

March 29 Budget Summit: Cost-Saving Strategies

PASA has joined with the Pennsylvania Association of Intermediate Units (PAIU), the Pennsylvania Association of School Business Officials (PASBO), Pennsylvania School Boards Association (PSBA) and the Pennsylvania Association of Rural and Small Schools (PARSS) to sponsor a series of budget summits across the state in the coming weeks.

The purpose of the summits will be to generate new ideas for cost-saving strategies that districts can pursue, in 2011-12 and into the future, to preserve dollars for our classrooms.

These summits will give participants an opportunity to learn about successful cost-saving strategies that have been implemented in local districts both regionally and across the state, and to discuss new cost-saving efforts

school officials may pursue collaboratively within their respective regions.

Most of the budget summits will be held on the evening of Tuesday, March 29, from 7:00-9:00 p.m. at intermediate unit sites across the Commonwealth. The program will include a budget overview, cost-saving presentations and small group discussion.

Although there is no cost to attend, the host intermediate units do ask that participants register in advance.

The following I.U. sites are scheduled to host:

- Allegheny IU 3
- Midwestern IU 4
- Northwest Tri-County IU 5
- Riverview IU 6
- Appalachia IU 8 (in partnership with IU 10 and IU 11)

- Seneca Highlands IU 9
- BLaST IU 17
- Luzerne IU 18
- Carbon-Lehigh IU 21
- Montgomery County IU 23
- Beaver Valley IU 27
- ARIN IU 28

PASA urges you to participate in the summit within your region. Contact your IU for participation information.

Scholarship Opportunity: April 29 deadline

PASA will provide to a new superintendent (five or fewer years of service as a superintendent) or to an assistant superintendent who in the next five years aspires to become a superintendent a **\$2,000 scholarship** towards the tuition cost of participating in the Pennsylvania Education Policy Fellowship Program (EPFP).

EPFP, available in Pennsylvania through the Education Policy & Leadership Center, is a professional development program for individuals whose work record reflects strong leadership abilities and a concern for issues important to children and education.

Involvement in the program requires full participation in ten full-day seminars in Harrisburg over a ten-month period, participation in a regional leadership forum and a national policy seminar, class discussion, presentations and projects, and independent study and research to expand on lessons learned in the program.

Applicants must be PASA members. **All applications are due by April 29.**

Read more about this excellent opportunity on the PASA web site at www.pasa-net.org/EPFP.asp.

PASA Election

Ballots for 2011-12 PASA President-Elect and PASA Treasurer will be mailed to Individual and Institutional Active members in early April. Candidates for the two positions are:

PRESIDENT-ELECT

Dr. Eric Eshbach, Superintendent of the Upper Adams SD

TREASURER

Dr. William Pettigrew, Superintendent of the Mars Area SD



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From the Executive Director...Jim Buckheit



There is so much to write about this month it is hard to know where to begin.

First, let us start with the good news.

Through the leadership of the Professional Development Committee, chaired by Dr. Barry Tomasetti, and Director of Professional Development, Dr. Pat Crawford, PASA continues to provide high quality professional development programs to its members, other administrators and those whose aspire to district leadership.

PASA recently completed another successful New Superintendent's Academy with a class of nearly 30 first-time superintendents completing the program. In January, the Aspiring to Leadership Program brought together a group of talented educators who are considering moving up to district leadership. Four cohorts of Leadership for Teaching have or soon will be completing the program at four locations across the state. Finally, approximately 140 school leaders attended another successful PASA Education Congress, which featured Dr. Michael Fullan.

In total, more than 320 administrators participated in these activities. In light of the downward trend in attendance at conferences and workshops across the nation and state, the continuing success of PASA's professional develop programs is a testament to their quality and value. We also look forward to another successful Women's Caucus Conference in May, which is now PIL/Act 48 (Act 45) approved.

To those of you who helped conduct the training for these programs, I extend a big "thank you." These programs are successful only because of your commitment and willingness to share your time, knowledge and skills with your colleagues. Thank you!

And now for the not-so-good news.

In his March 8 budget address, Governor Corbett announced that the day of reckoning has arrived – that the last several years of increased spending have finally caught up with us, and now we must pay the price.

In addition to the reduction of \$1.1 billion in state and federal funding for basic education from 2010-11 levels, the Governor called for a freeze on educator salaries, relief from state mandates, expanded opportunity for school choice and voter referendum for tax increases above the index. In addition to the significant cuts to basic education, the Governor proposed a massive fifty-percent funding cut to the state-owned universities, PASSHE, and similar cuts to state aid provided to Penn State University, University of Pittsburgh, Temple University and Lincoln University.

