



Diversity in Rural Schools

**Welcome Reception
October 27, 2019**

**Conference
October 28-29, 2019**

Glacier Canyon Lodge at the Wilderness
Wisconsin Dells, Wisconsin

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.

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



Monday, October 28

7:30

Registration

Sandstone

Breakfast

--Sponsored by



8:15

Welcome

Sandstone

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.

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!

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.

Tundra D

- **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.

Tundra E

- **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.

11:45-1:05
Sandstone

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

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EHLERS

NREA Update

Allen Pratt, NREA Executive Director

<p>Tundra D</p>	<p>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.</p> <ul style="list-style-type: none"> More Social, Less Media: Building Key Financial Partnerships for Your District One Handshake at a Time Hayward School District and CESAs 7 and 10 <p>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.</p>
<p>Tundra E</p>	<ul style="list-style-type: none"> Rural Schools Transition Partnership Bowler/Elcho/White Lake School Districts <p>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.</p> <p>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.</p>
<p>3:05-3:25</p>	<p>Break Sponsored by</p> 
<p>3:30-4:15 Tundra A</p>	<p>Break-Out Session 4</p> <ul style="list-style-type: none"> 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 <p>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.</p>

<p>Tundra B</p>	<ul style="list-style-type: none"> • Let's brainstorm whether a charter school may be a solution to your District challenges? Wisconsin Resource Center for Charter Schools (CESA 9) <p>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.</p>
<p>Tundra C</p>	<ul style="list-style-type: none"> • 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) <p>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.</p> <p>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.</p> <p>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.</p>
<p>Tundra D</p>	<ul style="list-style-type: none"> • Relationships Matter-- Building Support for Community Partnerships, Referenda, and Lobbying Efforts Mineral Point and Sauk Prairie School Districts and WiRSA <p>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.</p>

<p>Tundra E</p>	<ul style="list-style-type: none"> • 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 <p>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.</p>
<p>4:20-5:10 Tundra A</p>	<p>Break-Out Session 5</p> <ul style="list-style-type: none"> • 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 <p>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.</p> <p>Tundra B</p> <ul style="list-style-type: none"> • The Office of School Safety General Overview Session Department of Justice Office of School Safety <p>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.</p> <p>Tundra C</p> <ul style="list-style-type: none"> • Partnering with Rural Schools on Teacher Shortages: CESA 9's Excellence in Teaching Program CESA 9 <p>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</p>

	<p>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.</p> <p>Tundra D</p> <ul style="list-style-type: none"> • Living the Wisconsin Idea: University Investment in Rural College Students, Schools, & Communities UW Madison <p>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-imagining 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.</p> <p>Tundra E</p> <ul style="list-style-type: none"> • The Forest for the Trees . . . Bonduel School District <p>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.</p>
<p>5:15-5:45 Tundra A</p>	<p>Brainstorming with Mark Rothschild from Right at School</p>
<p>5:30</p>	<p>Reception and Auction Located in Wilderness 36 --Sponsored by</p> <div style="text-align: center;">  <p>NATIONAL INSURANCE SERVICES</p> </div> <p>Auction All proceeds will go towards student scholarships for our member schools.</p> <p style="text-align: center;"><i>Dinner on your own following the reception/auction.</i></p>

Tuesday, October 29

7:45-8:40

Breakfast

8:15
Sandstone

**DPI Stand Up for Rural Schools,
Libraries and Communities Awards**

--Sponsored by



8:45-9:30

Break-Out Session 6

Tundra A

- **TIG - Utilizing Visual Resumes to Increase Employment Outcomes for Students in Rural Communities**

Brian Kenney, Transition Improvement Grant Staff

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.

Tundra B

- **Licensure, Preparation, and Professional Development Implications for Rural School Superintendent**

Pecatonica School District and DPI

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?

Tundra C

- **Staying Financially and Academically Relevant in A Competitive Free Agent Market**

Clinton Community School District

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.

<p>Tundra D</p>	<ul style="list-style-type: none"> • Wisconsin demographic changes and their impact on rural school districts UW Madison Applied Population Lab <p>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.</p>
<p>Tundra E</p>	<ul style="list-style-type: none"> • "School and Community: Local Education Discourses" UW Madison Communication Arts Dept <p>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.</p>
<p>Tundra F</p>	<ul style="list-style-type: none"> • DPI Reception Area
<p>9:35-10:20</p> <p>Tundra A</p>	<p>Break-Out Session 7</p> <ul style="list-style-type: none"> • Lighting Options, Costs, & Performance DeSoto School District and Energy Performance Lighting <p>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?</p>
<p>Tundra B</p>	<ul style="list-style-type: none"> • Parent Empowerment Strategies: Engaging parents, strengthening families, and building communities Family and Schools Together <p>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.</p>

<p>Tundra C</p>	<ul style="list-style-type: none"> • "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 <p>Rural schools must compete in many different ways, and Big Foot Union High School is no exception. An open enrollment "loser," 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 "Investing in Big Foot Pride" not just a slogan, but a reality.</p>
<p>Tundra D</p>	<ul style="list-style-type: none"> • Portrait of a Rurally Responsive Teacher Education Program UW-Platteville School of Education and the UW-Madison Rural Education Research and Implementation Center <p>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.</p>
<p>Tundra E</p>	<ul style="list-style-type: none"> • Using Technology to promote 21st Century skills: Lessons from rural high school teachers in Iowa Regional Educational Laboratory Midwest <p>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.</p>
<p>Tundra F</p>	<p>DPI Stand Up for Rural Awards Round Table Discussion</p>
<p>10:20-10:40 Sandstone</p> <p>10:45</p>	<p>Break --Sponsored by</p>  <p>Vendor Breakdown</p>

10:40-11:25

Break-Out Session 8

Tundra A

- **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 B

- **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 C

- **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 D

- **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.

<p>Tundra E</p>	<ul style="list-style-type: none"> • Creating Environments of Success: How implementing specific behaviors and mindsets leads to success. Gilman School District and Diamond Innovations LLC <p>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.</p> <p>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.</p>
<p>Tundra F</p>	<p>DPI Reception Room</p>
<p>11:30-12:30 Sandstone</p>	<p>General Session 3 Closing Keynote - Redefining Ready the Wisconsin Way Colleen Timm and Redefining Ready Team</p> <p>Leaders in the Redefining Ready movement will highlight the college and career readiness metrics and demonstrate how the digital scorecard puts data at the fingertips of district staff so that with a few clicks of their keyboard they can examine how all of their students are performing on the metrics, as well as subgroups, and generate a full report on individual students that can be shared with students and parents as part of the district's work with Academic and Career Planning. Additionally shared will be a framework to guide the work of districts to adopt and implement the readiness metrics.</p>
<p>12:30-2:30</p>	<p>Sandwich Lunch Bar for Job Fair Participants Sponsored by</p>  <p>The logo for CESA Foundation features a stylized yellow sun or arc above the text "CESA" in a large, blue, sans-serif font, with "FOUNDATION" in a smaller, blue, sans-serif font below it.</p>
<p>1:00</p>	<p>Job Fair Begins</p>
<p>12:40-1:10</p>	<p>WiRSA Annual Meeting</p>
<p>2:30-3:30</p>	<p>WiRSA Board of Directors Meeting</p>

Coffee throughout the Conference

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NOTES

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



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