2023 ISBA/IAPSS FALL CONFERENCE

DAY 1 – MONDAY SEPTEMBER 25, 2023

8:00 A.M. – EXHIBIT HALL OPEN FOR VISITATION UNTIL 3:30 P.M.
Plan your day’s activities to include a visit to the exhibit hall, meeting friendly personnel from each company who are well versed in the specifics of up-to-date school products and services.

8:00 A.M. – 9:00 A.M. – ISBA DELEGATE ASSEMBLY
Presiding: Tom Simpson, ISBA President, Yorktown School Corporation

8:00 A.M. – 9:00 A.M. – IAPSS LEGISLATIVE RESOLUTIONS HEARING
Presiding: Dr. Rich Arkanoff, IAPSS President, Center Grove Community School Corporation

9:00 A.M. – 10:45 A.M. – MONDAY MORNING GENERAL SESSION
Presiding: Tom Simpson, ISBA President, Yorktown School Corporation

Presentation of Awards:
- 2023 Lorin A. Burt Outstanding Educator Award
- 2023 Outstanding Boardsmanship Award
- Recognition of IAPSS Superintendent of the Year

KEYNOTE: EDUCATIONAL ATTAINMENT, WORKFORCE TRENDS, AND THE EFFECTIVENESS OF STATE POLICY IN INDIANA

Indiana is a decade and a half into comprehensive school choice. That choice agenda has seen highly unexpected results, with choice of local public schools dominating the three non-resident school options. The early results of school choice offered hope for expanded educational attainment in the state, with broad growth the most school sensitive portions of national standardized tests (NAEP, Mathematics). However, between 2012 and 2016, the focus of late primary and secondary education shifted substantially. This policy adjustment increased vocational focus for students from 6th to 12th grade. At that point, educational attainment in Indiana peaked, and has suffered declines that are well outside historical experience. These deep reductions in educational completion now threaten the state’s economy in several ways. Chief among them is the mismatch between perceived and actual workforce skills that dominate the legislature’s approach to funding and focusing secondary education. This keynote documents these changes, highlighting state policy that contributed to much lower rates of educational attainment, and provides evidence that these changes threaten the long-term health of the Indiana economy.
Speaker: Dr. Michael Hicks

Michael J. Hicks, Ph.D., is the George and Frances Ball distinguished professor of economics and the director of the Center for Business and Economic Research at Ball State University. He previously served on the faculty of the Air Force Institute of Technology’s Graduate School of Engineering and Management and at research centers at Marshall University and the University of Tennessee.

Hicks’ research interest is in state and local public finance and the effect of public policy on the location, composition, and size of economic activity. He has authored three books and more than 50 scholarly papers and is best known for his work on tax incentives and the impact of Walmart.

Hicks received research and teaching awards from Tennessee, Marshall, AFIT, and Ball State, and his work has been highlighted in such outlets as Rolling Stone, The Economist, The Wall Street Journal, The New York Times, and Washington Post. He has appeared nationally on CSPAN, MSNBC, NPR’s “All Things Considered,” and Fox Business News, and his weekly column on economics and current events is syndicated in several outlets across the state.

Hicks earned doctoral and master’s degrees in economics from the University of Tennessee and a bachelor’s degree in economics from Virginia Military Institute. He is a retired Army, reserve infantryman having served in combat and peacekeeping operations in North Africa, Southwest Asia, Korea, and Japan.

Hicks makes his home in Yorktown, Indiana, with his wife Janet, and three overactive kids.

11:00 A.M. – 12:00 P.M. – CLINIC SESSIONS

Why “Early is On-Time” with a Capital Project (Rm. 101-102)

When determining the need for a capital project, no matter how big or small, gathering your professional partners early in the process will save your district time and enable cost saving opportunities.

This panel discussion will explore the professional partners’ roles in K-12 capital projects and how they each provide value early in the process. These roles will be represented by industry professionals: Baker Tilly, Fanning Howey, Ice Miller, Skillman and Stifel. Learn how their early involvement as a team has made a difference in the long-term success of projects for school districts of all sizes.

