partners don’t always agree on every issue or policy, but our common ground is always rooted in our deep commitment to the success of every student in every school. This session will focus on the statewide work this year in the Blue-Ribbon Commission and Joint Finance Committee to highlight the need for additional public education funds.

Relationships Matter-- Building Support for Community Partnerships, Referenda, and Lobbying Efforts
Mineral Point and Sauk Prairie School Districts and WiRSA

Relationship building is at the center of our work as school leaders. From forming and strengthening community partnerships, to successful referenda campaigns, to governmental lobbying efforts, learn how relationships can be leveraged in positive and proactive ways to move your district forward. When focusing first on relationships and not resources, people and not programs, great things can happen for the district and its stakeholders.
Tundra E

- **School Counselors Role in Equity - ASCA Standards, Best Practices and the realities of implementation for rural counselors.**
  Washburn School District and Wisconsin School Counselors Association

Wisconsin has adopted the American School Counselor Association (ASCA) Mindsets and Behaviors Competencies to replace the Wisconsin Comprehensive School Counseling Model Standards. This change includes moving to an updated comprehensive school counseling model that is data informed and based on meeting the needs of all students. Counselors will review school wide data annually to identify students struggling in the areas of attendance, behaviors or achievement. The model also includes an annual program goal that includes a "closing the gap" action plan to meet the needs of these students. Learn first-hand from a school counselor as well as from a statewide perspective on supporting school counselors in this very important part of their work.

4:20-5:10

Tundra A

- **Digital Learning + innovative Instructional Design = Tomorrow’s Equitable Practices Overview of equitable, digital learning programming efforts that are allowing schools to implement Virtual Learning time.**
  Department of Public Instruction

What are the innovative instructional design practices that are supported by principles of equity and digital transformation to personalize learning options? Come learn about emerging trends, blended learning principles, district planning processes, professional development programs, and Virtual Learning Time (VLT) innovative examples. This interactive session will include a toolkit for Virtual Learning Time (VLT) planning resources aligned to the Wisconsin Digital Learning Plan - Future Ready programming.

Tundra B

- **The Office of School Safety General Overview Session**
  Department of Justice Office of School Safety

The Office of School Safety would like to host a general OSS session to include: The newly developed Wisconsin School Threat Assessment Protocol (STAP) and the changes coming to our training that accompanies this protocol. The Comprehensive School Security Framework and the updates being added this year. As well as a grant update for all grantees and ACT 143 requirements for school year 2019-2020.

Tundra C

- **Partnering with Rural Schools on Teacher Shortages: CESA 9's Excellence in Teaching Program**
  CESA 9

The Excellence in Teaching Program was designed to provide and train high quality teaching candidates for CESA 9 districts in shortage areas. This eleven-month DPI teacher certification program is meant to reach candidates who are career changers or who cannot attend the traditional teacher certification route. Many of our rural districts face low numbers of
applicants in hard to fill positions. This pathway was developed based on the needs of our region and through feedback from CESA 9 districts. The Excellence in Teaching Program allows for community members who have a bachelor’s degree to obtain a teaching license while working on a license with stipulations or student teaching in CESA 9 school districts. This presentation will go into detail about the program and pedagogy that is foundational to the success of the program and its students. A CESA 9 school district participating in the Excellence in Teaching Program will also discuss the program and the benefits of this option.

Tundra D

- **Living the Wisconsin Idea: University Investment in Rural College Students, Schools, & Communities**
  UW Madison

Rural students have garnered national attention regarding their access to and persistence in college. The desire to recruit increased numbers of rural students to four-year universities requires a re-imagination of university outreach and relevant research. Our collective efforts at UW-Madison, across financial aid, teacher preparation, and rural education research, aim to support our rural Wisconsin college students, their schools, and their communities. This presentation will outline important stages in the rural student college pipeline, with explicit focus on teacher preparation in and for rural districts, the related resources and supports available at UW-Madison, and why this investment is so important.

