PASA members attended the American Association of School Administrators’ (AASA) National Conference on Education this month in Nashville (March 2-4). The conference, the only national conference for chief school administrators, featured sessions, featured speakers, special workshops and roundtables designed to help administrators in both their professional and personal development.

During the conference, Michael Snell, Superintendent of the Central York SD, was recognized as the 2018 Pennsylvania Superintendent of the Year, along with honorees from across the country. National Superintendent of the Year honors went to David Schuller, superintendent of Township High School District 214 in Arlington Heights, Illinois.

**Women in School Leadership Award**
A Pennsylvania administrator was one of three female school leaders recognized at the conference for exceptional leadership in making a difference in the lives of students every day. Sharon Suritsky, assistant/deputy superintendent of the Upper St. Clair SD, received the Central Office/Principal Award. **Click here** to watch a video featuring Ms. Suritsky.

Karen Rubican, counselor with the Canon-McMillan SD, was a finalist for the School-Based Award.

Congratulations!

**Conference Sessions: PA Presenters and Facilitators**
Pennsylvania school leaders were well represented among the facilitators and session presenters at the conference. Those who led sessions included:

- Sybil Knight-Burney, superintendent, Harrisburg – presenter on “Enhancing Equity Through Reforming District Discipline Practices”
- Anthony Hamlet, superintendent, Pittsburgh – presenter on “Learning, Leading and Networking” and in the Urban Superintendents Academy
- Thomas Murray, director of innovation, future-ready schools/Alliance for Excellent Education, Allentown – presenter on “Creating Future-Ready Schools”
- Shane Hotchkiss, superintendent, Bermudian Springs – presenter on “Training and Developing the Next Generation of Leaders: Why Social Media Plays an Important Role”
- Brian Troop, superintendent, Ephrata Area – presenter on “Training and Developing Leaders to Learn From”

See AASA Recap, page 4

LEFT: Pictured L-R: Don Domenech, AASA Executive Director, Dr. Snell and AASA President Gail Pletnick. Photo by LifeTouch, official photographer of the AASA Conference

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**FINAL CHANCE**

**PASA Education Congress**

featuring Jamie Vollmer, Noelle Ellerson Ng and Tom Ryan

**March 19-20**

Nittany Lion Inn

**The Congress is only a week away.**

**DID YOU FORGET TO REGISTER?** There still is time!

Contact Jolene Zelinski to secure your registration at (717) 540-4448.

For more information, see the PASA website: information at [https://www.pasa-net.org/2018edcongress](https://www.pasa-net.org/2018edcongress).

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School Safety

From the Executive Director...Dr. Mark DiRocco

After yet another terrible school shooting tragedy in Parkland, Florida, we find ourselves back in a familiar and exruciating situation as school leaders asking the same question: How do we keep our students and staff safe?

In my recent testimony before the Senate Education Committee, I explained that school safety is a burden that weighs heavily on superintendents and school leaders. It is a responsibility that they take very seriously. Most school districts have done an excellent job of implementing building infrastructure security, implementing bullying and harassment prevention programs, providing referrals to parents to help their children with difficult mental and social problems, and training their staff and students for a variety of emergency situations.

Unfortunately, these terrible events continue to happen.

We have learned a great deal about school shootings from studies by the U.S. Secret Service, FBI, and the U.S. Department of Education dating back to the Columbine shooting in 1999. Information from these reports and studies can be found on the PASA website at https://www.pasa-net.org/schoolsafety.

In almost every school shooting, the perpetrator developed a plan prior to committing the act of violence. There is not one profile of the type of person that commits these acts, although the vast majority of attackers are male. Almost every perpetrator has been referred to as a loner, disconnected to school, has suffered a significant loss, and viewed school and/or home as a place of pain or discomfort. Many of them had been bullied or mistreated in some fashion at home, school, or on social media. Often, the perpetrators believed that no one was helping them.

Once the attackers have reached the point where they are committed to do harm, they develop a plan. When the plan is in place, their next step is to find access to weapons. Once the weapons are secured, the event is scheduled – and the clock is ticking.

This pathway to violence has occurred in almost every school shooting. The most important and difficult task for school, law enforcement, medical, and mental health professionals is to intervene in this pathway to violence before the perpetrator takes action.

School attacks can be prevented if we are able to intercede while the attacker is in the process of developing their plan for violence. In fact, many acts of violence have been stopped because someone made a report, the matter was investigated in a timely manner, and authorities intervened before the event happened. The key is to be constantly vigilant as the signs of such an event are easy to miss. It is important to take every report seriously and act quickly.

Research and literature stress the importance of developing positive relationships between staff and students. We have to ensure that all our students have a sense of belonging in our schools and communities. Every child needs to be connected to a caring adult who can identify when they are in need or experiencing personal difficulties that may be escalating out of control. These trusting relationships are critical in not only helping students learn, but also in sensing when they may need help with critical personal issues.

