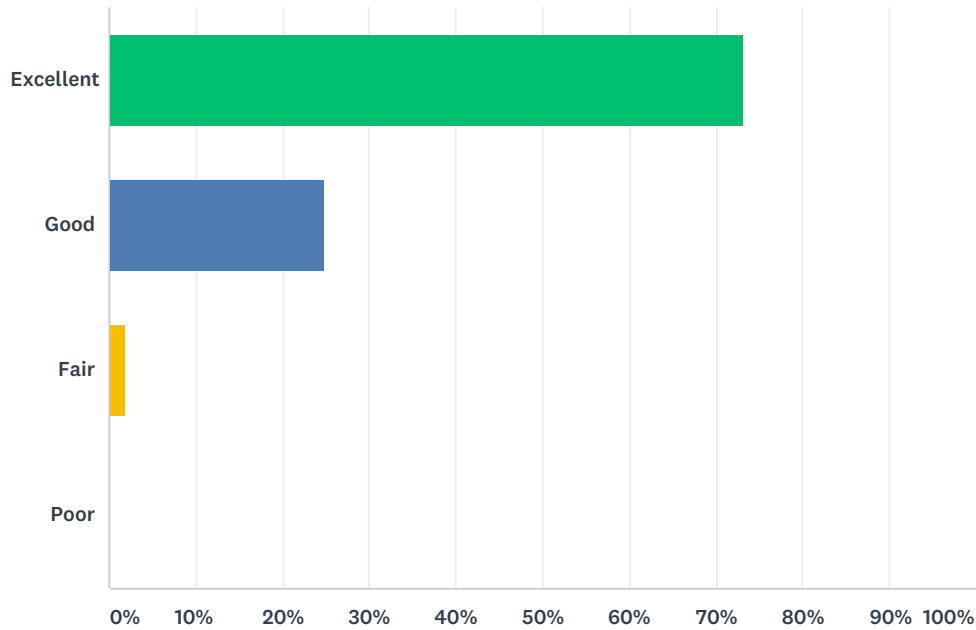


Q1 Overall, how would you rate the conference?

