There has been plenty of research that has shown that employee wellness programs can reduce healthcare costs for employers.

Baiker, Cutler, and Song (2010) indicated “the average calculated return on investment across fifteen studies reported program cost was 3.37 (that is, for every dollar spent, $3.37 was saved)” (p. 308). Goetzel and Ozminikowski (2008) explain that many benefits are present when a wellness program is fully integrated and supported. Not only are healthcare costs reduced, but wellness programs can also have a positive impact on other areas of employment; such as employee production, reduction in workman’s compensation claims, and increased employee morale within companies.

Should school districts offer district-wide employee wellness programs? The workplace is where many adults spend most of their time. In the workplace, there is a “common purpose and culture” that may increase the odds of participation in, and successful completion of, a wellness program (Goetzel and Ozminikowski, 2008, p. 29).

However, even though employee wellness programs could save money and improve employee wellbeing, not all employees will participate in the program. The RAND study points out that employee participation is low. Data from the employer survey shows that attendance at fitness programs was 10 percent and attendance at weight loss programs at 11 percent (Aron-Dine, Einav, & Finkelstein, 2013).

As seen in these studies, a majority of employees are not driven to participate, even though wellness programs have shown benefits. For that reason, finding a way to ensure employee participation in wellness programs has been and will be a challenge even with an increasing number of individuals who are at risk of developing a chronic disease.

A wellness program that incorporates various aspects of employee wellness could impact employee lifestyle choices resulting in a reduction of chronic disease. Research has shown that “modifiable behaviors are largely responsible for this high prevalence of incidence of chronic disease” (Myers, 2010, p. 1). Treatment for chronic disease results in higher healthcare costs for school districts. Berry and Mirabito (2010) state that America cannot fix its broken medical system until participants become serious about their physical well-being.

American medicine spends too much of its focus on the treatment of disease, and too little emphasis is placed on innovative healthcare delivery that is geared towards prevention of disease (Berry and Maribito, 2010).

See Healthcare Costs, page 4
From the Executive Director...Dr. Mark DiRocco

The Promise of Public Education and the PA Schools Work Campaign

A new school year is opening, and 90 percent of America’s children will be attending public schools again this year. The concept of public education has been the backbone of our democracy for generations and has ensured that we have an educated populace to lead this great nation into the future. Public education is a solemn promise made by our adult citizens that each child, no matter their family circumstances, will receive one of the greatest gifts of our society, an education.

Public education was built on the concept that the state will develop a system where each local community provides a public education program for all its children. And this fundamental guarantee has been based on the concept that state government and local communities will partner to provide the financial resources necessary to provide educational opportunities for the next generation of children. This public education compact has been one of the highest ideals of our nation and the keystone to our success as a country.

Unfortunately, we see an eroding of this great American ideal. More adults are asking why they should pay taxes to support public schools if their children are no longer in school, or if they have no children, or are sending their children to private school. The concept of the community coming together to provide for the common good of all children seems to be fading, as more adults only focus on what’s best for their personal circumstances instead of the greater community.

Just as we have marshaled our financial resources to build and maintain roads and infrastructure, fund our military, provide healthcare for senior citizens, and ensure seniors have Social Security income as a safety net in retirement, we provide public education to our children to ensure each child has the potential for a successful future.

Today’s adults who no longer want to support public education and see paying school taxes as an affront to their personal finances puzzle me. Somehow, they have forgotten that someone paid for their education when they were children. Someone ensured that they had access to teachers, art classes, music classes, physical education classes, athletic programs, and performing arts programs. Yet, some of the people who enjoyed these services while they were children seem to be indifferent to such programs being reduced or cut for the current generation of students.

That’s not how you prepare or inspire a generation of future citizens.

State and local leaders will do well to remember that public education is an investment in our children, not just an expense to our citizens. No other investment made through policy or regulation will pay a greater dividend to our state and nation than public education.

PASA has joined forces with many other educational agencies and child-focused organizations to push for adequate funding of our public school in Pennsylvania. PA Schools Work (formerly the Campaign for Fair Education Funding) is a campaign that is seeking to appropriately fund public education. The campaign’s goals include ensuring that the General Assembly funds public education equitably and adequately so that all Pennsylvania students, regardless of race, ethnicity, ability, family income or the community where they live, can attend public schools that will ensure they graduate with the 21st-century skills necessary for success in college or a career. We are working to increase basic education funding by at least $3 billion to properly fund and sustain our public schools. You can learn more about the campaign at www.paschoolswork.org.

