PASA is seeking nominations for 2018-19 PASA President-Elect and Treasurer.

In addition, PASA is seeking nominations for two Pennsylvania representatives to the AASA Governing Board.

Election for PASA OFFICERS: 
PRESEN T AND TREASURER 
Deadline for nomination petitions: MARCH 15

Candidates for PASA President must make a three-year commitment to the association by serving one year each as President-Elect, President and Past-President. The individual serves on the PASA Executive Committee during the three-year period and also chairs the Resolutions Committee during his/her term as President-Elect. The individual elected will serve as President-Elect in the 2018-19 membership year, beginning October 1, 2018.

The position of Treasurer is a one-year term. The Treasurer works with the Executive Director to oversee association finances and make reports to the Board of Governors. The elected treasurer’s term begins on October 1, 2018.

Eligibility
Eligible candidates must have been an active member of the Association for at least three years prior to 10/1/17.

Nominations
Interested candidates must submit the following to the Association office, no later than March 15:
1. a nominating petition containing the endorsement of at least a majority of the active PASA members of the candidate’s intermediate unit; and
2. a nominating petition containing the endorsement of a total of at least 20 active members from a combination of no less than two other intermediate units.

Only PASA members may sign the petitions. PASA members may sign more than one nominating petition for each position.

Copies of I.U. and general nominating petitions may be downloaded from the PASA web site at www.pasa-net.org/election2018.

In advance of the election, candidates will be asked to submit to the PASA office a letter (with picture) outlining their reasons for seeking the position.

Election for PENNSYLVANIA REPRESENTATIVES TO THE AASA GOVERNING BOARD

PASA is seeking nominations for two three-year terms on the Board, beginning July 1, 2018 to June 30, 2021.

Current PA representatives on the Board include Dr. Jay Burkhart (South Western), Dr. Shane Hotchkiss (Bermudian Springs), Dr. Emilie Lonardi (Downingtown Area), Dr.

See Nominees Sought, page 4

Resolutions process begins this month

This month PASA members will begin the process to identify “issues of high concern” as the first step in updating and revising the PASA Resolutions, which guides the association’s response to education issues and provides direction for PASA positions.

The PASA Resolutions is divided into three sections, each identifying issues, policies and principles that PASA supports, opposes or believes need change. The three sections are: Success for All Students, Resources to Achieve Student Success, and Assuring Opportunities for Equitable Public Education.

Following regional discussions, committee members will submit to the PASA office recommendations for changes to the current Resolutions. Those recommendations then will be compiled for committee discussion and review on April 13, when the committee will develop revisions to the Resolutions. Following review by the Board of Governors, the 2018-19 draft resolutions will be presented to the membership for approval at the October 2018 conference in Hershey.

PASA members are encouraged to participate in regional meetings to discuss issues of high concern.

See this month’s “Resolutions Corner” (p. 6) for more information on the process.
From the Executive Director...Dr. Mark DiRocco

The Forces of School Privatization Are on the Move!

While many of us were enjoying a well-deserved holiday break with family and friends, the political machinery of school privatization continued to move at full speed in an effort to change the educational landscape of Pennsylvania and the nation.

Those who want to see a market place philosophy run our school systems have made considerable inroads over the past few months with the push for more programs such as educational savings accounts, 529 savings accounts for K-12 education, and increased EITC grants. All these programs use clever tactics to funnel public dollars to private education with no accountability for how the money is spent and no public oversight of the private entities receiving the money.

Perhaps the most alarming of these attempts to transfer money from public schools to private education in Pennsylvania is Senate Bill 2, a bill that authorizes Educational Savings Accounts (ESAs). If this bill becomes law, parents of students attending the lowest 15 percent of performing schools in our state will be provided an ESA for each child in their family in the amount of approximately $5,700 that can be used for private school, homeschooling or other educational expenses.

The most disturbing part of the proposed legislation is that the $5,700 will be deducted from the low performing school district’s basic subsidy, taking precious funding from schools that are in the greatest need of resources to educate their children. To add insult to injury, once a child qualifies for the ESA, they are entitled to receive it throughout their school years until graduation – even if they move to another district that is not low performing. (Yes, you read that correctly.)

This bill was so onerous it was not passed even on a party-line vote during a recent Senate Education Committee meeting. However, over the past few weeks, a Republican member of the Senate Education Committee who had voted against the bill was moved to a different committee, and the newest member of the committee is considered a “yes” on the issue – which will likely ensure the bill will pass out of committee and on to the full Senate for consideration in 2018.

At the federal level, the new tax law allows parents to use 529 savings plans for not only college expenses but now for K-12 education as well. What does that mean? Parents can now place after-tax dollars in a 529 account allowing it to grow tax free and use it for K-12 private school education. In Pennsylvania, parents may receive a state tax credit for their deposits into the 529 accounts, taking dollars away from the state general fund that could be used for public education.