This unprecedented political and fiscal environment presents the educational community its first major reduction in state funding since the Great Depression. And, as if the fiscal challenges for school districts were not enough, the state's fiscal situation creates a political environment in which policymakers are willing to consider simple, unproven solutions to address the challenges that face the five-percent of public schools that are underperforming. Using the fiscal challenges to justify their actions, they talk about "redesigning the system." They somehow believe that privatizing and breaking up the current system will both improve student achievement and reduce the cost to taxpayers.

Beyond these general ideas, it is hard to say what proponents intend, since they have not provided any type of public plan, proposal or white paper that describes their vision or plan for the restructured system. With one-party domination of the executive branch and both houses of the General Assembly, together with bipartisan support in the Senate Education Committee, it is likely that many of the policy proposals are likely to become law.

So how do we respond to these challenges?

PASA is actively engaged in discussions with legislators and legislative staff to help shape final legislation. We are also fully engaged in the work of the Pennsylvania School Funding Campaign, which is launching a Stop the Billion Dollar Cut advocacy campaign. We will be providing you with tools and materials that you can customize for your own district and share with parents and supporters of public education. It will include an on-line petition against funding cuts. More information about this effort will be sent to you in the coming days.

PASA also is working with PAIU, PSBA, PASBO and PARSS to gather superintendents, intermediate unit executives, business managers and school directors together at twelve intermediate units during the evening of March 29 to hear presentations and share ideas on

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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Visit our web site at
www.pasa-net.org

See Executive Director's Message, page 4

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.)

2011-12 Budget News

General State Budget: Gov. Corbett released his \$27.3 billion proposed 2011-12 state budget on March 8. The bill decreases state spending by \$866 million and, in the governor's words, focuses on improving four key elements: fiscal discipline, free enterprise, limited government and reform. The budget cuts general spending by 3 percent, does not provide any new or increased taxes, reduces some business taxes, and eliminates 1,500 state jobs.

Education Budget Plan: The basic education subsidy (\$5.226 billion) drops state funding for public education to the 2008-09 level. The plan eliminates funding for intermediate units and 10 other programs, including Accountability Block Grants, reimbursement for charter schools and dual enrollment payments. Special education and career/technical education are level-funded.

'Student-Focused' Funding: \$104 million of the proposed increase for the basic subsidy is targeted toward providing "additional student-focused funding," which will be driven out to school districts based on a formula that factors in the number of low-income and ELL students, total enrollment and the district's market value/personal income aid ratio. The administration will use the formula to lay the basis for the per-student component of a future school choice plan.

Social Security Payments: The state contribution to School Employee Social Security, currently provided at 50% of costs to each school district, will instead be driven out by a funding formula based on the relative wealth of each individual school district.

Higher Education: The budget plan cuts state funding for state system schools, as well as the four state-related universities, by 50%.

Budget Priorities: The administration's stated budget-related priorities for education include a school grading system to measure both academic and fiscal strength, mandate relief (including economic furloughs), restrictions on property tax increases, support for initiatives to measure teacher effectiveness and provide compensation, school choice, and an independent state charter school board to authorize and assume oversight of the state's charter schools. The governor also recommended that all public school employees consider accepting a one-year wage freeze (estimating a cost savings of \$400 million).

Budget Information: See the PASA web site for more budget details at www.pasa-net.org/statebudget.asp.

State News

Keystone Exams: During his confirmation hearing before the Senate Education Committee on March 7, Education Secretary-designate Ron Tomalis stated that implementation of the Keystone Exams would be delayed one year to allow school districts more time to align course curriculum to the exams and to reduce test development costs in 2011-12.

State Revenues: Pennsylvania collected \$1.5 billion in General Fund revenue in February, which was \$20.7 million, or 1.3 percent, less than anticipated. Fiscal year-to-date General Fund collections total \$15.2 billion, which is \$243.2 million, or 1.6 percent, above estimate. The decrease follows several months of state revenues above estimate.

PSERS Earnings: The Pennsylvania Public School Employees Re-

irement System (PSERS) reported last week that the system earned a positive 4.90 percent return for the quarter and a positive 14.23 percent for the one-year period ending December 31, 2010.

Legislative News

General Assembly Schedule: The House and Senate are in recess until April 4 for budget hearings.

Voucher Bill: The Senate Education Committee on March 1 approved S.B. 1, which would establish a statewide tuition voucher program. The bill has yet to be considered by the full Senate.

Economic Furloughs: Dr. Eric Eshbach, Superintendent of the Upper Adams SD and a member of the PASA Legislative Committee testified on March 2 before the House Education Committee concerning H.B. 855, which would allow school boards to furlough professional employees for economic reasons. Eshbach stated support for the bill as "the only remaining option" for cutting costs in most districts, but urged furloughs to be based on performance and qualifications, as well as seniority.

