

PASA FLYER

Proud Leadership for Pennsylvania Schools

PASA Professional Development Program Overview

BY DR. PATRICK CRAWFORD, DIR. OF PROFESSIONAL DEVELOPMENT

Although there are a variety of professional development opportunities available at PASA, we are always trying to better meet the needs of our members.

Currently, the following programs are offered:

2010-11 New Superintendents' Academy

An annual three-part program designed to provide new chief school administrators with practical advice on issues that will confront them as they prepare for and enter a new position; offered June 16-17 (entry), September 22-23 (communications/planning) and January 19-20, 2011 (evaluation)
PIL/Act 48 (Act 45) approved

New Superintendents' Mentoring Program

An ongoing program designed to provide new superintendents with an experienced mentor

Aspiring to Leadership Workshop

A two-day program offered annually in January aimed at giving those interested in the superintendent position an inside look into the job.

Act 48 credit available

Education Congress

A two-day program offered in March or April and focused on a particular theme with an expert presenter; 2011 program information TBA
in 2010, 60 PIL/Act 48 (Act 45) hours provided for the "District Leadership That Works" program (with Dr. Robert Marzano) upon completion of sessions, embedded activities and follow-up session

"Hiring the Best" Program (2010)

A follow-up to the 2009 Education Congress. The Evidence Fair will be held in July at Westmoreland IU 7.
in 2010, 24 PIL/Act 48 (Act 45) hours provided upon completion

Leadership for Teaching

Piloted in 2009-10 in partnership with the Pennsylvania Department of Education. In 2010-11, PASA will be offering five full-day sessions focused on four modules, with sessions offered in the east at Abington School District, in central PA at PASA, in the west at Allegheny IU 3, and as contracted service for Lincoln IU 12.
PIL/Act 48 (Act 45) approved – revised program to be offered in 2010-11

The Professional Development Committee guides the selection and development of all the PASA programs. The following people are members of the committee:

- ♦ Dr. Barry Tomasetti, Supt., Kennett-Consolidated SD

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At the Capitol

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MEMBER NEWS

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PASA Election

Ballots for the election of PASA officers were mailed this month to Active members (institutional and individual).

Nominees for these positions are as follows:

PRESIDENT-ELECT (one candidate)

Frank Galicki Supt., Dallas SD

Luzerne I.U. 18

TREASURER (one candidate)

Dr. William Pettigrew Supt., Mars Area SD

Midwestern I.U. 4

All completed ballots are to be returned to the PASA office no later than July 1, 2010.

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From the Executive Director...Jim Buckheit



I recently read John Medina's book titled *Brain Rules*. In it he discusses what researchers currently know about how the brain works.

One important finding is about how the brain stores memories. Medina says that memories are scattered into small chunks throughout our brains. It is as if the entire memory is put into a blender and scattered inside our head. Each of our five senses stores its information in different locations.

For sight, the brain stores vertical lines in a separate location from horizontal lines, colors and textures in different places and spatial relationships in another. Medina says we are more likely to be able to retrieve memories when we experience sensory inputs similar to those experienced when the memory was originally created.

I've experienced this effect recently while spending my weekends going through piles of boxes in my basement in an attempt to rid myself of excess stuff. This is a real struggle for me. I have a difficult time throwing away things from the past. It isn't so much parting with the individual items; rather, I feel that if I throw something away I will forever lose my ability to recall the found memories associated with the items—the people, places and events. As John Medina suggests, for me the items serve as triggers of many fond memories.

One dusty box contained several research papers from college and graduate school. There were even a few term papers from high school. As I went through the files, I was reminded of several of the wonderful teachers and professors who profoundly impacted my life. Handling the delicate, erasable typewriter paper reminded me of the many late nights sitting at my desk, pounding away at the keys of my trusty, portable Royal typewriter.

I thought of Tom Kane, my 10th grade social studies teacher, and Tom Hyder, my 11th grade political science and economics teacher, who together introduced me to Plato, Aristotle, Locke, Rousseau, Montesquieu, Marx, Adam Smith and Thomas Keanes. These two wonderful teachers opened up whole new world of ideas that helped guide me on the path to my career in education and public service.