This change to 529 savings accounts immediately benefits wealthy families who already send their children to private school, as they now will be able to use these accounts to offset the private school tuition they already intended to pay and receive a tax credit for it. On the other hand, as most low-income families do not have discretionary funds to place in a 529 account, it will be of little help to them. This is one of the many disappointing aspects of the new federal tax law as it relates to public education but another feather in the cap of the school privatization forces.

Another example of inroads into privatization came with the 2017-18 state budget. The Pennsylvania Educational Improvement Tax Credit (EITC) Program was increased by $10 million in the School Code bill passed by the legislature. This program has been in operation for several years and has mainly been used as a back door to help fund private education, as does the Opportunity Scholarship Tax Credit Program (OSTC). Businesses are able to donate money to the state EITC Program and are provided a 75% to 90% credit on their state income taxes, up to $750,000 annually. Private school entities can apply for these funds, and millions of dollars have been funneled to private schools, dollars that would normally have been entered into the state general fund and could have been used for public education. Although foundations that are affiliated with public schools are also eligible for these funds, private educational entities receive the majority of the funding.

Make no mistake: the forces of privatization have the upper hand in this battle for the future of K-12 education, as they control much of the legislative process at the state and national
At the Capitol...

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.

State Budget News
Revenue Update: Pennsylvania collected $2.2 billion in General Fund revenue in November and $2.8 billion in December. Fiscal year-to-date General Fund collections total $14.2 billion, about $4.1 million below estimate.

In Legislative News
Session Schedule: The House and Senate will return to session on Monday, January 22.
Guidance on School Lunches: The PDE has issued initial guidance to school entities for addressing issues surrounding nonpayment of school lunch debt following passage of Act 55 of 2017, which included provisions about what districts can and cannot do in those cases. The PDE will issue additional guidance later this month. School districts remain concerned about the impact of unpaid lunch debt on food budgets and the possible growth of such debt.

State News
PA’s ESSA Plan: On Dec. 21 the U.S. Department of Education sent a letter to the PDE, asking for changes in the submitted ESSA implementation plan. Since that time, the department has been revising the ESSA plan to resubmit it to the USDE this past Monday (Jan. 8), despite calls from the PA Senate Education Committee to ask for an extension to allow for more legislative input. However, the PDE and the Governor determined to resubmit by the deadline over serious concerns that such a delay could put the department and school districts in a time crunch to properly prepare for the 2018-19 school year.
New State Board Chair: Gov. Wolf on Dec. 22 named as chair of the State Board of Education Karen Farmer White of Pittsburgh. White, who has served two terms on the Board and has been advancing educational equity and access in Pittsburgh and across the commonwealth, replaces Larry Wittig, who resigned from the Board following allegations of sexual relationships with teenage girls more than 35 years ago.

National News
Tax Legislation: Just before the holidays, Congress passed and Pres. Trump signed into law a tax bill that provides a 14 percent permanent tax reduction for corporations, provides temporary (10-year) tax reductions for most American workers, imposes a cap on allowable deductions for state and local taxes, and changes rules governing 529 accounts to allow them to be used for K-12 private education costs as well as college costs. The cost of the tax change is estimated about $1.5 trillion. Both AASA and PASA opposed the bill and oppose legislation that advances privatization and vouchers, restricts available funds for education, and eliminates current deductions for payment of state and local taxes.
CHIP Update: Also before the holidays, Congress passed a continuing resolution to fund the Children’s Health Insurance Program (CHIP) only through March. Without reauthorization and federal funding for the program, many states are at risk of closing access to health care options for its most vulnerable children. In Pennsylvania, state officials estimate that about 180,000 Pennsylvania children could lose health insurance this year if Congress doesn’t reauthorize spending for the program.
Special Education Regulations: The USDE has delayed for two years special education rules that would require states to aggressively address racial bias that may result in placing disproportionate numbers of minority children into special education. The rule initially was scheduled to be in effect in 2020.

COMING UP
Passage of a tax bill but only temporary extension of the federal budget and the CHIP program have dominated national news over the past three weeks, with Congress returning to Washington shortly facing work on a myriad of “hot” issues that also those and others, including immigration reform. And economists continue to sort through various provisions in the tax bill, many of which are not good for public schools. Meanwhile, things are likely to heat up soon in Harrisburg as the General Assembly returns to session this month, Gov. Wolf is preparing his 2018-19 state budget (to be unveiled on Feb. 6), and the gubernatorial race, particularly on the Republican side, is heating up. Expect a lot of political fireworks in 2018! As always, stay tuned for the latest information by following us on Twitter @PASASupts.

