

## KENTUCKY DEPARTMENT OF EDUCATION STAFF NOTE

**Topic:** Annual In-service Training of District Board Members

**Date:** August 2023

**Action Requested:**  Review  Action/Consent  Action/Discussion

**Held In:**  Full Board  Curriculum, Instruction and Assessment  Operations

### SUMMARY OF ISSUE BEFORE THE BOARD:

Approval of the 2022 Report, 2022 Exceptions, and 2024 Plan as Required by 702 KAR 1:116, Annual In-service Training of District Board Members

### COMMISSIONER'S RECOMMENDATION:

The Commissioner recommends approval of the 2022 Report, 2022 Exceptions and 2024 Plan.

### APPLICABLE STATUTE OR REGULATION:

KRS 160.180 (with references to KRS 156.031; KRS 156.070)

### BACKGROUND:

*Existing Policy:*

KRS 160.180 requires that school board members complete annual (calendar year) in-service training. For board members in office as of December 31, 2014, twelve hours are required during each of the first four years of district board service; eight hours during each of the second four years; and four hours each year thereafter. For board members beginning service on or after January 1, 2015, twelve hours are required during each of the first eight years of district board service and eight hours each year thereafter. Additionally, board members are required to obtain training in the areas of finance, ethics and superintendent evaluation as follows:

For board members with 0 – 3 years of experience, annual training must include:

- Three (3) hours of school finance
- One (1) hour of ethics
- One (1) hour of superintendent evaluation training each year

For board members with 4 - 7 years of experience, annual training must include:

- Two (2) hours of school finance
- One (1) hour of ethics training
- One (1) hour of superintendent evaluation training each year

For board members with 8 or more years of experience, annual training must include:

- One (1) hour of school finance training each year
- One (1) hour of ethics training each year
- One (1) hour of superintendent evaluation training biennially

*Summary of Issue:*

The Kentucky School Boards Association (KSBA) collects and keeps corresponding records and is recognized as the provider of eight of the twelve hours required during each of the first four years of local board service. 702 KAR 1:116 requires the KSBA to submit to the Kentucky Board of Education for review and approval the following:

- in-service training summary on an annual basis (Attachments A, B and C);
- a request for an extension of time for completing required in-service training hours in individual cases where warranted (Attachment D); and
- annual in-service training plan for 2024 (Attachment F).

These items are attached. The annual in-service training plan for 2023 is also attached for information only (Attachment E). Additionally, the board needs to be aware that 702 KAR 1:116 provides in Section 3: "Subject to extensions granted under Section 4 of this administrative regulation, the names of all district school board members who fail to complete the required hours of in-service training shall be transmitted by the Department of Education to the Attorney General." For these individuals, see Attachment D.

It is recommended that the KBE take action to: (1) accept and approve the annual in-service training summary provided by KSBA (Attachments A, B and C); (2) grant an extension of time for completing required in-service training hours for individual cases where warranted (Attachment D); and (3) approve the 2024 in-service training plan (Attachment F).

*Budget Impact:*

There is minimal impact to the P-12 budget for legal review and staff time to enforce training requirements for those local board members not meeting minimum requirements.

**GROUPS CONSULTED AND BRIEF SUMMARY OF RESPONSES:**

The Kentucky School Boards Association (KSBA) was consulted as the recognized provider of certain training and entity that tracks all local board member training pursuant to 702 KAR 1:116.

**CONTACT PERSON(S):**

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**Commissioner of Education**

Category: <input type="checkbox"/> Educator Workforce Diversity <input type="checkbox"/> Portrait of a Graduate Partnerships <input type="checkbox"/> Racial Equity Commitment <input type="checkbox"/> Student-Centered Accountability System <input type="checkbox"/> Early Childhood <input checked="" type="checkbox"/> District Support
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ATTACHMENT A

LOCAL SCHOOL BOARD MEMBERS  
 IN-SERVICE TRAINING  
 2022 SUMMARY REPORT

	Total	Years of Service			
		Members Serving Prior to 01/01/2015		Members on or after 01/01/2015	
		4-7	8+	0-7	8+
<b>Hours Completed</b>	10,922.25	18.00	2860.50	7691.75	352.00
<b>Members</b>	902.00	1.00	314.00	554.00	33.00
<b>Minimum Hours Required per year</b>		8.00	4.00	12.00	8.00
<b>Hours Above Minimum</b>	2,814.25	10.00	1415.75	1287.75	100.75
<b>Members Above Minimum</b>	737.00	1.00	295.00	412.00	29.00