School safety issues will not be solved if the conversation fades within a few weeks and we begin to focus on the myriad of other events and issues that are part of the normal routine of school. It will be important to keep this conversation at the forefront.

PASA will be testifying at the House Education Committee Hearing on School Safety on March 15. We will continue to be engaged with legislators, the governor, PDE, and our colleagues from other educational agencies to help craft legislation and provide much-needed funding to help our school leaders provide the safest school settings possible for their students and staff. We look forward to being part of a sustained conversation with all our leaders to create a multi-layered approach to this issue and take deliberate action to prevent any more tragedies in the future.

See the PASA website for a list of school safety resources at: https://www.pasa-net.org/schoolsafety.
At the Capitol...

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
Aftermath of Florida Shooting: Since the tragedy in Florida on Feb. 14, when 17 teachers and students were killed and more injured by a former student with an AR-15, questions, debates and proposals for addressing school safety issues have been at the forefront nationally and in Pennsylvania, as has discussion about planned student walkouts on the issue.

Senate Hearing: PASA Executive Director Dr. Mark DiRocco was among those testifying this month before the Senate Education Committee on school safety issues. DiRocco noted that superintendents take their role in ensuring school safety very seriously, that schools and communities need to identify students at risk for anger and depression that could lead to school violence, and that collaboration and resources are essential to addressing safety issues both in schools and in communities. Both the House and Senate likely will schedule additional hearings.

Legislation on School Safety: PA lawmakers are developing numerous bills to address school safety issues, many of which are expected to be introduced this spring. They range from proposals to arming teachers and requiring safety plans and drills to those banning assault rifles and restricting gun purchases.

State Budget News
Revenue Update: Pennsylvania collected $3.6 billion in General Fund revenue in February, or 12.8 percent more than anticipated, largely due to above-estimate non-tax revenue resulting from the securitization of the Tobacco Settlement Fund, part of the 2017-18 state budget plan. Fiscal year-to-date General Fund collections total $20.9 billion, about 2.4 percent above estimate.

In Legislative News
Session Schedule: After appropriations hearing end this week, the House and Senate will be in returning to session, with the House in session next week and the Senate returning the week of March 19.

State News
Congressional Maps: After the PA Supreme Court found the current congressional map unconstitutional and ordered the General Assembly to re-do it in advance of the May primary, the governor and lawmakers could not agree on a final map. As a result, the Court unveiled its own map on Feb. 16, a map which significantly redraws congressional boundaries in some areas. Republican leaders are challenging the Court’s authority both in federal court and before the U.S. Supreme Court. Those decisions are pending. Meanwhile, candidates for the new congressional districts are circulating their petitions in advance of the primary.

National News
Federal Budget for Education: In his proposed federal budget, unveiled Feb. 12, President Trump called for a 5 percent cut in funding for the U.S. Department of Education, a plan that also calls for more school choice, and eliminates Title II teacher grants and 21st Century Community Learning Centers. The plan also would reduce, eliminate or “streamline” 39 other discretionary programs, and includes a $25 million (36 percent) cut from the Department’s funding for school safety activities. The department has called for the complete elimination of the Project School Emergency Response to Violence (Project SERV) and Project Prevent Grant programs.

COMING UP
School safety likely will dominate much of the legislative agenda this month when the General Assembly returns to session, although reaching assessment on some very controversial ideas could be problematic. What likely will happen is that the focus will be on further mandates for school districts – with little additional funding, if any. Adding to the mix is a focus on the upcoming primary, so expect a lot of political fireworks this spring and continuing into the November election. As always, stay tuned for the latest information by following us on Twitter @PASASupts.

SAVE THE DATE: PASA, along with the PA Principals Association and PARSS, is planning a Lobby Day on Tuesday, June 19. All PASA members will be invited to participate! More information to come….

Reminder: March 15 Deadline for Nominations

2018-19 PASA President-Elect
2018-19 PASA Treasurer
PA representative to the AASA Governing Board (2)

See the PASA website for information: www.pasa-net.org/election2018.

For Pennsylvania’s AASA Members…

AASA ELECTION REMINDER

Voting for the AASA President-Elect ends at midnight Friday, MARCH 9.

Click on the names below for notes from each candidate.

Eric Eshbach (Pennsylvania)
Gary Kelly (Illinois)
Deb Kerr (Wisconsin)

If you did not receive your e-ballot, contact AASA at (703) 528-0700.

March 2018
the Next Generation of Leaders: Why Social Media Plays an Important Role” and “Using Modern Tools and Innovative Techniques To Achieve 21st Century Targets”

- **Khalid Mumin**, superintendent, Reading – presenter on “Becoming an Arc-Bender: Anti-Racist System Leadership for Today’s System Leader”
- **Melissa Woodword**, chief academic officer, Boyertown Area – presenter on “AASA/Chromagen Pilot Program Update”
- **David Baugh**, superintendent, Centennial – presenter on “Improving Student Outcomes through District Technology Initiatives”
- **Jacie Maslyk**, assistant superintendent, Hopewell Area, and **Michael Snell**, superintendent, Central York SD – presenters on “How To Take That Book Inside Your Head and Get It Published”
- **William Shirk, Jr.**, superintendent, Pottsgrove – presenter on “Data Rich and Information Poor: No More!”