Now that we live in the digital age, where everyone communicates through tweets, emails and cell phone calls, post the product of our work on web sites that are regularly refreshed with new content, and store our work on virtual servers, where will we find the digital age equivalent of our dusty old boxes? Where will members of the millennial generation find its memory triggers thirty or forty years from now?

Most likely their basements will not have piles of boxes of term papers and other vestiges of the past. For those determined to hold onto the product of their labor by keeping data CDs, jump drives, hard drives and other electronic storage, the question will be whether they will be able to access or use the information stored in these devices in the future. Remember those twelve-inch and 5 ¼ floppy disks used by word processors and early personal computers? How many of you still have 3 ½ inch disk drives in your computer? Does your current software open Visicalc, Lotus 1-2-3 or Word Perfect files? Probably not!

While federal and state laws require school districts and non-profit organizations to maintain certain types of records, these types of records are not those that would typically serve as memory triggers. So how will the next generation of leaders learn from they're past personal and professional successes and failures? In the midst of all the information now available at our fingertips, how will we be able to access and learn from our past experiences?

I'm not sure that our institutions or society has considered the impact the digital age may have on our personal and professional ability to stimulate and retrieve memories and lessons from our past. Will the same technologies that made it possible for brain researchers to learn how the brain stores and accesses memories also be responsible for making it more difficult to trigger and recall those personal memories?

The exercise of digging through my storage boxes got me thinking about these things. While I did make considerable progress in disposing of old files and papers, I did decide to keep many of those old term papers. I'll go through these boxes again in another ten or fifteen years, handle those term papers and remember the lessons I learned from Mr. Kane and Mr. Hyder.

By the way, I did come across a box of old 3½ inch diskettes. I threw those away.

PASA Members:

Please report your appointments, renewals, awards or special achievements, or that of others in your region to **Barbara Jewett** at PASA either by phone (717) 540-4448, by fax (717) 540-4405, or via email at pasa@pasa-net.org. Copy deadline is the 15th of each month.

The *PASA Flyer* is published monthly by the Pennsylvania Association of School Administrators.

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www.pasa-net.org

NEWS RECAP

The weekly Education Update posted on PASA-Net provides information on legislative, state and national news items. For more information on the following news briefs, see the PASA Web site at www.pasa-net.org. (Click on "Advocacy and Issues" to access a link to current and archived updates.)

Budget News

State Budget: The House last month passed the 2010-11 budget bill (HB 2279), although Senate leaders are not expected to consider the bill until both March and April state general revenue numbers are available. A decision this month by the Federal Highway Administration denying Pennsylvania's plan to toll parts of I-80 put a \$472 million hole in the budget plan proposed by Gov. Rendell, who has called for a special session to consider how to fund transportation projects without toll revenue.

Revised School District Allocations: An updated district-by-district funding allocation chart has been posted on the PDE web site. The new amounts are calculated on the 2008-09 equalized mills (21.1), not the 2007-08 equalized mills (24.0), as was the earlier calculation. The change in calculation raises the proposed allocation for 295 school districts and lowers it for 83.

Legislative News

Pension System Hearings: Several House and Senate committees have been holding public hearings on the impending costs of both the state and school employee pension systems. To date, no legislation has been considered in either chamber to address the issue.

School Waivers: Richard Fry, chairman of the PASA Legislative Committee and superintendent of the Big Spring SD, submitted comments on behalf of PASA to the Senate Education Committee in support of extending and expanding the current mandate waiver provisions under Act 16 of 2000. The program will expire on June 30, 2010 if not renewed.

Charter School Hearing: Dr. Eric Eshbach, member of the PASA Legislative Committee and superintendent of the Upper Adams SD, testified on behalf of PASA before the Senate Education Committee this month, urging changes in current charter school law to increase transparency, oversight and accountability of charter and cyber charter schools. Among the changes recommended were including school officials in Sunshine, Right-to-Know and Ethics law, developing specific responsibilities and timetables for state oversight, and submitting charter school financial operations to audit, among others.

Legislator Legal Issues: Retired legislator and former House Minority Whip Mike Veon and two former staffers were convicted in March of using public funds to finance public campaigns and related charges, including conflict of interest, theft by deception, theft of services and conspiracy. This month Sen. Jane Orié (R-Allegheny) was indicted on 10 counts relating to using legislative staff time for campaign work, including theft of services, criminal conspiracy, tampering with physical evidence and violating the state public official ethics act.