ATTACHMENT B

LOCAL SCHOOL BOARD MEMBERS  
2022 KSBA TRAINING OFFERED

Theme/Topics	Attendees	Hours	Location	Date(s)
Annual Conference	617	15.00	Louisville	February 25 - 27
Federal & State Law Update	123	3.00	Virtual	June 2
Summer Leadership Institute	180	8.75	Lexington	July 15 - 16
Regional Meetings	330	1.25	12 Meetings - Statewide	August - November
Winter Symposium	223	10.50	Louisville, KY	December 9 - 10
Learn & Earn Webinars	829	9.00	Virtual	March - November

**Courses Offered in 2022**

Addressing our collective trauma

Advocacy now - it's all local

Be prepared: If your superintendent left, would you know how to fill the job?

Between the hedges: Managing policy revisions between updates

Board and superintendent: Developing the team

Board leadership essentials: Your public image

Board member's dashboard

Bonding info for school districts: Building your knowledge

Breaking terrible board habits - Part 1

Breaking terrible board habits - Part 2

Building a cohesive school board team

Building schools in Kentucky

Capital funds

Commitment over compliance and three keys to school safety and security

Communicating in stressful times: Five things your people need from you

Communications skills for bridging the divide  
Congratulations! You made the team!  
Construction management vs. general contracting  
Corruption and the FBI: How a local school district worked with the FBI to overcome corruption  
Dealing with external media  
Deeper learning for ALL: A school board primer  
Digital playbook for family and school partnerships: What is the board's role?  
Effective board meetings: The public face of school board governance  
Enhancing impact through adaptive leadership

Equity and the role of leadership: Policy & practice  
Essentials of effective evaluations  
FCPS STEAM Academy: A new model for learning  
Finance II: Dollars and sense  
Finance III: Dollars and decisions  
Fraud: Are you at risk?  
Governing through goal setting and monitoring for progress  
Historical ethics and the school board  
How much do your site base allocations cost?  
How to elevate and advance your education to become a district of choice  
How to get a good night's sleep as a board member  
How to maximize federal dollars  
How to get to family-school-community collective efficacy for your school ecosystem  
Improving the health of students through state nutrition & physical activity requirements  
Introduction to superintendent evaluation  
It was just a hug. Are you sure you're protected  
KSBA's eMeeting Service: its value to boards and SBDM councils  
Leading effective meetings: A board's guide to parliamentary procedure  
Legal and ethical considerations for school board members - Part 1  
Legal and ethical considerations for school board members - Part 2  
Legal orientation I  
Legislative update  
Leveraging federal dollars for general fund savings  
Look in the mirror: Board member self-evaluation  
Making sense of dollars: Presenting financial information to non-financial audiences  
Narratives versus numbers  
New federal financial incentives for public K-12 schools using geothermal HVAC systems  
New superintendent training program: What's it all about?  
Open meetings act update  
Passing a recallable double nickel during a pandemic  
PEAK Award: Ignite Institute

Reaching for the summit of student success

School board fiscal responsibilities: Driving success through informed decisions - Part IA

School board fiscal responsibilities: Driving success through informed decisions - Part IB

School Safety and Resilience Act (SB1/SB8): Update, review and threat assessment team implementation overview

School safety updates

Serving your most in-need students: Jobs for Kentucky's Graduate (JAGKY)

Setting tax rates made easy

Stories of impact: Can family school community engagement (FSCE) really impact your school ecosystem? Yes, it can!

Stronger together: How collaboration can help strengthen districts

Superintendent Evaluation: Exploring the seven standards

Superintendent Evaluation: Setting and meeting goals

Superintendents leading beyond the district boundaries

Superintendent Evaluation: Setting and meeting goals

Supporting initial implementation of deeper learning initiatives with SESC's P-12 districts

Supporting P-12 schools through the deeper learning initiative

Tackle tough situations effectively through adaptive leadership

The biggest piece of the budget pie: Salaries and benefits

The board's policy making role

The core of good school board governance: Adopting higher level practices

The do's and don'ts of open meetings

The ethical edge: School board members and their constituents

The evolving world of cyber liability in public education

The importance of open communication between the board and the finance officer

The role of the board chair

Three literacy programs that get results without breaking the bank

United we learn

Using formative conversations to improve superintendent evaluation

Using formative conversations to improve superintendent evaluation

Utility rate crisis: How one Kentucky district addressed one big problem

We grow together: Sustaining Dolly Parton Imagination Library

Teaching certification and rank changes: Finding solutions during a teacher shortage

What great leaders do and empowering women as educational leaders

Why did we get less SEEK money this year?