Executive Director’s Message
Continued from page 2
level. As 2018 begins, they are looking for policy victories that will improve their election resumes and appease supporters of privatization as they prepare for the spring primaries and fall election.
And, because most Americans do not support the use of public funds for private education, legislators are using programs such as ESA’s, 529’s, and EITC’s to cleverly disguise the larger agenda of privatizing education by providing back door access to use public funds for private education.
We are on a very slippery slope.
As the saying goes, “There are three types of people in the world: those who make things happen, those who watch what happens, and those who wonder what happened.” Let’s not be the generation of leaders that look back and wonder what happened to public education because we did not respond when needed.
PASA will continue to be a strong opponent of any expansion of voucher programs, however they are disguised. Parents, communities and school leaders also must be part of that advocacy effort. All of us who believe that public education is the cornerstone of democracy and provides the best chance for equity in education for ALL students must make our voices heard. The future of public education depends on our strong advocacy on this issue.
As district thought leaders, we continually try to best prepare our learners for the 21st century digital world to which they will enter. Most of us have distributed an electronic device to each student and provided an endless amount of professional development to staff in hopes of providing the preparation we think students will need to be successful later.

The problem is, the more we provide, the more we realize technology is changing at the “speed of now” and constantly altering the way our students learn, live and play.

It is increasingly difficult to keep pace with new inventions, some of which are beginning to be seen on the market and others that are probably less than a decade away from widespread consumer use. I call them “game changers,” and they are certain to make our role in preparing students continually uncertain. A few game changers include driverless cars, wearable sensors, biomimicry, edible food packaging, smart homes/cars/equipment, high-tech drones, robotic assistants, bio-age labs, and infallible lie detection systems.

It is certain that sophisticated robotics, autonomous transport, artificial intelligence and advanced biotechnology will change the skill-set in almost every profession. This will cause some jobs to disappear, others to change dramatically and still others to grow. In fact, it is projected that 65% of all jobs will be new, and that trend is expected to continue as new innovations hit the market and change the landscape of how and where work evolves.

What is absolutely certain is that the future work force will need to align its skillset to keep pace.

Critical thinking, problem solving and collaboration continue to be the obvious skills expected, but newer skills being touted in the futurist literature include creativity, foresight, mental flexibility and imagination.

Within the certainty of change, perhaps we best serve our students by providing them with the opportunity to learn an abundance of complex skills so they are equipped to handle the inevitable uncertainties in their adult life.

And that is a challenge we need to prepare for now.

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Sherri Smith (PDE) and LeeAnn Wentzel (Ridley). Dr. Eric Eshbach (Northern York Co.) currently serves on the AASA Executive Committee, having been elected in 2015 by Governing Board members representing the mid-Atlantic region.

**Responsibilities of the Governing Board**

The AASA Governing Board consists of representatives elected from each state. The responsibilities of the Governing Board include the following:

- acting on resolutions submitted by the AASA Executive Committee or other resolutions approved for consideration with a 2/3 vote
- recommending policy to the Executive Committee
- serving as the liaison between state affiliates and AASA
- determining, on an annual basis, the Association dues for Active and Associate members
- recommending programs and activities for inclusion in the AASA budget
- reviewing the annual AASA budget
- affirming AASA’s legislative agenda

**Eligibility/Requirements**

1. Each eligible candidate must have been an eligible voting member of both AASA and PASA for at least three years. (“Voting members” of PASA include those who are current members as Commissioned Officer, Small District Leader or District Cabinet/Central Office members. “Voting members” of AASA are those who are current members as Active, Institutional Active, Life or College Professor.)

2. Nominees must be committed to attending two AASA meetings per year, in July and February (beginning July 2018). Travel expenses are provided for the July meeting. Governing Board members are responsible for their own expenses to the February meeting, which coincides with the AASA National Conference on Education.

**Nominations**

Candidates may self-nominate or be nominated from among the active PASA membership. No signatures or petitions are required.

**Deadline**

MARCH 15 – deadline for submitting electronically to the office a letter including: 1) a short biographical statement (including involvement with AASA and PASA); 2) goals for AASA; 3) reason(s) for seeking the position; and 4) a photo.

The election for PASA officers and the AASA Governing Board representative will be scheduled for early spring (TBA).

**Questions?** Contact Jolene Zelinski in the PASA office at (717) 540-4448.
The familiar New Year’s Eve song about forgetting old acquaintances does not resonate for me. I believe that leaders must never forget old associates and knowledge, and must always draw upon them to effectively ring in the future.

In sync with this practice, I reviewed the professional development priorities identified within PASA’s current Strategic Plan. Did we “enhance professional development opportunities for all levels of membership?” Within this goal, did we “refine and enhance the New Superintendents Academy, Education Congress, and Aspiring to Leadership programs” and “create superintendents’ evaluation and leadership programs”?