In National News

Federal "Stop-Gap" Spending Bill: The "stop-gap" federal spending bill Pres. Obama signed into law in early March reduces funding for several education programs, including Teacher for America, National Board for Professional Teaching Standards, and Reading is Fundamental. Congress still needs to approve a federal budget bill.

COMING UP

House and Senate appropriations committee hearings on pension issues and the education budget plan are set for March 21 and 29, respectively.



FYI – Legislative Directory Information Available On-line

At the January 21 meeting, the PASA Board of Governors decided that, since the information contained in the print version of the PASA Legislative Directory is now readily available on-line, PASA should no longer purchase and distribute copies to PASA members as it has in the past.

While recognizing some value in the print version of the directory, the Board decided the funds that otherwise would be used to purchase and mail the directory to PASA members could be better used for other purposes. The Board noted:

- Committee assignments, leadership positions and other information in the directory generally change significantly over the course of the two-year session, thus making the printed directory out-of-date quickly.
- Information on legislators, their committee assignments, contact information and other legislative informative is readily available on the Web.

Direct links to communicating with lawmakers and information on the General Assembly are available on the PASA web site. Save the following link: www.pasa-net.org/LegContact.asp

Truth or Fiction? What does the public believe?

By Dr. Amy F. Sichel, Superintendent, Abington School District

I suspect that we all have received e-mails with dire warnings, health alerts, money-making schemes, urban legends, and so on with the instruction that we must forward them to people we care about. Where do you turn to check out the "real truth"? If you aren't sure, you might use TruthorFiction.com or Snopes.com.

But when it comes to the "truth" about public education, it is best to turn to the experts.

Last month at the Suburban Schools Study Council meeting we hosted in Abington, we were honored to have two great experts, Dr. Daniel Domenech, Executive Director of AASA, and Jim Buckheit, Executive Director of PASA, who shared their insights on the real state of public education in the U.S. and in Pennsylvania.

About 100 educators heard myths, truths, and yes, some dire warnings, too. However, they were presented with data that brings a different perspective on the state of public education.

Dr. Domenech's presentation was entitled "The 95/5 Dilemma." His premise was that, unfortunately, in the media and in some of the public's perceptions, the 5% of the U.S. schools that are deemed to be failing are defining the remaining 95%.

Yes, there are crises in U.S. education, but as Dr. Domenech pointed out, the dropout rate has been declining steadily since 1972, especially among Hispanic and African-American students. In fact, African-American, Hispanic, and Native American graduation rates are improving the fastest. Twenty-nine states saw their graduation rates substantially improve from 2002 to 2008. And NAEP scores in fourth and eighth grade mathematics and in fourth and eighth grade reading have never been higher than they are today.

Although the media often blast public schools, what do parents say about our public schools?

According to the 42nd Annual Phi Delta Kappa/Gallup Poll of the Public's Attitudes Toward Public Schools, 77% of America's parents gave the school their oldest child attends either an "A" or "B" grade. This is the highest percent of A's and B's given by parents since the poll has been administered. During the past 25 years, parents' grading of schools has continually improved.

According to Dr. Domenech, the bottom line is that today's public schools are better than ever--even though that is not the typical message conveyed by the media. But the facts are that we would like them to do even better ... that too many minority children in too many schools are being left behind ... and that too many children are not getting the quality education that we are capable of delivering.

Dr. Domenech's final thought: Let's truly be proud of what we have accomplished, while at the same time focus on what we still need to do.

Jim's presentation provided a summary of our successes as well as the challenges we are facing as administrators in Pennsylvania. We are facing more charter schools, the threat of vouchers, pension "reform," consolidation/shared services, the New Education Empowerment Act (state takeovers), and reductions in basic education funding, especially with the expiration of ARRA funds.

We also are facing significant funding gaps under new state funding formulas and actual appropriations. Jim pointed out that since the 2002-03 school year, 33 state education line appropriations have been eliminated and 17 state education line item appropriations have been reduced

According to 2007-08 data, whereas the average funding percentage from state sources was 48.3% in the U.S., it was only

35.8% in Pennsylvania. And where average funding from local property taxes was 27.8% in the U.S., it was 43.7% for Pennsylvania. One of Jim's charts showed an inverse correlation between percentage of students proficient/advanced on 2009 reading and mathematics PSSAs versus the degree of funding gap per pupil.

However, on the plus side, even with the lack of state funding support in Pennsylvania, Jim's data showed that on the NAEP tests, only six states have statistically significant higher fourth-grade reading scores than Pennsylvania and that NO states have significantly higher eighth-grade reading scores than Pennsylvania. In mathematics, only four states have statistically higher fourth-grade scores than Pennsylvania, and only seven states have statistically higher eighth-grade scores than Pennsylvania.