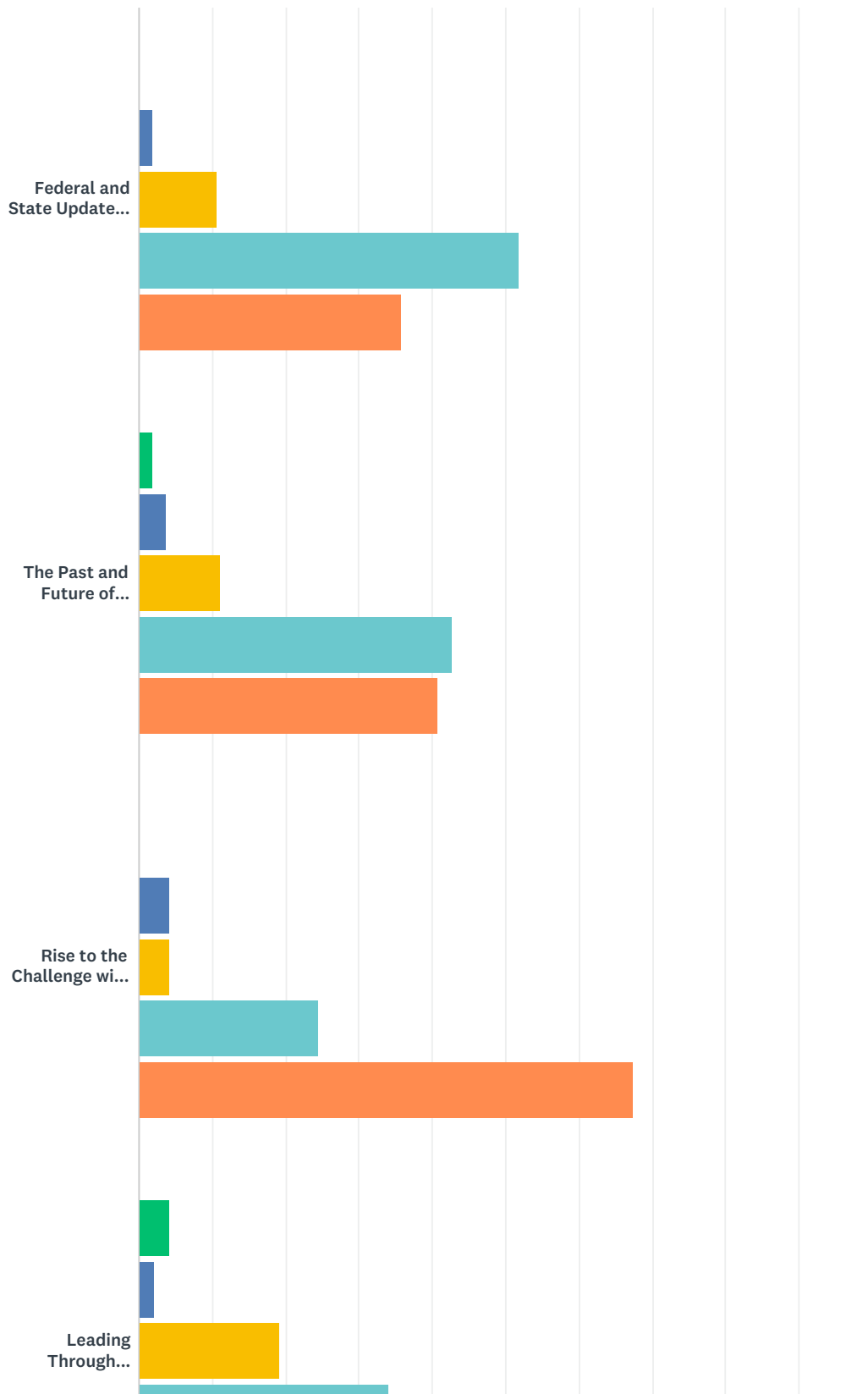
Answered: 56 Skipped: 0

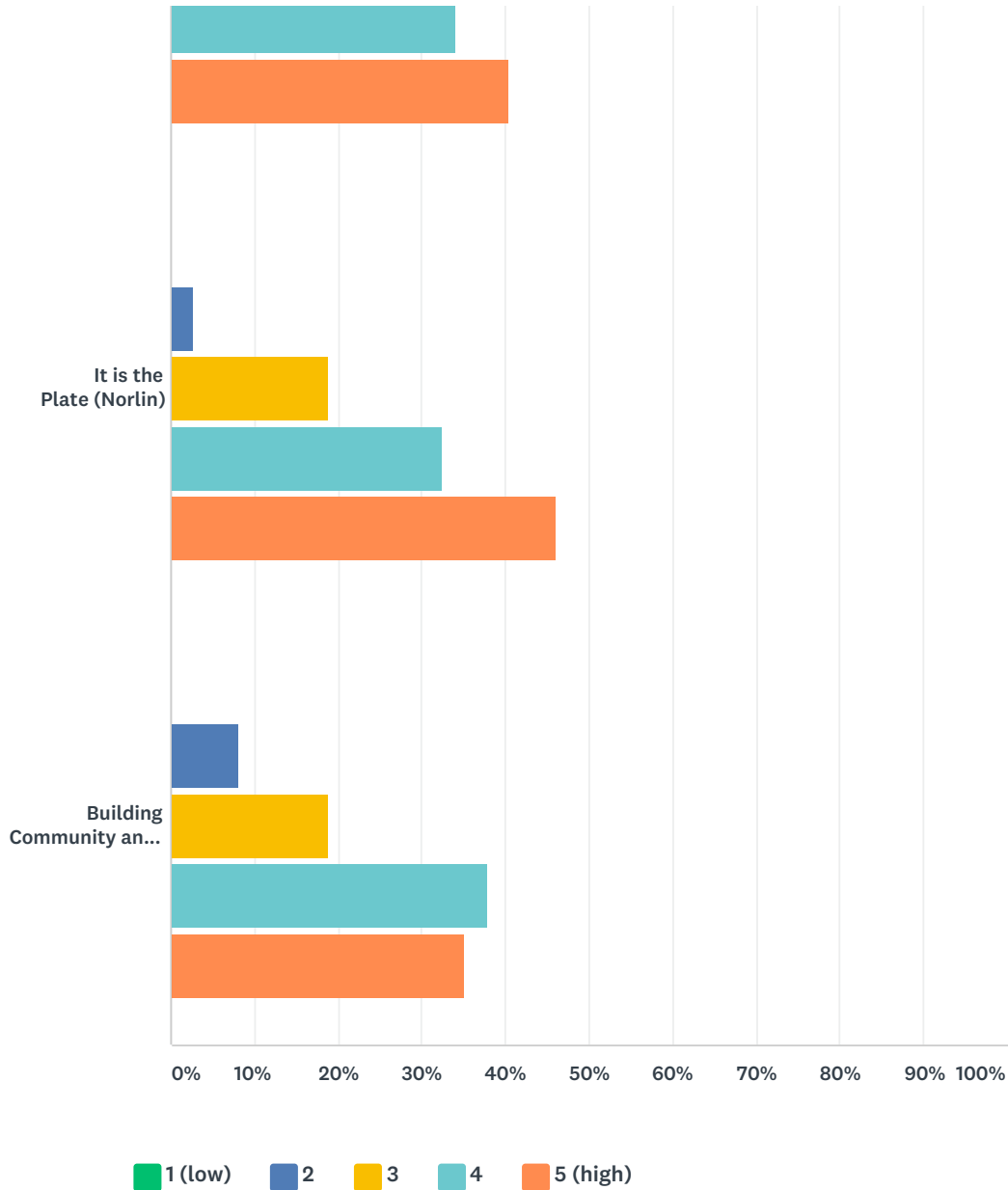


ANSWER CHOICES	RESPONSES	
Excellent	73.21%	41
Good	25.00%	14
Fair	1.79%	1
Poor	0.00%	0
TOTAL		56