**Aspiring Superintendents Academy Graduates**

Three school leaders from Pennsylvania were among those who graduated in the first class of AASA’s Aspiring Superintendents Academy. They are: **Jeffrey Fecher**, assistant superintendent, Abington SD; **Lynn Fuini-Hetten**, assistant superintendent, Salisbury Township SD; and **Greg Miller**, superintendent, Fleetwood Area.

**National Superintendent Certification Program**

Eight Pennsylvania superintendents and I.U. administrators were among 32 school system leaders who were part of the East Coast cohort in the AASA National Superintendent Certification Program. They are: **Peter Aiken**, Manheim Central; **Jessica Aquilina**, Forest City Regional; **Paul Brennan**, Riverside; **Jay Burkhart**, South Western; **Frank DeFelice**, Colonial I.U. 20; **Robert Fraser**, Council Rock; **Nicholas Guarente**, Greenwood; and **Randy Ziegenfuss**, Salisbury Township.

**Donations to Schools**

The CEO and co-founder of the Blackstone Group, a global private equity firm with $434 billion in assets, told school system leaders they ought to solicit the successful graduates of their public schools for the same kind of financial support that has flowed regularly to private schools and colleges.

Addressing the 1st General Session Thursday afternoon as a late addition to the AASA conference lineup, **Stephen A. Schwarzman** (pictured above) used the example of his just-announced $25 million gift to the Abington School District in Pennsylvania, located just north of Philadelphia, from which he graduated in 1965. That landmark donation – which he contended might be the biggest single gift made to a single public school – followed a period of well-crafted soliciting by Abington’s superintendent, **Amy Sichel**, a past president of AASA.
ABOVE: (L-R) Deb Kerr (Wisconsin), Gary Kelly (Illinois), and Eric Eshbach (Pennsylvania) answer questions during a “Meet the Candidates” panel at the conference. The three are candidates for AASA President-Elect. (Photo by LifeTouch, official photographer of the AASA Conference)

LEFT: Khalid Mumin, superintendent of the Reading SD, was a co-presenter in a session focused on organizing school systems to promote social justice and equity. (Photo by LifeTouch, official photographer of the AASA Conference)

RIGHT: Doris Kearns Goodwin, Pulitzer Prize-winning author, told attendees that resilience, the ability to withstand adversity and learning from one’s mistakes are traits of the strongest leaders.

Thank you to our reception sponsors:

**McClure Company:** providing expertise in engineering, performance, construction, and service from pre-construction to mechanical engineering, and from simple projects to complex solutions

**Questeq:** providing highly reliable technology infrastructure and improved data management that bridges the gap between technology and curriculum and ultimately drives innovation in the classroom

**PFM/PLGIT** (Public Financial Management/Pennsylvania Local Government Investment Trust): meeting the short-term investment needs of local governments, school districts, municipal authorities and other types of governments in the Commonwealth
Having been a superintendent for the better part of 20 years now, I have attended my share of conferences. Every time I go to a conference, I expect/hope to garner some new “nugget” from each session, whereby I either learn something brand new, look at a practice with a new lens, or at the very least, reflect on the best way to move forward based on what I heard presented. This year’s AASA Conference delivered on my expectations. Each session provided an opportunity for my growth as a leader.

Here are a few “nuggets” that intrigued me . . .

1. It is important to create a “specific graduate profile” for our 21st Century graduates, rather than mission statements, etc. (EDLeader 21)
2. The overabundance of kids today are not digitally literate, rather they simply have lots of digital access. We must teach literacy. (Heidi Hays Jacobs)
3. Schools are now being designed with colored lights that turn on at the change of class in place of bells. (Heidi Hays Jacobs)
4. Does your Board policy, images in hallways, and inclusivity in curriculum reflect our diverse American culture? (Author: Peter Dewitt)
5. How about creating a “flipped Back-To-School-Night,” whereby parents must first read information, changes, etc., about your school so they can then ask clarifying questions at the opening meeting? (Author: Peter Dewitt)
6. Great Presidents of our past possessed five important skills. They were resilient, humble, learned from their mistakes, controlled their emotions, and were adept at using language to convey their message. (Doris Kearns Goodwin)
7. In an Entry Plan, consider including band parents, varsity coaches and senior citizen meetings in addition to the obvious ones. (Hillsborough Township SD, NJ)
8. Personalized Learning is less about technologies and more about trustworthiness with the adults in the room. (Author: Todd Rose)
9. There is still no evidence to support the notion that the current generation of students can actually multi-task. (Jaime Casap, Google)
10. We should stop asking kids what they want to be when they grow up; rather, we should ask them what problem they want to solve when they grow up. (Jaime Casap, Google)

. . . And that’s just 10 of many new “nuggets.”
“I Love Public Education”  
BY CONNIE R KINDLER,  
PASA CONSULTANT FOR PROFESSIONAL DEVELOPMENT

At the recent AASA Conference, Daniel Domenech, Executive Director of AASA, exclaimed, "We don't have to make public education great again. It's the best it's ever been." He charged us to promote the achievements in our schools during Public Schools Week, March 12 - 16. (Sample materials are available at http://lovepubliceducation.org.)