Jim's charts showed significant and impressive increases in PSSA reading and mathematics percentage proficient/advanced in fifth, eighth, and eleventh grades from 2002 to 2010. Also impressive -- the number of high school students taking and testing in an Advanced Placement course increased to 37% since 2002; more than 7 out of 10 Pennsylvania High School graduates plan to continue their education after high school; and Pennsylvania ranks seventh in the percent of full-time students who complete their Bachelor's degree.

What lessons did we learn from these two experts?

We need to remain vigilant in ensuring that all students are successful in gaining the education and skills they need to be successful in our 21st century global economy. We need to continue to lobby for the resources necessary to achieve achievement for all students. We truly need to be proud and outspoken about the successes public education has achieved. By helping the public understand our successes as well as challenges, we can encourage further investment in education and help ensure the futures of our children and our state and our country.



Executive Director's Message

Continued from page 2

school districts can reduce costs while maintaining important instructional programs. The session will provide useful ideas and provide opportunities to develop creative solutions to addressing the fiscal challenges facing districts throughout the state. The event will also demonstrate how school leaders across the state are working together to reduce costs, while attempting to preserve essential instructional programming. School leaders will receive their invitation to attend the nearest session from their intermediate unit.

After the long wait to hear the Governor's budget proposal for next year, we finally know where his administration stands with respect to education funding. Together with your active engagement and support, we will work to mitigate the funding cut so the pain is spread less deeply but more widely across other sectors.

Money Matters

BY DR. PATRICK E. CRAWFORD, DIRECTOR OF PROFESSIONAL DEVELOPMENT



“Discovering ways to provide funds for public schools has become increasingly more difficult. Higher salaries for experienced teachers, spiraling costs to service at-risk and special-needs students, compounded with competition for funds to build prisons and provide health care have created a crisis in funding education. Each year politicians, parents, and taxpayers expect greater accountability and diminishing costs.*”

The previous two sentences are the introduction to my dissertation, completed in 1994 at Duquesne University. As I ponder the consequences of the Governor’s budget on public education, I felt the urge to dust off the now old dissertation.

Although I would write the sentences differently today, the concept remains the same. The research question concerned the effects of instructional expense on part of the “PSSA.” (Oh, yes, we had the Pennsylvania System of School Assessment - PSSA.) In 1991 the Division of Evaluation Reports of PDE developed “School Profiles.” Basically, my study was on the question, “Does money make a difference in education?”

It took me several years and a 177-page dissertation to tell me what I already knew. I found, when selected educational indicators on the PA School Profiles were correlated to actual instructional expense, money made a difference!

In my post-doctoral work (both formal and practical), I found the following: “In regards to improved student performance, money makes a difference, if what you spend the money on makes a difference.”

Now don’t get me wrong! I’ve worked in poor rural districts and less-poor rural districts, and I can tell you - it is much better to have resources!

My recommendation (easy for me to say) is this: given the blow struck with the state budget and challenging economic times, educational leaders must rely on their resiliency and their “heart of a teacher.” People are looking and depending upon you to lead them during a crisis. As a leader, you must attack this challenge with great resolve to protect the core programs and practices essential to educating students. Let’s look to and learn from each other to develop the “collective capacity” (Fullan) to not only survive this tsunami, but to provide laser focus on the “non-negotiable” in public education.

(* [A Comparison of Educational Indicators in High and Low Expenditure School Districts in Pennsylvania, 1993-1994](#))



New round of ‘New Superintendents’ Academy’ to begin in June

Is there a new superintendent in your intermediate unit? Or someone who has just been appointed to the position but hasn’t yet started? Help him or her 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 2011 series begins on **June 22-23** 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 21-22 – Communicating with the Board, the Staff and the Public

Part 3 – January 18-19, 2012 – Evaluating Programs and Performance

Encourage new superintendents in your area to attend!

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

MEMBER

NEWS

REGION 7

Dr. John Halfhill, Superintendent of the Southmoreland SD, is resigning from the position, effective June 30, 2011, for the purpose of retirement. **Dr. John Molnar**, currently Assistant Superintendent, has been elected to fill the position. Molnar has been serving as substitute superintendent since July 2010.

REGION 22

Dr. Jenny Foight-Cressman is now serving as Superintendent of the Centennial SD. She had been serving as acting superintendent in the district following the resignation of Dr. Thomas Turnbaugh.