Presenters:
Victor Landfair, Vice President, The Skillman Corporation
Chad Blacklock, Director, Stifel
Kristin McClellan, Partner, Ice Miller LLP
Dr. Scott Robison, Former Superintendent/Business Development, Fanning Howey
Lindsay Simonetto, Director, Baker Tilly Municipal Advisors, LLC

Crisis Communications and Your School in the Social Media Era (Rm. 103-104)

Social media is where your school’s reputation, earned over years of accomplishment, can be shattered in minutes. Learn best practices for crisis management on social media, including applying the fundamentals of effective crisis communications; using social media before the crisis; threat assessment and response; leveraging social media to your advantage; and action steps to protect your reputation.

Learning Objectives:
- How using social media before the crisis can prepare you for the crisis.
- Effective threat assessment for social media.
- Practical steps and tips to win on social media.

Presenter:
Thom Fladung, Managing Partner, Hennes Communications
Increase Access to High Demand Courses Through Shared Opportunities (Rm. 105-106)

Indiana was recently awarded a grant from the U.S. Department of Education to support school districts’ efforts to expand their course offerings, and ensure students have access to a broad range of courses.

In this interactive session you will:
• Learn about increasing student access to a broad range of courses.
• Participate in discussion groups.
• Build network partnerships.
• Reduce course access disparities between school districts.
• Increase course catalog options to include more advanced level, dual credit, and career and technical.

Presenters:
Mark Conrad, Project Manager, IU Office of School Partnerships: Well-Rounded Course Access
Dr. Brent Comer, Superintendent, Mitchell Community Schools

Stopping the Wack-a-Mole: Using a Community Engagement Process for Meaningful Change (Rm. 107-108)

This presentation highlights the benefits of community engagement committees in school districts. The presentation will demonstrate how these committees can be used to build meaningful relationships with community stakeholders, including parents, educators, and community leaders, and gain support for district initiatives. By utilizing a community engagement process, school districts can prevent the constant battle of playing “wack-a-mole” with problems that arise and instead focus on long-term solutions that benefit the entire community. This presentation will provide practical examples and strategies for creating successful community engagement committees that foster collaboration and create positive change.

Presenters:
Dr. Steve Troyer, Superintendent, Wawasee Community School Corporation
Dr. Shelly Wilfong, Assistant Superintendent, Wawasee Community School Corporation

Are Your Board Meetings Great? No? How About Effective? (Rm. 109-110)

Board meetings can be contentious, long, frustrating, and at times unpredictable. For many boards, maintaining decorum and managing meetings has too often been an extreme challenge. Given the political landmines that have surrounded our board meetings, great might seem like a difficult goal, but running an effective meeting is a goal that is not out of reach. This session explores strategies for ensuring that your board meetings can meet the expectation of effective.

Presenter:
Steve Horton, ISBA Director of Board Services

12:00 P.M. – 1:15 P.M. EXHIBITOR-SPONSORED LUNCH BREAK
Buffet located in the back of Hall D & E. All conference attendees are welcome (ticket provided at registration).

1:15 P.M. – 2:15 P.M. – CLINIC SESSIONS

A Proactive Guide to Community Collaboration & Development for School Corporations (Rm. 101-102)

During this session, school leaders will learn about best practices for community development, how to get started, who to collaborate with and how to engage with the right partners to build a stronger community. Attendees will hear about successful collaborative efforts, as well as learn some facts and myths about the local economic development incentive toolbox. We'll discuss how schools can benefit from TIF, recent legislative changes and how to maximize TIF for economic development to help the community execute a long-term vision. We'll share examples of how community representatives successfully collaborated to generate more growth and development in their communities and school districts.

Presenters:
Matt Eckerle, Principal, Baker Tilly Municipal Advisors, LLC
Jay Staley, Director, Baker Tilly Municipal Advisors, LLC
Chad Kline, School Board Member, Northern Wells Community Schools
Self-Auditing Your District Communications (Rm. 103-104)

The most effective communications plans are strategic, but before you can set your strategy, you have to evaluate your current practices. Join the president and vice president of the Indiana School Public Relations Association (INDSPRA) to self-audit your district’s communications and determine where you can grow. Based on six strategies of practice from the National School Public Relations Association, this presentation will encourage you to move beyond creating a communications to-do list and instead create a communications plan that moves your district forward.

