

**DECEMBER  
2022**

# e-Dition



**INDIANA SCHOOL BOARDS  
ASSOCIATION**

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## **Reflections on ISBA accomplishments in 2022**

By **Terry Spradlin**, Executive Director, [tspradlin@isba-ind.org](mailto:tspradlin@isba-ind.org)



### **Holiday greetings to you and yours from the ISBA Board of Directors and Staff!**

We thank you for being a part of the Indiana School Boards Association this past year. As both the fall semester and the calendar year come to a close, I want to take a moment to reflect on ISBA's achievements on behalf of you, our members, before looking ahead to some of the coming attractions we have planned for you in the new year.

To the school board members who will not be returning in 2023, we applaud you for your contributions to K-12 public education. At the same time, we are pleased to welcome 339 new school board members to the Association. We are compiling profile and contact information for these new members, and once received from each school corporation's central office, we'll be sending a welcome packet that includes information on the New Board Member Academy (NBMA) that begins on January 14, 2023.

Please see page seven of this newsletter for more information on the New Board Member Academy.

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It has been quite a year for us here at ISBA, and we hope 2022 has been just as memorable for you.

### **Event Highlights**

Overall, we offered 35 events this year, including our signature event, the 73rd Annual ISBA-IAPSS Fall Conference at the Indiana Convention Center. We were pleased to receive superlative comments from attendees about their positive experiences at the Fall Conference, with many saying it was the best one they have ever experienced.

In addition, we were excited to safely resume in-person Spring and Fall Regional Meetings. With 1,000 in attendance across all 10 Fall meeting sites, it was clear that you shared in our excitement to be back to meeting face-to-face. As a whole, ISBA events provided members with the opportunity to earn 135 hours of professional development and 102 Exemplary Governance Award (EGA) points.

### **Communications & Outreach Highlights**

- Convened 15 School Board Presidents' Roundtable Virtual Forums
- More than 97,000 pages visited on the [ISBA website](#)
- Published 4 quarterly issues of The Journal, 8 e-Dition newsletters, 11 Monthly Resource Digests, and 195 weekday distributions of School News Daily
- 716 mentions of ISBA in the news media across print, TV, radio, and online publications

### **Board Services Highlights**

- Led 27 board development workshops or board/admin goal setting retreats in the field
- Facilitated 7 webinars on Leadership, Public Participation in School Board Meetings, and Effective Superintendent Evaluations
- Offered 8 school board candidate workshops
- Conducted 3 superintendent searches

### **Legal Services Highlights**

- Responded to 2,800 requests for legal advice from school boards and superintendents
- Hosted Collective Bargaining Seminar, Employee Discharge Webinar, 2 School Law Seminars, and 2 Student Speech Webinars
- Issued written guidance on school board elections, adjunct teacher permits, and annual organization meeting requirements

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## Policy Services Highlights

- Responded to over 530 requests for board policy assistance
- Created and distributed sample policies on a variety of topics including Expanded Criminal History Checks, Internet Use and Filters, and Teacher Appreciation Grants
- Served 42 school corporation subscribers to Comprehensive Policy Management Services (CPMS) in third year of enhanced board policy development program
- Published 4 Policy Advisors

## Advocacy Services Highlights

- Released 5th Edition of ISBA's "Working Together – Let's Advocate for Public Schools" Advocacy Guide and hosted 2 grassroots advocacy training webinars
- Issued 10 weekly legislative updates and several Legislative Action Network Action Alerts
- Convened 4th Annual ISBA State House Day on February 15, 2022
- Tracked 140 bills related to K-12 education and influenced the outcome of many key issues

## Preview of 2023 Event Program

Registration for the New Board Member Academy is now live, and the agenda is available for viewing [HERE](#). Participants will choose between five locations around the state to attend a day-long seminar to commence the Academy, then have a sequence of live clinic session webinars. Participants will also have access to a series of on-demand videos to support them in their training and professional development needs. Mr. Steve Horton, ISBA Director of Board Services, will lead the Academy training.

- The 5th Annual State House Day will be February 21, 2023, at the Indianapolis Downtown Marriott. Stay tuned for news about this event beginning the week of January 2, 2023.
- Mark your calendar as we encourage you to attend the 74rd ISBA-IAPSS Fall Conference September 25-26, 2023. For more information on these and other events please visit the [ISBA Events website page](#) regularly.

On behalf of the ISBA Board of Directors and Staff, **thank you** for your participation in the programs and offerings this year, giving us valuable feedback and sharing local perspectives on key K-12 issues, and for your service and leadership as a school board member in your respective communities.