The Campaign will be hosting a summit this fall to bring awareness to the funding issues of public education in Pennsylvania. The PA Schools Work Summit will be held on Saturday, November 17, at the Farm Show Complex & Expo Center in Harrisburg. This event will bring together 1,000 community leaders to kick off a historic school funding campaign focused on adequate, equitable and sustainable education funding for students in all 500 school districts across Pennsylvania.

See Executive Director’s Message, page 3
NEWS RECAP

Don’t forget to check the PASA website for the weekly Education Update that provides a summary of up-to-date legislative, state and national education news. For more information on the following news briefs, see the PASA Web site at www.pasa-net.org. (Click on “News and Advocacy” to access the current and archived updates.) And follow us on Twitter for the latest updates @PASASupts.

School Safety News

Plastic Guns: A temporary halt on plans to publish online blueprints for home manufacture of working plastic guns has nevertheless stoked concerns about the implications for public safety, including school safety, since such weapons would be undetectable by metal detectors. Although the Trump administration had cleared the way for their publication, a U.S. District Judge in Seattle temporarily halted blueprint publication in response to a last-minute lawsuit filed by seven state attorneys general, including Pennsylvania’s AG Josh Shapiro.

State Budget News

General Fund Revenue: According to the PA Department of Revenue, Pennsylvania collected $2.2 billion in General Fund revenue in July, about $12 million above projections from the Independent Fiscal Office.

PA Unemployment Rate: Pennsylvania’s unemployment rate declined one-tenth of a percentage point from June to 4.2 percent, the lowest rate since it was matched in May 2007.

In Legislative News

Session Schedule: Both the House and Senate are in recess until later in September and are scheduled for only 10 voting sessions days before the November election.

State News

Lawsuit on School Facilities Policy: A federal appeals court last month denied a request for a full court to re-hear a challenge to the Boyertown SD’s policy allowing transgender students to use bathrooms and locker rooms that correspond with their sexual identify. In May the 3rd Circuit court of Appeals in Philadelphia ruled that that district could continue to follow that policy.

National News

Perkins Reauthorization: Congress last month passed and Pres. Trump signed into law a reauthorization of the Carl D. Perkins Career and Technical Education Act. The act was last reauthorized in 2006.

Student Well-Being: Elementary school principals are worried about the rising number of students with emotional problems and mental health needs, and rank family poverty, school safety, and students’ lack of effective supervision at home as high on their list of anxieties about student well-being, as noted in a recent survey conducted by the National Association of Elementary School Principals. Student social-emotional well-being did not make the top 10 list in a similar poll conducted in 2008.

Interest in Teaching: According to a recent survey conducted by ACT, the college-admissions testing organization, a shrinking number of high school students taking the ACT indicate they are interested in working in K-12 schools – only about 5 percent. Students noted societal perceptions, lack of prestige and respect, little flexibility and low pay as factors in their attitude toward the teaching profession.

COMING UP

The Capitol remains quiet in Harrisburg this month as the General Assembly is in recess. The House returns Sept. 12 and the Senate on Sept. 24, both with a limited number of voting days before the November election. The legislative agenda for both September and the equally limited number of post-election voting days remains unknown. The two-year session ends on Nov. 30. All bills not passed and signed into law by that time will need to be reintroduced in the next session. As always, stay tuned for the latest information by following us on Twitter @PASASupts.

Executive Director’s Message

Continued from page 2

We need two energetic leaders from each school district to participate. Each district has been contacted about sending two individuals to this event. We need help to make this event a success and ask that all PASA members assist in this effort.

We have too many school districts that are underfunded and taking dreams away from children. There are too many educational programs and opportunities that have been cut or are in danger of being cut from our public schools if our leaders and citizens don’t live up to the promise of educating our children.

Let’s marshal our collective resolve to be a strong voice for the common good of all our children to ensure the promise of public education.
preventative healthcare and wellness programs can reduce these costs, but when employees “skip” screenings and only use healthcare for treatment associated with chronic disease, costs will continue to rise.

It almost sounds too easy to be true, but can a wellness program help with all this? Maybe, but only if the employees willingly participate.

**Thinking about starting a wellness program?**

Before starting an employee wellness program, there are many variables that must be considered.