**Presenters:**
Brooke Allen, President, INDSPRA, and Director of Communications, Crown Point Community School Corporation
Melissa Deavers, Vice President, INDSPRA, and Director of Communications & Engagement, Portage Township School Corporation

Positive Learning Results and Wellness Impact of Building Educational Environments for Equity and Well-being (Rm. 105-106)

The M.S.D. of Lawrence Township prioritizes access to vibrant, safe, environments conducive to learning, teaching, and experiencing for every student and employee. In the past years they have renovated all elementary schools and ELC facilities and transformed both high schools with students now occupying the new 3-story academic wings.

In this session:
• Learn how schools built in collaboration with school leadership and staff provide equitable learning environments focused on supporting student wellness and individualized academic achievement.
• Learn how LT community partnerships helped to shape the facility.
• Learn how LT is measuring the results for student performance/engagement as well as enhancements in student equity.

**Presenters:**
Dr. Shawn Smith, Superintendent, M.S.D. of Lawrence Township
Rodger Smith, Chief of Operations, M.S.D. of Lawrence Township
Brett Crousore, Principal at Lawrence North High School, M.S.D. of Lawrence Township
Franklyn Bush, Principal at Lawrence Central High School, M.S.D. of Lawrence Township

Building a High School Career Academy (Rm. 107-108)

Do you have the desire to create an innovative, on the job training academy connected to a career and technical pathway in your school district? If so, this session is for you. North, South, and East Gibson School Corporations have developed a high-quality, advance manufacturing academy with Toyota Motor Manufacturing Indiana and are excited to share how this can be replicated in your school corporation.

Objectives:
• Provide detailed information about the 4T Advance Manufacturing Academy.
• Provide specific information about Purdue IN-Mac and their leadership in the development of the 4T academy, and how they can support the development of a career academy in your school district.
• Provide a question-and-answer session from school district superintendents and partners about the development and implementation process.

**Presenters:**
Dr. Eric Goggins, Superintendent, North Gibson School Corporation
Lisa Deck, Program Manager of Workforce and Education, Purdue IN-Mac
Chad Goldsmith, Human Resource Organizational Development, Toyota Motor Manufacturing Indiana
Dr. Bryan Perry, Superintendent, South Gibson School Corporation
James Wilson, Superintendent, East Gibson School Corporation
Superintendent and Board of Education Communication: Keeping Everyone Informed (Rm. 109-110)

As a superintendent, you must decide what you communicate to the board. As a board member, you must also decide what to communicate to the superintendent and the other board members. In today's social media world, if a situation is “Facebook” worthy, you should inform others before everyone is surprised. This session will provide the communication methods between a superintendent and the board members before a board meeting and during a work session. Attendees will hear how Kankakee Valley School Corporation board and superintendent utilize text messages, board notes, emails, phone calls, and the use of work sessions.

Presenters:
Don Street, Superintendent, Kankakee Valley School Corporation
Jill Duttlinger, School Board President, Kankakee Valley School Corporation

2:15 – 3:30 P.M. – FREE TIME TO VISIT EXHIBITS

Please make sure that you patronize our exhibitors in the Hall D & E. We would not be able to hold the conference at such a high equality level without their participation!

3:15 – DOOR PRIZE DRAWING (MUST BE PRESENT TO WIN!)

3:30 – 4:30 P.M. CLINIC SESSIONS

Liability and Uncertainty – Is Your District Adequately Covered? (Rm. 101-102)

We will review the potential Liability that schools have in an ever-changing landscape now that we are dealing with the additional challenges of virtual learning, CRT, legislative issues related to curriculum, and volatile school board meetings in all districts, small, medium, and large. Real-life claim examples will be discussed in an interactive session with audience participation.

What about Liability associated with school board legal, social media, behavioral challenges, increased security demands, IEP’s and special education, mental health reporting, and now individual personal safe space? Does your school have the right cyber liability in place? Should you be concerned about pollution and/or air quality liability?

This session will have you double-checking your school’s current insurance as well as re-thinking how to plan for and avoid liability potential from new and emerging risk.

Presenters:
Carrie Milner, Ph.D, Interim Superintendent, Bloomfield School District
Josh Wenning, Ph.D, Educational Service Center Director, Region 8 Educational Service Center
Jim Diagostino, Superintendent, Mill Creek Community School Corporation

Using the Legislative Forum to Effectively Collaborate with Legislators and Community (Rm. 103-104)

In these times of volatile relations between public schools and the statehouse, it is imperative that we be proactive in our relationships with legislators – being transparent by sharing data, statistics and specific details in order to make our need and wants known. Learn how to put on an effective legislative forum that is meaningful to your legislators, staff, parents and community. Join us as M.S.D. of Warren Township shares how to create and execute an effective legislative forum, which is engaging, interactive and inclusive of all while educating everyone about your district.