Together let's accomplish more great things for K-12 public education in 2023, but first, **Merry Christmas!**

# Please engage in grassroots advocacy in 2023 – your voice matters!

By **Terry Spradlin**, Executive Director, [tspradlin@isba-ind.org](mailto:tspradlin@isba-ind.org)



The first regular session of the 123rd Indiana General Assembly is just a few weeks away and will commence on January 9, 2023. It falls in an odd calendar year, making it a “long session,” also more commonly referred to as the budget session. By law, the session must conclude by April 29.

Like most sessions, we anticipate that K-12 education policy will remain a top priority. In the short session of 2022, ISBA tracked 140 bills, 35 of which became law. A total of 186 education laws have been enacted in the last five years!

Overall, there are likely to be about 800-1,000 bills filed for introduction during the 2023 budget session, of which about 20% will pertain to K-12 education policy, or child-related legislation. Thus, ISBA will potentially track 150-200 bills. No small task!

Your voice will be important to influence the outcomes on key legislation. As champions of public education, we need to engage in advocacy to help inform, influence, and shape sound policy to support public education and the more than 1 million students in our schools. Please consider how you can engage in the grassroots advocacy process to have your voice heard.

## Mobilizing ISBA’s Legislative Action Network

While your ISBA lobby team strives to be in the right place at the right time, our two voices are more effective when our efforts are complemented by a troop of school board members participating in the Legislative Action Network (LAN), ISBA’s formal grassroots advocacy program. The LAN is designed to help unify and mobilize “the voice” of school board members and increase State House visibility. Through this program, we provide you with the information, resources, strategies, and guidance to engage in the grassroots advocacy process.

The LAN program to cultivate and coordinate the localized grassroots advocacy efforts typically goes through each school board’s designated legislative liaison, although we encourage all board members to engage in grassroots advocacy.

To become your school corporation’s Legislative Action Network Liaison, or if you are continuing in this role in 2023, please have your superintendent send your name and preferred contact information to Casey Conrad at [cconrad@isba-ind.org](mailto:cconrad@isba-ind.org).

## Advocacy Guide Released

The fifth edition of the ISBA Advocacy Guide is now available for you to download [HERE](#). Among other features and information, the guide includes a Top 10 Tips for effective grassroots advocacy, which we highlight for you on the next page of this e-Dition newsletter.

For more essential information that you’ll need to track the 2023 session of the Indiana General Assembly, please see the many resources available on ISBA’s Legislative Services page at: <https://www.isba-ind.org/legislative.html>

# ISBA Legislative Action Network – Top 10 Tips of Effective Grassroots Advocacy

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- Tip #1:** Research your legislators’ backgrounds, committee assignments and voting records on education issues. The best source for this information is the Indiana General Assembly website and reading the pages and biographies of the individual members found on the caucus webpages.
- Tip #2:** Develop relationships with your legislators by routinely visiting, writing and calling. Let them know you are a constituent. Take notes to assist you with future conversations with them.
- Tip #3:** Don’t overdo your lobbying. Use ISBA talking points. Clearly and quickly explain your opposition or support for the issue you are contacting them about.
- Tip #4:** Show respect. Be positive. Thank legislators for pro-public education votes and support of the ISBA legislative priorities. Conclude each communication with an expression of gratitude for their time.
- Tip #5:** Lobby with your real-life experience. It’s your most persuasive tool; use local examples.
- Tip #6:** Set priorities. When everything is important, nothing is important. Know your “ask” and focus your conversation around it.
- Tip #7:** Shore up lobbying allies from your community to demonstrate broad support; collaborate with others.
- Tip #8:** Don’t forget the media. Getting your message out to the press – letters-to-the editor, news releases, etc. – can influence your legislators and public opinion.
- Tip #9:** Be sensitive to partisan politics, but always try to come across as nonpartisan. In politics, there are no permanent allies and no permanent adversaries.
- Tip #10:** Be reasonable and consider compromise on contentious issues. Remember, more than 1,000 bills are introduced each session, and everyone thinks their issues are most important—many people and issues vie for the attention of legislators. Sometimes, simply informing legislators on your position will pay long-term dividends whether you immediately persuade them to change their position or not.