### **On Request**

Whole Board Team Training (in-district and via distance learning)

KSBA-provided Self-Study (hard copy or via distance learning)

ATTACHMENT C

LOCAL SCHOOL BOARD MEMBERS  
 IN-SERVICE TRAINING  
**2022 REQUIREMENTS NOT MET**  
**SUMMARY**

Includes members who:

- were appointed to fill a vacancy after March 1, 2022 ( 102.75 hours)
- did not comply with 702 KAR 1:115 (271 hours)

	Years of Service				
	Total	Members Serving Prior to 01/01/2015		Members on or after 01/01/2015	
		4-7	8+	0-7	8+
Minimum Hours Required per year		8.00	4.00	12.00	8.00
Members Below Minimum	72.00	0.00	9.00	63.00	0.00
Hours Completed	462.00	0.00	53.50	408.50	0.00
Additional Hours Required	373.75	0.00	41.00	332.75	0.00



LOCAL SCHOOL BOARD MEMBERS  
IN-SERVICE TRAINING  
**2022 REQUIREMENTS NOT MET DETAIL - APPOINTED MEMBERS**

The following list identifies board members who were appointed to service after March 1, 2022, and who did not meet their mandated annual training requirements.

**Board Member Training Requirements:**

<b>Name</b>	<b>School District</b>	<b>Service Start Date</b>	<b>Total Hours Required</b>	<b>2022 Hours Earned</b>	<b>2022 Hours Still Needed</b>
Carolyn Wolfe	Boone County	11/29/2022	12	3.5	8.5
Terry Taylor	Campbellsville Ind.	4/18/2022	12	11.5	1
Dora Hall	Clark County	10/17/2022	12	11.25	1
Will Scott	Cumberland County	7/23/2022	12	0	12
Melinda Weathers	Danville Ind.	7/28/2022	12	0	12
Mark Rich	Edmonson County	7/11/2022	12	12.5	1
Jonathan Jones	Gallatin County	7/8/2022	12	10.25	3
Kerri Scisney	Hopkins County	5/3/2022	12	8.75	3.25
Kristen Reding	LaRue County	10/4/2022	12	2	10
Ashley Hollingshead	Nelson County	3/30/2022	12	1.25	10.75
Tim Johnston	Ohio County	7/21/2022	12	11.5	0.5
Michael Martin	Paintsville Ind.	7/11/2022	12	8.25	3.75
Jeffrey Patrick	Rowan County	5/17/2022	12	6.5	5.5
Wendy Young	Scott County	3/14/2022	12	16.75	1
John Tuttle	Somerset Ind.	3/31/2022	12	9	3
Jason Phelps	Spencer County	3/9/2022	12	4	8
Aubrey Ryan	Walton Verona Ind.	10/17/2022	12	7.75	4.25
Raymond	Washington				
Canterberry	County	7/18/2022	12	9.75	2.25
Chris Lawrence	Williamstown Ind.	11/8/2022	12	0	12

On behalf of these board members, KSBA requests an extension of time be granted for them to complete requirements as allowed by the provisions of 702 KAR 1:115.

ATTACHMENT D

LOCAL SCHOOL BOARD MEMBERS  
IN-SERVICE TRAINING  
**2022 REQUIREMENTS NOT MET DETAIL - APPOINTED MEMBERS**

The following list identifies board members who were not appointed to service after March 1, 2022, and who did not meet their mandated annual training requirements.