The first thing that should be done is to contact the insurance carrier to see if a wellness program is worth the investment. Do they offer incentives? How much will they be involved? Do they have a program that is offered? Keep in mind that an employee wellness program is intended to improve and promote health and fitness that is sometimes offered through the workplace, although insurance plans can offer them directly to their enrollees (Healthcare.gov, 2018).

Second, if the development and implementation of a wellness program is going to save money and support employee well-being, the plan needs to be communicated to the school board and staff.

Next, be sure to follow your legal obligations by creating alternative wellness programs which will enable all employees to participate. Specific guidelines for the wellness program are best created through a committee approach. The committee can generate a survey for the employees, and the results will aid the planning and adoption of a successful wellness program.

When considering an employee wellness program, find the right employee wellness program design, offer administrative support, provide ongoing communication, and identify employee motivators. All of this will help encourage employee participation in the program. Extrinsic rewards have shown to work, but they should be determined based on cost to ensure a return on investment (ROI).

Finally, when creating a wellness program, consider offering it at common times. Provide healthcare screenings during in-service days, offer employee healthcare educational training and free gym membership access to the district’s facilities, provide healthcare cost reduction per participant, and offer nutrition consulting.

The right combination of these considerations will support an employee wellness program for your school district.

David McDeavitt is superintendent of the Allegheny-Clarion Valley SD. He is a member of the PASA Professional Development Committee and is a doctoral candidate at Drexel University.

**References**


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**Communication Tip of the Month**

“The superintendent position can be a lonely job. I find the digital community of superintendents to be a powerful force for staying connected to colleagues…. I love blogging. It gives me a voice. It is a place for me to work through ideas. It is a portfolio. It is my home base. And while I no longer say everyone needs to have one, it remains a wonderful space for education leaders to model new ways of leading.” – Chris Kennedy, from “Superintendent Blogging Should Be a Fixture,” as published in the August issue of AASA’s *School Administrator*. The August issue of AASA’s *School Administrator* examines the current attention to youth apprenticeships for high schoolers and other aspects of career and technical education.
FROM THE PRESIDENT’S PEN

Touch What You Value

BY DR. EMILIE LONARDI, 2017-18 PASA PRESIDENT

In a conversation with a long time and very successful superintendent in one of the largest school districts in the state, I asked how he managed his time, more specifically, how he prioritized his day-to-day work. He responded with the simply phrase, “Touch what you value.”

We went on to have an in-depth discussion about all the complex and significant work of superintendents, but without hesitation he knew the answer. I was so impressed by his conviction that I have since embraced the same mantra over the last many years.

As superintendent, I often remind myself that we are the face of the district. We set the attitude and ethics. We are the creator of the vision, keeper of the character and lead climate setter. People act and react according to what we verbalize and more importantly, what we model. They notice and care how, where, and with whom we spend our time.

All that said, “Touch what you value.” In other words, make time to intentionally do those things that matter the most.

I will submit the most important is that which surrounds instruction. This includes attending and presenting professional development, visiting classrooms and staying long enough to actually see the learning and goals of the teachers, participating or leading PLC meetings and joining the discussion about the academic successes or failures in individual buildings and classrooms. It includes interacting with students when they are at work in their classrooms. Do they understand the why? Are they engaged? Are they individually challenged? Are they agents of their own learning?

In an era when the expectations of district leaders are higher than at any time in history, I think this idea has merit.

With the opening of school approaching, consider adopting the phrase that I have adopted from my colleague or create an even better one, but definitely find a way to ground yourself in the aspects of the job that genuinely matter most and make them a priority. Doing so, will advance the academics and culture of your district, and also have the unintended consequence of a more fulfilling year for you.

Have a great opening, everyone!

PASA Legal Services

PASA’s legal staff offers a wide range of employment-related legal resources and services to PASA members who are Commissioned Officers. These services include consulting services, employment contract services, non-litigation dispute resolution, and assistance with the negotiation and development of separation agreements. Go to http://www.pasa-net.org/legalservices to read more about it.

### Noteworthy Quotes…

**Still Time to Apply for the 2018-19 EPLC Policy Fellowship Program**

The Education Policy Leadership Center continues to accept applications for the 2018-19 Pennsylvania Education Policy Fellowship Program.