Q2 To what degree were the general sessions useful, relevant, and/or inspirational, on a scale of 1 (low) to 5 (high):

Answered: 56 Skipped: 0

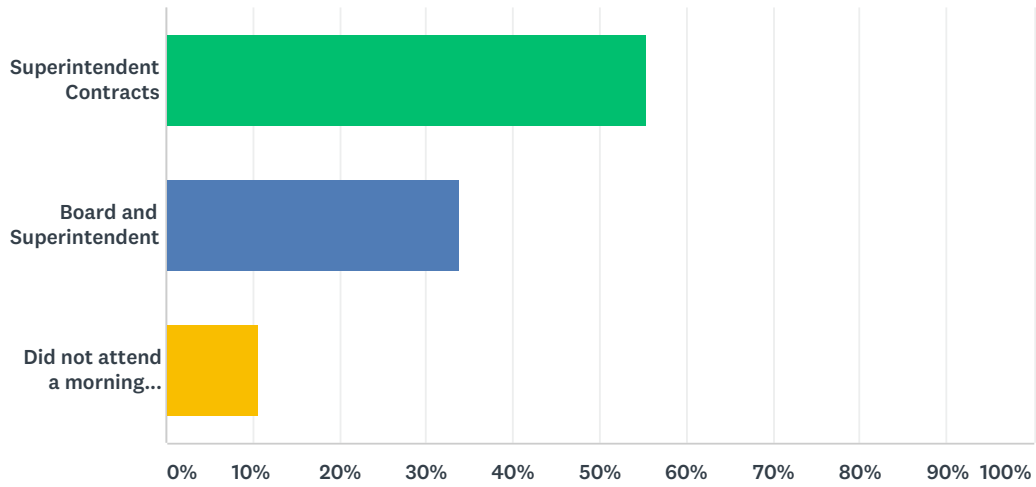




	1 (LOW)	2	3	4	5 (HIGH)	TOTAL	WEIGHTED AVERAGE
Federal and State Updates (Reykdal, Ellerson Ng, Steele)	0.00% 0	1.79% 1	10.71% 6	51.79% 29	35.71% 20	56	4.21
The Past and Future of Collective Bargaining (Porter)	1.85% 1	3.70% 2	11.11% 6	42.59% 23	40.74% 22	54	4.17
Rise to the Challenge with a "Yes, And" Culture (Emanuele)	0.00% 0	4.08% 2	4.08% 2	24.49% 12	67.35% 33	49	4.55
Leading Through Communications (Dugaw, McCabe, Riche)	4.26% 2	2.13% 1	19.15% 9	34.04% 16	40.43% 19	47	4.04
It is the Plate (Norlin)	0.00% 0	2.70% 1	18.92% 7	32.43% 12	45.95% 17	37	4.22
Building Community and Achievement Begins with Our Names! (Essa)	0.00% 0	8.11% 3	18.92% 7	37.84% 14	35.14% 13	37	4.00

Q3 Which morning concurrent session did you attend?