State News

State Revenues: The Department of Revenue reported that Pennsylvania collected \$3.9 billion in General Fund revenue in March which was \$243 million, or 5.9 percent, less than anticipated. Fiscal year-to-date General Fund collections total \$19.9 billion, which is \$719.6 million, or 3.5 percent, below estimate.

Health & Wellness Regulations: In a series of roundtables this month, the State Board of Education begins consideration of draft health and wellness regulations that would limit availability of "unhealthy" food and beverages in schools and require a minimum of 30 minutes per

day of student physical activity. The draft also sets requirements for physical education in schools at a minimum 150 minutes per week in elementary and middle schools and 225 minutes per week in high schools.

Bus Driver Records: Effective in October 2010, a new policy adopted by PennDOT will give school districts and contractors access to lifetime records of commercial drivers, including bus drivers, and will add a "crash severity" category to describe injuries or damages involved with any incidents involving a driver. Previously, access was restricted to records going back ten years.

National News

Race to the Top: Delaware and Tennessee were the only two states that qualified for funds in the first phase of the "Race to the Top" grant program. Pennsylvania, which was ranked 7th among the 17 finalists, will reapply in the fall for Phase 2 grant funds.

ESEA Reauthorization: U.S. Secretary of Education Arne Duncan last month unveiled the administration's priorities for ESEA reauthorization. Emphasis would be placed on each student's academic growth, closing the achievement gap between poor and affluent students, state-by-state adoption of the Common Core Standards and related assessments, professional development and preparation, and expansion of the incentives for systemic reforms included in the "Race to the Top" competitive grant program.

School Report Card: The National Assessment of Educational Progress (NAEP), known as the "Nation's Report Card," cited Pennsylvania as one of only nine states to make significant gains in 8th grade reading from 2007 to 2008. PA was above the national average in both 4th grade and 8th grade reading, while 2009 NAEP scores nationwide remained similar to 2008 levels.

COMING UP

The General Assembly returns to session this month. The Senate is expected to begin consideration of the budget in May following release of the General Revenue revenues for April. The State Board of Education is scheduled to meet in Harrisburg on May 5-6. The Board is likely to begin consideration of School Climate standards and Health & Wellness standards and also begin the process to adopt the national Common Core Standards in math and reading, which would replace Pennsylvania's current academic standards in those disciplines. Plans are to adopt the standards by August in order to bolster the state's "Race to the Top" application.

Professional Development

Continued from page 1

- ◆ Dr. Joseph Clapper, Supt., Quaker Valley SD
- ◆ Dr. Clyde Hornberger, Exec. Dir., Lehigh Career & Technical Inst.
- ◆ Dr. Deborah Kolonay, Supt., Penn-Trafford SD
- ◆ Dr. Victor Lesky, Supt., Nazareth Area SD
- ◆ Amy Morton, Exec. Dir., Capital Area IU 15
- ◆ Dr. Melody Wilt, Asst. Supt., Great Valley SD

We are very interested in your ideas to enhance current and create new professional development opportunities. Please share your ideas with any of the Professional Development Committee members, Jim Buckheit or with me.



CALL FOR ASPIRING PRINCIPALS....

"It is estimated that in the next decade 40 percent of today's principals will retire. School leaders who are retiring are not being replaced by enough qualified candidates. School districts nationwide report principal vacancies and a serious lack of qualified applicants to replace them." – from the NAESSP web site

Now is the time for chief school administrators to focus on the need to "grow" school leaders within their districts. Do you have an aspiring principal in your school district? How can you help that individual grow into the principalship?

The PA Assn. of Elementary and Secondary School Principals (PAESSP) and the National Association of Elementary and Secondary Principals (NAESP) are offering again this year two workshops for aspiring elementary, middle and high school principals aimed at providing a better understanding of the principal's role and support for those seeking positions.

Workshops are offered on two consecutive days in May and June as follows:

- ♦ **May 14, June 25 - Previewing the Principalship**
Focus: a look at the day-to-day work of the principal; reviewing statistics and studies about the role of the principal; interaction with experienced principals.
- ♦ **May 15, June 26 - Getting the Job Done Right**
Focus: preparing and applying for a new position, including resumes and interviews.

Encourage potential leaders in your district to enroll in these workshops. For more information, see the PAESSP web site at www.paessp.org.

