PASA is seeking nominations for the 2019-20 PASA President-Elect and Treasurer. In addition, PASA is seeking nominations for one Pennsylvania representative to the AASA Governing Board.

**PASA Officers: President and Treasurer**

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 2019-20 membership year, beginning October 1, 2019.

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, 2019.

**Eligibility**

Eligible candidates must have been an active member of the Association for at least three years prior to 10/1/18.

**Nominations & Deadlines**

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.


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.

**Pennsylvania Representative to the AASA Governing Board**

PASA is seeking nominations for one three-year term on the Board, beginning July 1, 2019 to June 30, 2022.

Current PA representatives on the Board include Dr. Jay Burkhart (South Western), Dr. Nicholas Guarente (Greenwood), Dr. G. Brian Toth (St. Marys Area), Dr. Brian Troop (Ephrata Area) and Lee Ann Wentzel (Ridley).

Dr. Shane Hotchkiss (Bermudian Springs) currently serves on the AASA Executive Committee, having been elected in 2018 by Governing Board members representing the Mid-Atlantic region.

See Nominees Sought, page 4
A WINDOW OF OPPORTUNITY IS OPEN

Governor Wolf is fresh off his re-election, and the General Assembly has 49 new legislators coming to Harrisburg. Although Democrats gained seats in both the House and the Senate, Republicans still comfortably control both chambers, setting up another round of divided government and dueling political philosophies on what is best for the commonwealth.

Historically, the governor will be at the peak of his political strength and influence heading into this first year of his second term. He won re-election by 17 percentage points, which is a political landslide. This gives him the political capital needed to set an agenda and make proposals that align with his campaign and vision for Pennsylvania’s future.

The governor has been a staunch supporter of public education and has worked to increase funding for our schools. To his credit, he has proposed increases in funding for public education in each of his budgets since becoming governor.

Despite some very difficult budget sessions where revenues were difficult to find, the legislature over the past four years agreed to modest funding increases for public education. Most educators have been grateful for these new dollars. However, we all know that the increases to basic subsidy, special education, and career technology centers have not been enough to help districts adequately provide a quality education to Pennsylvania’s students due, in no small part, to rising costs (particularly in special education), the financial drain of PSERS contributions and, for many districts, increasing fund transfers to charter schools.

A window is now open with the start of the 2019 legislative session to put public education squarely in the forefront of budget considerations.

The tide of public opinion has shifted in recent years toward more support for public schools. We’ve even witnessed conservative legislatures in red states pass legislation to give raises to teachers and increase funding to public schools in the past year. With a pre-education governor and public opinion moving in greater support for public education, it is time to focus our efforts on securing a significant boost to public school revenues.

PASA is working with the PA Schools Work Campaign along with more than 20 other organizations and associations to implore the governor and legislature to significantly increase funding for public education. The Campaign is seeking a $400 million increase in basic subsidy, $100 million in special education subsidy, and $15 million in CTE funding.

There is a sound argument for these numbers.

Several studies, including the Costing-Out Study of 2007 and the Public Interest Law Center Report of 2016, have concluded that public education is underfunded between $3 and $4 billion dollars. In order to put our schools on solid financial footing, we need to increase public school funding by $500 million a year for at least six years to get to the minimum $3 billion increase that is needed. These numbers reflect what should have been provided to school districts years ago.

It’s time for the state to enact a reasonable long-term plan to properly fund our schools – and we need your help to accomplish this task. The Campaign will become more active as the budget season unfolds in Harrisburg. Please visit their website at www.paschoolswork.org.

In an effort to assist the Campaign and increase PASA’s influence with the legislature on a variety of policy issues affecting public education, PASA has developed a set of advocacy strategies in our new strategic plan. These strategies are designed to engage our members in advocacy activities to increase our influence and impact in Harrisburg. They are listed below:

1. PASA will establish a system to increase the volume of emails, text messages, and phone calls to legislators when a PASA Legislative Alert is issued.
2. A PASA member will visit each Senator and House Representative at least once in the fall and spring from their constituency.
3. An advocacy curriculum will be provided to train superintendents, school leaders, and parent groups how to advocate for their schools and public education.
4. PASA school leaders from each Intermediate Unit will make presentations or assist others in recruiting school stakeholders to work as an organized network to promote public education.
NEWS RECAP

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

School Safety News

Arming School Staff: The Tamaqua Area school board has suspended a recently approved policy that would authorize the arming of district staff who undergo special training carrying firearms and using deadly force while performing school duties. The action followed the filing of two lawsuits challenging the policy, one from the Tamaqua Area Education Association and one from a group of parents, both arguing that the policy conflicts with the School Code and other state laws.