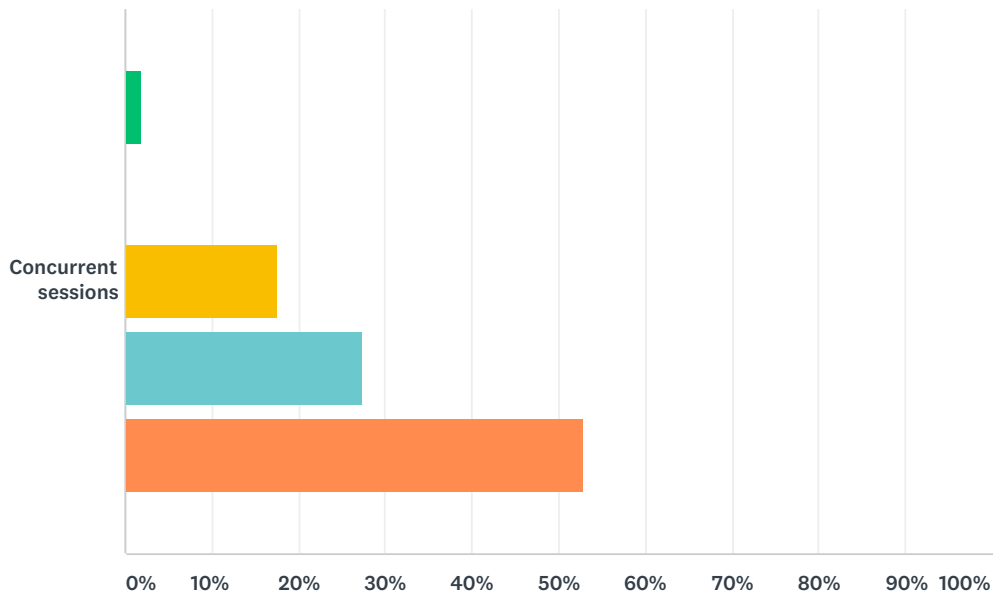
Answered: 56 Skipped: 0



ANSWER CHOICES	RESPONSES	
Superintendent Contracts	55.36%	31
Board and Superintendent	33.93%	19
Did not attend a morning session	10.71%	6
TOTAL		56

Q4 To what degree was the morning breakout session you attended useful, relevant, and/or inspirational, on a scale of 1 (low) to 5 (high):

Answered: 51 Skipped: 5

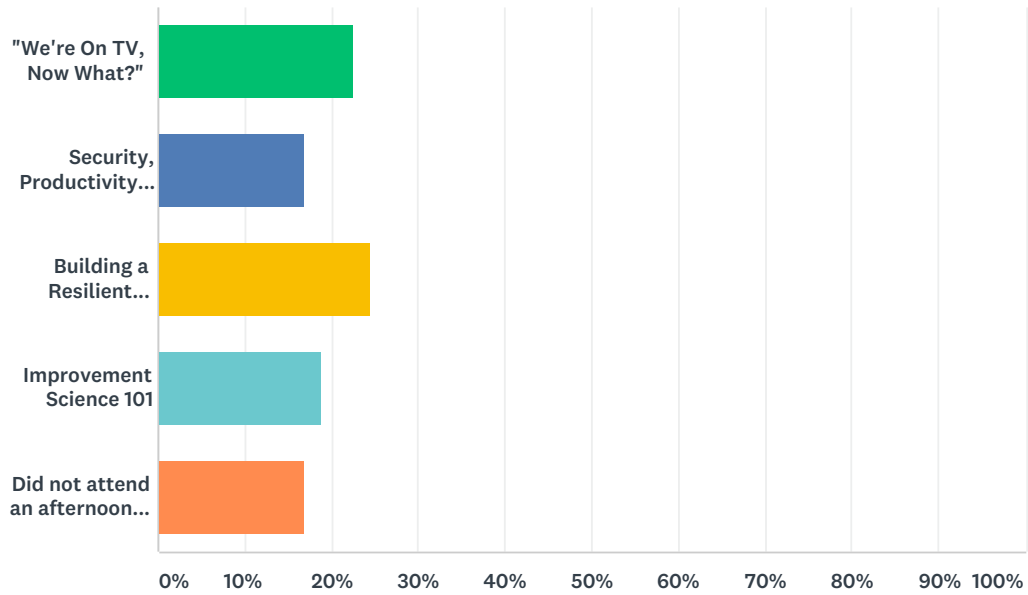


■ 1 (low)
 ■ 2
 ■ 3
 ■ 4
 ■ 5 (high)

	1 (LOW)	2	3	4	5 (HIGH)	TOTAL	WEIGHTED AVERAGE
Concurrent sessions	1.96%	0.00%	17.65%	27.45%	52.94%	51	4.29
	1	0	9	14	27		

Q5 Which afternoon concurrent session did you attend?