Upcoming AASA Professional Development Events...

Leading Bold Change

April 21-22 Arlington, VA

Strategies to instill a culture shift within your school district, based on methods derived from the 8-step organization change process in John Kotter's popular book *Our Iceberg is Melting!*

POWERful Coaching for Powerful Results

June 28-30 Boulder, CO

Leadership development and training program for anyone who wishes to learn effective coaching skills and techniques to strengthen leadership effectiveness, boost relationships and results, or become a certified coach.

AASA Summer Leadership Institute

July 29 – August 1 Washington D.C.

Education speakers and experts who will focus on the future of innovative technologies.

Those registering by April 30 will be able to attend a free webinar on May 4 hosted by the Consortium for School Networking.

See the AASA web site for more information at www.aasa.org.



Is there a new superintendent in your intermediate unit?

Help new superintendents get a head start by encouraging them to attend PASA's "New Superintendents' Academy."

The Academy is a three-part series that serves as a primer of the "basics" for superintendents new to the profession, new to their district, or new to Pennsylvania. Each two-day academy program features discussions led by experienced superintendents. Each offers participants practical advice on issues they are likely to confront as they prepare for and enter their new position.

Perhaps most importantly, the Academy provides new superintendents an opportunity to meet and discuss issues with experienced colleagues from throughout the commonwealth and develop a network with new superintendents.

The 2010 series begins on **June 16-17 with Part 1 – "Entry."** This program will focus on leading with the board to create a culture of teaching and learning. Participants also will discuss the superintendent's role as ethical leader and public advocate.

Upcoming programs in the series include:

Part 2 – September 22-23 – Communicating with the Board, the Staff and the Public

Part 3 – January 19-20, 2011 – Evaluating Programs and Performance

Encourage new superintendents in your area to attend!

See the PASA website for registration information at www.pasa-net.org.

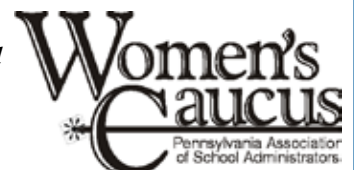
PASA Women's Caucus Annual Spring Conference May 5-7, 2010 at the Hotel Hershey

FEATURED PRESENTERS:

- ♦ **Dr. Jacqueline Stekovich**, Professor of Education, Penn State University - "Ethical Leadership and Decision Making for Students' Best Interests"
- ♦ **Dr. Linda Wagner**, Superintendent, Monrovia SD (California) – "The Savvy Superintendent: Leading Instruction to the Top of the Class"
- ♦ **Michelle Switala**, 2010 Pennsylvania Teacher of the Year (Pine Richland SD)
- ♦ **Dr. Gerald Zahorchak**, Pennsylvania Secretary of Education

PLUS... breakout sessions, networking, discussion, job-alikes... and more

Registrations are due **NOW**. Call PASA today at (717) 540-4448.



2010 Education Congress

The 2010 Education Congress, held March 16-17, featured Dr. Richard Marzano, nationally-recognized author of more than 30 books, including the focus of this year's Congress, *District Leadership That Works: Striking the Right Balance*.

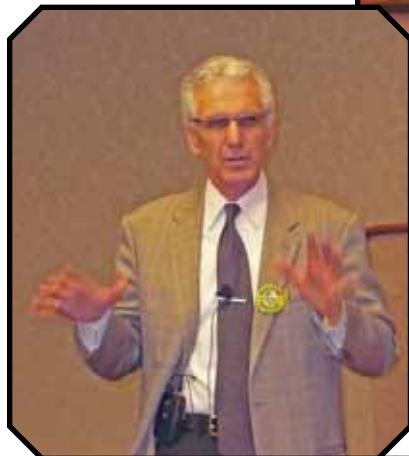
The book offers research-based recommendations for setting and monitoring non-negotiable goals for achievement and instruction at district and school levels, addressing not only teacher accountability to ensure classroom effectiveness but also leaders' responsibility to get the right resources and support to educators.

During the PIL/Act 48-approved program, Dr. Marzano balanced presentation and discussion and focused participants on bridging the divide between distanced administrative duties and daily classroom impact.

Those seeking PIL credit for the program also will attend one of three follow-up sessions. The first is scheduled for May 12.

Watch for information about next year's Congress – TBA.

