

**ISBA/IAPSS Fall Conference October 3-4, 2022  
Session Attendance Report – Karen Springer**

**Monday, October 3, 2022**

**Monday October 3: 9:00 a.m. – 10:45 a.m. – Monday Morning General Session**

**Keynote: School Safety: A Parent's Perspective**

**Speaker: Michele Gay**

Michele Gay is a mother, educator, and co-founder of Safe & Sound Schools ([www.Safe&SoundSchools.org](http://www.Safe&SoundSchools.org)). She lost her daughter, Josephine Grace, on December 12, 2012 in the Sandy Hook School tragedy. She is an advocate for improving safety and security in schools and communities across our country. Very powerful and moving presentation with some key takeaways:

Our Framework for Comprehensive School Safety Planning and Development:

- |                             |                                    |
|-----------------------------|------------------------------------|
| -Mental & Behavioral Health | -Culture, Climate, Communication   |
| -Health & Wellness          | -Leadership, Law, Policy           |
| -Physical Safety & Security | -Operations & Emergency Management |

This framework is a comprehensive team approach to school safety. It involves everybody to keep schools safe. Every staff member needs to know their school's safety procedures and how to respond in an emergency. Drills and communication are imperative. Substitute teachers also need to know the safety procedures and how to respond. It is important to continually practice and update procedures.

**Monday, October 3: 11:00 a.m. – 12:00 p.m. – IDOE Super Session #1: Updates on Programs, Grants, and Initiatives**

***Topic #1: Indiana's Student Pathways and Opportunities***

There are three pillars of refocusing Indiana Education:

- 1) Student learning and opportunity – starting with early education that is learner focused through graduation is crucial
- 2) Educator talent, quality, and value – elevate the mission and value of teachers and recruit more of Indiana's best and brightest
- 3) System alignment and capacity

Profile of a High School Graduate (established by IDOE November 2021):

- Academic mastery
- Career and postsecondary readiness: credentials and experiences
- Communication & collaboration
- Work ethic
- Civic, financial, and digital literacy (citizenship)

The high school class of 2023 will be the first class to graduate under these guidelines.

Graduates will have to:

- 1) Earn credits necessary for a high school diploma
- 2) Learn and demonstrate employability skills
- 3) Demonstrate post-secondary ready competencies

***Topic #2: Indiana Graduates Prepared to Succeed (Indiana GPS) Dashboard Updates***

This website has a launch goal of November 2022. Some of the benchmarks that will be included for each school corporation are third grade literacy, sixth grade math growth, and graduation pathways compilation.

**Monday, October 3: 1:15 p.m.-2:15 p.m. – IDOE Super Session #2: ESSER Spending – Using the Dashboard to Tell Your Story, Indiana Data Modernization Updates, and Indiana’s Educator Pipeline**

***Topic #1: Indiana Educator Pipeline***

Discussed were the Indiana educator preparation programs in the state, pathways to licensure, and licensing updates – adjunct. IDOE is creating an online comprehensive teacher supply & demand marketplace. The demand side is in place. School corporations can post needed positions for candidates to look at and apply. The supply side is anticipated to launch in Spring 2023. Data will be collected on students in teacher preparation programs. School corporations will be able to look at potential graduates 2-4 years out.

***Topic #2: ESSER Spending: Using the Dashboard to Tell Your Story***

IDOE online statistics for each school corporation detailing the amount of money allocated to each school corporation, how much of this funding has been encumbered to date, in what ways is the funding being spent, and what outcomes are being achieved through these unprecedented investments.

**Monday, October 3: 3:30-4:30 p.m. – Leadership for Effective Change**

Change leadership is defined as the ability to influence and inspire action in others and respond with vision and agility during periods of growth, disruption or uncertainty to bring about the needed change. Presented and discussed was the Kubler-Ross Change Curve plus the 10 traits of a good change leader.

The 3 C's unite effective change leadership:

- 1) **Communicate:** Successful leaders focus on the “why” of change. Create a vision for change that defines what the organization will look like after the change project is complete.
- 2) **Collaborate:** bringing people together to plan and execute change. Who and how will people be brought together and for what purpose?
- 3) **Commit:** successful leaders made sure their own beliefs and behaviors support the change, too.

**Monday, October 3: 4:30-5:30 p.m. – President’s Reception**

**Tuesday, October 4, 2022**

**Tuesday October 4: 8:30-9:45 a.m. – Tuesday Morning General Session**

**First Speaker: IDOE Superintendent Dr. Katie Jenner**

She gave a general update on IDOE accomplishments in the past year and projects being worked on for this school year. Key takeaway: “Leave it better than you found it”.

**Keynote: Tell Me Somethin’ Good! Personal Engagement in a Post-Pandemic World**  
**Speaker: Clint Swindall**

Employee disengagement was a source of ongoing frustration for all organizations pre-Covid. So, with the disruption of Covid how do organizations improve employee engagement? The very engaging and witty speaker had us examine ourselves: were we engaged employees, employees just showing up and doing their job, or tearing down the company's negative biased employee? He gave examples of all three. Everyone is either adding to the culture or taking away from the culture of the corporation. Our personal engagement is our daily contribution to the culture of employee engagement. He challenged us all to reach for that personal engagement with a focus on the good.

**Tuesday, October 4: 10:00-11:00 a.m. – Strengthening the School Board/Superintendent Relationship Through Communication**

**Presenters: Dr. Daniel G. Hile, Superintendent Noblesville Schools, and Dr. Joe Forgey, School Board President**

Dr. Hile discussed the process he uses to establish, support, and grow the relationship between the superintendent and school board through open, transparent, and intentional communication. 95% of his communication with his board is exactly the communication we receive from Shawn.

Dr. Hile and Dr. Forgey then discussed their orientation process and materials for new board members. They conduct meetings with new board members plus prepare a binder full of material. Amy and I will use this as a starting point for Board Goal #3 we are working on.

**Tuesday, October 4: 11:00 a.m.-12:15 p.m. – Please Limit Your Comments to 3 Minutes: A Transparent, Efficient, Fluid Method for Board Meetings**

**Presenter: Dr. Jim Hanna, Superintendent, Rossville Consolidated School District**

Rossville accepts public comments on agenda items only. Their agenda always includes 5 agenda items:

- Approval of Minutes - Consideration of Payroll and Claims
- Consideration of Personnel Items
- Consideration of Policy Items
- Consideration of Finance Items
- Consideration of Miscellaneous Items

Once each agenda item is reviewed, then patrons are given the opportunity to comment. Then the board votes.

As always, I appreciated this opportunity for professional development and new information and practices we can incorporate into the WLCSC.

Karen Springer