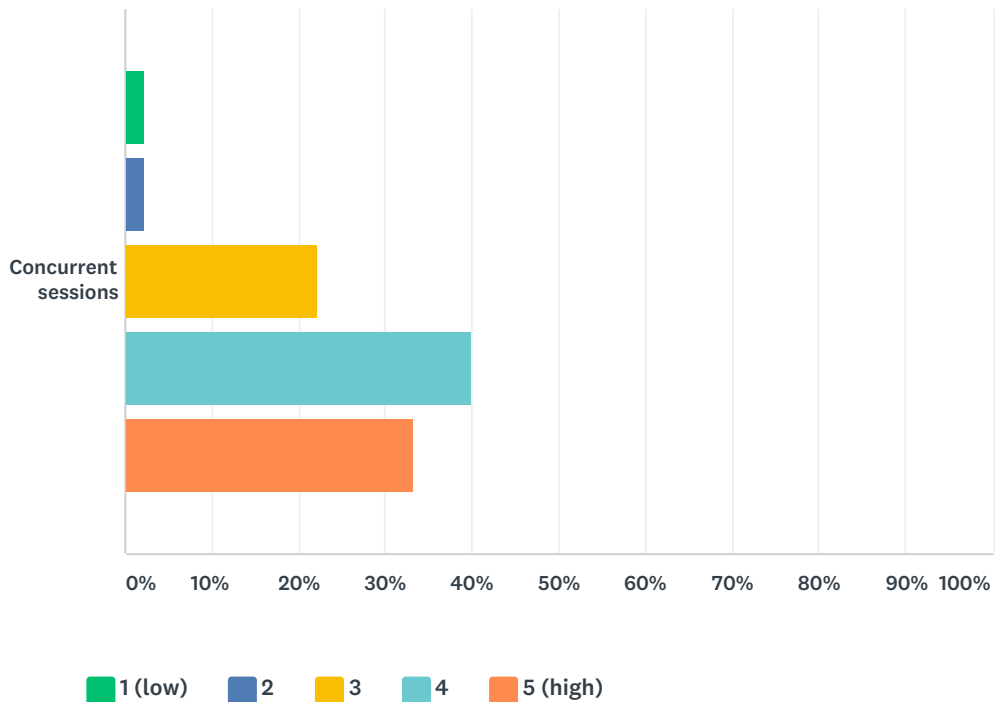
Answered: 53 Skipped: 3



ANSWER CHOICES	RESPONSES	
"We're On TV, Now What?"	22.64%	12
Security, Productivity, and Getting Things Done	16.98%	9
Building a Resilient Organization	24.53%	13
Improvement Science 101	18.87%	10
Did not attend an afternoon session	16.98%	9
TOTAL		53

Q6 To what degree was the afternoon breakout session you attended useful, relevant, and/or inspirational, on a scale of 1 (low) to 5 (high):

Answered: 45 Skipped: 11



	1 (LOW)	2	3	4	5 (HIGH)	TOTAL	WEIGHTED AVERAGE
Concurrent sessions	2.22%	2.22%	22.22%	40.00%	33.33%	45	4.00
	1	1	10	18	15		

Q7 What was the strongest part of this year's program?

Answered: 45 Skipped: 11

#	RESPONSES	DATE
1	Monday morning was excellent.	5/14/2019 11:42 AM
2	Information on contract negotiations as well as the rundown of bargaining communications was well received. Also negotiating your own contract and Mr. Wolfe's information was very informative.	5/9/2019 5:43 PM
3	Any time I get to listen to strong practices by other superintendents, I find it of high value.	5/9/2019 4:10 PM
4	Loved Galen Emanuele and John Norlin. This was a great focus on leading with practical strategies to implement right away.	5/9/2019 2:19 PM
5	The format, I think it may have influenced better participation by us. Fewer options for breakouts seemed to work better.	5/8/2019 5:00 PM
6	Relevance to the work that we are doing today. Connecting with colleagues and sharing strategies. Shane was an exceptional emcee! Was glad you moved the legislative information to the front of the agenda.	5/8/2019 4:17 PM
7	Networking and social time with other superintendents, general sessions, breakout sessions.	5/8/2019 3:21 PM
8	I liked all of the program.	5/8/2019 3:08 PM
9	The overall program for the entire conference was outstanding! It was the best Superintendent conference I have attended.	5/8/2019 2:30 PM
10	Speakers	5/8/2019 1:53 PM
11	State Budget updates, Bargaining, Networking	5/8/2019 1:44 PM
12	Having strong general sessions together	5/8/2019 12:48 PM
13	Great conference	5/8/2019 11:38 AM
14	Fewer and more relevant break-out sessions. Awesome large group presenters!!	5/8/2019 10:59 AM
15	Superintendent's Contract	5/8/2019 10:32 AM
16	Speakers were great. Really liked the format with fewer break out sessions and more keynote type speakers.	5/8/2019 10:29 AM
17	General Sessions that were inspiring	5/8/2019 10:22 AM
18	Having time to network and be with colleagues	5/8/2019 10:11 AM
19	The general sessions were excellent and I really appreciated the morning session about working with your board	5/8/2019 9:15 AM
20	I liked the general sessions versus breakout sessions as they were all relevant	5/8/2019 9:03 AM
21	The keynote speakers were exceptional. Shane Backlund did a great job facilitating the transitions.	5/8/2019 8:51 AM
22	I liked the format of the larger group sessions	5/8/2019 7:49 AM
23	Spending time with colleagues.	5/8/2019 6:39 AM
24	Relevant information on legislative work and bargaining tips.	5/8/2019 6:26 AM
25	The introductory session on the legislative scene, and perspectives on the future.	5/7/2019 7:44 PM
26	The Rise to the Challenge Yes And Culture was extremely eye opening and inspirational. It would be a great session for all people involved in schools. Staff could benefit from this session in their interactions with students.	5/7/2019 7:29 PM
27	Good variety of content and program. I also always enjoy the networking opportunities.	5/7/2019 6:17 PM
28	Updates	5/7/2019 3:16 PM