REGION 23

Dr. Vincent Cotter, Superintendent of the Colonial SD, will receive the American Society for Quality’s Juran Medal during its conference in Pittsburgh in May. The association focuses on quality in business and in education. The Juran Medal recognizes leaders who accept the challenge of continuous improvement and who exhibit distinguished performance in a sustained role of organizational leader, personally practicing the key principles of quality and demonstrating “breakthrough management” by their exemplary service.

In announcing the award, ASQ wrote, “Through a leadership style focused on innovation, collaboration and continuous improvement, Dr. Cotter has dedicated his career to promoting and deploying actions required to create, sustain and improve the effectiveness of the public education system.” Cotter will be the first school superintendent to receive the award.

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.

AASA News...2011 AASA Conference Recap

PASA members attended the American Association of School Administrators' (AASA) National Conference on Education last month.

The national conference, held this year in Denver (Feb. 17-19), featured three days of sessions, featured speakers, special workshops and roundtables designed to help administrators in both their professional and personal development.

What They Said: Speaker Highlights (from the AASA Conference Daily)

♦ **Arne Duncan**, U.S. Secretary of Education: While insisting he would continue to target the bottom-performing 5 percent of public schools, the secretary agreed that much needs to be corrected about NCLB, particularly the measures that soon will label most schools as failing under current rules. "I want to focus on awarding excellence more" at the school, district and state levels, Duncan said.

♦ **Diane Ravitch**, professor of education at New York University and author of *The Death and Life of the Great American School System*: "The pundits and talking heads wouldn't last a day in a public school, and not one of them would trade their salary for that of a teacher."

♦ **Michael Fullan**: For effective district-wide reform, school systems must move from a focus on compliance to a focus on collective capacity-building as the driver for change, he told the audience. In that way, systems don't have pockets of reform and, instead, reach 100 percent of schools.

♦ **Kevin Welner**, director of the National Education Policy Center at the University of Colorado, Boulder, where he oversees the Think Tank Review Project: "Policy should be made only on research that can withstand expert scrutiny." He expressed disappointment with how much of the education research published by think tanks has poorly designed research, weak methodology and data collection practices, which result in inaccurate, unsupported policy recommendations.

A day-to-day summary of this year's conference and speakers, download presentations and photos are available on the AASA web site at: <http://resources.aasa.org/ConferenceDaily>.

Long-Time Member Recognition

Two Pennsylvanians were among those recognized during the conference as 25-year AASA members. They are:

- ♦ **Dr. John George**, Exec. Dir., Berks County I.U. 14
- ♦ **Dr. William Pettigrew**, Superintendent, Mars Area

Session Presentations

Sessions presented by Pennsylvania administrators and educators included:

- ♦ "Setting Policies to Reduce Uncomfortable and Distracting E-Mail Communication" - **Dr. Merle Horowitz**, Superintendent, Marple Newtown
- ♦ "Entry Plan 101: Strategies from Rural, Suburban and College-Town Superintendents" - **Dr. William Clark**, Superintendent of Manheim Central SD, and **Dr. Barry Tomasetti**, Superintendent of Kennett Square
- ♦ "The Superintendent and School Business Official: Surviving the Economic Crisis" - **Dr. Alan Lonoconus**, Superintendent, Great Valley (with **Charles Linderman**, Director of Business Affairs for Great Valley and **ASBO International Executive Director John Musso**)

Superintendent of the Year

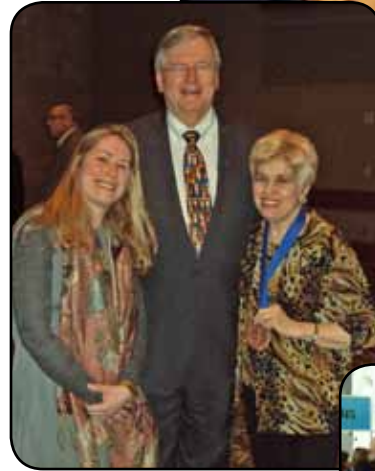
During the four-day event, **Dr. Kathleen Kelley**, Superintendent of the Williamsport Area SD, was recognized as the 2011 Pennsylvania Superintendent of the Year. National Superintendent of the Year

honors went to **Marc Johnson**, Superintendent of the Sanger Unified School District in California.



ABOVE: Dr. Kelley (red suit) waits in line with other state superintendents of the year to be formally recognized and congratulated.

BELOW: Dr. Kelley, after receiving her Superintendent of the Year medal, with husband Jim and daughter Nicole.



ABOVE: Dr. Kelley with daughter Nicole and AASA President Ed Hatrick



AASA Governance

Both the AASA Governing Board and Executive Committee met during the conference. The Board adopted a slight (\$10) increase in active member dues and adopted AASA's new mission statement: "The American Association of School Administrators advocates for the highest quality public education for all students and develops and supports school system leaders."