Tundra E

- **The Forest for the Trees . . .**
  Bonduel School District

Ever feel like you’re having trouble seeing the forest for the trees? In small districts and communities around the country, school employees are so well connected, involved, and engaged that sometimes lines can get blurred, waters can get muddied, and it becomes hard to have an objective view. Learn strategies that may give you peace of mind, will help you sleep at night, look at yourself in the mirror in the morning, and remind you that yes, you are doing the right thing and you are right where you belong.

5:15-5:45
Tundra A

Brainstorming with Mark Rothschild from Right at School

5:30

Reception and Auction
Located in Wilderness 36
--Sponsored by

NATIONAL INSURANCE SERVICES

Auction
All proceeds will go towards student scholarships for our member schools.

Dinner on your own following the reception/auction.
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<tr>
<td>7:45-8:40</td>
<td>Breakfast</td>
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<tr>
<td>8:15 Sandstone</td>
<td>DPI Stand Up for Rural Schools, Libraries and Communities Awards --Sponsored by <a href="https://www.mstc.wi.edu">Mid-State Technical College</a> <a href="https://www.wisfarmersunion.org">Wisconsin Farmers Union</a></td>
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<td>8:45-9:30</td>
<td>Break-Out Session 6</td>
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| Tundra A     | • TIG - Utilizing Visual Resumes to Increase Employment Outcomes for Students in Rural Communities  
Brian Kenney, Transition Improvement Grant Staff |
| Tundra B     | • Licensure, Preparation, and Professional Development Implications for Rural School Superintendent  
Pecatonica School District and DPI |
| Tundra C     | • Staying Financially and Academically Relevant in A Competitive Free Agent Market  
Clinton Community School District |

A visual resume is a tool using images and videos to showcase skills and abilities. A visual resume can be used to enhance a typical resume or can be used alone to support job creation for a student. The objective of this session will be to give an overview of evidence behind visual resumes and showcase some various visual resume products and other tools that can be utilized by youth to increase employment outcomes and further express their passions, preferences and interests. A great way to communicate with outside agencies in rural areas is to utilize a visual resume product to market your skills and abilities.

Superintendent Preparation in Rural Wisconsin - what did we wish we knew then compared to what we know now? What experiences were worth it? And where do we go from here in a culture when superintendent tenure is shrinking, and retirements are increasing?