Yes, PASA did indeed enhance professional development opportunities in 2017 for all levels of members, thanks to the hard work of our Professional Development Committee and the valuable assistance from PASA members – and below is the evidence:

*Our 2017 Education Congress hosted 140 superintendents, cabinet and building level administrators, an increase of 100+ from the prior year. Attendees commented that it was “the best state level conference.”

*More than 40 new superintendents participated in our three-part New Superintendents’ Academies, and commented that the presenters were “dynamic and engaging.”

*At the encouragement of their district level leaders, more than 50 aspiring leaders attended our Aspiring to Leadership Workshops held in Harrisburg and Westmoreland. Most said they were “inspired” to seek a cabinet level or superintendent’s position, and several have.

*We facilitated a three day on-site and 18-online-hours leadership program, entitled Leadership for Learning, in which 40 superintendents, cabinet, and building level leaders participated in 2016 and 2017. On-site days were held at three different locations, and attendees liked the online platform, relevant information, and stimulating discussions.

*In November we hosted our initial webinar on Superintendents’ Evaluations with 41 participants. Due to your strong interest in this important subject, this presentation was also added to our Aspiring and New Superintendent programs.

Building on these successful programs, PASA is ringing in an even more exciting 2018:

2018 Education Congress. Register now for this important program, scheduled for March 19-20 at the Nittany Lion Inn in State College and focused on “The Challenging Role of School Leaders in Complex Times.” Attendance is limited to 200, and is on a first-come, first-served basis. Be sure to reserve your spot today as we unite to lead our public schools through these difficult times. The program will provide a wide array of information:

- Strategies to overcome the complexities via Keynotes: Jamie Vollmer (Schools Cannot do it Alone), Dr. Tom Ryan (“The Shift to Digital”), and Noelle Ellerson NG (“AASA Federal Policy and Advocacy”).
- 12 breakout sessions that will delve deeper into the challenges: social media; branding; cost-saving education resources; alignment of resources for the shift to digital; 21st Century Learning and the 4 Cs; innovative spaces, resources, and strategies; principal recruitment and retention; research symposium; and more.
- Via attendance and completion of assignments, participants can earn 40 PIL hours.
- Read more and register online! (Note: Payment is due in advance.) www.pasa-net.org/2018edcongress

New Superintendents’ Academies. This high-value program will again be offered in three parts at the PASA Office in Harrisburg on January 11-12 (Part 3), July 12-13 (Part 1), September 26-27 (Part 2), and January 8-9, 2019 (Part 3).

- Varied topics facilitated by successful superintendents and other experts
- 25 PIL hours per two-day session, with completion of assignments
- Attend in any order
- Two-day program, with mid-morning starting time on first day and early afternoon ending time second day
- Read more and register online: www.pasa-net.org/workshopsna.

Aspiring to Leadership Workshops. Registration is open for two workshops at the PASA office on January 31 and February 1. Encourage your aspiring leaders to attend!

- Each day offered as a separate workshop
- January 31 focused on central office and February 1 on the superintendent’s position
- Will be offered in Western PA next fall. (Dates and location to follow.)
- Read more and register online: www.pasa-net.org/aspiring.

We look forward to ringing in the new year with you and are committed to helping you prepare for the future. Visit our website www.pasa-net.org/programs for updates and additional professional development and networking opportunities in 2018!
Beginning this month the General Assembly prepares for the second year of a two-year session to tackle some unaddressed issues. Congress also returns to session this month after a tempestuous year of entrenched partisan politics, tweets and (often) chaos. Tax “reform,” privatization and choice, healthcare, budget battles, immigration, culture wars and other high-impact issues continue to dominate in Washington, in Harrisburg or both.

As 2018 begins, talk in Harrisburg continues about property tax elimination, further constraints on school spending and revenues, and low expectations for basic education funding in 2018-19 as another budget cycle looms. Charter school funding reform has up to now taken a back seat to concerns over “excessive spending” in school districts and the need for “choice.” State budgets over the last several years have relied heavily on fund transfers and borrowing – both of which have been exhausted as the means to balance a budget moving forward – and it doesn’t look like gaming expansion passed with the 2017-18 budget is going to generate the projected amount of revenue. And although voicing support for local control over state control, some lawmakers seek increased say in what is taught and how they are evaluated.

And no one is quite sure what will happen in Washington beginning this month.

Unfortunately, in debates on too many issues, facts are taking a back seat to belief, wants, priorities and political agendas.

Add to all that this little tidbit: 2018 is an election year. Half the PA Senate and all seats in the PA House, and half the U.S. Senate and all seats in the U.S. House are up for grabs – not to mention many governorships across the nation, including Pennsylvania.

So, given the current political climate in both Washington and Harrisburg, be prepared for anything.

And that is why, working in partnership with your own advocacy, PASA’s advocacy on issues important to school leaders will be more important than ever.