RIGHT: PASA President Dr. Fred Johnson welcomed attendees on the first day. 179 administrators attended the two-day program.



LEFT: Dr. Marzano offered a focused presentation during the Congress.

BELOW: Participants took notes and shared both experiences and ideas during the two-day event.



Thank you to our presenters

PASA thanks those who served as presenters or panelists for the three 2009-10 New Superintendents' Academy programs and the "Aspiring to Leadership" program (January 2010):

Dr. Linda Bigos, former Supt., East Pennsboro Area (retired)
Ron Cowell, President, Education Policy and Leadership Center
Dr. Richard Fry, Supt., Big Spring
Dr. Sandy Griffin, former Supt., Downingtown Area (retired)
Dr. Patrick Hallock, Supt., Pequea Valley
Dr. Marsha Hurda, Supt., Spring-Ford
Dr. Frederick Johnson, Supt., Selingsgrove Area
Dr. Rita Jones, former Supt., Great Valley (retired)
Dr. N. Robert Laws, Supt., Central Bucks
Dr. Emilie Lonardi, Supt., West York Area
Dr. Timothy McNamee, Supt., Mohawk Area
Dr. David Mowery, Exec. Dir., Shippensburg Univ. School Study Council
Dr. Larry Mussoline, Jr., Supt., Wilson
Dr. Jon Rednak, Asst. Exec. Dir., PARSS
Dr. Jay Scott, Consultant, High5
Fran Serenka, Supt., Sto-Rox
Dr. Barry Tomasetti, Supt., Kennett-Consolidated
Dr. G. Brian Toth, Supt., Bellwood-Antis
Dr. Deborah Wortham, Supt., Steelton-Highspire
Dr. Gerald Zahorchak, PA Secretary of Education

Gettysburg Area SD

Dr. William Hall, Supt.
Brad Hunt, Business Admin.

Southern York County SD

Dr. Thomas Hensley, Supt.
Robert Schefter, Board Pres.

Susquehanna Township SD

David Volkman, former Supt., (retired)
Matthew Malinowski, former Business Admin.

Upper Adams SD

Dr. Eric Eshbach, Supt.
Janet Schroeder, Board Pres.

Williamsport Area SD

Dr. Kathleen Kelley, Supt.
Jodi Harris, Dir. of Data Analysis
David Michaels, Elementary Principal
Barbara Adair, Teacher

PASBO

Jay Himes, Exec. Dir.
William McGill, Dir. of Technical Assistance

PSBA

Pamela Price, Dir., Board Development Services
Tom Templeton, Asst. Exec. Dir.

Thank you for your contributions to school leadership!



FROM THE PRESIDENT'S PEN

“To everything there is a season, And a time to every purpose under the heaven.” (Eccl. 3:1)

BY DR. FRED JOHNSON, SUPT., SELINGSGROVE AREA

With all due respect to the Biblical writer of Ecclesiastes, for those of us in public school administration the spring of every year starts the “Hiring Season.”

With so many new superintendents and administrators perhaps going through this “Hiring Season” at the early stages of their careers, I thought an article about this topic might be of some importance, and that I might proffer some suggestions to those of you who are beginning this annual spring ritual for the first time. I would hope that my words might help some of you in avoiding some of the pitfalls and traps that await all of us as we work our ways down this path.

I would also encourage the reader to make use of the expertise of other PASA members, for there are many experienced superintendents and administrators that have even better ways to manage the hiring season than the example which I offer to you now.

Assuming that you have met with your administrative team, have reviewed the necessary job descriptions, and decided to post your positions, there are some critical steps that you need to take:

- Have you checked your district’s Collective Bargaining Agreement (CBA) about postings? Your specific CBA may have a list of required steps that you are required to take.
- Are there internal advertising requirements?
- Do you have a transfer policy that needs to be followed?
- Does your CBA’s language require the district to honor transfer requests, or are they still management rights? Regardless of the CBA’s language, follow it as it is written. From a personal perspective, I have found that following the CBA is an important ingredient for successful labor-management relations and a successful tenure in one’s current position.

Assuming once again that you have followed the necessary internal steps, have advertised outside the district for applicants, and the closing day for applications has passed, you are now ready to begin the application review process.