The Fellowship Program is a professional development program for individuals whose work record reflects strong leadership abilities and a concern for issues important to children and education. The program is supported by a national and state network of resource people and peers who have a track record of accomplishment in research, policy development, and effective practice in education, child development and human services, and is hosted by the Education Policy and Leadership Center* in Pennsylvania.

With more than 500 graduates in its first 19 years, this Program is a premier professional development opportunity for educators, state and local policymakers, advocates, and community leaders.

Past participants include state policymakers, district superintendents and principals, school business officials, school board members, education deans/chairs, statewide association leaders, parent leaders, education advocates, and other education and community leaders.

The 2018-19 program begins in September and continues to graduation in June 2019.

See the EPLC website for details on how you can join the 2018-19 cohort!

*The Education Policy and Leadership Center (EPLC) is a Pennsylvania-based, not-for-profit corporation established in 1998 and governed by a board of directors that includes members who have significant experience with education policy, government and not-for-profit organizations. The Center conducts its policy and leadership programs in cooperation with numerous local, statewide and national organizations. PASA is a founder and supporter of EPLC.

**Several slots remain...**

Simply redistributing the current, inadequate pot of state dollars will not work. The state must invest more in basic education, but also fully support special education for students with disabilities and special needs and broaden career and technical education opportunities. We are building a movement for our students and we are calling on everyone who cares about Pennsylvania’s future to Join the Work.” – Susan Spicka, Executive Director of Education Voters of PA, on the work of the new PA Schools Work, a nonpartisan statewide campaign working to ensure all Pennsylvania students have the resources they need to succeed, from an August 8 press release [PASA is a member of the organization.]

“We are told again and again that our children will not get jobs unless they excel – and that our schools are failing. Children need to be prepared for ‘college and career,’ but not, it seems, to be citizens or flourishing human beings. There is nothing wrong with schools preparing Americans for work and encouraging social mobility. Parents reasonably expect schools to offer their children economic opportunities, and all Americans benefit from a vibrant economy. But these goals are not enough. Today we need reformers who appeal to the better angels of our nature. We need the kind of reformers who promote the ideals that the founders of our schools did over a century ago, most notable Horace Mann.” – Johann Neem, in a commentary published in the July 25 issue of Education Week
Depending where you live in the Commonwealth, it is fair to say that this summer has been wet – too wet. From the Carolinas to Maine, it has been one wet summer, with widespread flooding, record rainfall and lots of humidity. Here in central PA, it’s now the second wettest July through August in recorded weather history, only eclipsed by the devastating summer of Hurricane Agnes in 1972. And August isn’t over.

The opposite is true for much of the Pacific Northwest, the West, the Southwest, California, the upper Midwest – well, essentially everywhere west of the Ohio River. In those areas, high temperatures, low humidity and a critical lack of rainfall/snowfall this year and in previous years have combined to make the summer of 2018 miserable and, in many areas, downright dangerous.

The same has been true in Europe for several summers now, with forecasters and commentators using words like “unseasonable” and “greater divergence from normal.” And, by the way, the latest issue of the Old Farmer’s Almanac is predicting “winter temperatures will be well above normal and precipitation will be a bit above normal across Pennsylvania.”

I’m going to be upfront: Based on my reading and understanding of data, the research of thousands of scientists, and the records of weather pattern changes over the past 60 years and their impact on the global environment, I believe that climate change is real. It’s hard to ignore the loss of polar ice caps, record heat across the globe, flip-flops in climate patterns and disappearing shorelines. And, frankly, I have very little patience for those who believe changes in the weather are just an aberration or are cyclical or whatever. I suspect they would continue to insist on that while huddled around a fire during a July blizzard in Tampa. (I also have little patience for anti-vaxxers – but that’s a conversation for a different day.)

What does our miserably wet summer and climate change have to do with the PASA Resolutions or education policy?

It’s about focusing on reality: the reality of data, facts and what we see in front of us. Sadly, many of the policy and legislative proposals that have seen some traction in the past ten years have been totally devoid of those things.

Property tax reform? Yes, let’s just get rid of the property tax and instead we’ll raise this tax and that tax and develop some kind of a state distribution system that takes money from somewhere and then sends it to school districts based on some kind of formula. It will work. It will be sufficient. Doesn’t matter what the research says. Let’s do that!

Charter/cyber charter school reform? Oh, we don’t need to do that. Charter schools are all great schools and they do so much better than traditional public schools that are just totally wasting taxpayer money all the time and don’t really educate kids. And they give parents a choice, so that means they are automatically good. We don’t need more accountability for that.