As requested, I am highlighting samples of greatness shared at this conference by some of our own Pennsylvania champions of public education.

- **Dr. David Baugh**, superintendent of Centennial SD, is partnering with Khan Academy to bridge student achievement gaps.
- **Dr. Sybil Knight-Burney**, superintendent of Harrisburg SD, is implementing a multi-tiered system of support and career tracks to combat the disproportionate number of children of color experiencing out-of-school suspension and expulsion.
- **Dr. Anthony Hamlet**, superintendent of Pittsburgh Public Schools, demonstrated the importance of the superintendent as the district’s “lead learner” through his enrollment in AASA's Urban Superintendents Academy.
- **Dr. Shane Hotchkiss**, superintendent of Bermudian Springs SD, and Dr. Brian Troop, superintendent of Ephrata SD, are engaging students, parents, teachers, and community members through social media.
- **Dr. Kalid Mumin**, superintendent of Reading SD, is dismantling institutional racism and providing high-quality instruction to prepare his students for college and careers.
- **Dr. William Shirk**, superintendent of Pottsgrove SD, participated in a session highlighting the use of data to determine return on investment and student growth potential.
- **Dr. Amy Sichel**, superintendent of the Abington SD, facilitated a philanthropic partnership that will transform her high school now and into the future.
- **Dr. Michael Snell**, superintendent of Central York SD and 2018 PA Superintendent of the Year, shared his process for publishing *Clockwork: Time-Saving Routines and Tested Strategies for Success*, and **Dr. Jacie Maslyk**, assistant superintendent of Hopewell Area SD, provided information about her publication of *STEAM Makers: Fostering Creativity and Innovation in the Elementary Classroom*.
- **Dr. Sharon Suritsky**, assistant deputy superintendent of Upper St. Clair SD, earned the Central Office/Principal category AASA Women in School Leadership award for her focus on the achievement of all students in her district.
- **Dr. Melissa Woodard**, chief academic officer of Boyertown Area SD, provided information on her district’s pilot of ChromaGen, a FDA-approved, non-invasive treatment for vision-related reading problems.
- And more…

I was moved by their pursuits of excellence through collaboration, communication, engagement, and the empowerment of others inside and outside their schools.

PASA’s own premier event, our 2018 Education Congress, “The Challenging Role of School Leaders in Complex Times: Community Engagement, Culture of Innovation, and Advocacy,” to be held on March 19 and 20 at the Nittany Lion Inn in State College, PA, will feature other examples of greatness. In addition to national keynotes who will provide pragmatic tools for overcoming complexities, spotlights will shine on more outstanding PA educational leaders who are navigating challenges and facilitating cultures, systems, and practices that inspire growth.

I look forward to celebrating their achievements and all of our great PA public schools with you!

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**SPOTLIGHT ON… Leaders to Learn From**

Each year, *Education Week* identifies some of the nation’s most exceptional school district leaders in its “Leaders To Learn From” report and shines a spotlight on their extraordinary impact on the success of educators and students.

The 2018 honorees are leading-edge district leaders who seized on smart ideas, executed them skillfully, and are seeing promising results for students and schools.

Included among the 12 leaders are two Pennsylvania administrators: **Aileen Owens**, Director of Innovation in the South Fayette SD, and **Dr. Michelle Saylor**, Superintendent of the Bellefonte Area SD and President of the PASA Women’s Caucus.

[Click here](#) to read about more about these exceptional leaders.

Congratulations to Aileen and Michelle for this wonderful recognition!
From the Women’s Caucus

Leading in Troubled Times

BY DR. MICHELLE SAYLOR, CAUCUS PRESIDENT

As leaders, we face challenges. We face them every day. We often try to look at them through the lens of opportunity and strive to be proactive as we seek to solve problems before they materialize. We lead to serve, to build capacity, to nurture hopes, and dreams, and children’s futures.

That is what we do. Yet we live in an era where each day we wake to a barrage of formidable tasks amplified by current politics and divisive behaviors. We wake to an onslaught of opinions that can be disturbing at best, downright harmful at their worst - to a world where social media is splattered with half-truths, fake news, misinformation, and a host of “experts” who cloud our profession. We work hard to tell our narratives before someone else does; sometimes we are successful, sometimes not as much.