Safe2SaySomething: The statewide tip-line system for reports of potential safety issues in schools became active January 14, as required by statute. Sandy Hook Promise and the Office of the Attorney General will continue to provide training, information updates and additional resources moving forward.

Budget & Finance News

State Revenue: Pennsylvania collected $2.9 billion in General Fund revenue in December, which was $70.1 million, or 2.5 percent, more than anticipated. Fiscal year-to-date General Fund collections total $15.3 billion, which is $403.7 million, or 2.7 percent, above estimate and about 6.7 percent more than was collected in the same period of the last fiscal year.

Sports Betting Revenue: The PA Gaming Control Board last month announced that, after just two weeks, legalized sports betting at the Hollywood Casino at Penn National Race Course generated more than $183,000 in tax revenue. The casino was the first to launch a sports wagering facility in the Commonwealth, with more facilities set to launch sportsbooks soon.

Lower Merion Tax Case: The PA Supreme Court ruled last month that the Lower Merion SD may appeal a lower court decision that found the district will be able to argue the case on its merits. An earlier lower court decision ruled against the district on procedural grounds.

Legislative News

Legislative Session: The General Assembly convened on January 1 to swear in new members, approve operating rules for the House and Senate, respectively, and officially elect chamber leaders. Lawmakers are expected to be in session for six session days before Gov. Wolf unveils his 2019-20 state budget plan before a joint session on Tuesday, Feb. 5. Following that, lawmakers will stand in recess to allow the House and Senate appropriations committees to hold hearings on various aspects of the proposed budget plan, including education.

New Education Chairs: Both the House and Senate education committees will have new Republican chairmen in the 2019-20 legislative session. They are: Ryan Aument (R-Lancaster) in the Senate and Curt Sonney (R-Erie) in the House. Legislative leaders continue to develop committee assignment lists, which are expected to be finalized soon.

State News

New Term for the Governor: Gov. Wolf and new Lt. Gov. John Fetterman, former mayor of Braddock, PA, were officially sworn into office on Jan. 15. Fetterman will serve as officiating officer of the PA Senate.

Hearings on Chapter 49: The State Board of Education announced last week that it will hold four regional public hearings across Pennsylvania on proposed changes to Chapter 49 (Certification of Professional Personnel), beginning March 4. While the proposed revisions do not make changes to age/grade spans of certificates (with the exception of special education certification changes effective with Act 82 of 2018), revisions do address preparation program standards, conversions of certificates from Level I to Level II, assessment requirements for licensure, clinical training experiences, teacher induction and other recent changes in statute (School Code amendments).

School Performance Profile: Last month the PDE posted Act 82 scores on its website as part of the federal requirement under ESSA.

CSI and ATSI Schools: Also last month, the department released a list of 289 “struggling schools” that will have to develop improvement plans with the direction of state advisors. The schools will share some portion of $40 million to develop and implement changes.

National News

Rescinding Civil Rights Guidance: U.S. Secretary of Education Betsy DeVos has rescinded Obama-era guidance intended to ensure that students of color weren’t disciplined more harshly than their peers.

COMING UP

Although lawmakers will be in Harrisburg for several session days this month and early February in preparation for the Governor’s budget address on Feb. 5, there likely will be little legislative work going on. Once the budget is unveiled, the House and Senate appropriations committees will be holding public hearings on it until mid-March, which means the push to consider legislation will be delayed until those hearings are over. As always, stay tuned for the latest information by following us on Twitter @PASASupts.

Executive Director’s Message

Continued from page 2

5. PASA will conduct in-person and virtual meetings to prepare the PASA Advocacy Representatives to conduct trainings in their assigned area.

6. PASA will prepare a set of documents, materials, and resources for school leaders to use at the advocacy trainings and for ongoing support.

In the near future, PASA leaders will be reaching out to all PASA members encouraging you to become more active in our advocacy efforts. We will only be a strong and influential organization if we have significant participation from our members.