Other Upcoming AASA Programs

- AASA Summer Leadership Institute – June 22-24, Park City, Utah: The workshop is designed to give leadership teams from districts the capacity to design and implement 21st century skills initiatives in their districts. It is designed for superintendents, administrators, curriculum & instruction directors, professional development directors, and teacher leaders who are involved in 21st century education strategy.
- AASA Legislative Advocacy Conference – July 12-14, Hyatt Regency Capitol Hill, Washington, DC: Annual opportunity for school leaders to influence the debate on Capitol Hill. Conference attendees hear about hot topics in education policy, including reauthorization of the ESEA and federal education funding.

See images from the Conference Reception on the next page

AASA Conference Photo Recap



Eight PASA Presidents and a past President-Elect pose during the PASA reception in Denver: (L-R) Dr. Timothy McNamee (2008-09), Dr. Fred Johnson (2009-10), Dr. Carol Saylor (2002-03), Dr. Jeff Miller (2003-05), Dr. Kathleen Kelley (2007-08), Dr. Francis Barnes*, Dr. Robert Frick (2005-06), Dr. Amy Sichel (current president) and Dr. Robert Witten (1999-2000). (* Dr. Barnes was elected 2003-04 President-Elect, but resigned from the position upon accepting the position of PA Secretary of Education.)



(L-R) Dr. and Mrs. William Pettigrew (Mars Area), Dr. Kelley and Dr. and Mrs. Mark DiRocco (Lewisburg Area)

* *Thank you to Dr. Kathleen Kelley and Dr. Amy Sichel for sharing their conference pictures.*

**Don't miss next year's conference:
February 16-18 in Houston, Texas**



(L-R) Leta Beam and Jim Buckheit, Dr. Kelley, Dr. Amy Sichel (Abington) and husband Buzz

THANK YOU TO OUR SPONSORS!

Again this year, PASA hosted a reception for Pennsylvanians attending last month's AASA National Conference on Education in Denver. PASA would like to thank the sponsors of this year's reception and our professional development programs, including the Education Congress. They are:

- PLGIT/PFM**
- AXA Equitable**
- ECG Engineering**
- Highmark**
- El Associates**
- Kades-Margolis Corp.**
- Scientific Learning Corporation**
- King, Spry, Herman, Freund & Faul LLC**
- Student Transportation of America, Inc.**
- Duquesne University School of Education**
- McNees, Wallace & Nurick LLC**
- RBC Capital Markets**
- Tri-State School Study Council – University of Pittsburgh**



(L-R) Kathy Johnson, Buzz Sichel, Dr. Fred Johnson (Souderton Area) and Dr. Kelley

Upcoming PASA Programs in brief

May

4-6 Women's Caucus Annual Conference (Hershey)

Speakers, numerous educational sessions, and many opportunities for networking and professional growth; focus: "Inspired Leadership: Supporting Student Achievement, Closing the Leadership Gap"

June

22-23 New Superintendents' Academy Part 1 – "Entry!" (PASA office)

Two-day program for new superintendents focusing on the entry process, leading with the board to create a culture of teaching and learning, and the superintendent's role as ethical leader and public advocate

28 Follow-Up Session to 2011 Education Congress (PASA office)

Required for Act 45 credit (choose one of three sessions)

September

21-22 New Superintendents' Academy Part 2 – Planning & Communication (PASA office)

Two-day program for new superintendents focusing on communication/planning and budgeting leadership tools, and communicating with board, staff and the public

28 Follow-Up Session to 2011 Education Congress (PASA office)

Required for Act 45 credit (choose one of three sessions)

October

19-21 PASA/PSBA Annual Leadership Conference (Hershey)

Three-day conference focused on leadership, including featured speakers, educational sessions, networking, exhibits, special events and an educational excellence fair

December

7 Follow-Up Session to 2011 Education Congress (PASA office)

Required for Act 45 credit (choose one of three sessions)

January 2012

18-19 New Superintendents' Academy Part 3 – Evaluation (PASA office)

Two-day program for new superintendents focusing on the use of evaluation in district and professional improvement

25-26 Aspiring to Leadership Workshop

Two-day program to assist potential superintendents and assistants in thinking about their expectations, goals and responsibilities as prospective commissioned officers

See the PASA web site at www.pasa-net.org/workshops.asp for more information on these programs.

2011 Education Congress - Recap

The 2011 Education Congress, held March 16-17, featured Dr. Michael Fullan, internationally-recognized author and speaker, and Professor Emeritus of the Ontario Institute for Studies in Education of the University of Toronto and currently Special Advisor to the Premier and Minister of Education in Ontario.