Coupled with this, we face ongoing issues of school safety: violence, drugs, bullying, and mental health issues, to name a few concerns. These past few weeks many of us are struggling with the aftermath of the most recent school shooting, the proposed walk-out and the tenuous struggle between civil disobedience and our students’ safety. (I know it gnaws at the essence of my being.) We share ideas; we fight to stay ahead of the social disruptions and put procedures and guidelines in place to keep our students and staff safe. However, again, we often feel the sting of the media, where our stories can be twisted or told out of context.

We manage and leverage the demands of diversity, global understanding, social and emotional development, ever evolving technology, academic growth and achievement, state and federal mandates, limited resources, and exponential change. And we embrace it; we shift paradigms.

Yet despite our best efforts to make the best decisions possible with the information we have, we will never be right in everyone’s eyes. That is our reality. All we can do is what is right for our students, our staff, and continue to take the risks that we know we need to take.

It’s not easy; it takes its toll: sleepless nights, long days, family sacrifices, and at times our health. Leading in education in the 21st century is hard work. In the midst of all of this, if we want to continue to be at our best and to be able to make the tough decisions, we need to make we need to take care of ourselves. We can’t relegate this task to the bottom of our list.

In an article from the Harvard Business Review, Senior Executives Get More Sleep Than Anyone Else, authors Rasmus Hougaard and Jacqueline Carter (2/26/18) emphasize the need for enough sleep to maintain optimum performance. A lack of sleep, less than seven to nine hours per night, can affect logical reasoning, executive function, attention, and mood; it can also increase anxiety or lead to depression.

So, if you are a leader who isn’t getting enough sleep, it may be time to focus a little more on your well-being so you can ultimately focus better on others. Some suggestions offered by the authors to help you get the deep restorative sleep you need, include avoid and turn off screens, go to bed when you are just beginning to feel drowsy, engage only perceptual activities an hour before bed, avoid eating for two hours before bed, and finally, practice five minutes of mindfulness before going to sleep.

As always, 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.

Mark your calendar for May 6-8, 2018. Look for more information on our conference website: https://www.pasa-net.org/wconf - and we hope to see you in Hershey!

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 https://www.pasa-net.org/wcabout.

REGISTRATION OPEN!!!

2018 Annual Spring Conference

May 6 - 8
Hotel Hershey

Hotel Room Deadline: March 21

Leaders Lifting Leaders

FEATURED PRESENTERS:

Dr. Helen Sobehart
Women Leading Education Across Continents: Lifting Leaders from Here to There
Dr. Tracey Severns
Courageous Leadership
Dr. Emilie Lonardi
Lead and Lift: A Call for Females to Aspire to the Superintendency
Matt Stem, PDE
Update from the Department

***PLUS***

Education Case Law Review
Legislative Update
Networking
Numerous education sessions on leadership and professional growth

See the PASA website at www.pasa-net.org/wconf for conference and registration details!
As she has for many other TV shows, my daughter got me hooked on the TV show “Big Bang Theory.” The comedy traces the adventures and misadventures, social cluelessness and enduring friendships of four young and brilliant college researchers and their friends and partners. Although it features a talented ensemble cast, actor Jim Parson’s portrayal of the socially inept but intellectually brilliant Sheldon Cooper is the standout.

I don’t recall all the details, but in one particular episode, Sheldon decides he is going to stay in his room (probably to stay away from germs) and instead spend time with his friends and get around campus by means of a remote controlled Segway topped with a screen – with his face as the only interacting component.

Tech fiction coupled with comedy, I thought. Spending time somewhere without actually being there? Moving around campus without physical walking on the commons? It was pretty funny, but not real, of course – just something Sheldon and the show’s producers cooked up.

Or so I thought.

Guess I’ve been out of the classroom too long.

A recent story in The Philadelphia Inquirer (Feb. 27) featured the ability of 12-year-old Jilly DeStefano, who is medically challenged, to interact with her friends and “attend” class in the Octorara Area School District in Chester County by means of a “Perfect Attendant,” a pole on Segway wheels topped with an iPad – something which she controls and an identical machine to Sheldon’s social tool. The device allows her to be part of school when she physically cannot be there and provides a level of participation in school not afforded by a camera set on a computer monitor or a taped lesson.

As Jilly’s teacher Melissa Fanelli says, “To you and I, oh my gosh... it’s like George Jetson. [But the kids] interact with her like they do in the classroom.”

That’s just one example of what is happening in education. You know about many others. Superintendents must be savvy in tech use and availability to effectively lead their districts. It is very clear: the impact of technological advances on how we “do” school is an ongoing eye-opener, opening doors, and yet challenging everyone to balance what is available against what is best.

The same challenges exist in trying to determine whether students are “college and career ready” or competent in “21st century work skills.” These policymaker-terms are now part of the education lexicon. Businesses continue to say our students are lacking in those skills, aren’t prepared for the jobs they need filled – and lawmakers pick up that mantra and echo it back, insisting that schools just aren’t doing the job. And their answer? Academic standards. Basics. Testing.