Presenters:
Julie French, Legislative Liaison and School Board Member, M.S.D. of Warren Township
Tim Hanson, Superintendent, M.S.D. of Warren Township
Howard Dorsey, School Board President, M.S.D. of Warren Township
Matt Parkinson, Chief Financial Officer, M.S.D. of Warren Township
Education after COVID - The Changes We Need to Consider (Rm. 105-106)

Looking at the research article, “The changes we need: Education post COVID-19”, leaders need to re-examine three key areas: Curriculum - What to teach, Pedagogy - How to teach, and Organization - Where and when to teach. Join CIESC | Indiana Online to discuss how to evolve the curriculum to make it more personalized and accessible to all, how to incorporate more authentic and purposeful content or processes to keep learners engaged and examine the delivery of instruction that capitalizes on the strengths of synchronous and asynchronous learning. CIESC | Indiana Online will share their experience in educating differently and how to support the needs of all learners.

Participants will:
- Learn strategies for supporting the changing needs of learners after the pandemic.
- Discuss how teacher needs have changed.
- Strategize how to offer synchronous and asynchronous options for learners.
- Receive research links and other resources to use with their team.

**Presenters:**
Kim Hendrick, Executive Director, CIESC | Indiana Online
Melissa Bardack, Instructional Leadership Manager, CIESC | Indiana Online

Corporate and Community Buy-In on the Hancock County Innovation and Education Center (Rm. 107-108)

An exciting partnership between four school districts, the county government and local industry is driving the Hancock County Innovation and Education Center forward. Leveraging corporate and community support, the project will be home to a diverse offering of CTE programs, higher education and workforce development for the county. In planning for over a year, the county has pledge $40MM of TIF revenues to work with the four school districts to serve the 9-12 and adult learning population of Hancock County.

**Presenters:**
Dr. Harold Olin, Superintendent, Greenfield-Central Community School Corporation
Tim Jensen, President, Veridus Group, Inc

Simple and Effective Superintendent and Principal Evaluations (Rm. 109-110)

Are you tired of the large, time-consuming, and subjective evaluation rubrics for superintendents and principals? Administrator Assistance has designed a simple but effective evaluation tool for both superintendents and building principals. The evaluator and administrator collaborate to select twenty relevant job embedded skills (worth five points each) from a master list that will populate the evaluation tool. Besides providing an overall score that falls into the four required evaluation ratings, the evaluator also provides relevant feedback under the narrative section for each category evaluated. This tool is simple but provides effective ongoing feedback for the growth of the individual.

**Presenters:**
Charles Grable, Superintendent, Pioneer Regional Schools
Dr. Laura McDermott, Superintendent, Whitley County Consolidated Schools
Keith Thackery, Superintendent, Carroll Consolidated School Corporation

Improving Academic Achievement for Black and Latino Students (Rm. 116-117)

Black and Latino school board members will share solutions delivering positive results for Black and Latino students. The session will also review promising practices focused on better engagement in the classroom and in various pathways following graduation from high school.

**Presenters:**
Steve Corona, ISBA 2nd Vice President, School Board Member, Fort Wayne Community Schools
Shaunna Finley, ISBA Region 1 Director, School Board Member, Portage Township Schools
Travis Nolcox, ISBA Region 9 Director, School Board Member, North Gibson School Corporation

4:30 P.M. – 5:30 P.M. PRESIDENTS’ RECEPTION

Join us for an hour filled with networking and collaboration opportunities. Horderves and drinks will be served.
DAY 2 – TUESDAY, SEPTEMBER 26, 2023

7:00 A.M. – 8:15 A.M. SCHOOL BOARD PRESIDENTS’ BREAKFAST PANEL DISCUSSION
A response panel of board members who have served or are currently serving as president will field questions from the audience. Advance reservations required and is open to only current school board presidents.