Dr. Fullan centered discussion on two of his books: *Motion Leadership: The Skinny on Becoming Change Savvy* and *All Systems Go: The Change Imperative for Whole Systems Reform*. He provided examples of how and where this reform has increased student achievement and demonstrated how focused leadership can create the impetus to large-scale, improved student achievement and on how school administrators can lead the change process.

Those seeking PIL credit for the program also will attend one of three follow-up sessions. They are scheduled for June 28, September 28 and December 7. See the PASA web site for information at: www.pasa-net.org/workshopECfollow.asp.

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



LEFT: Attendees listen as Dr. Fullan begins his presentation on March 16.

RIGHT: Dr. Fullan spoke before about 140 school administrators during the Congress.



LEFT: (L-R) Dr. Sherry Smith (Lower Dauphin) and Dr. Eric Eshbach (Upper Adams) network during the Congress reception.

RIGHT: Dr. Amy Sichel and Dr. Fullan meet at the reception.



LEFT: (L-R) Dr. Pam Francis (State College Area) has a dinner discussion with Donna Kreiser and Kim Colonna, representatives of McNees Wallace & Nurick, LLC (PASA sponsor).

Noteworthy Quotes...

Excerpts from the Governor's budget address...

"Fiscal discipline means no new spending. It is our road to limited government.... We need to find ways to make things work, to make jobs grow. It's easy to find a reason to spend. Now we have a reason to stop."

"Washington gave and Washington took away. Amid cuts and recession, we have found a way to keep Basic Education funding at the same level it held before the federal stimulus. Washington might be retreating. We're not. At the same time, I am here to say that education cannot be the only industry exempt from recession. Our public schools do important work, and part of that work must include setting an example. I'm calling on the employees of our public schools - administrators, teachers, support workers, everyone - to hold the line. If it means a pay freeze, trust me, you'll have plenty of company out there to keep you warm."

"There are too many mandates that tie the hands of local school boards. This administration is committed to curbing these mandates, including one that violates every law of economics: the inability to furlough employees when there isn't the money to pay them. It puts the entire enterprise of public education at risk."

"Too often we have seen school boards raise property taxes to avoid hard and necessary choices. It's human nature. When you're spending someone else's money, it's easier to say yes than no. I believe any new property tax increases beyond inflation should be put on the ballot. If school boards can't say no, maybe the taxpayers will. Let's listen to the taxpayers on this one."

"What we have now in too many places are schools that don't work. Families are trapped in failing schools, or schools that are a bad fit. We need to develop a system of portable education funding, something a student can take with him or her to the school that best fits their needs. One size does not fit all. But, as it now stands, not all get to choose. Let's give them school choice."

Responses to the state budget...

"A lot of people did not think it could be done without new taxes, without new fees. The governor has put together a very reasoned manageable budget today." – Charles Zogby, State Budget Secretary, as quoted by *The Pittsburgh Post-Gazette*

"There is a better choice. Lawmakers can choose to take a more balanced approach that makes targeted cuts, improves accountability and raises revenue. This budget asks Pennsylvanians to pay more – in higher property taxes and tuition, while giving corporations more tax breaks, with no accountability. It fails to ask gas and tobacco companies to pay their share of taxes.... Pennsylvania took a balanced approach to the budget after the last two recessions, and job growth remained strong. In recent years, New Jersey made hundreds of millions in cuts to schools, drove up property taxes and ranked dead last in 2010 job growth. The better choice is clear." – Sharon Ward, Director of the Pennsylvania Budget and Policy Center, from a press release

"The governor delivered a budget that reflects a family's budget. There's no appetite or support for tax increases." – Senate President Pro Tempore Joe Scarnati (R-Jefferson), as quoted in *The Morning Call*

"The losers are the working families in Pennsylvania. The proposed cuts to education mean that they're going to be paying higher property taxes locally. Their kids are probably going to have another five or 10 kids crammed in their classrooms. If they are lucky enough to have a kid in college now, their tuition's going to go up. If they're getting ready to send a kid to college, they might not be able to at all now." – Rep. Mike Sturla (D-Lancaster), as quoted in the *Lancaster new Era/Intelligencer Journal*

"No new taxes. Restrained spending. A focus on jobs – I see it as a win for the working folk." – Rep. Scott Boyd (R-Lancaster), as quoted in the *Lancaster New Era/Intelligencer Journal*

"I don't know how some of the districts are going to turn the lights on." – Dr. Joseph Clapper, Superintendent of the Quaker Valley SD, as quoted in *The Sewickley Patch*

"What Governor Corbett has recommended in his budget is to eliminate the 30% reimbursement that goes from the Commonwealth to the home school district – a total of \$244 million. That change has no impact on charters because they never see that money, but it does have an impact on the home school district. All of this money comes from taxpayers and it's the Governor's position that taxpayers should not be paying twice for the same child – once to provide them with a good education, and again to support the residual infrastructure that adds no value to the educational process." – from a press release from the Pennsylvania Coalition of Public Charter Schools