The Clinton Community School District recently implemented a performance-based compensation model. Learn from key stakeholders how they collaboratively built a compensation model that adheres to 4 pillars: #1 Attract, Train, and Retain Staffers #2 Performance Based #3 Attainable Pathway #4 Financially Sustainable. This unique compensation model has significantly raised professional expectations, while financially rewarding staffers and empowering teacher leaders.
| Tundra D | • **Wisconsin demographic changes and their impact on rural school districts**  
UW Madison Applied Population Lab |
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<td>Over three quarters of the school districts are classified as town or rural by the National Center of Education Statistics. These districts educate over forty percent of the students in Wisconsin’s public schools. Aging population, the exodus of young people, and declining births have meant an enrollment decrease for many of these districts. These demographic changes as well as decreased funding, persistent poverty, and teacher shortages have required rural schools to grapple with difficult decisions. This presentation looks at these demographic shifts in rural Wisconsin and explores these shared district trends.</td>
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| Tundra E | • **"School and Community: Local Education Discourses"**  
UW Madison Communication Arts Dept |
|  | This summer, we conducted interviews with local public-school advocates in communities across the state to understand how local communities value and support their public schools, and how community members talk about their public schools. We are discovering that local conversations about public education sound different than the voices that currently dominate education policy at the state level. While state policymakers have reduced funding for public education and imposed narrow accountability tests, our initial interviews indicate that local advocates see public schools as central to their sense of community. We will share important themes that emerge from our interviews. |
| Tundra F | • **DPI Reception Area** |
| 9:35-10:20 | **Break-Out Session 7** |
| Tundra A | • **Lighting Options, Costs, & Performance**  
DeSoto School District and Energy Performance Lighting |
|  | Lighting -What is working in general classrooms, what are the options, and how much does it cost. Then we will wrap up with sensory lighting in special needs rooms. How effective is it? |
| Tundra B | • **Parent Empowerment Strategies: Engaging parents, strengthening families, and building communities**  
Family and Schools Together |
|  | When schools and families collaborate as partners, families feel empowered to advocate for their children and academic achievement among children increases. However, studies show that in many rural areas, school-family connections are lacking. Some school professionals have a difficult time identifying competencies and strengths in all parents, but this—no matter parents’ social or economic class, language, race, or gender—is key in ensuring that empowerment can emerge. Using best practices in family engagement and professional development, this workshop will help schools create a more welcoming environment for families of all backgrounds, focusing specifically on the needs of rural communities. |
| Tundra C | "Investing in Big Foot Pride" - How a small rural high school passed two referendums to help compete in the open enrollment era  
Big Foot Union |
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<td>Rural schools must compete in many different ways, and Big Foot Union High School is no exception. An open enrollment &quot;loser,&quot; BFHS is constantly looking for ways to compete with area schools who have more resources and offerings. Faced with challenges to outdoor athletic facilities and operating deficits, BFHS created a plan to build a complex and pass an operating referendum at the same time. Last November, after countless meetings, presentations, and marketing efforts; Big Foot was able to pass a $7.8 million question to incur debt, and a $350,000 question to exceed the revenue limit. The facility will be complete this fall, making &quot;Investing in Big Foot Pride&quot; not just a slogan, but a reality.</td>
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| Tundra D | Portrait of a Rurally Responsive Teacher Education Program  
UW-Platteville School of Education and the UW-Madison Rural Education Research and Implementation Center |
| | Together we will envision what a rurally responsive teacher education program ‘looks like.’ We’ll begin by examining historical definitions of a rural teacher workforce. Participants will collaborate to develop portraits of a rurally responsive teacher that is prepared to serve students in the 21st century. Finally, participants will discuss how schools of education can best prepare this workforce. |
| Tundra E | Using Technology to promote 21st Century skills: Lessons from rural high school teachers in Iowa  
Regional Educational Laboratory Midwest |
| | Regional Educational Laboratory Midwest will present findings from a descriptive study on 1) how much educators in rural high schools in Iowa have used technology to support the development of 21st century skills among students and 2) teachers’ perceived school support for technology use. In this session, the study’s lead author will describe how teachers emphasized specific 21st century skills (collaboration, communication, creativity, and critical thinking) when asking students to use technology, and the ways that teachers in different subject areas and of experience levels differ in their use of technology. The presenter will share the implications of these findings for how schools can support rural educators in using technology in ways that promote 21st century skills. |
| Tundra F | DPI Stand Up for Rural Awards Round Table Discussion |
| 10:20-10:40 | Break  
--Sponsored by Jostens |
<p>| 10:45 | Vendor Breakdown |</p>
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<tr>
<th>Time</th>
<th>Break-Out Session 8</th>
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| 10:40-11:25  | **Improving Reading Proficiency: It takes a Village...And a Lot of Coordinated Time and Effort!**  
Thorp School District  
Wisconsin now ranks 42nd in the nation in elementary reading, our worst ranking ever. What can be done? In Thorp, we took the issue head on. By training teachers, coaching, and coordinating efforts, we ensured that our students were taught using the most effective practices available. Find out why over 80% of our student’s reading skills grew faster than average in this detailed and critically useful presentation. You’ll leave with a clear roadmap for success in the most critical skill we teach in school: how to read.  |
| Tundra A     | • **Science for All Students: Engage in Equity-promoting Next Generation Science Professional Learning**  
Rosholt School District and WestEd Making Sense of SCIENCE Project  
The Framework for K-12 Science Education clearly states that equity should be prioritized as a central component in improvement efforts in science education. Different ways of knowing, talking, and valuing science learning can and should be embraced and promoted. All youth can be meaningful participants in science learning and their science-related assets and those of their communities should be recognized and incorporated. Experience professional development that increases teachers’ knowledge and awareness of Next Generation Science Standards, Common Core Standards for ELA and Math, and science content. This research-based learning has been replicated in school districts in WI and across the country. Participants will discuss the Next Gen’s multidimensionality and the equitable opportunities it provides for students.  |
| Tundra B     | • **Educational Advocacy at the School District Level**  
Florence, Pecatonica, Baraboo School Districts and WiRSA  
This presentation will be a round table discussion on educational advocacy at the school district level. Participants will talk about some of their approaches and share why this local advocacy is so important.  |
| Tundra C     | • **Strengthening the Rural Teacher Pipeline: Learning Directly from Practitioners**  
UW Madison  
Understanding how pieces of the rural teacher pipeline are connected is critical to the solution of one of rural education’s most prevalent challenges: recruitment and retention of highly qualified teachers. This presentation will outline components from a multi-year university partnership with rural teachers in Wisconsin. Results from this study come from a cross-case analysis and demonstrate how teacher narratives provide insight into the challenges and needs in rural teacher preparation, recruitment, and retention. Implications from this project include recommendations for university and district-level program elements in order to create a successful teacher career pipeline for the local Wisconsin context.  |
**Creating Environments of Success: How implementing specific behaviors and mindsets leads to success.**
Gilman School District and Diamond Innovations LLC