Presiding: Dr. Robert Stwalley, ISBA Past President

8:00 A.M. – 12:15 P.M. ASSOCIATION AISLE
Representatives from not-for-profit educational organizations will display material and answer questions. Show your support by picking up literature and visiting the various representatives.

8:30 A.M. – 9:45 A.M. TUESDAY GENERAL SESSION
Presiding: Dr. Rich Arkanoff, IAPSS President, Center Grove Community School Corporation

KEYNOTE: FROM CONFLICT TO CONVERSATION
Must disagreement be disagreeable? Amidst unprecedented disruption and uncertainty, there's never been a more necessary time for community leaders to learn how to tackle complex and sensitive issues in ways that leave people feeling heard, respected, and empowered.

Speaker: Matt Lehrman
Matt Lehrman’s expertise is serving clients responsible for strategic decisions that require coordination and consensus among diverse constituencies.

Previously, Matt founded and served as the long-time executive director of the pioneering collaboration of Arizona's arts and cultural sector known as Alliance for Audience & ShowUp.com. He subsequently served as Interim Managing Director of Arizona Theatre Company, guiding the beloved state theatre company through a period of dire financial, governance, and management instability.

As a professional facilitator, Matt has guided strategic deliberations of governing councils, management teams, and boards of directors – as well as facilitated public dialogue for large-scale community projects.

An acclaimed speaker nationally, Matt inspires and instructs audiences of civic and nonprofit organization leaders on topics of civility and community engagement.

He produces and hosts the Tell Me More podcast offering “courageous conversations” that invite audiences to listen deeply to diverse viewpoints on a variety of political and social issues.

10:00 A.M. – 11:00 A.M. – CLINIC SESSIONS

Designing Schools with Fiscal Responsiveness in Mind: Maximizing Budgets for Optimal Learning Environments (Rm. 101-102)
School design plays a critical role in creating effective and engaging learning environments for students. However, designing schools that meet educational needs and are also fiscally responsible can be a challenge. This presentation will explore the intersection between school design and fiscal responsibility and provide practical strategies for designing schools that are both cost-effective and educationally effective.

This presentation will focus on topics such as the importance of collaboration between educators and architects, designing for flexibility and adaptability, and selecting building materials and technologies that are energy-efficient and environmentally sustainable. Attendees will leave with a deeper understanding of how school design can be approached with fiscal responsiveness in mind, and practical strategies to implement in their own school design projects.
Superintendent Succession Planning: How to Choreograph Communication (Rm. 103-104)

All school districts at some point will experience a superintendent transition. Leading communications and marketing through transition is a complex process that involves internal and external planning. In this session, we’ll explore communication strategies and the key components of a solid transition plan through a communications lens.

Superintendent succession planning and implementation present a unique challenge. A succession plan requires a strategic approach and the demands on the communicator involve a delicate balance. Leave this session prepared to manage transition when it happens in your school district.

INDIANA P-TECH (Pathways in Technology Early College High School) (Rm. 105-106)

The P-TECH program is specifically designed for students who prefer project-based learning. These students may require a more hands-on approach to connect with the content being taught, and the P-TECH learning environment provides just that.

At WCHS, selected incoming freshmen are immersed in the P-TECH classroom each morning, working with one lead learner and three content specialists. Instead of traditional lectures, the team utilizes mini-projects and collaboration with Community Industry Partners.

P-TECH has been a bridge between the community and the classroom. Industry Partners and schools are both working towards a better future for our community and students, and this program’s unique learning environment and methods are bringing more opportunities to our students now and post-graduation.

Oriole Advocates Take Flight: Leveraging Advocacy for Your Schools (Rm. 107-108)

Attendees will learn about the Oriole Advocates, a grassroots advocacy group started in 2011 with the mission of lending a community-based voice to the students, teachers and staff of the Avon Community School Corporation to promote student achievement and community engagement. Practical strategies will be shared to engage advocates for your schools.

Attendees will:
- Hear from parents/community members about beneficial aspects of their involvement.
- Learn how our efforts have evolved to best meet the needs of our community.
- Review our organizational structure that creates positive, community-based advocacy/education related to school issues.