Well, here’s my question: In a big-bang-theory time, when ripples of rapidly advancing technology are changing workplace and educational environments, communications, business processes and business goals and ventures on a global scale faster than we can process them, what exactly are we training our students for? The job that exists right now? Five or ten years from now? Longer than that?

We live in a world where technology changes so fast that today’s iPad-atop-a-Segway-stick will in a short time be relegated to the old curiosity shop of tech “advances,” like the Blackberry or the handheld calculator. And, in that world, what should be our educational priorities?

The PASA Resolutions Committee meets next month to discuss revisions to the current Resolutions document. Without a doubt, school funding, property taxes, school safety and charter school reform will be major issues again this year. And they should be.

But what also will be the big underlying issue is how we prepare our students to meet the challenges of a rapidly changing world, a world in which today’s business environment will be nothing more than a historical memory – and in a very short time. The workplace changes daily. Jobs change daily. The ripple effect of technology will change the world drastically before today’s first-grader graduates from high school. And this change is defining and redefining what “school” is every day.

We need to continually figure out the best ways to instill in every student not only the content knowledge preferred by policymakers right now but, perhaps more importantly, the creative, innovative and critical-thinking skills that will help our students navigate through a big-bang-theory world – and succeed in it as they move on. That is the challenge.

What You Need to Know!

If you are a PASA member as a Commissioned Officer or District/Cabinet/Central Office Administrator, find what you need to know in the weekly “Education Update.” Watch your email on Mondays for the E-Update and link to this weekly report, a source for the latest in education and budget news from Harrisburg, Pennsylvania and the nation.

AND...

Check the PASA website at www.pasa-net.org for reports, testimony, the program and meeting schedule, archived Updates, the PASA Career Center (job postings)… and more!
**Call for Session Presentations**

PASA and PSBA seek relevant and compelling presentations for the 2018 School Leadership Conference educational sessions that encourage administrators and board members to think broadly about their respective roles in education.

This year’s education session schedule will not include topic-specific tracks. Potential subjects areas may include governance, planning, leadership, advocacy, ethics, communication and evaluation. Presentation topics are open to all areas of education and training.

Proposal style should fall under one of the following categories:

* **Traditional Presentation**
  Traditional presentations focus on a single topic or program, typically including a talk or media presentation, followed by Q&A.

* **Roundtable Discussion**
  Presenters briefly introduce the idea or issue they wish to explore, and then open the discussion for input and exchange of ideas among participants.

* **Interactive Presentation**
  Interactive sessions provide an extended opportunity for participant engagement (discuss scenarios; conduct/report polls/mini-breakout sessions; other exercises).

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****FINAL WEBINAR IN THE 2017-18 SERIES**

**PASA webinars**

**2017-18 PASA WEBINAR SERIES**

*specifically addressing concerns of school administrators*

**Friday, March 23***:
  Pennsylvania’s ESSA Implementation Plan
(*date changed from March 28)*

**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.

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* **Panel Discussion**
  Discussion focuses on a specific topic among a selected group of panelists who share differing perspectives.

See the conference website at [https://www.paschoolleaders.org/](https://www.paschoolleaders.org/) for details and information about how to submit your proposal AND for information about the conference.

**Deadline for submission: June 1**

**ALSO…**

Applications for student performing groups to participate in the fourth annual Student Showcase on Oct. 18, 2018, 7-9:30 p.m., are due on June 15. See the conference website for details.

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**REMINDER:**

**PASA Website Career Center**

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 [pasa@pasa-net.org](mailto:pasa@pasa-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.)
In School Administrator Magazine
Margaret Billings-Jones, assistant superintendent in the Oxford Area SD, is among former superintendents featured in “When No. 2 Is Best” by Merri Rosenberg, as published in this month’s issue of School Administrator magazine. The article focuses on former superintendents who moved to assistant superintendent positions and found a new niche. Billings-Jones had been superintendent in the Lakeland SD for ten years before moving into her new position.

“I Love Public Education” Campaign
As part of the “I Love Public Education” campaign, AASA now has available online numerous resources for promoting public schools and for promoting Public Schools Week on March 12-16.

The campaign, a year-long effort to highlight why public schools are essential to developing the future generations that will maintain our country’s status as a world leader, is designed to facilitate deliberate conversations and strong, meaningful actions on the efforts to bolster our schools to best support the students they serve. AASA is working to reframe the current national dialogue on public education to highlight the critical role public schools play as the bedrock of our civic society and their work to prepare students to be successful, contributing members of their local, national, and global communities.

See the website for resources and more information at www.lovepubliceducation.org.

New Mission Statement
AASA’s Governing Board last month reworded the AASA mission statement to capture the importance of equity in public education. The revised mission study now reads as follows: “AASA, The School Superintendents Association, advocates for equitable access for all students to the highest quality public education and develops and supports school system leaders.”