The foundation of that advocacy is the PASA Resolutions, which serves to guide the Board of Governors, Executive Director and committees in carrying out the work of PASA and identifying specific actions that need to be taken in order to achieve the goals of the association. With politics increasingly dictating policy, the prospect of a difficult budget year, and demographic shifts in the commonwealth that have both social and fiscal implications for the future, it is imperative that this document remains current and pertinent.

The current Resolutions document reflects the interconnection between multiple issues of concern and makes clear to both PASA members and policymakers the importance of seeing education as a “whole,” not just the sum of its parts. In other words, not addressing education issues as though they were a series of single, disconnected topics but rather seeing them in context.

The three high-priority categories are: Success for All Students, Resources to Achieve Student Success and Assuring Opportunities for Equitable Public Education. (See the 2017-18 PASA Resolutions on the web at http://www.pasa-net.org/resolpriorities.)

To keep the PASA Resolutions “fresh” and ensure that they adequately inform decisions made by PASA’s leadership moving forward, members of the Resolutions Committee this month will begin leading regional conversations with school system leaders across the commonwealth concerning key issues.

Following that important part of the resolutions process, committee members will take ideas, concerns and recommendations from their regions and submit them to the PASA office, where they will be compiled for committee discussion and review on April 13. During that meeting, the committee will draft necessary revisions to the PASA Resolutions and, ultimately, seek approval of that draft from the PASA Board of Governors and PASA members.

Implementation of ESSA, property tax elimination plans, charter school reform, basic and special education funding, the threat of property tax elimination and numerous policy issues remaining unresolved in 2017, PASA will continue to rely on the Resolutions to direct PASA’s advocacy efforts.

We encourage school system leaders to participate in these important discussions as the process for revising the resolutions moves forward.
From the Women’s Caucus
Competition, Cooperation, Collaboration – Which Is It?
BY DR. MICHELLE SAYLOR, CAUCUS PRESIDENT

Our administrative team regularly engages professional learning together. We all take turns making suggestions for what we will do and then facilitating our discussions. One of the ways we broaden our context and stretch our thinking is through studying and exploring others’ ideas. We are currently reading the book Inside the Magic Kingdom: Seven Keys to Disney’s Success, written by Tom Connellan.

As I read and reflect on the ideas and concepts brought forward and how we might transform and adapt them to our educational realm, I can’t help but wonder how the very nature of what we do – providing and encouraging opportunities for growth academically and socially, engaging meaningful content, developing habits, skills, and attributes that will contribute to success for learners throughout their lives – complicates the “business” of education.

In traditional public education we often find ourselves at odds with our “competitors.” Obviously, we feel the economic sting of unfair funding and the loss of revenue as public dollars follow our students to other institutions should they choose to attend them, some good, some not. We compete for grants, community support, EITC money (educational improvement tax credit), and other business donations. Yet, in an ideal world are we not all working toward the same end? Isn’t it better experiences and opportunities for our children that we all labor to ensure?

Connellan talks about the obvious elements of success: walking the talk, listening, valuing varying perspectives, paying attention to detail, and rewarding, recognizing, and celebrating. But he also talks about identifying the competition (and not just the obvious ones) and ensuring customer satisfaction: “Your competition is anyone who raises customer expectations – because, if someone else satisfies customers better than you, no matter what type of business, you suffer by comparison.”

This is where as an educator and a leader I struggle.

I get it. I too believe that we provide phenomenal learning opportunities for our children. I know my staff works tirelessly to be creative and innovative and to make the most of our resources so our children can in turn make the most of learning experiences. Yet, if I were to treat all my competitors with a “business” edge, wouldn’t I also be withholding from my students opportunities that some may need and that we can’t provide such as health care, afterschool care, learning environments beyond what our resources can afford?

Case in point, if I were to treat every non-profit entity as a potential competitor (which by the very nature of the definition they are), then I wouldn’t be signing off on EITC letters for the YMCA or any of the other many organizations that regularly seek district support. Yes, I want those dollars, all of them, to come into my district. I want the funds to provide greater access to technology, to after school opportunities, to learning resources, but at what trade-off for my students? If it were not for funding streams, would we be more collaborative with our charter counterparts and partner with them more often?

In education it is about customer – both learner and community – satisfaction. It is about valuing each individual and helping them all reach beyond potential. It is about opportunity.

But it is also about collaboration. It is about working together to build off of each other, to make everyone better and to move each other forward for all of our learners. It isn’t only about the monetary bottom line. It can’t be.

Take time to reach out to the women around you, those you mentor, those you meet, and those with whom you work. Support them in their innovation and urge them to take the risks necessary to create the changes we need to see within our system. Encourage them, if they haven’t already, to join our organization and engage a network that is eager to help them grow.

And save the date for our 2018 Women’s Caucus Annual Conference (Leaders Lifting Leaders) on May 6-8 in Hershey. This is a great opportunity to make connections with other female leaders across the state.