Presenters:
- Dr. Scott Wyndham, Superintendent, Avon Community School Corporation
- Dr. Angie Ridgway, Professor, School of Education, University of Indianapolis
- Rahul Sarkar, Oriole Advocate/Parent/Community Member, Avon Community School Corporation
- Vicki Mabanta, Oriole Advocate/Parent/Community Member, Avon Community School Corporation
Surviving to a Second Term (Rm. 109-110)

Congratulations on getting elected! Now comes the tough part. Join a veteran board member for a wry, irreverent look at how the realities of board service compare to what new members expected. You’ll learn practical tips on how to make your board time more effective and satisfying while getting along with board members, administrators, and the community, along with frank advice on handling tough situations and ethical quandaries. And should you prove to be deluded enough to want to stick around for another term, you’ll appreciate powerful insight in how to really connect with voters.

Presenter:
Scott Flood, School Board Member, Plainfield Community School Corporation

11:15 A.M. – 12:15 P.M. – CLINICAL SESSIONS

Taking a Holistic Approach to Master Facility Planning (Rm. 101-102)

Penn-Harris-Madison’s new master facility plan provides the district with a holistic look at the impact of facilities decisions on education, operations and budget forecasting. Learn how the district and its planning team took an innovative approach to unifying data related to facilities conditions and long-term maintenance needs. You will also explore how this approach can help you make value-based decisions about your own facilities improvements.

Presenters:
Mike Schipp, AIA, CDT, LEED AP, Project Executive, Fanning Howey
Nate Koets, Assistant Director of Facilities, Penn-Harris-Madison School Corporation

The Power of Connection – Building Support with Strategic Community Relations (Rm. 103-104)

This session will highlight a variety of initiatives to build support for your district and take your community relations to the next level. Strategic communications generate revenue, help pass referendums, support staffing, recruit students, build relationships with local organizations, and highlight the amazing things happening in your schools every day. Learn about the success of leading Noblesville Schools programs like the Miller Ambassadors, Back to School BASH, 150th anniversary, State of the Schools and more! Presented by Noblesville’s superintendent and executive director of communications, this session will provide creative ideas on promoting your vision and partnering with your community.

Presenters:
Marnie Cooke, Executive Director of Marketing and Communications, Noblesville Schools
Daniel G. Hile, Superintendent, Noblesville Schools

Improving Student Achievement through Student Data Talks (Rm. 105-106)

We know looking at the individual student is vital to the success of the student. However, the number of students and collection of data can be overwhelming. Check out our solution to streamlining the data and finding the students in need. Our methods assist administrative teams and teachers in student identification and data discussion. We would love to help your teams, teachers, and students too!

Presenters:
Melissa Kikta, Former Principal, Tipton Community School Corporation
John Ayars, Assistant Principal, Tipton Community School Corporation

Navigating the GPS Dashboard to Maximize School Leadership to Support All Students (Rm. 107-108)

Attention education leaders! This session is designed to equip your district leadership with tools to facilitate communication with all stakeholders and improve stakeholder understanding of Indiana’s new Graduates Prepared to Succeed (GPS) Dashboard. As a leader in education, you understand the significance of keeping track of student progress, communicating with and including all stakeholders, and setting data driven goals. Don’t miss this opportunity to empower you to take GPS related leadership to the next level.
Participants will:
  • Walk away with ready-to-use tools to facilitate communication with all stakeholders.
  • Gain insights on how to optimize the GPS dashboard to improve school performance.
  • See options on how to make data-driven decisions through the GPS dashboard.

Don’t miss this opportunity to transform your leadership approach with the GPS dashboard.

Presenters:
Dr. Michelle Grewe, Director of Professional Learning, NIESC/NWIESC
Cindy McKinney, Program Director, Region 8 Educational Services Center
Dr. Sarah Hinkle, Director of Academic Innovations and Initiatives, NIESC/NWIESC

Dysfunctional Board-Administrative Teams: Why We Resist Working Together and How to Fix it
(Rm. 109-110)
What makes a board-superintendent team dysfunctional? This session will break down team dysfunction and provide several next-step tools to restore essential balance necessary for effective governance and leadership performance. Also addressed will be the rogue member and their impact on the team. Containment strategies to deal with the rogue member will be discussed, including the concept of a board compact to help dismantle self-proclaimed bully pulpits.

Presenters:
Brad Balch, Dean, Bayh College of Education, Indiana State University
Monica Conrad, Director and Attorney, Lewis Kappes
Scott Miller, Superintendent, School City of Hammond

END OF CONFERENCE