And, speaking of choice – vouchers! Even better. Parents can just send their child and “their” tax money to private schools, because everyone knows those schools are better, the unions aren’t part of the equation (and unions are bad), and kids actually learn there. We don’t need test scores or accountability measures to show us that – those things are only for public schools because we know private schools are better and public schools are mismanaged. Period.

I could go on. Despite a long list of controversial ideas that surfaced in 2018, this is an election year, so there haven’t been a lot of “hot button” issues moving beyond rhetoric since January. But here’s the forecast for 2019: Once the election is over, expect fireworks on the above-mentioned issues and a host of other ideological and political priorities, including next year’s state budget. However, don’t expect an equal emphasis on real data, facts and figures in those debates. Call it “Tropical Storm Denial” – widespread refusal to see fact as fact when those facts and that reality conflict with belief and ideology.

And that is bad for public policy.

The upshot of this forecast is that all school leaders are going to have to be prepared to get even more involved with advocacy in a very short time, speaking truth to fiction and reality to opinion, even when those on the receiving end of those facts aren’t happy about it.

The very wet and hot summer of 2018 will soon be over, teachers and students are getting back to school, the November election is on the horizon, and the policy debates going into 2019 are still a few months away.

But they are coming. They are most definitely coming. Be prepared.
From the Women’s Caucus
White Space
BY LYNN FUINI-HETTEN, CAUCUS PRESIDENT

August… Last minutehirings, new teacher orientation, board meetings, leadership retreats, building walkthroughs, etc. The slower pace of summer is over.

My 2018-19 calendar is quickly filling up with monthly supervision meetings, building visits, professional learning, networking opportunities, community meetings/presentations, visits with state representatives, evening board and committee meetings, sporting events, concerts, and much more. As the calendar fills up, the breathing space disintegrates.

In a Big Speak Talk, Juliet Funt (CEO of WhiteSpace at Work) jokes our time is under attack by email, meetings and ever-present smartphones. She believes opportunities for innovation and creativity are withering away due to how busy we are on a daily basis.

How do we build time into our busy days for intentional reflection and sustained thinking? How do we carve out time for innovation? How do we make time to create and implement action steps after professional learning or brainstorming session?

Enter… white space.

White space (as defined by WhiteSpace at Work) is “a strategic pause taken between activities. These thoughtful pauses laced through the busyness of the workday are the oxygen that allows everything else to catch fire. WhiteSpace can be recuperative; to reboot your exhausted brain and body. It can also be constructive; this is time spent on driving business results through introspection, strategy and big picture thinking."

In a Harvard Business Review article, The Space Intentionally Left White, Sabina Nawaz wrote, “A pause to breathe, some white space, gives you the opportunity to think beyond the current problems and issues.”

How can we better protect some of our time to ensure we have white space? How can we build in these importance pauses?

Sabina suggests several tips for finding white space.
1. Set aside two hours per week and block it out.
2. Turn off the noise, meaning avoid other distractions such as email.
3. Find the space that is right for you. Is it in the office, but away from electronics? Do you need to take a walk? Do you use your computer, but without notifications?
4. Keep your white space dates just like you would keep other appointments.

Learn more by listening to Juliet Funt as she shares many ideas about productivity on an episode of Talent Grow podcast. Access the podcast at https://www.talentgrow.com/podcast/episode70. In the episode Juliet defines whitespace, shares ideas about “thieves of productivity, practices and techniques for creating and using white space,” and much more!

After I listened to the podcast and perused the WhiteSpace at Work site to learn about some of the core content, I registered for a free online course. You can access the course at http://whitespacetrial.com. The course is designed to be completed with your team members. I am going to check it out over the next few weeks!

Don’t worry, I found time in my schedule to complete the course!

**for women in school administration serving in or near I.U.s 22, 23, 24, 25 and 26**

PASA WOMEN’S CAUCUS SOUTHEAST REGIONAL DINNER
October 29, 2018
Maggiano’s Restaurant
205 Mall Boulevard
King of Prussia

Begins at 4 - 5:15 p.m. with registration, appetizers
Dinner and featured presentation follows

PRESENTATION: “TAKE CONTROL: MANAGING & INVESTING YOUR MONEY”
Anne Barton
financial advisor with Kades Margolis

COST:
$55 if paid by October 18
$65 after October 18

**payment due in advance; cash or credit card only**

In conjunction with this year’s event, donations will be collected for Career Wardrobe, dedicated to helping job-seekers make a great impression at interviews. See the event website for a suggested item list.