**Board Member Training Requirements:**

Name	School District	Service Start Date	Total Hours Required	2022 Hours Earned	2022 Hours Still Needed
●Rose Morgan	Anderson County	1/1/2019	12	9.5	2.5 Needs 0.5 Finance
Blake Gillum	Ashland Ind.	1/1/2021	12	1.25	10.75 Needs 1 Ethics, 1.75 Finance, 1 SE
Ashley Layman	Ashland Ind.	1/1/2021	12	10.25	1.75 Needs 1 SE
●Kathy Reed	Bardstown Ind.	1/1/1991	4	0	4 Needs 1 Ethics, 1 Finance, 1 SE
●Della Justice	Berea Ind.	1/1/2019	12	11.25	0.75 Needs 0.75 Finance
●Kandice Wells	Bourbon County	11/3/2015	12	0	12 Needs 1 Ethics, 2 Finance, 1 SE
●Todd Earlywine	Bourbon County	1/1/2005	4	0	4 Needs 1 Ethics, 1 Finance, 1 SE
●Mark Biggs	Breckinridge County	1/1/2019	12	15	3.75 Needs 1 Ethics, 1.75 Finance, 1 SE
●Zack Gross	Burgin Ind.	1/1/2019	12	7.5	4.5 Needs 2 Finance
●Steve Draper	Carlisle County	1/1/2011	4	0	4 Needs 1 Ethics, 1 Finance
●Lorri Keith	Edmonson County	10/14/2009	4	0	4 Needs 1 Ethics, 1 Finance
●Chad Slavens	Fairview Ind.	4/1/2019	12	0	12 Needs 1 Ethics, 3 Finance, 1 SE

●Stephanie Spires	Fayette County	2/3/2017	12	1	11	Needs 1 Ethics, 2 Finance, 1 SE
●Tasha Box Jones	Frankfort Ind.	1/1/2019	12	11.5	0.5	
●David Garnett	Frankfort Ind.	1/1/2019	12	8.75	3.25	Needs 1 Ethics, 1.75 Finance, 1 SE
●BeLinda Henson	Franklin County	1/1/2011	4	0	4	Needs 1 Ethics, 1 Finance, 1 SE
Connie Lamb	Garrard County	1/1/2019	12	9.5	2.5	Needs 0.5 Finance
William Thornbury	Glasgow Ind.	1/1/2019	12	9.5	2.5	
●Julie Moffitt	Graves County	1/1/2015	12	10	2	
●John Sheffield	Harlan County	1/1/2019	12	5	7	Needs 1 Ethics, 2 Finance, 1 SE
●Sean Whitaker	Harrison County	9/26/2022	12	2.5	9.5	Needs 1 Ethics, 3 Finance, 1 SE
●Martie Templeton	Hickman County	1/1/2015	12	0	12	Needs 1 Ethics, 2 Finance, 1 SE
●Bobby Fox	Hopkins County	1/1/2019	12	6.5	5.5	Needs 3 Finance, 1 SE
*Jim Miles	Knox County	1/1/2021	12	10.25	2	Needs 2 Finance
●Carrie Runyon Smith	Knox County	1/1/2019	12	0	12	Needs 1 Ethics, 3 Finance, 1 SE
●D. Heath Preston	Lawrence County	1/1/2013	4	0	4	Needs 1 Ethics, 1 Finance
Garnett Skaggs	Lawrence County	1/1/2011	4	3.25	1	Needs 1 Ethics
●Ricky Lane	Lincoln County	1/1/2019	12	23	0.5	Needs 0.5 Finance
Rodney Ward	Magoffin County	1/1/2015	12	12.25	1	Needs 1 SE
●Stephenie Gardner	Mason County	1/1/2019	12	2	10	Needs 1 Ethics, 1 Finance, 1 SE
●Sherry Duncan	McCreary County	1/2/2021	12	1.25	10.75	Needs 1 Ethics, 3 Finance, 1 SE
●Lori Foster	McCreary County	1/1/2019	12	1.25	10.75	Needs 1 Ethics, 3 Finance, 1 SE
●Bryan Honaker	Meade County	1/1/2007	4	4.25	1	Needs 1 Ethics
Steve Orr	Meade County	1/1/2017	12	12.5	0.5	Needs 0.5 Finance