I personally would recommend to you that you be extremely inflexible about the closing date for applications. We date and time all applications, and we do not accept applications that are not submitted on time. As I will discuss throughout this short article, as the leader of your district, you do not want to ever be accused of favoritism or nepotism. This is a stage that can often become a problem, so just do not accept late applications.

There are two points that I would like to emphasize at this time.

The first point is that at this initial stage of application review, I would encourage you to use some sort of rubric or checklist that addresses the mechanics of the application.

- Is the application complete? Does your district require an additional addendum? We eliminate incomplete applications immediately.
- Does the individual have the proper certification, and the documentation included to support that certification?
- Is the application signed?

Our screening checklist includes such basic items as Completed Application, Certification Areas, Overall GPA, Praxis Scores, and Teaching Experience. It is not that our process is the best ever designed, but it does give us an objective starting point.

We assign a point value to the items listed above, and we total these individual points. Ranking the various individuals by this process normally results in a natural cut-off point for potential interviewees. We establish a minimum point level, and we will interview any candidate at or above that level.

The second point that I would like to discuss here is the issue of board member recommendations.

This can become a difficult issue, especially if your board has a history of direct intervention and influence in the hiring process. I believe that this is a recipe for disaster. Unfortunately, you may not be able to avoid this issue, but by creating or using a process, you may be able to keep your district in general respect because you and your board have not fallen victim to the favoritism charge.

Except at the administrative level, my board has not gotten involved in the hiring process. However, I do want to work with my board and do want to help them when they are approached or pressured by a constituent who wants to influence the hiring process. I will personally review applications of individuals who have been suggested by board members. This allows them to address the pressuring individuals and report to them that the board member has followed through with their request.

Professional employee candidates selected for a first round interview are interviewed not only by the building level administrator; a second building administrator also sits in on the first round interviews. We also include some sort of building level or departmental teacher team during these interviews, and we ask those individuals involved in this first round interview to continue throughout the process. This could be a grade level team at the elementary level or a departmental level team at the secondary level.

We attempt to narrow our candidates down to at least three for the final round interviews. When we do select our final round candidates, we begin to check references at this point.

The final round of interviews takes place with the superintendent, the curriculum coordinator, the building level administrator, and the appropriate building or departmental team. We have found that usually this final selection session becomes very difficult. For that reason, we usually want a combination of all of our final round interviewees.

There is also a phenomenon that happens during many times during this final interview. More often than not, the leading candidate does not interview as well as he or she had interviewed during the first round, and this almost always creates a new dilemma for us. Don’t be surprised if this happens to you and your team.

Once again, the reader should be aware that our system and process for hiring is far from the perfect system or process, but the point of this discussion is that if your district does not have some procedures developed for the hiring process, you should begin developing them. Keep in mind that you do not need to re-invent the wheel because there are many examples of hiring procedures to be found.

This article does not and cannot address all of the nuances of our hiring procedures. Good luck, because even through the interviewing process, there is no guarantee that you are going to hit a home run every time with your final selection. But, following a clearly defined procedure will certainly increase your chances.

COMMUNICATION TIP OF THE MONTH

“When I began Twittering last fall, I had to answer two questions: Do I have the time? Can I offer something worthwhile? More than 1,100 tweets and four months later, I can say ‘yes’ on both counts.... Once you get into a routine, it’s like making time to leave a voice-mail message for one, except that you could reach hundreds. With the 140-character limit, we’re talking 60-90 seconds to tweet.” – from “Twittering in the Hands of School Leaders” by Brad Hughes, as published in the April 2010 issue of *The School Administrator*, AASA’s monthly publication. The April issue focuses on virtual education and policy. (*Become an AASA member today and join your colleagues in the only national organization focused on the needs of chief school administrators. Call PASA today for information.*)

Pennsylvania School Funding Campaign

Successful Schools...Successful Children...Successful Communities



‘Fund the Formula’ event toolkit available

The Pennsylvania School Funding Campaign (PSFC) is making available to school and community leaders a unique toolkit aimed at organizing support for continuation of the school funding formula.

The toolkit offers ideas for organizing local “Fund the Formula” events as a way to highlight education programs and to publicly thank elected officials for supporting the Basic Education Funding formula in the 2009-10 budget year.

PASA, as a member of the Campaign, encourages school officials to provide lawmakers with information on success stories within their districts as a direct result of the funding formula developed from the costing-out study.