In order to ensure your membership in the Women’s Caucus, you must select Women’s Caucus on the membership form. There is no additional fee to be a part of the Women’s Caucus. Membership information can be found at: http://www.pasa-net.org/wcabout

Nominations due February 23!
PASA Women’s Caucus Seeking Nominations for Two Awards

The PASA Women’s Caucus is seeking nominations for two special awards, awarded annually to women in education.

WANDA MCDANIEL AWARD
This honor is awarded to an aspiring school educator or administrator who shows evidence of great leadership potential. The award is named for Dr. Wanda McDaniel, an outstanding administrator and superintendent who displayed a high quality of leadership.

MARGARET SMITH LEADERSHIP AWARD
This honor is awarded to an administrator (active or retired) who has demonstrated proven leadership in education. The award is named for Dr. Margaret Smith, first president of the Women’s Caucus, a former Pennsylvania superintendent and a former PA Secretary of Education.

Nominators for both awards (two per nominee) must address four areas: the nominee’s leadership, significant contributions in inspiring women and/or peers, significant accomplishments and evidence of continuing professional or personal growth.

Award recipients will be recognized at the Women’s Caucus Spring Conference, scheduled for May 6-8 in Hershey.

Nominations for both awards are due by Friday, February 23. Forms are available on the PASA web site, http://www.pasa-net.org/wcaawards, or call PASA at (717) 540-4448.
About this Program…

The challenges for school leaders are greater than ever. Competition is growing. Financial resources are limited. Political pressure is at an all-time high. In spite of these challenges, school leaders must implement the transformations necessary for personalized student success.

The 2018 PASA Education Congress will provide school leaders with opportunities to hear from and interact with experts, network with colleagues, and retool resources for the energizing of strong leadership during these complex times. Attendees will acquire strategies to support the shift to personalized learning and digital content, learn tactics for aligning resources, create plans for engaging community understanding and support – and much more.

Keynote Presentations…

- Jamie Vollmer J.D., President of Vollmer, Inc., author of Schools Cannot Do It Alone, writer and producer of the video series The Great Conversation
- Tom Ryan, Ph.D., Chief Information and Strategy Officer of the Santa Fe Public School District in New Mexico, co-founder and Chief Executive Officer of the eLearn Institute, and Chairman of the Board for the Consortium of School Networking (CoSN)
- Noelle Ellerson Ng, Associate Executive Director, Policy & Advocacy, AASA: The School Superintendents Association

Bring your communications director with you to this important program, as we discuss and share ideas about promoting public education!

EARLY-BIRD REGISTRATION DISCOUNT ENDS FEBRUARY 16!

**Registration limited to 200**

See the PASA website at www.pasa-net.org/2018edcongress for program, registration and hotel information!

SAVE THE DATE

FEATURING KEYNOTERS:

SIMON T. BAILEY

DR. BILL ZIEGLER

**Request for Proposals**
Seeking proposals for small group sessions on Monday, July 30.

CLICK HERE for details.

Due February 23.
A ‘Don’t Miss’ Workshop…
Growing Future 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 workshop will be held in the PASA office:

• **Wednesday, Jan. 31:** 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.

• **Thursday, Feb. 1:** 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.

**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! [Pennsylvania needs strong educational leaders to manage and direct our public schools moving forward. See the PASA website for details at www.pasa-net.org/aspiring - and register today!]

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**Register for the THREE remaining webinars!**

**2017-18**

**PASA WEBINAR SERIES**

**specifically addressing concerns of school administrators**

**SCHEDULE:**

- January 17: Collective Bargaining - Trends and Alternatives
- February 21: Digital Learning
- March 28: Pennsylvania’s ESSA Implementation Plan

**REGISTRATION:**

- PASA Members: $29 per webinar
- Non-members: $39 per webinar

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

See the PASA website for links to registration at [www.pasa-net.org/webinars](http://www.pasa-net.org/webinars).

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**Communication Tip of the Month**

“[When interviewing prospective employees,] if your goal is to elicit thoughtful responses that will show a candidate’s ability to reflect, prepare and cogently communicate their thinking, then consider flipping the process by giving them the questions in advance. In hearing and evaluating a candidate’s well-prepared answers rather than their spontaneous, off-point and frequently canned utterances, interviewers have a greater opportunity to follow up with more probing questions and begin a more meaningful dialogue from the start.” – Robert Harris, from “‘Flip’ Your Interview When Hiring,” as published in this month’s issue of AASA’s *School Administrator*. The January issue of AASA’s *School Administrator* compares school sectors amid competing options. Articles address differences in the teaching environments of charter and public schools, how a district knows if it’s ready to collaborate with a charter school, and how public policies pushing school choice fragment our society and harm the public good.
In response to the recently passed GOP tax plan, AASA Executive Dan Domenech issued the following statement.