These efforts, combined with PASA’s participation in the PA Schools Work Campaign, can help us achieve better funding for our schools, greater financial stability for our communities, and a quality education for all our children.
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 2019). 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).

NEW YEAR RESOLUTIONS

BY DR. RICHARD W. FRY, 2018-19 PASA PRESIDENT

As we wish farewell to the holiday season and prepare for the challenges of winter, most begin the new year with some sort of thought process regarding things we can do better. Whether we set a New Year’s Resolution depends on the individual, but I do believe most of us do knowingly take some time and reflect and assess specific components of our lives. If you do engage in this sort of self-reflection, I would encourage you to examine and plan for your continued growth, both personally and professionally.

Let’s start with the personal.

The term itself indicates it is all about you and, as such it is private. With that said, I would hope you consider thinking about “balance” in your life. I discussed this a bit in my holiday thoughts, but I feel it important to address again.

Our jobs are tough, they are taxing, and if we allow it, they can absolutely consume us. That is our reality. The demands of the superintendency in Pennsylvania public schools are such that the physical and emotional effects can create challenges for us individually and for our families. Thus the churn we continue to experience in Pennsylvania within the position of superintendent is no accident.

Please find time for self, find time for family and find time to laugh and enjoy the amazing opportunities we’ve been given. Consider the “balance” in your life and have that concept be part of any New Year’s Resolution.

In regards to the professional, I would challenge all to think beyond your zip code and stay active in support of public education.

I usually come back from break and try to do a better job getting into classrooms and seeing staff and students. I try to attend more winter events where I can support our students and spend time with families.

I’m not sure that I’ve ever knowingly set specific goals to become a better advocate for public education. What we do on a daily basis in support of all students needs to be communicated both locally and at the state level. Find time to better tell your story as a school district, and go beyond your zip code with that process. As leaders of these amazing entities, we absolutely have to be the “story tellers.” If you set a professional resolution for the new year, please consider your role as the “story teller” for your district. People are listening.

In closing, I want to circle back to one of my previous messages that focused on building your support network. Whether you start 2019 with resolutions or just reflection, I encourage you to share ideas with colleagues and support one another as we share our story and work to meet our personal and professional goals.

Wishing you an amazing 2019!
The Future of Public Education

**Bold Leaders Breaking Barriers**

**March 17-18, 2019 at the Hilton Harrisburg**

A conference for superintendents, assistant superintendents, curriculum leaders, technology coordinators and principals

**Approved for 40 Act 45 hours**

Conference begins with check-in at 4 p.m. on Sunday, March 17 and ends at 4 p.m. on Monday, March 18.

Join your Pennsylvania colleagues at the 2019 PASA Leadership Forum as we tackle the challenges of school leadership. Hear from outstanding Keynote Presenters and choose from nine breakout sessions on best practices and strategies developed and implemented by bold school leaders across Pennsylvania!

**FEATURED KEYNOTES**

- ANTHONY KIM
  CEO and founder of Education Elements
  *Six New Rules for School*

- HEIDI HAYES JACOBS
  founder and president of Curriculum Designers
  *Bold Moves for Schools*
  virtual presentation

- DR. JOSEPH ERARDI
  former superintendent of Newtown School District
  *K-12 Safety Best Practices*

**EDUCATION SESSIONS LED BY SCHOOL LEADERS ACROSS PENNSYLVANIA:**
- Career Pathway Programs in Business, Engineering and Design, Global Studies & Medicine (Palisades SD)
- Colonial Manufacturing: Simulated Manufacturing Plant at New Oxford High School (Conewago Valley SD)
- Re-allocating Time, Energy and Resources to What Matters Most – Professional Learning Communities, Instructional Learning Cycles, & More (Washington SD)
- Meaningful and Authentic Project-Based and Experiential Learning (Springfield SD)
- Transforming Learners and Boosting Results with Khan Academy (Centennial SD)
- Proven Approaches to Leading Students to Graduation, College Associates’ Degrees and Financial Savings (Oxford Area SD)
- A Quality Leadership Model To Inspire Innovative Learning Environments and Complex Change (Mt. Lebanon SD)
- Responding to Student Needs: Start Times, Schedules and a New Curriculum/Assessment System (Mechanicsburg Area SD)
- Making Learning Pathways a Reality through a Blended, Self-Paced, Game-ified Professional Development Development Initiative (Hollidaysburg Area SD)

**Register today at the early-bird rate!**

**Early Bird through Feb. 18**
- PASA Member: $299
- Non-Member: $399

**After Feb. 18**
- PASA Member: $349
- Non-Member: $449

**BOOK YOUR HOTEL ACCOMMODATIONS BY FEB. 15!**

Hotel rooms available at a special rate of $169 +tax.