Organizations spend a lot of time on day to day operations, frequent meetings, and navigating unexpected obstacles which often leaves minimal time on developing consistent behaviors and mindsets shown to guarantee success. This inconsistency can limit progress and goal attainment at the school and district level.

Dr. Michele Andorfer, CESA 10 Director of eSucceed Charter School, and Walter Leipart, Superintendent Gilman School District, will share how specific behaviors and mindsets implemented within organizations leads to unimaginable levels of success. These proven behaviors and mindsets create responsibility, collaboration, support, and growth and innovation which will lead districts and schools to be recognized as being innovative and successful.

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| 11:30-12:30 | General Session 3  
Closing Keynote - Redefining Ready the Wisconsin Way  
Colleen Timm and Redefining Ready Team |
| 12:30-2:30 | Sandwich Lunch Bar for Job Fair Participants  
Sponsored by CESA Foundation |
| 1:00      | Job Fair Begins |
| 12:40-1:10 | WiRSA Annual Meeting |
| 2:30-3:30 | WiRSA Board of Directors Meeting |
Coffee throughout the Conference
--Sponsored by

NOTES
Vendors

BAIRD
CESA 7
CESA 10
Ehlers
Energy Performance Lighting
Family and Schools Together (FAST)
FEH Design
Focus on Energy
Forecast 5 Analytics
Keller Builders
Kraemer Brothers
Market and Johnson
Mind Research Institute
Miron Construction
National Insurance Services
Nexus Solutions
PMA Financial Network
The Insurance Center
TRICOR Insurance
WEA Member Benefits
WEAC WEA Academy
Wisconsin School Counselors Association
WiRSA Board of Directors
President, Ben Niehaus, Florence
President Elect, Chuck Keller, Weston
Past President, Robert Smudde, Dodgeville
Secretary, Diana Bohman, Regional Library
Treasurer, Jerry Walters, CESA 11

- Jeremy Biehl, Agency Administrator, CESA 5
- Diana Bohman, Regional Library
- Jennifer Collins, UW-Platteville
- Cheryl Gullicksrud, Agency Administrator, CESA 4
- Jeff Hicken, Agriculture Consultant, DPI
- Bob Houts, District Administrator, Owen-Withee
- Ken Kasinski, Agency Administrator, CESA 12
- Chuck Keller, Teacher, Weston, CESA 3
- Julie Kodl, Teacher, Owen-Withee
- Valorie Kulesa, Board of Edu Member, Gilman
- Mandy Lang, Technical College
- Leah Luke, Teacher, Mauston
- Kay McLain, Teacher, Florence
- Ben Niehaus, District Administrator, Florence
- Rick Pedretti, Board of Edu Member, De Soto
- Fred Reckling, Board of Edu Member, Portage
- Gail Saari, Board of Edu Member, Maple
- Robert Smudde, District Administrator, Dodgeville
- Patricia Vickman, District Administrator, Southern Door
- Jerry Walters, Agency Administrator, CESA 11
- Fred Yeo, Retired Ad Hoc Member

Kim Kaukl, Executive Director
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Wisconsin Farmers Union

CESA Foundation

MID-STATE TECHNICAL COLLEGE

Alliant Energy

NEXUS SOLUTIONS

Thank You!

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