The toolkit is available on the PASA web site at www.pasa-net.org/EventToolkit.pdf.

The Pennsylvania School Funding Campaign is an unprecedented statewide coalition of individuals and organizations representing hundreds of thousands of parents, students, educators, school board members, administrators and other concerned citizens who support comprehensive, systemic reform of the state’s public education funding system. Visit the PSFC on the web at www.paschoolfunding.org.

MEMBER

NEWS

REGION 3

Dr. Bernard Sulkowski has been appointed Interim Superintendent of the Chartiers Valley SD. He retired from the district in 2005. Sulkowski will replace **Anthony Skender**, who retires this month.

REGION 5

Dr. Michele Campbell, Superintendent of the Fort LeBoeuf SD, has announced she will retire, effective July 1. She has served in the position for eight years.

Jay Badams has been appointed Superintendent of the Erie City SD. He has been serving as assistant superintendent in the district. Badams will replace **Dr. James Barker**, who is retiring.

REGION 9

Charles Leasure has been appointed Superintendent of the Smethport Area SD, effective July 1. He currently serves as assistant superintendent for curriculum and instruction in the Franklin Area SD. Leasure will replace **George Romanowski**, who is retiring.

REGION 15

John Friend has been appointed Superintendent of the Carlisle Area SD, effective July 1. He currently serves as assistant superintendent in the district. Friend will replace **Mary Kay Durham**, who is planning to retire.

Dr. Gerald Kohn and **Dr. Julie Botel**, Superintendent and Assistant Superintendent of the Harrisburg City SD, respectively, were dismissed from their positions on March 15 by the district’s Board of Control. The action followed appointments made to the board by the city’s new mayor. Kohn and Botel had served the district since 2001. Earlier this year Kohn was named “Superintendent of the Year” by the National Superintendents’ Roundtable.

Harrisburg City SD operates under separate provisions of the state’s Education Improvement Act, which places the district under the authority of a seven-member Board of Control comprised of primarily mayoral appointees. The act expires on July 1, 2010.

REGION 16

Daniel Lichtel has been appointed Superintendent of the Mifflinburg Area SD, effective this month. He has been serving as the district’s curriculum coordinator. Lichtel will replace acting superintendent **Larry Potash**, who took the position when former superintendent **Dr. Barry Tomasetti** became Superintendent of the Kennett-Consolidated SD.

REGION 23

Dr. Curtis Dietrich has been appointed and is now serving as Superintendent of the North Penn SD. He previously served as assistant superintendent in the district. Dietrich replaced **Dr. Robert Hassler**, who has retired.

Report member news to PASA at pasa@pasa-net.org by the 15th of each month. Announcements of professional vacancies across Pennsylvania and in neighboring states are posted on the PASA Web site at www.pasa-net.org/Vacancies.asp.

Noteworthy Quotes...

On charter schools...

“The vast majority of charter schools made Adequate Yearly Progress (AYP) last year. Clearly, charter public schools are meeting Pennsylvania students’ academic needs—while delivering education at an average per pupil spending cost of \$2,000 less than what districts spend. With more than 26,000 students on charter school waiting lists, and many charter schools in the formative stage, it is in everyone’s interest to have a strong, vibrant, sound charter school system in Pennsylvania.” – Lawrence F. Jones, Jr., president of the Pennsylvania Coalition of Charter Schools, from a press release, 4/9/10

“As a result of the allegations and outrages of the last few weeks, our focus will be solely on accountability and oversight. We must clean up and weed out the bad actors from the charter school community before we adopt measures to promote more charter schools in Pennsylvania.” – Sen. Jeffrey Piccola (R-Dauphin), chairman of the Senate Education Committee, speaking at an April 9 public hearing on charter schools in Delaware County, as quoted in *The Philadelphia Inquirer*, 4/10/10

“The way the charter law is written and not enforced--there is a gigantic loophole through which people can profiteer. This is not supposed to be a vehicle for maximizing profit for operators and related parties.” – Alan Butkovitz, Philadelphia City Controller, commenting on an investigation into 13 Philadelphia charter schools, from *The Philadelphia Inquirer*, 4/7/10

“Although Pennsylvania’s charter school law earned relatively high overall marks from the independent National Alliance for Public Charter Schools, the Alliance gave Pennsylvania’s law its lowest ratings in the areas of authorizer and overall program accountability and funding. Given the glaring weaknesses in the area of accountability, it is no surprise to hear the ongoing negative news reports about charter schools. Several of the reforms proposed in Senate Bill 1156, particularly those concerning accountability and oversight, are long overdue, and we urge prompt action to strengthen accountability requirements for charter schools.” – Dr. Eric Eshbach, Superintendent of the Upper Adams SD, testifying on behalf of PASA during the April 9 hearing

On the state budget...