Register online or with the registration form.

TO REGISTER:
Recap: 2018 PA Educational Leadership Summit

School district leaders gathered at the Penn Stater in State College on July 29-31 to learn, share and plan together at the 2018 Educational Leadership Summit, co-sponsored by PASA, the Pennsylvania Principals Association, the PA Association for Middle Level Education and PASCD.

The summit featured Simon Bailey, CEO of Simon T. Bailey International, a premium education company specializing in creating learning and development content for individuals and organizations, and Dr. Bill Ziegler, the 2016-17 Pennsylvania Principal of the Year and host of the podcast “Lead the Way” for school leaders.

In addition, keynote speakers, high quality breakout sessions, vendor displays, table talks on hot topics and district team planning and job-alike sessions provided attendees with practical ideas to discuss and bring back to their districts.
Images from 2018 PA Educational Leadership Summit
Continued from page 8

LEFT: Featured Presenter Bill Ziegler

RIGHT: Featured Presenter Simon Bailey

ABOVE: Dr. Mark DiRocco, PASA Executive Director

BELOW: Exhibits

BELOW: Exhibitor and PASA Sponsor Lincoln Investment

BELOW: Exhibitor and PASA Sponsor Kades Margolis

ABOVE: Dr. Sherri Smith, PDE

Photos courtesy of Lifetouch

Watch for information on next year's PA Educational Leadership Summit!
SCHOOL SAFETY RESOURCES

To support the work of school administrators in ensuring student safety, PASA maintains an online list of school safety resources (with links). Go to: https://www.pasa-net.org/schoolsafety to access the resources.

Beginning September 24...

FALL 2018 WEBINAR SERIES
“Avoiding the Pitfalls” specifically addressing concerns of school administrators

September 24:
Professional Ethics and the PA Educator Discipline Act

October 10:
PSERS Issues – Retirement Covered Compensation, Rules Governing Return to Service from Annuity, and Pension Forfeitures

November 14:
The Pennsylvania Public Official and Employees Ethics Act

December 10:
The Leader’s Role in Guiding Board Members About Their Governance Roles Concerning Sunshine Law Compliance, Email Communications, and the Use of Social Media

REGISTER TODAY!
Register for one, two or all webinars in the series!
PASA Members: $39 per webinar or $120 for the series
Non-members: $49 per webinar or $170 for the series

PAYMENT IS DUE IN ADVANCE OF EACH WEBINAR. Connection instructions will be sent to paid participants only.

See the PASA website for more details on each webinar and links to registration at www.pasa-net.org/webinars.

Keynote Speakers... Education Sessions... Learning Labs... Education Excellence Fair... PASA Events... Student Celebration Showcase... Exhibits... and more!

Reserve Your Rooms Now!
Housing for the Conference remains open – but rooms are going fast! Get your reservations in now! Reservation deadline is SEPTEMBER 17.

Are You Registered?
Register today – and don’t miss this year’s Keynote Speakers:

Dr. Robyn Jackson, master teacher and founder of Mindsteps Inc., a professional development firm for teachers and administrators

Chuck Underwood, founder of consulting firm The Generational Imperative and international expert on generational study

Darrell Scott, author and founder of Rachel’s Challenge, an organization focused on creating a culture of kindness to combat bullying

Also... Featured Speakers
• John Gerdy, author and founder/executive director of Music For Everyone
• Dr. G. Terry Madonna, Professor of Public Affairs and Director of the Center for Politics and Public Affairs at Franklin and Marshall College
• Thomas Murray, director of innovation for Future Ready Schools

PASA Events at the Conference: Remember to Register!
Don’t forget to register for the special PASA Recognition Luncheon on Thursday, Oct. 18. Take a break during the conference to network with your colleagues and recognize our outgoing President Dr. Emilie Loiardi and three recipients of the PASA Awards of Achievement.

Also on Thursday afternoon, the PASA Women’s Caucus will have a drop-in session for conversation and networking during the conference (no fee).

SEE YOU IN HERSHEY!