See the PASA web site for more information at: [https://www.pasa-net.org/leadforum](https://www.pasa-net.org/leadforum)
It’s nearly that time of year again – budget time. On Feb. 5 Gov. Tom Wolf will unveil his proposed 2019-20 state budget, along with any initiatives he plans to pursue both this year and in subsequent years. The big issue will be how his identified priorities converge with those of Republican leaders in both the House and Senate, since they still control the majority in both chambers, albeit with smaller numbers following the 2018 election.

School funding (including special education funding) will be at the forefront again – and PASA, along with the PA Schools Work Campaign, will be pushing for a substantial increase over both the short- and long-term AND for adequate funding for ALL school districts. That is a priority in our 2018-19 Resolutions and will continue to be a focus of our advocacy.

The good news is that state revenues to-date are coming in above expectations, sports betting and gaming revenues are doing well, and the unemployment picture is better. That’s definitely good news.

But there are some yellow flags as well. The national economy is queasy, with markets up and down and a general unease about the impact of tariffs and the high growth of both the trade deficit and national debt, not to mention an equally queasy political environment in Washington along with, to-date, an ongoing federal government shutdown.

In Pennsylvania, the Independent Fiscal Office is warning that some budgetary issues are coming home to roost, such as the one-time revenue fixes used to balance the 2018-19 state budget and increasing costs for health and human services in the Commonwealth, due in large part to an aging population.

Concerning the latter, a report published back in 2014 by the Center for Rural Pennsylvania indicated that an aging population is likely to be a continuing trend, fueled, in part, by aging baby boomers and a slowly increasing birth rate. In fact, the Center projects that from 2010 to 2040, the number of rural senior citizens will increase 54 percent as the number of youth decline 3 percent, while in urban counties the number of senior citizens will increase 72 percent with a 5 percent increase in youth.

All of these factors have some very real implications for the budget, certainly for education funding AND also for the continuing debate about property taxes both now and into the future.

It’s all about priorities. The governor has them. Republican leaders in the House and Senate have them. Taxpayer groups have them. Parents have them. School and community leaders have them. PASA has them, and they are identified clearly in our Resolutions.

Yes, there certainly are other budget must-do’s, and we need to look at the entire budget picture. After all, we live in a big and very diverse state. However, the state Constitution is clear: “The General Assembly shall provide for the maintenance and support of a thorough and efficient system of public education to serve the needs of the Commonwealth.”

It’s time to get our priorities straight.

Before we try to focus money toward school “choice,” we need to focus on the schools where the vast majority of our children learn. Before we boost more funds for the voucher-lite EITC program and further reduce available state revenue, we need to put more funding into PlanCon and special education to improve and build the schools and strengthen the programs and services our children need and deserve. Before we allow current charter school law to continue raking school district budgets, we need to make badly needed changes in that law regarding charter funding calculations and accountability. And before we even breathe about property tax “reform” (aka elimination), we need to make sure that the state/local share of funding our public schools is no longer out of whack.

There are many challenges ahead, not just with the 2019-20 budget, but with many budgets to come. However, when it comes to education, public schools in public school districts, where the vast majority of our students are, must be the priority.

We live in a complex and challenging world. The one our children will inherit will be equally challenging, perhaps even more so. All of our children, whether they live in small rural areas, large urban centers or suburban districts, deserve adequately and equitably funded education that give them equal opportunity to succeed and grow and meet the challenges ahead.

THAT must be the priority.

For breaking education news and the latest from the Capitol, follow us on Twitter @PASASupts.

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.