## ISBA Board of Directors

President — Tom Simpson, Yorktown Community Schools  
First Vice President — Rebecca Gardenour, New Albany-Floyd County Consolidated School Corporation  
Second Vice President — Steve Corona, Fort Wayne Community Schools  
Past President — Dr. Robert Stwalley, Lafayette School Corporation

Region 1 — Dr. Shaunna Finley, Portage Township Schools  
Region 2 — Heather Reichenbach, Warsaw Community Schools  
Region 3 — Tim Ehlerding, North Adams Community Schools  
Region 4 — Milt Hess, Logansport Community School Corporation  
Region 5 — Scott Dubois, Oak Hill United School Corporation  
Region 6 — Wade Beatty, Charles A. Beard Memorial School Corporation  
Region 7 — Stacy Killion, Vigo County School Corporation  
Region 8 — Jack Russell, Center Grove Community School Corporation  
Region 9 — Travis Nolcox, North Gibson School Corporation  
Region 10 — Lee Ann Wiseheart, New Albany-Floyd County Consolidated School Corporation

# Five Tips for Orienting Your New School Board Members

By **Steve Horton**, Director of Board Services, [shorton@isba-ind.org](mailto:shorton@isba-ind.org)



This is both an exciting and anxious time for school trustees and superintendents. While new school board members bring the potential for new energy, ideas, and perspectives, it is also a time of uncertainty.

Here are five key tips to keep in mind as you work to ensure a smooth transition for new school board members taking office January 1.

- 1. Welcome your new members with open arms:** Regardless of the election outcome and your feelings about the incoming board members, your attitude and welcome to the team will make an important difference. Make sure that the new people know that they are a welcomed addition and critical to your corporation's success.
- 2. Don't make assumptions:** One of the most dangerous things you can do is make assumptions about the attitudes and motivations of your new members. Yes, things were undoubtedly said during the campaign that may cause alarm but allow yourself the opportunity to meet and get to know your new people. Be careful not to build a perceived wall between you and your new members.
- 3. Schedule meetings and listen carefully:** Nothing signals a desire for a productive relationship and collaboration more than a focus on listening. When you meet with new people focus on questions, listen carefully, and seek to understand their responses.
- 4. Share the organizational infrastructure:** An element of new board member orientation that is often missing is a good overview of the organizational chart. Members of the community often have a misconception or lack of understanding of the role and contributions of the administrative staff.
- 5. Engage in Professional Development:** It goes without saying that school board governance is complex and deserves good professional development. There is great benefit to bringing your team together for one-on-one discussion and development but also encourage your new members to attend the comprehensive ISBA New Board Member Academy. More information is available on the next page and at <https://www.isba-ind.org/new-board-member-academy.html>.

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## School Board Member Updates

- The Fremont Community Schools Board of School Trustees appointed **James Burgoon**, an insurance agent with State Farm, to fill the seat that opened when **Alicia Perry** resigned.
- The Delaware Community School Corporation appointed **Val Alexander** to the Union Township seat, effective January 1, 2023, after no one filed for election.
- The MSD of Pike Township appointed **Matthew Hopp**, general manager of InTempo Software, and **Angela Barnes**, who teaches high school courses in theater and etymology in the MSD of Wayne Township, to the school board following the resignations of **Larry Metzger** and **Veronica Moore**.

# New Board Member Academy Is Now Enrolling

ISBA's New Board Member Academy is a comprehensive learning pathway that will empower you with the knowledge and skills you need to govern your school community effectively and efficiently.

We designed the New Board Member Academy to give you valuable, practical information and guidance that you can put to use immediately. Through expert-led discussion and feedback at in-person and virtual sessions, newly elected and appointed school board members will develop a better understanding of their roles and responsibilities as they work to make a difference for kids.

Not a new board member? Hey, no problem. This program is also a great refresher curriculum for veteran members.

The New Board Member Academy will kick-off with a series of five foundational workshops scheduled for January-February 2023 covering the essential basics of school board service, including boardsmanship, public meeting procedures, communication strategies, and board-superintendent relations. After the foundational workshop, there will be a monthly sequence of live virtual clinics from March through June, each covering a different topic.

All in-person and virtual sessions will be recorded and made available on demand — ensuring you can learn on a schedule that fits your needs.

Pricing is \$425. This package also includes access to bonus on-demand video content covering grassroots advocacy, optimizing public comment at board meetings, and conducting superintendent evaluations.

For more information and to register, visit [www.isba-ind.org/new-board-member-academy](http://www.isba-ind.org/new-board-member-academy)

## IN-PERSON WORKSHOPS

### Northwest – January 14

Kesling Intermediate School – Cafeteria  
306 E 18th St. La Porte, IN 46350

### Central – January 21 (optional live stream available)

Central IND Educational Service Center, Frontier Rm  
3500 DePauw Blvd. Pyramid Two - Suite 2020  
Indianapolis, IN 46268

### Southeast – February 4

Ivy Tech Columbus Campus - Community Rm  
4475 Central Ave. Columbus, IN 47203

### Northeast – February 11

Ivy Tech Fort Wayne Coliseum Campus  
3800 N. Anthony Blvd. Fort Wayne, IN 46805

### Southwest – February 25

Jasper High School - LGI Rm  
1600 Saint Charles St. Jasper, IN 47546

*All in-person sessions will run from 10:00 a.m. - 3:45 p.m. Doors will open at 9:30 a.m.*