29	Buzz Porter and Jocelyn/Monique/J Marie	5/7/2019 2:58 PM
30	Steele on State and noelle (sp?) on feds	5/7/2019 12:56 PM
31	Networking with other Superintendent.	5/7/2019 12:33 PM
32	very even good quality throughout	5/7/2019 12:29 PM
33	Networking and hearing the new information from others.	5/7/2019 11:54 AM
34	Keynote addresses	5/7/2019 11:51 AM
35	Monday's keynote	5/7/2019 11:44 AM
36	Character Strong "Yes And" Culture Networking and socializing with friends and colleagues.	5/7/2019 11:37 AM
37	Being with my fellow superintendents. Being able to have conversations about difficult issues was so helpful.	5/7/2019 11:23 AM
38	Interactions with fellow attendees	5/7/2019 11:02 AM
39	General sessions and relevant content. Connecting with other superintendents.	5/7/2019 10:57 AM
40	Connecting with colleagues. Mike Nelson's presentation.	5/7/2019 10:55 AM
41	Strong general sessions and great organization	5/7/2019 10:51 AM
42	Norlin and Emanuele	5/7/2019 10:45 AM
43	Less break out sessions, more general sessions	5/7/2019 10:42 AM
44	Women in Leadership Conference and the legislative update	5/7/2019 10:41 AM
45	Just hearing we are not alone, everthing was relevant to what is going on in our work.	5/7/2019 10:39 AM

Q8 What could have improved the value of this conference?

Answered: 33 Skipped: 23

#	RESPONSES	DATE
1	More updates on legislation and changes to the educational landscape. More focus on funding, negotiations, legal changes and implications, bonds....	5/14/2019 11:42 AM
2	Not sure this is the question, but the presentation by Reykdal and others ended in more confusion than anything else.	5/9/2019 4:10 PM
3	I don't believe you can control this... but the attendance drastically falls off. I thought the closing key note was strong and felt bad that several superintendents missed out a great message.	5/8/2019 5:00 PM
4	Make more relevant to superintendents. Less focus on inspirational talks and more on superintendent-specific stuff. It's a superintendent's conference, not AWSP/WASA, know what I mean? Not have so many non-superintendents at the conference. It is the only event that is focused on superintendents that WASA does all year, and yet nearly half the people I talked to on Sunday weren't superintendents. I'm fine with s/o's attending, not so fine with the fact this is quickly being turned into the spring WASA/AWSP conference.	5/8/2019 3:21 PM
5	NA	5/8/2019 3:08 PM
6	Nothing	5/8/2019 1:53 PM
7	I enjoyed it thoroughly.	5/8/2019 1:44 PM
8	Nothing	5/8/2019 12:48 PM
9	Monday night needs a Superintendent Night Out - I love the conference, support WASA's efforts, and many have voiced to me that we need a different plan for Monday night, otherwise people are going to go do their own thing anyway.	5/8/2019 11:38 AM
10	No fish.	5/8/2019 10:59 AM
11	morning general sessions need to have "upbeat speakers" The legislative update, Buzz Porter and the communication panel were all good information but slow paced. John Norlin was amazing	5/8/2019 10:22 AM
12	try having like size district time for a break out session	5/8/2019 10:11 AM
13	I don't think you could!	5/8/2019 9:03 AM
14	Three of the sessions were repeats from previous ESD meetings or new superintendent trainings. It would be nice if the descriptions said something to that effect, I liked the topics, but once the session started realized I had already heard the presentation before.	5/8/2019 9:00 AM
15	This was a great conference	5/8/2019 7:49 AM
16	More room at dinner, breakfast, etc.	5/8/2019 6:39 AM
17	Nothing. Weather was great!	5/8/2019 6:26 AM
18	See the next answer.	5/7/2019 7:44 PM
19	The morning breakfast sessions were not structured enough to have a valuable conversation.	5/7/2019 7:29 PM
20	Nothing. Overall, very good conference.	5/7/2019 6:17 PM
21	Updates on hot topics with guidance like SEBB, levy	5/7/2019 3:16 PM
22	More small group discussions like the rues morning table talks	5/7/2019 12:56 PM
23	more Q&A and interaction with Sup't Reykdal	5/7/2019 12:29 PM
24	N/A	5/7/2019 11:54 AM
25	All good	5/7/2019 11:51 AM
26	Perhaps some more time in small teams to apply our learning from sessions into action plans.	5/7/2019 11:37 AM