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!
PEACE

BY CONNIE R KINDLER, PASA CONSULTANT FOR PROFESSIONAL DEVELOPMENT

I was moved by the extraordinary number of heartfelt messages of peace this holiday season. Cards from friends and family sent words and symbols of peace. Merchants wished peace. My holiday card sent greetings of peace. The desire for peace seems more intense today.

In addition to the never-ending political turmoil in our country, horrific crimes of intolerance dominated the news. Sadly, many of these acts included school shooting incidents triggered by hate.

Certainly, school safety prevention plans and physical measures are a necessity. However, genuine peace requires much more than safe buildings and practices. A culture that embraces understanding, acceptance, and appreciation of one another is needed.

To create a culture of peace in your schools, I highly recommend the book, Combating Hatred: Transformational Educators Striving for Social Justice, Second Edition, written by our PASA colleague, Dr. Terrance L Furin. It provides a timely and comprehensive resource for leaders committed to the establishment of school communities bound together by respect.

The first chapter discusses transformational leadership as more than the actions that one takes when on the job. Dr. Furin boldly makes the point that leading a cultural metamorphosis requires a genuine belief in equity and social justice. Transformational leaders walk this talk personally and professionally.

He provides interdisciplinary strategies, grounded in theory and practicality, for transforming a culture. Proven resources and measures include coalitions, community events, multicultural curricula, cultural awareness training and youth involvement programs.

Several examples of the unique, replicable actions he uncovered through his experience and years of research on the subject of combating hatred in schools include:

• book studies, such as A Tribe Apart (Patricia Hersch) and Buck (M.K. Asante), for sensitizing staff and school board members;
• the deconstruction of popular music lyrics and art work to deepen understanding and connections among team members;
• community and university partnerships for enhancing literacy and music programs; and
• a high school “breakfast club” in which weekly meetings with students promote trust and provide a lens into their thoughts, issues, and concerns.

The numerous strategies that he shares are not isolated, once-and-done actions. All lead toward expanding awareness, deepening understandings, and valuing all students, teachers, and parents in the center of the organizational structure. The transformation into an organizational culture of peace requires a deep commitment and systemic actions focused on an agreed-upon vision of and mission for the acceptance and appreciation of all human beings.

Wishing you peace in the new year!

SAVE THE DATE!

FEATURED KEYNOTERS

DR. JOE SANFELIPPO, Superintendent of the Fall Creek SD (Wisconsin). His book, Hacking Leadership: 10 Ways Great Leaders Inspire Learning That Teachers, Students and Parents Love will be featured at the summit and will be required reading for all PIL participants.

JESSICA CABEEN, principal of Ellis Middle School in Austin, Minnesota. Jessica was awarded the NAESP/VINCI Digital Leader of Early Learning Award in 2016, and in 2017 was named the Minnesota National Distinguished Principal.
As 2018 wraps up and 2019 arrives, many of us may have made our New Year’s resolutions. Chances are, if you did, it included one or more of the following: exercise more/be more active, eat more healthily, lose weight, learn a new hobby or skill—all of these with an ultimate goal of being a better person. Yet, statistics tell us that many of us fall short of our personal goal(s) and often within the first few weeks of starting. Interestingly, many of us enter into these goals with little confidence we’ll attain them successfully. I often ask myself why we are so unsuccessful in this endeavor. Could it be that we set a goal without an action plan? Could it be that we reach for something just beyond our grasp without building in little successes along the way? Could it be that we are simply not committed from the start? Or, could it be that the resolutions we undertake truly don’t interest us or align with a purpose that speaks to our hearts and minds?

As leaders, we regularly set professional goals too. More often than not, we meet these goals. Why? What is the difference?

As I reflect on this question, it becomes evident that my professional goals go beyond myself. They are designed not to simply improve me in some way, but more importantly to lift others—to build capacity, to positively affect student growth, to sustain an effective program, or to increase human capital. They are born of purpose and nurtured with love.

Many, many years ago, a wonderful mentor shared a book with me: Greater Than Yourself: The Ultimate Lesson of True Leadership, written by Steve Farber. It’s a parable that demands deep reflection as you take inventory of what you have to give to others and how you will do so. Just as you do with your typical New Year’s resolution, he asks you to expand yourself, yet more like what we do professionally. He also asks that you give of yourself and replicate yourself, and in doing so you purposefully lift those around you. The challenge is infectious and speaks to our souls as leaders.