Superintendent Salary and Benefits Study
AASA recently released the 6th annual Superintendent Salary and Benefits study, which found the following:

- Base salaries ranged from $50,000 to $393,000, with a median of $127,085 and an average of $137,131.
- Respondents are predominately male (76 percent), white (93 percent) and from intermediate-sized districts (300-2,499 students, 59 percent) regardless of their gender.
- Female respondents were, on average, slightly older than male respondents (with a median age of 53 to 52 respectively).
- Despite the strengthening national economy, the trend continues over the last six editions that few superintendents see their district economic condition as strong. In 2013, 43 percent of respondents described their districts as in declining economic condition. This year, one third of respondents still described the economic condition as declining.

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.

Stay informed...
On the state level, through the weekly PASA Education Update and via Twitter @PASASupts
On the federal level, through AASA Updates and alerts

Higher Education Act Reauthorization and the Growing Teacher Shortage
BY LESLIE FINNAN,
AASA SENIOR LEGISLATIVE ANALYST

As AASA is an advocate for K-12 system administrators, the Higher Education Act is not a natural fit. However, as with healthcare and tax policy fights we have engaged in previously, we learn that to advocate for superintendents means to work on anything that could impact schools. Through this, we are paying close attention to the Higher Education Act reauthorization conversations in both the House and Senate, keeping a particularly close eye on the elements that would impact teacher preparation and anything that could exacerbate teacher shortages in the future.

Last month the House Committee on Education and the Workforce passed the Promoting Real Opportunity, Success, and Prosperity through Education Reform (PROSPER) Act through their committee. This bill, premised on simplifying and streamlining the student aid system, promotes a “one grant, one loan, one work-study, two repayment plans” structure, giving every student access to the same funding supports, no matter their study and career path.

What this does is eliminate TEACH Grants, Teacher Loan Forgiveness and Public Service Loan Forgiveness – and that means a graduate working on Wall Street and one teaching in a rural school would have the same grants, loans and repayment options. This is very concerning, given the high expense of higher education and the financial sacrifice many teachers make by entering and staying in the public education system.

The PROSPER Act has passed through the House committee on a fully partisan vote (all Republicans voted yes, all Democrats voted no). Chairwoman Foxx has reiterated her desire to have a full vote on the House floor, but no such vote has been scheduled. Rumors are that there may be enough dissenters to keep it from passing. Also, this bill is not a priority for Speaker Ryan at a time of higher profile issues.

The good news is that the PROSPER Act would never pass the Senate. Senators Alexander and Murray are committed to working together in a bipartisan way to reauthorize this bill. Both the Republicans and Democrats have released their priorities for the reauthorization of the Higher Education Act, and those priorities show very different commitments. Republicans are focused on simplifying and streamlining the system, while Democrats are focused on increasing affordability and accessibility.

As these bills move forward, we will be asking for your support in protecting and improving programs vital to your workforce.
**Noteworthy Quotes…**

**On the Florida tragedy and school safety…**

“Subsequent to the Sandy Hook shooting, the AASA Governing Board in July of 2013 adopted a Position Paper on School Safety that says: ‘If we hope to prevent future tragedies at schools, we must comprehensively address both school safety and gun safety. Increased mental health services, community supports for youth, and new attitudes about violence in our entertainment must all be part of this approach. We must be willing to spend the time and resources necessary to make sustainable changes.”’ - Daniel Domenech, AASA Executive Director, from remarks at the National Conference on Education

“I’ve been saying since 2012 that we need to mandate that schools be adequately secure. In large part they are not. Local control is important, but superintendents are clueless on this topic. Let’s protect our kids.” – PA Sen. Mike Regan (R-Cumberland) in a tweet that was subsequently removed after a conversation with a superintendent who took exception to his comments, as reported by The Patriot-News. Regan subsequently told the newspaper that superintendents have enough on their plate trying to educate students, that “we need experts in security to make recommendations,” and that those matters are “just not in their [superintendents’] wheelhouse.”

“I want to assure you that the safety of our school community is our top priority and that our schools have comprehensive crisis plans in place to guide us through a variety of emergency situations should the need arise.” – Todd Stoltz, West Shore SD superintendent, in a letter sent to parents following the shooting in Florida, as reported in The Patriot-News

“I don’t understand why I can still go in a store and buy a weapon of war, an A-R [rifle]. How is it that easy to buy this type of weapon? How do we stop this after Columbine, after Sandy Hook? I’m sitting with a mother who lost her son. It’s still happening.” – Samuel Zeif, 18, student from Marjory Stoneman Douglas High School, during a discussion at the White House with Pres. Trump and others following the tragedy

“I enlisted in the U.S. Army at 17 years old. This morning I was working out and listening to the news about ‘students’ being bussed in to the Florida Capitol. The hypocrisy of the left struck me! They expect lawmakers to listen to the policy advice of 18 year old and younger ‘students’ who are advocating for gun control, but they do not believe 18 year olds who are old enough to serve on the battlefields of Afghanistan are old enough to serve on the battlefields.” – Rep. Daryl Metcalfe (R-Butler Co.), in a tweet on 2/22/18

“This is detrimental to our safety. We have every right to share our voices on it. Even if we are influenced by media and politicians, I generally feel that we have every right to voice our opinions because it is our safety that is in question.” - Amarins Laanstra-Corn, 17, a junior at Montgomery Blair High School in Silver Spring, Md., who co-organized a student walkout that took her and other students to Capitol Hill and the White House last week, as reported in Education Week, 2/21/18.