●Jeff Dickerson	Nelson County	2/6/2018	12	0	12	Needs 1 Ethics, 2 Finance, 1 SE
Ramona Malone	Newport Ind.	10/22/2009	4	25.25	1	Needs 1 Ethics
●Luann Kelly	Nicholas County	2/1/2016	12	10	2	
●Angelia Canary	Ohio County	2/25/2021	12	7.5	4.5	Needs 1 SE
●Karen Boling	Ohio County	1/1/2013	4	0	4	Needs 1 Ethics, 1 Finance
Joyce Fletcher	Oldham County	8/18/2001	4	10.75	1	Needs 1 Finance
●Patrick Kehoe	Oldham County	3/28/2017	12	11.25	0.75	
Roger Michael Short	Paintsville Ind.	9/9/2019	12	10.25	1.75	Needs 0.75 Finance
Kevin Pugh	Pikeville Ind.	3/7/2016	12	9	3	
●Josh Howard	Pineville Ind.	3/10/2014	4	0	4	Needs 1 Ethics, 1 Finance
James Golden	Pineville Ind.	1/1/2011	4	10	1	Needs 1 Finance
●Sheila Wicker	Russell County	1/1/2015	12	23	0.5	Needs 0.5 Finance
Garry Patrick	Science Hill Ind.	1/1/2017	12	0	12	Needs 1 Ethics, 2 Finance, 1 SE
●Drue Miller	Southgate Ind.	1/1/2019	12	0	12	Needs 1 Ethics, 3 Finance, 1 SE
●Kyle Art	Walton-Verona Ind.	1/1/2019	12	4.25	7.75	Needs 3 Finance, 1 SE
●Jill Simpson	Webster County	11/23/2020	12	0	12	Needs 1 Ethics, 3 Finance, 1 SE
Tim McCormick	Webster County	1/1/2004	4	0	4	Needs 1 Ethics, 1 Finance, 1 SE
●Allison Richardson	Woodford County	1/1/2019	12	3	9	Needs 1 Ethics, 3 Finance, 1 SE
●Dani Bradley	Woodford County	1/1/2019	12	14.25	1.5	Needs 1 Ethics, 0.5 Finance

\*Member completed hours to cover the shortfall after the 12/31/22 deadline and will need KBE approval to apply them to missing requirements.

●Member completed board service on 12/31/2022

ATTACHMENT E

LOCAL SCHOOL BOARD MEMBERS  
**2023 KSBA TRAINING OFFERINGS**

(Included only for informational purposes as this plan received approval in 2021)

<b>Theme/Topics</b>	<b>Hours</b>	<b>Location</b>	<b>Date(s)</b>
Annual Conference	15.00	Louisville, KY	February 24 - 26
KSBA Webinar Trainings	8.00	Virtual	Monthly
Federal & State Law Update	3.00	Virtual	June 9
Summer Leadership Institute	8.75	Lexington, KY	July 14 - 15
Regional Meetings	1.25	12 Meetings - Statewide	August - November
Winter Symposium	10.50	Louisville, KY	December 8 - 9

**Courses Offered in 2023**

- Board/Superintendent Relations
- Communications
- Curriculum & Instruction
- Employee Relations/School Personnel
- Ethics
- Finance
- Leadership Through Teamwork
- Legal Issues
- Legislative Issues/Current Topics
- Liability Issues, Insurance & Risk Management
- Safety
- School Facilities
- School Finance
- School Safety & Discipline
- Staff/Media/Community Relations
- Student Health & Wellness
- Student Learning & Support Services
- Superintendent Evaluation
- Superintendent Selection

The Board's Policy Making Role  
The Board's Role in Student Achievement  
Board Leadership  
Truancy/Dropout  
Prevention

Positive School Culture & Climate  
High Performing School Boards  
Communication Strategies  
All Students' Learning Achievement  
Board Member Basic Roles, Responsibilities & Law  
School Finance, Planning & Oversight  
Risk Management and Insurance  
Technology Issues  
Special Education  
Gifted and Talented Programs  
Exemplary (district) Programs  
Community and Student Involvement  
Facilities & Energy Management  
Superintendent Selection Process  
Planning Processes  
Equity Issues: Student Achievement Gap  
Teacher Quality  
Teacher Shortage  
Policy & Procedures  
Effective School Board Meetings  
Early Childhood Education  
Parent/Family/Community Involvement  
Teamwork  
Board & Superintendent Relations  
School Board & School Council Roles and Relationships  
Board Self-Evaluation

**Level I Courses/Topics**

Your Association: What you need to know about KSBA and it's services  
Congratulations! You made the team!  
School Board Fiscal Responsibilities: Driving success through informed decisions -  
Part 1 and Part 2  
The board's policy making role  
School board meetings  
The board's role in student achievement

Staff/Media/Community Relations  
Ethics  
KSBA School Board Leadership Guide

**Level II Courses/Topics**

Leading effective meetings: A board's guide to parliamentary procedure  
Finance II: Dollars and sense - Budgetary decisions, requirements and timelines  
School Safety and Discipline  
Employee Relations/School Personnel