“AASA is deeply frustrated with and disappointed by today’s actions on Capitol Hill. Adoption of the tax bill is an affirmation of failed federal policy that exacerbates the wealth gap, does nothing to address inequities, and fails to support and strengthen our nation’s middle class. This policy may be a win for the wealthy, but it is an absolute defeat to our nation’s public schools and the students they serve.

“Today’s action on Capitol Hill is an example of failed public policy, and a missed chance for leadership and economic opportunity. It challenges historically foundational policy premises, including supports for the middle class and sovereignty of state and local governments, all to ensure and deliver tax cuts. The limited benefits that do exist for the majority of Americans are modest and short lived, while the consequences to our nation’s schools will be long term.

“Our public education system represents one of our nation’s original forms of infrastructure: the backbone of our civic society, our economic growth and vitality, and American creativity. The partisan vote on this bill highlights a deep and pervasive disconnect for more than half of Congress: those voting for this bill demonstrated a clear lack of understanding of or basic consideration for its impact on schools, and their ability to adequately and appropriately prepare our students for their future.

“This vote is a significant pivot toward aggressive partisanship and tax cuts paid for by the middle class. We remain committed to representing our members, the nation’s public school superintendents and will work tirelessly with our allies on Capitol Hill to mitigate the damages of this bill, to repeal and replace the most damaging aspects of this bill, and to expand recognition of the importance of our nation’s public schools.”

Candidates for AASA President-Elect

Three AASA members have been certified to seek the office of AASA President-Elect. They are: Eric Eshbach, superintendent of the Northern York County School District (Pennsylvania), Gary Kelly, superintendent of DuQuoin Community Unity School District #300 (Illinois), and Deborah Kerr, superintendent of Brown Deer School District (Wisconsin).

2018 National Conference on Education: Still Time To Register!

Registration remains open for the 2018 conference, scheduled for February 15-17 in Nashville. See the conference website at http://nce.aasa.org to access registration and program updates. Don’t miss this year’s conference!

The Pennsylvania reception during the conference is scheduled for Friday, February 16, from 5:30-7:30 p.m. in the BMI Hall of the Country Music Hall of Fame & Museum.

Finalists: National Superintendent of the Year

AASA recently announced the name of the four state finalists for the 2018 National Superintendent of the Year. They are: Wendy Robinson (Indiana), Mary Sieu (California), David Schuler (Illinois) and Mike Winstead (Tennessee). The recipient of the honor will be announced at next month’s conference. Dr. Michael Snell is the 2018 Pennsylvania Superintendent of the Year.

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

**Policy on PASA Workshop Payments/Cancellations**

CANCELLATIONS

A $25 service fee will be retained for cancellations received two (2) weeks or less prior to the scheduled program. NO REFUNDS/CREDITS will be given if cancellation is received five (5) business days or less prior to the scheduled program.

PAYMENTS & LATE FEES

Registrants who have not paid in advance of the program will be responsible for payment of any late fees. Final payment for workshops must be received no more than 45 business days from the date of the event. Payments received after that time will be assessed a $25 late payment fee. [NOTE: Some programs and workshops may require full payment in advance of the event. Please check program details or contact the PASA office with questions at (717) 540-4448.]

WEATHER & PROGRAM CANCELLATIONS

In the event that a workshop is postponed due to weather conditions, registrants will receive full credit toward the rescheduled program. If the registrant is unable to attend the rescheduled workshop due to conflicts and informs PASA in advance (as per the above-listed cancellation/refund policy), PASA will apply the registration fee already paid toward the registration fee of a future PASA workshop.
2018 is just over a week old, and already Congress’s to-do list looks a LOT like that of 2017. And for good reason: much of the work at the top of their to-do list is a spillover of items they did not complete in 2017.

Front and center are the final negotiations around the FY2018 funding bills. Federal fiscal year 2018 (FY18) started October 1, 2017. While Congress failed to fund the government, they avoided a shutdown by using a short-term continuing resolution (CR), which keeps government running while buying Congress more time to complete its work. They passed a CR that went until Dec 8, then a CR that went to Dec 22, and then the CR we are under right now, one that runs through January 19.

2018 is the start of a mid-term election year, so we shouldn’t expect any major legislation, and we can expect that Congress will want to wrap up appropriations work as soon as possible so as to clear room for campaigning. It is not as simple as appropriations work alone, though: Congress has nearly two years’ worth of backlogged items they are trying to address in the first three weeks of 2018: FY18 appropriations, raising the caps, resolving the deferred action on childhood arrivals (DACA) program, Secure Rural Schools (forest counties) and the Child Health Insurance Program (CHIP), among others.

Once Congress comes back from recess next week, there is not enough time for them to complete their work, so we can expect at least one more short-term CR, likely into February. Congress will continue its work to reconcile the differences between their proposed spending levels, which are significant when it comes to education: The House cuts U. S. Dept. of Education funding by $2.2 billion; the Senate provides a nominal $29 million increase. The funding conversations will hopefully include a resolution for the lack of funding currently available for CHIP and Secure Rural Schools.