## VIRTUAL CLINICS

**Public Access** – March 14, 6:30 p.m. or March 15, noon  
Understand the school board's obligations under the Open Door and Public Records laws

**Policy-Making** – April 5, noon or April 11, 6:30 p.m.  
Key considerations for establishing and maintaining the policies under which the school system operates

**Budget & Funding** – May 17, noon or May 18, 6:30 p.m.  
Delve into the fundamentals of the school finance issues that shape the fiscal health of your district

**Six-Month Checkup** – June 13, 6:30 p.m. or June 14, noon  
You have been on the job for six months. Now it's time to reflect, discuss, and ask questions

## Welcome New ISBA Region 1 and 5 Directors

An experienced educator and a retired information security specialist have joined the ISBA Board of Directors. The new Region 1 and Region 5 Directors were approved in December.

The new Region 1 Director is Portage Township Schools Board member Dr. **Shaunna Finley**, who currently leads professional development activities for the national office of Communities in Schools. She is a former principal of East Chicago Central High School and a former assistant superintendent in the School City of East Chicago.

The new director of Region 5 is **Scott Dubois**, a 20-year member of the Oak Hill United School Corporation Board of Trustees. He is a retired information system security specialist who previously worked for the U.S. Department of Veterans Affairs.



Dr. Shaunna Finley, ISBA Region 1 Director



Scott Dubois, ISBA Region 5 Director

## In Memorial

- **Robert Kovach** passed away on November 22. He was an educator for many years with the South Bend Community School Corporation, mayor of Mishawaka, Indiana State Senator who served on the Education Committee, legislative director under Gov. Frank O'Bannon, member of the Indiana State Board of Education, and a school board member for the School City of Mishawaka school district.
- **Harmon Baldwin**, executive director of ISBA from 1971-1975, passed away on December 11 at the age of 100. His long career in Hoosier education also included service as superintendent of the Monroe County Community School Corporation, school board member for the Monroe County Community School Corporation, superintendent of the Vigo County School Corporation, superintendent of the North Manchester school district, chair of the Indiana School Property Tax Control Board, executive director of the Indiana Association of Public School Superintendents, Bedford High School Principal, and Rochester High School Principal.



## Recommended Reading

- » [Indiana Department of Education requests state funding to provide schools with financial incentives for positive IREAD-3 performance - Chalkbeat](#)
- » [Federal judge finds in favor of school district in lawsuit filed by employee who was fired after critical Facebook post - WISH-TV](#)
- » [School board reponds to bus driver shortage by eliminating 15 of 36 bus routes and ending elementary school choice - Chalkbeat](#)
- » [School board approves resolution to began process of relinquishing township - South Bend Tribune](#)
- » [Purdue to resume requiring SAT/ACT scores for admissions - Purdue Newsroom](#)

### FAST FACT

286 school corporations have now met or exceeded the \$40,000 salary target for beginning first-year teachers. The average salary for new teachers statewide is \$42,650. *SOURCE:* Indiana Education Employment Relations Board.

## 2023 Calendar of ISBA Events

January/February	New Board Member Academy
February 21	ISBA Statehouse Day (Downtown Marriott, Indpls)
March 6	Safety & Cyber Security Seminar (Primo Banquet Center, Indpls)
May 1-16	Spring Regional Meetings
June 1	June School Law Seminar (Ivy Tech Conf. Ctr., Indpls)
June 13	ISBA/IAPSS/IASBO Budget/Finance Seminar (Ivy Tech Conf. Ctr., Indpls)
August 18	ISBA/IAPSS Collective Bargaining Seminar (Ivy Tech Conf. Ctr., Indpls)
September 25-26	ISBA/IAPSS Fall Conference (Indiana Convention Center)
November 1-20	Fall Regional Meetings
December 8	December School Law Seminar (Ivy Tech Conf. Ctr., Indpls)

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### Indiana School Boards Association staff

- Terry Spradlin - Executive Director
- Lisa Tanselle, Esq. - General Counsel
- Julie Slavens, Esq. - Senior Counsel/Dir. of Policy Services
- Steve Horton - Director of Board Services
- Rae Anne Motsinger - Comptroller/Office Manager
- Adam VanOsdol - Communications Specialist/Content Strategist
- Haley Crnarich - Events and Promotions Specialist
- Casey Conrad - Administrative Assistant



Season's Greetings!

**We hope you have a  
wonderful  
holiday break  
and a very happy  
new year!**

From all of us here at the  
Indiana School Boards  
Association