“A year from now the Commonwealth will be facing an extraordinarily difficult budget situation. I will not be Governor then, but I—like all citizens—believe it makes sense to prepare today for troubles we know are coming. Otherwise it will be impossible to keep the promise to our students that we will provide adequate resources to their schools in order for them to succeed.” – Gov. Rendell, during a visit to the Erie City SD to promote his plan for funding education, from a press release, 4/5/10

“I don’t know if you can get rid of it [the proposed \$354 million increase for basic education], but when the rest of state government is taking cuts or flat-funded, to have a large increase in the basic ed subsidy, you know, may not be achievable.” – Senate Appropriations Chairman Jake Corman (R-Centre), during a news conference at the Capitol on March 31

“There is no way we can do nothing. We simply cannot wait to replace these funds. We’ll look at every option on the table.” – Gov. Ed Rendell, on the Federal Highway Administration’s rejection of proposed tolling on portions of I-80 and the resulting \$472 million hole in the proposed state budget, during a press conference, 4/5/10

“If we try to focus on finding the solution at the same time as doing the budget, then yeah, it adds another problem to the pile.” – Sen. Jake Corman on the governor’s call for a special session to address highway funding without tolling revenues, from *Capitolwire.com*, 4/6/10

On proposed health and wellness standards... “The research is clear: young people need at least 60 minutes of physical activity every day. With children spending eight hours in school each day, we have an obligation to meet them halfway on a critical public health goal.” – Dr. Corrine Caldwell, chairman of the State Board of Education’s Student Health and Wellness Committee, on proposed health & wellness standards, from a press release, 4/5/10

On Race to the Top... “While we were not chosen to receive funds in the first round of awards, it will not deter us from continuing our reform efforts. We will take the constructive feedback we expect to receive from the U.S. Department of Education and use it to bolster our vision for education reform for the second phase of Race to the Top, which will begin later this year.” – PA Secretary of Education Gerald Zahorchak, from a press release, 3/29/10

On the state’s mandate waiver law... “PASA strongly urges the committee to reauthorize the mandate waiver program, expand its scope to permit waivers of additional sections of the School Code and make it a permanent program in the School Code. PASA also recommends elimination of several procedural and bureaucratic paperwork burdens that have created a disincentive to school districts to seek mandate waivers.” – Richard Fry, Superintendent of the Big Spring SD and chairman of the PASA Legislative Committee, in comments to the Senate Education Committee, 3/17/10

MARK YOUR CALENDARS...

PASA/PSBA Annual Leadership Conference

October 13 - 15, 2010 (Hershey)

Aspiring to Leadership Workshop (for aspiring superintendents and assistants)

January 26 - 27, 2011

PASA CALENDAR OF EVENTS 2010

For more information, see the PASA web site at www.pasa-net.org.

April

- 22 Legislative Committee meeting (PASA office)
- Resolutions Committee meeting (PASA office)
- 22-23 Board of Governors' meeting (PASA office)
- 23 Professional Development Committee meeting (PASA office)

May

- 5-7 Women's Caucus Annual Conference (Hershey)
- 12 Education Congress follow-up session (PASA office)
- 31 *PASA office closed*

June

- 16-17 New Superintendents' Academy Part 1 (PASA office)
- 23 Women's Caucus Board meeting (PASA office)

July

- 5 *PASA office closed*
- 20 Hiring the Best Evidence Fair (I.U. 7)
- 21 Education Congress follow-up session (PASA office)

September

- 6 *PASA office closed*
- 16-17 Board of Governors' meetings (PASA office)
- 22-23 New Superintendents' Academy Part 2 (PASA office)
- 29 Education Congress follow-up session (PASA office)

October

- 12 Legislative Committee, Board of Governors' meetings (Hershey)
- 13-15 PASA/PSBA Annual Fall Leadership Conference (Hershey)