Recently I pulled this book back off my shelf and shared it with my administrative team. I challenged my team to reflect, to take inventory, to see what they have to offer others and where they can expand. I asked each of them to look around, to discover who might benefit from their resources and to think about how they could each lift one person as they lift themselves. I challenged them to engage something greater than him/herself and to begin, as Steve Farber calls it, their own individual greater than yourself (GTY) project.

You should try it. In doing so, choose “your project: thoughtfully and seek out someone who will benefit from what you have to give. Choose someone you trust and believe in, someone in whom you see great potential who may simply need a nudge, some guidance, your resources, etc., to continue to evolve.


Regardless of resolutions or goals, I have my own GTY project—and it excites and motivates me. It calls upon me to reflect deeply as a leader and as a human, to continue to invest in others, and to help make a difference that speaks to my purpose. It brings me clarity.

My challenge to you, like that to my team, is to “pick one person, and make that one person your own, personal GTY project. Raise that person, boost him/her above yourself. Start there and see what happens.” (p51)
**REGISTRATION OPENS SOON**

Annual Spring Conference
Grit, Growth & Gains: Leading for Student Achievement

sponsored by the
PASA Women’s Caucus
Mon., May 13 – Wed., May 15
Hotel Hershey

Do you have the perseverance and growth mindset necessary to lead your school(s) for student achievement?

Women comprise more than 70% of the education workforce, but few occupy the top leadership positions in public school systems. Understanding the importance of passion, perseverance, and mindsets that embrace growth, PASA’s 2019 Women’s Caucus Conference will empower female educational leaders and aspiring leaders through practice, inquiry, collaboration, communication and engagement.

To achieve and maintain a high level educational leadership position, the leader must make deliberate choices about the thoughts and actions that will have the greatest influence on student achievement. To exude positivity in your school(s) and lead for success, enhance and acquire proven strategies from successful female leaders at this conference.

Join us for this high-impact PASA conference designed specifically for female superintendents, assistant superintendents, cabinet level leaders, principals and aspiring leaders. Earn 30 PIL/Act 48 (Act 45) hours (pending PDE approval).

**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. All cancellations must be made/confirmed in writing.

PAYMENTS
All fees for programs and workshops, including those invoiced, are due in advance of the event. Payments not received in advance must be paid on-site.

NON-ATTENDANCE AND PAYMENT OF FEES
PASA understands that unexpected events may prevent a registrant from attending a program or workshop the day of the event. Unfortunately, PASA has limited capacity to absorb unexpected revenue losses (such as catering costs and other expenses) when individuals do not attend workshops and programs and fail to provide prior notice. For that reason, registrants who do not attend a program and have not provided a written notice of cancellation prior to the event as explained above in “Cancellations” remain responsible for payment of registration fees. Any unpaid fees not received thirty (30) calendar days after the program will be assessed an additional $25.00. Accounts must be settled prior to registering for any future PASA programs. Registrants may appeal to the Executive Director if there is an extenuating circumstance or unforeseen emergency that prevented attendance the day of the event.

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.

**COMMONWEALTH BUDGET SEMINARS**

The governor presents his 2019-20 state budget on February 5, 2019. The Commonwealth Budget Seminar will decipher the numbers and help you to determine how the proposed budget will impact your district. The seminar will cover education funding along with other education-related policy highlighted in the governor’s budget proposal.

Feb. 7  Pittsburgh Marriott North  1:30 - 4:15 p.m.
Feb. 8  Riverview IU #6  9:00 - 11:45 a.m.
Feb. 12  Berks County IU #14  1:30 - 4:15 p.m.
Feb. 13  Webcast  9:00 - 11:45 a.m.

For more information and to register, visit the PASBO website at www.pasbo.org/workshops.