"I believe we can demonstrate that consolidation of school districts and elimination of expensive layers of administration would save the \$500 million the governor intends to cut while preserving core education and preventing property tax spikes. The school system we have today is heavy on administration, redundancy and self-preservation and it's short on accountability. There is no question that we are experiencing one of the worst budget crises in our history. It calls for innovation and re-invention rather than passing the burden on to local school boards and local taxpayers and telling them to deal with it. If there has ever been a time when plans for improved efficiency would be well received in Harrisburg, this should be it." – Sen. John Wozniak (D-Cambria), from a press release

"The General Assembly took historical action beginning in 2008 to put the state back on track toward a fair, equitable and rational school funding system for the first time in two decades. Today's proposal is a distressing step backward, one that will dramatically weaken our children's education." – Ron Cowell, president of The Education Policy and Leadership Center and spokesperson for the Pennsylvania School Funding Campaign (PSFC), from a PSFC press release

Women's Caucus Update... Conference Now Act 45 Approved!

PASA Women's Caucus Annual Spring Conference
May 4-6, 2011
Hotel Hershey

This annual conference features speakers, numerous educational sessions, and many opportunities for networking and professional growth.

Featured Presenters this year include:

- The Honorable **Linda Tarr-Whelan**, Demos Distinguished Senior Fellow, former ambassador to the United Nations Commission on the Status of Women, and author of *Women Lead the Way: Your Guide to Stepping Up Leadership and Changing the World*



Tarr-Whelan



Robbins

- **Dr. Pam Robbins**, consultant in leadership and learning and co-author of *Learning from Lincoln: Leadership Lessons for School Success*

- **Dr. Carolyn Dumaresq**, Deputy Secretary of Education for Elementary and Secondary Education

Breakout topics will focus on: handling crises in school districts, first-year experiences in the superintendency, job crafting, role of the Women's Caucus,

advancement challenges, legal update, special education update, board-superintendent relationships, and job-alike discussion.

This conference has been approved for PIL/Act 48 (Act 45). Several sessions in the program will be mandatory for those seeking credit under PIL/Act 48 (Act 45) requirements, including a Friday afternoon session, online follow-up activity, and completion of other post-conference embedded activities. More information on program status, requirements and subsequent schedule modifications will be posted on the PASA web site as they are available at www.pasa-net.org/workshopWC.asp.

Conference registrations are due by **April 15**.

NOTE: Participants needing overnight accommodations are responsible for making their own reservations at the Hotel Hershey. All hotel room reservations **must** be made by **April 4**. **Make your reservations today!**

Check the PASA web site for program, schedule and registration updates!

PASA CALENDAR OF EVENTS 2011

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

March

24 PASA/PASBO Commonwealth Budget webcast
25 PASA/PASBO Commonwealth Budget webcast
29 Budget Summit (p.m., 12 I.U. sites)

April

4 Leadership for Teaching Module 4 (Abington)
14 Resolutions Committee meeting (PASA office)
14-15 Board of Governors meeting (PASA office)
22 *PASA office closed*
26 Legislative Committee meeting (PASA office)

May

4-6 Women's Caucus Annual Spring Conference (Hershey)
11 Leadership for Teaching Module 3 (I.U. 3)
30 *PASA office closed*

June

15 Legislative Committee meeting (PASA office)
22-23 New Superintendents' Academy Part 1 (PASA office)
28 Education Congress follow-up session (PASA office)
29 Leadership for Teaching Module 5 (PASA office)

July

4 *PASA office closed*

August

11 Leadership for Teaching Module 4 (I.U. 3)

September

5 *PASA office closed*
15-16 Board of Governors' meeting (PASA office)
21-22 New Superintendents' Academy Part 2 (PASA office)
28 Education Congress follow-up session (PASA office)

COMMUNICATIONS TIP OF THE MONTH

"One school leader repeatedly asks her staff members how their work makes a difference in the lives of those they care about. By answering this question, they are more capable of recognizing their sometimes-daily routines have long-term consequences. Doing work that energizes and excites builds meaning. In one school facing major cutbacks in staffing (but not cuts in students), the leaders went to the staff and faculty to brainstorm and share how they should respond with fewer staff. When others are part of the solution, the problems are less burdensome." – from "Connecting Hearts in the Workplace" by Dave Ulrich and Belinda A. Woodson, as published in the March 2011 issue of *The School Administrator*, AASA's monthly publication. The issue focuses on leading a school turnaround. (*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.*)