“Now, as policymakers weigh how to respond – some Democrats have advocated for stricter gun control, while President Donald Trump has framed this as a mental health issue – one of the more controversial options is being raised once again: arming teachers at school and training them to shoot back in case of emergency.” – from “In Wake of Parkland Shooting, Proposals for Arming Teachers Likely to Resurface” (Education Week, 4/15/18)

“Just months after his 18th birthday, Nikolas Cruz went to a Florida gun store to buy a weapon. But there were limits on what he could purchase at his age. Cruz wasn't old enough to buy any of the handguns at the store. But there's no such restriction for rifles, shotguns or the AR-15 that police say he used to carry out the nation's deadliest school shooting in more than five years. The young age of the man accused in the Florida high school shooting that killed 17 people has revived the debate over age requirements for gun purchases in a country where a patchwork of laws and rural states steeped in hunting culture allow kids as young as 14 to buy rifles. In most states, it's easier for teenagers to buy rifles than handguns.” – from “Florida Shooting Revives Debate over Gun Age Requirement” (from the Associated Press, as published on goerie.com, 2/15/18)

"President Trump, please do something! Do something. Action! We need it now! These kids need safety now!" – Lori Alhadeff, mother of 14 year-old shooting victim Alyssa Alhadeff, during an interview with local media

“These teachers love their students, and these teachers are talented with weaponry and with guns. I'd rather have somebody that loves their students and wants to protect their students than somebody standing outside who doesn't know the students. The teachers and the coaches and other people in the building. They love their people, they want to protect their kids. A teacher would have shot the hell out of him before he knew what happened." Pres. Trump, speaking before the Conservative Political Action Conference on Feb. 23

“Unfortunately, the bad guy, he’s not too concerned where his rounds are going. A teacher, or anybody acting in a defensive situation, they squeeze the trigger and fire that round, it’s got to go where it’s got to go, because if you miss your mark, you’re responsible for wherever that round goes.” – John Remaley, firearm instructor, former police officer and Easton Area SD’s supervisor of safe schools, from a story in The Morning Call, 2/22/18

“You do the best that you can. You prepare as much as possible, but as much as you prepare, there is no preparation that is going to create a 100-percent level of safety.” – Robert Runcie, superintendent of the Broward County schools where the Florida shooting took place, during an interview with Education Week following the tragedy
MEMBER NEWS

REGION 3

Alan Johnson, superintendent of the Woodland Hills SD, has announced his intention to retire, effective June 30.

Brendan Hyland has been appointed superintendent of the Plum Borough SD. He currently serves as a high school principal in the North Allegheny SD. Hyland will replace Timothy Glasspool, who resigned from the position last year.

REGION 22

Dr. Jacqueline Rattigan, superintendent of the Pennridge SD, has announced she will retire at the end of the school year. She has served in the position since 2013.

REGION 25

Dr. Kathleen Sherman, superintendent of the Chichester SD, has announced she will retire, effective June 30, 2018. She has served in the position since 2013.

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.”)

Quick Glance: PASA Programs

March 19-20  Education Congress with Jamie Vollmer (State College)
March 21  Hotel deadline for the PASA Women’s Caucus Conference
March 23  PASA Webinar: PA ESSA Plan
April 4  PASA/PASBO Leadership Symposium (PASA/PASBO office)
May 6-8  Women’s Caucus Conference (Hershey)
July 12-13  New Superintendents’ Academy Part 1* (PASA office)
July 29-31  PA Educational Leadership Summit (State College)
Sept. 26-27  New Superintendents’ Academy Part 2* (PASA office)
Oct. 17-19  PASA/PSBA School Leadership Conf. (Hershey)

*PIL-approved

See the PASA website at www.pasa-net.org for more information on the PASA Professional Development Program.

Communication Tip of the Month

“[When utilizing Twitter as a communications tool,] determine whether you will tweet as an individual account holder or through an official district account. School leaders actually should have both and make a clear distinction in their uses. We use the @norris160 Twitter feed only to post official district announcements, link to district news and celebrate success. On my personal account, I tweet a wide range of content that includes broadly relevant educational content and personal updates on district developments. I use @jskretta to express opinions on policy matters important to our legislative objectives.” – John Kretta, superintendent of the Norris SD in Nebraska, from “‘Tweeting for Legislative Advocacy,’” as published in this month’s issue of AASA’s School Administrator. The March issue of AASA’s School Administrator addresses the changing nature of superintendents’ career moves.