Superintendent Selection  
Board/Superintendent Relations  
Student Assessment  
School Facilities  
Student Learning & Support Services  
Legal Orientation I  
Superintendent Evaluation

**Level III Courses / Topics**

Finance III: Dollars and Decisions  
A look in the mirror: Board member self-evaluation  
Legal Issues  
Student Health &  
Wellness  
Leadership Through Teamwork  
Curriculum & Instruction  
School & District Improvement Plans  
Liability Issues, Insurance and Risk Management  
Legislative Issues/Current Topics  
School Finance

**Level IV Courses/Topics**

Exemplary Leadership Strategies

**Level V Courses/Topics**

The Perfect Interview

**On Request**

Whole Board Team Training (in-district and via distance learning)  
KSBA-provided Self-Study (hard copy or via distance learning)

ATTACHMENT F

LOCAL SCHOOL BOARD MEMBERS  
**2024 KSBA TRAINING PLAN**

<b>Theme/Topics</b>	<b>Hours</b>	<b>Location</b>	<b>Date(s)</b>
Annual Conference	15.00	Louisville, KY	March 1 - 3
Federal & State Law Update	3.00	Virtual	June
Summer Leadership Institute	8.75	Bowling Green, KY	July 19 - 20
Regional Meetings	1.25	12 Meetings - Statewide	August - November
Winter Symposium	10.50	Louisville, KY	December 6 - 7

**Current Topics**

- Board/Superintendent Relations
- Communications
- Curriculum & Instruction
- Employee Relations/School Personnel
- Ethics
- Finance
- Leadership Through Teamwork
- Legal Issues
- Legislative Issues/Current Topics
- Liability Issues, Insurance & Risk Management
- Safety
- School Facilities
- School Finance
- School Safety & Discipline
- Staff/Media/Community Relations
- Student Health & Wellness
- Student Learning & Support Services
- Superintendent Evaluation
- Superintendent Selection
- The Board's Policy Making Role
- The Board's Role in Student Achievement
- Board Leadership



Truancy/Dropout  
Prevention  
Positive School Culture & Climate  
High Performing School Boards  
Communication Strategies  
All Students' Learning Achievement  
Board Member Basic Roles, Responsibilities & Law  
School Finance, Planning & Oversight  
Risk Management and Insurance  
Technology Issues  
Special Education  
Gifted and Talented Programs  
Exemplary (district) Programs  
Community and Student Involvement  
Facilities & Energy Management  
Superintendent Selection Process  
Planning Processes  
Equity Issues: Student Achievement Gap  
Teacher Quality  
Teacher Shortage  
Policy & Procedures  
Effective School Board Meetings  
Early Childhood Education  
Parent/Family/Community Involvement  
Teamwork  
Board & Superintendent Relations  
School Board & School Council Roles and Relationships  
Board Self-Evaluation

### **Level I Courses/Topics**

Your Association: What you need to know about KSBA and it's services  
Congratulations! You made the team!  
School Board Fiscal Responsibilities: Driving success through informed decisions - Part 1 and Part 2  
The board's policy making role  
School board meetings  
The board's role in student achievement  
Staff/Media/Community Relations  
Ethics  
KSBA School Board Leadership Guide

**Level II Courses/Topics**

Leading effective meetings: A board's guide to parliamentary procedure  
Finance II: Dollars and sense - Budgetary decisions, requirements and timelines  
School Safety and Discipline  
Employee Relations/School Personnel  
Superintendent Selection  
Board/Superintendent Relations  
Student Assessment  
School Facilities  
Student Learning & Support Services  
Legal Orientation I  
Superintendent Evaluation

**Level III Courses / Topics**

Finance III: Dollars and Decisions  
A look in the mirror: Board member self-evaluation  
Legal Issues  
Student Health &  
Wellness  
Leadership Through Teamwork  
Curriculum & Instruction  
School & District Improvement Plans  
Liability Issues, Insurance and Risk Management  
Legislative Issues/Current Topics  
School Finance

**Level IV Courses/Topics**

Exemplary Leadership Strategies

**Level V Courses/Topics**

The Perfect Interview

**On Request**

Whole Board Team Training (in-district and via distance learning)  
KSBA-provided Self-Study (hard copy or via distance learning)