For registration and program details, see the conference website: https://www.paschoolleaders.org/
REGISTRATION NOW OPEN FOR THE NOVEMBER SESSIONS AT I.U. 3

For Aspiring Leaders…

Do you have a school administrator in your district who is thinking about moving forward in their education journey into central office administration and/or the superintendency? Do you know of someone who should do that?

Or are YOU thinking about that?

The “Aspiring to Leadership” workshops are what you or school administrators in your district need in that journey, designed specifically to provide practical information and tools to assist those considering a future career as a district cabinet-level leader and/or superintendent.

The scheduled workshops will be held in two convenient locations:

Allegheny I.U. 3 – 475 East Waterfront Drive, Homestead, PA 15120
• Thursday, Nov. 1: Aspiring to Cabinet Level/Central Office Leadership
• Friday, Nov. 2: Aspiring to the Superintendency

PASA Office – 2608 Market Place, Harrisburg, PA 17110
• Thursday, Jan. 31: Aspiring to Cabinet Level/Central Office Leadership
• Friday, Feb. 1: Aspiring to the Superintendency

About Each Workshop…

Aspiring to the Superintendency: This workshop will provide an overview of the role, responsibilities and rewards of serving as a superintendent; the balancing of responsibilities in order to prioritize instructional leadership; knowing yourself as a leader and finding the right match; negotiating a sound contract; and entry planning and transition.

Aspiring to Cabinet Level/Central Office Leadership: This workshop will provide an overview of cabinet positions; team building via varied attributes, skill sets and work styles; best practices, and related interview questions and interview simulations; and actions for transitioning to the new role.

Workshop Schedule…

8:00 a.m. – Check-in/Continental breakfast
8:30 a.m. – Program begins (includes lunch)
4:15 p.m. – Program concludes

Registration…
Cost for each one-day session is $159. Register for one – or both!

See the PASA website for details at
www.pasa-net.org/aspiring.
Leaders Matter

Dr. Eric Eshbach, superintendent of the Northern York County SD and chair of the PASA Legislative Committee, and Lee Ann Wentzel, superintendent of the Ridley SD and a member of the PASA Board of Governors, are among the school system leaders highlighted in AASA’s “Leaders Matter” campaign for their role in advocacy. Click here to read about their contributions to the work of advocacy.

The “Leaders Matter” campaign, which shines a spotlight on school leaders and on high-performing districts and what they mean to their communities, aims to document and disseminate how the work of superintendents and their respective educator teams and school systems are essential to securing and sustaining student learning.

During the campaign, AASA plans to highlight stories of success generated by AASA members to illustrate the leaders that truly matter in the effort to bring to fight the diversity required of the role and the uniqueness of the setting.

Join the conversation on Twitter at #LeadersMatter or share a story about the leaders that matter in your district or about a leader that matters to you at http://aasacentral.org/leadersmatter/.

Highlighted in School Administrator…

Dr. Michelle Saylor, superintendent of the Bellefonte Area SD and past president of the PASA Women’s Caucus, is highlighted in the “Profile” section of the August 2018 School Administrator, AASA’s monthly publication. Check it out.

AASA Advocacy

*Congress is on summer recess this month, a great time for school superintendents and education leaders to reach out on a variety of policy priorities. The advocacy team at AASA has provided a summary and talking points of the topics that are getting attention and traction on Capitol Hill, as well as those that will likely get the attention and energy throughout the rest of the year. Full details are on their blog. Direct questions to Noelle Ellerson Ng (nellerson@aasa.org).

*As an organization that supports the use of data and research to improve teaching and learning and to inform decision-making by schools, districts, and states, AASA was pleased to join 23 other groups in a letter to the head of the House and Senate education committees, highlighting the important role of USED's Privacy and Technical Assistance Center (PTAC) and encouraging the committees to continue to support the office and its important programmatic and technical supports.

*Last week, the Senate began debate of HR 6157, a minibus appropriations funding bill that includes federal funds for the Departments of Defense, Labor, Health & Human Services, and Education. This is the first time in nearly a decade the Senate has brought the LHHS bill to the floor. It has been partnered with defense in part to hopefully garner funding votes for the bill, anticipating that members of Congress (and the President?) would be hard pressed to deny funding to defense as a consequence of their preference to cut funding for USED. When it comes to annual appropriations, AASA belongs to the Committee for Education Funding (CEF), a coalition of more than 115 organizations and institutions committed to increasing federal investment in education programs. CEF sent a letter to both the House and Senate in advance of their FY19 LHHS votes, thanking Congress for the important vote they took to raise the federal funding caps in FY19 and to urge the highest possible 302(b) allocation when the LHHS bill goes to conference.