An additional wrinkle related to the FY18 effort is the ongoing dialogue about raising the funding caps. Without explicit effort to raise the funding caps, Congress will be bound to the FY18 funding cap, which is below FY17. Carrying over from previous years, the conversation about raising the caps raises debate about the size of the increase, how (or if) to pay for the increase, and whether or not to maintain parity between defense and non-defense discretionary funding. (AASA supports parity.) Defense hawks want to provide a funding increase for defense but not non-defense discretionary funding, which is where education dollars fall. Democrats are committed to parity. We have to see how this plays out.

While not related in terms of policy, the politics overlap. When President Trump announced the end of DACA protections for young people brought here as minors, he started a six-month clock for Congress to resolve this issue. That timeline expires in March, meaning Congress has less than two months to find common ground. Democrats are interested in a clean DACA deal, the DREAM Act, a piece of legislation that provides a path to citizenship. (AASA supports the DREAM Act.) Republicans are interested in expanding the conversation to include some of their broader immigration priorities, including money to build a portion of the wall, ending chain migration, and a few other things. A bipartisan group of Congress is expected to meet this week, and that should give a good indication of if a bi-partisan deal can move forward.

Hopefully, this provides a “lay of the land” without detailing a specific outcome – and that is largely because we cannot predict with certainty how any of these discussions will go. AASA will continue to monitor these conversations and let you know how they unfold.

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**New Year, Not-So-New To-Do List**

**BY NOELLE ELLERSON NG, AASA ASSOCIATE EXECUTIVE DIRECTOR, POLICY AND ADVOCACY**

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.

**Job openings are grouped into several categories:**

- Superintendent/Asst. Supt./Executive Director vacancies in PA
- Public K-12, I.U., Career-Tech, Charter School administrator vacancies in PA
- Other Professional Vacancies: PA and National (professional education vacancies in public higher education institutions, associations and other organizations in PA, and non-superintendent public school positions in other states)
- Northeast/Mid-Atlantic Regional Positions (superintendent and other executive vacancies in public schools out-of-state, particularly the Northeast/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 web site, 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.)
Noteworthy Quotes…

“Everyone agrees it needs to get done. The fact that we can’t get across the finish line is kind of mind-boggling.” – Elisabeth Wright Burak, a senior fellow at Georgetown University’s Center for Children and Families, on Congress’s failure to reauthorize the Children’s Health Insurance Program (CHIP) (from Education Week, 12/11/17)

“Quality public schools are essential for our economy and our future, and the improvements made by the district in recent years have been significant…. Restoring district operations to a locally-selected board of education will only allow those improvements to continue and will better serve the needs of the district’s students and schools.” – Gov. Tom Wolf, announcing approval for return of Philadelphia’s public schools to local control by dissolving the School Reform Commission (SRC) and rescinding its designation as distressed (from a press release, 2/27/17)

“Our public education system represents one of our nation’s original forms of infrastructure: the backbone of our civic society, our economic growth and vitality, and American creativity. The partisan vote on this bill highlights a deep and pervasive disconnect for more than half of Congress: those voting for this bill demonstrated a clear lack of understanding of or basic consideration for its impact on schools, and their ability to adequately and appropriately prepare our students for their future.” – AASA Executive Director Dom Domenec on final passage of the federal tax reform bill

“In order to piggyback on the positive attributes included in the Federal Tax Cuts and Jobs Act, I plan to introduce the Pennsylvania Tax Cuts and Jobs Act. This legislation will reduce the tax burden of middle class Pennsylvanians by cutting the Personal Income Tax down to 2.8 percent during the 2019-2020 fiscal year.” – Rep. Seth Grove (R-York) in a Dec. 20 memo seeking co-sponsorship for a bill he plans to introduce

On Preparing for the 2018-19 State Budget Process…

“I think we’ve spent three years talking about revenue and ways to come up with revenue to fund spending priorities. I think next year’s budget brings that discussion generally to an end. We are not interested in searching out new or creative ways for coming up with new revenue…. We probably need to update not just the process that we go through but also how we evaluate the effectiveness of how those dollars are being spent. Like reinventing how we’re addressing issues like anti-poverty efforts, community and economic development, public safety and even education.” – House Majority Leader Dave Reed (R-Indiana) on the state budget process in the new year (from a story on Capitolwire, 12/17/17)

“Education continues to be a priority for our caucus and we still have work to do to restore the cuts that were made in the Corbett years. We want to continue to focus on early learning dollars and early learning education and pre-K counts, but also on childcare dollars.” – Senate Minority Leader Jay Costa (D-Allegheny), on Senate Democrats’ budget priorities