27	I wonder what it would look like to have a high energy, entertaining, motivational concluding keynote.	5/7/2019 11:23 AM
28	Perfect	5/7/2019 11:02 AM
29	NA	5/7/2019 10:57 AM
30	Session during during	5/7/2019 10:45 AM
31	Having the list of presentations out before registration closes	5/7/2019 10:41 AM
32	Great work	5/7/2019 10:39 AM
33	Location.	5/7/2019 10:34 AM

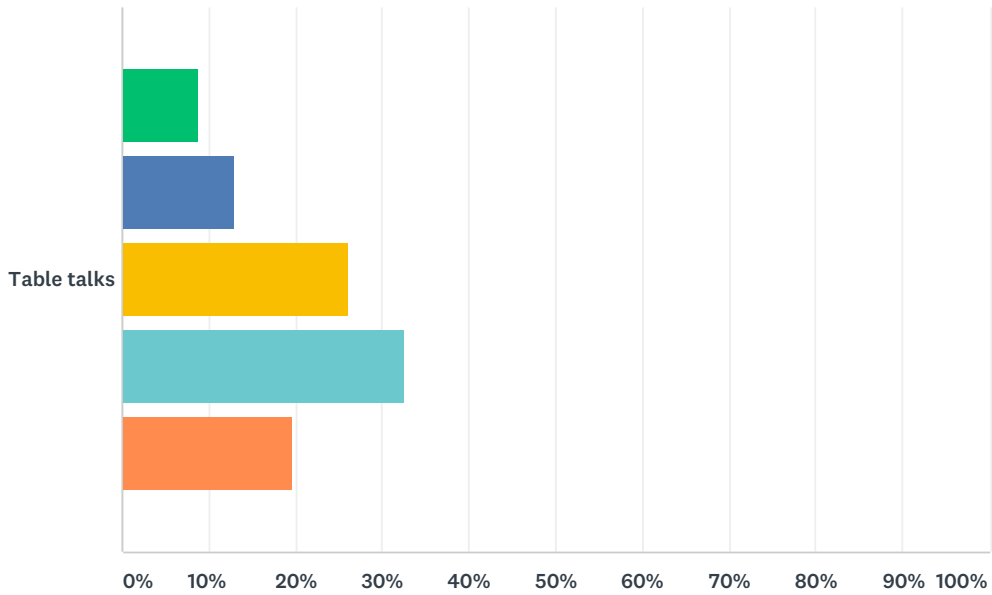
Q9 What did we overlook that should be considered for next year (topic/process/format/event/etc.)?

Answered: 23 Skipped: 33

#	RESPONSES	DATE
1	Too much touchy feely sensitivity based focus. Good leadership is much more than being sensitive and touchy feely. Educational leadership principles are mostly aligned with other key industry leadership principles...	5/14/2019 11:42 AM
2	I really wanted to learn accurate calculations of LEA and Levy. Didn't see that. It is the most important aspect of education right now. If we miss on these numbers, it impacts bargaining, staffing and communications.	5/9/2019 4:10 PM
3	Continue the conversation on Equity... Is there a way to have the broader audience here about the women in leadership and perhaps how the work of equity can be supported....	5/8/2019 5:00 PM
4	Maybe some more down time during the event. I feel like there should be a break built into the mid-afternoon.	5/8/2019 3:21 PM
5	NA	5/8/2019 3:08 PM
6	Thank you for eliminating golf awards and other drunken revelry	5/8/2019 1:53 PM
7	It was great!	5/8/2019 12:48 PM
8	Nailed it!	5/8/2019 11:38 AM
9	Nothing comes to mind...	5/8/2019 10:59 AM
10	More organized social time	5/8/2019 10:22 AM
11	Ask that questions in 6 months!	5/8/2019 9:03 AM
12	It would have been nice to have a wrap up session with the new superintendents and incoming (brand new) superintendents to talk about how the year went, ideas for training for the next group, etc.	5/8/2019 9:00 AM
13	Continue the work with CharacterStrong! Fantastic	5/8/2019 7:49 AM
14	Nothing	5/8/2019 6:26 AM
15	There was nothing I could find on the improvement of school performance, instructional leadership for the superintendent, superintendent evaluation, student social-emotional learning and mental health, or brand advancement (with actual brand experts).	5/7/2019 7:44 PM
16	I'm interested in learning strategies for analyzing district budgets for the next 4 years, and how to factor in teacher movement along the salary schedule.	5/7/2019 6:17 PM
17	N/A	5/7/2019 12:29 PM
18	N/A	5/7/2019 11:54 AM
19	All good	5/7/2019 11:51 AM
20	Can't think of a single thing to improve the conference.	5/7/2019 11:23 AM
21	Nothing	5/7/2019 11:02 AM
22	None	5/7/2019 10:45 AM
23	Great work, thank you	5/7/2019 10:39 AM

Q10 To what degree did the table talks meet your needs?