Reminder: Women in School Leadership Awards…

The AASA Women in School Leadership Awards pay tribute to the talent, creativity and vision of outstanding women educational administrators in the nation’s public schools. AASA is now seeking nominations for these awards. Any female superintendent, central office staff, school principal, classroom teacher or school-based specialist in a leadership role may be nominated or apply. The deadline is Oct. 12. See the AASA website for details, www.aasa.org.

National Conference on Education


Join AASA today and become part of a supported community of school leaders nationwide who advocate for public education! See the AASA website, www.aasa.org, for details or contact the PASA office.

“The Advocate” column from AASA is on hiatus this month, but will return in September.

PASA Website Career Center

Have an administrative position you need to fill? Or are you considering moving forward in your professional career?

As a courtesy to school administrators, those seeking positions in school administration and public school employers, PASA provides on its website the “PASA Career Center,” a listing of job openings, both in Pennsylvania and in the Mid-Atlantic region. Vacancies and available positions for public schools are posted at no charge upon request and review.

To request a vacancy announcement posting on this website, send a message to pasapasa-net.org. Please include your phone number with your e-mail request. Information needed includes: position, entity, contact name/address, description of the position, application deadline and application process. Additional position information may be included, depending on length. (PASA reserves the right not to publish an open position or to modify submitted information.)
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*Thank you for your continuing support!*

Visit the PASA website at [www.pasa-net.org/pasasponsors](http://www.pasa-net.org/pasasponsors) for more information on the products and services our sponsors can offer YOU!

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EasyProcure
MEMBER NEWS

Please report member news to PASA at pasa@pasa-net.org. Announcements of professional vacancies across Pennsylvania and in neighboring states are posted on the PASA Web site at www.pasa-net.org (Click on the “Leadership Development” button and look for “Career Center.”)

REGION 3

James Harris, Jr. has been appointed superintendent of the Woodland Hills SD. He previously served as superintendent of the Daniel Boone Area SD (I.U. 14). Harris replaces Alan Johnson, who resigned at the end of the 2017-18 school year.

REGION 4

John Sarandrea has left his position as superintendent of the New Castle Area SD. Debra DeBlasio, assistant to the superintendent, is now serving as the district’s interim superintendent.

PASA CALENDAR OF EVENTS 2018

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

AUGUST

23  Women’s Caucus Board meeting (PASA office)

SEPTEMBER

3  PASA office closed
13-14  Board of Governors’ meetings (PASA office)
24  PASA Webinar: Professional Ethics, Educator Discipline Act
26-27  New Superintendents’ Academy Session 2 (PASA office)

OCTOBER

1  PASA membership year begins
10  PASA Webinar: PSERS Issues
17-19  PASA/PSBA School Leadership Conference (Hershey)
25  Assistant Superintendent Workshop (PASA office)
29  Southeast Women’s Caucus dinner/meeting (King of Prussia)

NOVEMBER

1-2  Aspiring to Leadership Workshops (Allegheny I.U. 3)
14  PASA Webinar: PSERS and Pensions
15-16  Board of Governors’ meetings (PASA office)
22-23  PASA office closed

DECEMBER

10  PASA Webinar: The Board’s Governance Role, Communications
24-25  PASA office closed
31  PASA office closed

PASA can process your AASA dues!

See the 2018-19 Membership Form or online renewal form for details.

New Superintendents’ Academy

**PLEASE SHARE WITH NEW SUPERINTENDENTS IN YOUR I.U.**

New Superintendents’ Academy Session: SYSTEMS LEADERSHIP

September 26 - 27
PASA office, Harrisburg

**Approved for 25 PIL credits**

Practical information about the exciting and complex role of the superintendent – and strategies needed for success!

TOPICS:
First Things First: An Organizational System That Works
Aligning Systems with Your Profile of Future Graduates
Systems That Promote Equity
Interactive Leadership Simulation
Collective Bargaining Systems
Economic Pressures and the Budget System
Infrastructure: Capital Projects, Procurements Basics
School District Business Systems

Deadline for making overnight hotel room reservations at a special rate:
August 26

See the PASA website for details at http://www.pasa-net.org/workshopnsa.

PASA Flyer