Answered: 46 Skipped: 10



1 (low) 2 3 4 5 (high)

	1 (LOW)	2	3	4	5 (HIGH)	TOTAL	WEIGHTED AVERAGE
Table talks	8.70%	13.04%	26.09%	32.61%	19.57%	46	3.41
	4	6	12	15	9		

Q11 Other comments:

Answered: 30 Skipped: 26

#	RESPONSES	DATE
1	Table talks were excellent. Its the only venue we get to talk with like minded people about issues we face every day. I feel like I have an ok network of local reference points, but it's nice to hear how others across the state are doing things. For Example, we had an excellent discussion on security at our Tuesday AM session around the table, one of the best security dialogues I have been involved in. I thought the closing session was awful--Ms Essa was presumptive and had her own biases as she addressed the audience--as was met out by a few of the comments at the end that gently pushed back against her knowledge of "where we came from". The topic itself was excellent and needs to be at the forefront of our daily lives, but her approach was condescending and off the mark.	5/14/2019 11:42 AM
2	It was a nice getaway and nice setting. I learned a lot for my first visit to one of these.	5/9/2019 5:43 PM
3	Overall the tone was much stronger and more hopeful this year. I appreciated Galen's simple, positive message of Yes Culture. That was a fun break.	5/9/2019 4:10 PM
4	GREAT Job! I will be back next year, appreciate all the work that you all do to organize the event. I know it has to be a lot of work...	5/8/2019 5:00 PM
5	Thanks for your efforts. Overall a strong conference.	5/8/2019 3:21 PM
6	Thank you!	5/8/2019 3:08 PM
7	Thanks to all who were a part in the planning of the conference and all who presented.	5/8/2019 2:30 PM
8	No solutions	5/8/2019 1:53 PM
9	I thoroughly enjoy this conference. I come to it to learn what the Legislature did and how it impacts my district. It is informative yet done in a relaxed manner. I learn so much through the informal socializing. Keep up the good work.	5/8/2019 1:44 PM
10	Thanks for a great conference!	5/8/2019 12:48 PM
11	It was fantastic!! One of the best workshops I've been too!!	5/8/2019 10:59 AM
12	Another excellent conference.	5/8/2019 10:29 AM
13	Thank you for another great conference! Although I had some suggestions ans was honest in my feedback, over I love this conference and have for many years. You all do a great job organizing and facilitating! Well done.	5/8/2019 10:22 AM
14	The table talk I wanted to attend was full and there was no room to add more people. Maybe more table talk options would be good.	5/8/2019 9:15 AM
15	I always find a nuget from every training and I know you can't taylor to everyone's needs. Thanks for the time and effort to continue to support us.	5/8/2019 9:00 AM
16	The information that Buzz Porter provided was relevant up until the end of his presentation. Perhaps he forgot who he was speaking to when he (intentionally or unintentionally) slammed building principals. As superintendents, we know how hard they work.	5/8/2019 8:51 AM
17	There is something special about this conference. It has to do with all the supts being together, the environment, and the ability for us to relax. Thank you for the work you put into this to make it such a valuable and healing experience for us. It is healing for all of us, to get away, in this special location, and be able to "turn it off" for a few days. That is as important as any of the content.	5/8/2019 7:49 AM
18	Another outstanding conference! Nice job by all of you.	5/8/2019 6:26 AM
19	Thanks for doing a great job. I attend a lot of conferences but this one is my favorite. :)	5/7/2019 8:38 PM
20	The barbeque and breakfasts were quite good. The other meals were disappointing.	5/7/2019 7:44 PM
21	Great conference.	5/7/2019 6:17 PM
22	Very informative to see and talk with supes from another areas and very different sizes	5/7/2019 12:56 PM

23	Sincere thank you for the honor you gave me Monday evening. I was deeply touched.	5/7/2019 12:29 PM
24	Thank you for you hard work in organizing this wonderful event!	5/7/2019 11:37 AM
25	Thank you to all who worked so hard to provide this opportunity!	5/7/2019 11:23 AM
26	Thank you for organizing this	5/7/2019 11:02 AM
27	Thank you. Enjoyed Women in Leadership too!	5/7/2019 10:57 AM
28	Thank you!	5/7/2019 10:55 AM
29	Thank you!!!!	5/7/2019 10:42 AM
30	Thank you	5/7/2019 10:39 AM