**FEATURED PRESENTERS:**

**DR. VEIRDRE JACKSON**
CEO/Founder
Living Strong Consulting LLC
(www.livingstrongllc.com)

**BETH TRAPANI**
School Communications Consultant

**PLUS**
Update from the PDE Legal Update
The Latest from the Capitol Networking Educational Sessions

Watch for more information and registration details on the PASA website at https://www.pasa-net.org/wcconf.
RECAP:
NEW SUPERINTENDENTS’ ACADEMY PART 3

“Professional & Community Leadership” was the focus of Part 3 of the PASA New Superintendents’ Academy, offered January 8-9. Thirty-six participants attended the two-day program, which also provided opportunity for discussion and networking. Sessions and presenters focused on a variety of topics, including:

- Communications and Professionalism – Dr. Richard Fry, Superintendent of the Big Spring SD
- Branding and Messaging – Dr. Michael Snell, Superintendent, and Julie Randall Romig, Director of Communications, Central York SD
- Ethical Standards and Professional Duty – Dr. Terrance Furin, Professor of Education Leadership at Saint Joseph’s University and retired superintendent
- Fierce Conversations – Dr. Peter Aiken, Superintendent of the Manheim Central SD
- Social Capital – Dr. Jill Jacoby, Superintendent of the Fort Cherry SD
- Crisis Communications – Mary Curley, Director of Communications, Chester County I.U.
- Communications in Support of Children and Public Education – Lee Ann Wentzel, Superintendent of the Ridley SD

Thank you to our presenters!

ACADEMY GRADUATES
Twenty-three graduates completed all three sessions of the Academy and were recognized following the two-day program. They are:

LEFT: Eric Curry (Derry Area) with Connie Kindler, PASA Consultant for Professional Development

ABOVE: (L-R) Kenneth Medina (Harrisburg), Dr. Norman Miller (Central Dauphin), Matthew Link (Northern Lehigh), Dennis Peachey (Towanda Area), Dr. Frank Jankowski (Selinsgrove Area), Thomas Mitchell (Westmont Hilltop) and Jennie Ivory (Apollo-Ridge)

ABOVE: (L-R) Christopher Dormer (Norristown Area), Dr. Linda Iverson (Wilkinsburg), Jacqueline Canter (Coudersport Area), James Harris (Woodland Hills), Rodney Benedeick (Tuscarora), Dr. Michele Dowell (Belle Vernon Area), and Amy Arcurio (Greater Johnstown)

BELOW: (L-R) Brian Tokar (Greenville Area), Dr. Sarah Yoder (Saint Clair Area), Dr. Matthew Strine (South Middleton), Sheri Yetzer (Corry Area), Dr. Cheryl Proctor (Philadelphia) and Christopher Pegg (Albert Gallatin Area)

2019-20 NEW SUPERINTENDENTS’ ACADEMY DATES
July 11-12 - Strategic & Cultural Leadership
September 25-26 - Systems Leadership
January 7-8, 2020 - Professional & Community Leadership

Registration for Part 1 of the New Superintendents’ Academy (July 11-12) will open soon. Watch the PASA website for information at www.pasa-net.org/workshopnsa.
REMINDER: 
NEW BENEFIT FOR OUR 
CABINET-LEVEL MEMBERS!

The PASA Board of Governors on November 16, 2018 voted approval for PASA to purchase $1 million in liability insurance for Cabinet-Level PASA members through Forrest T. Jones Insurance for the 2018-19 (current) fiscal year. Liability insurance is a critical safety net for every member of the administrative team. All too often, cabinet-level administrators do not have professional liability insurance other than the insurance provided by the district. However, should the district choose not to defend an administrator’s actions, this insurance becomes invaluable.

A PASA Cabinet-Level Membership is only $375.00 and now provides this important coverage.

Please share this great news with the administrators in your Cabinet – and encourage them to join PASA!

A MEMBERSHIP BENEFIT! 
PASA LEGAL SERVICES

PASA’s legal staff offers a wide range of employment-related legal resources and services to PASA members who are Commissioned Officers.

These services include consulting services, employment contract services, non-litigation dispute resolution, and assistance with the negotiation and development of separation agreements.

Go to [http://www.pasa-net.org/legalservices](http://www.pasa-net.org/legalservices) to read more about it.

STILL TIME TO REGISTER!

designed to provide practical information and tools to assist those considering a future career as a district cabinet-level leader and/or superintendent

Thinking about moving forward in your professional journey? Or know someone who is? These are the workshops aspiring school system leaders need!

ASPIRING TO CABINET-LEVEL/CENTRAL OFFICE LEADERSHIP

PASA Office - Jan. 31, 2019 (April 8 - snow make-up date)

Focus: an overview of cabinet positions; preparation for these roles; team building; the differences between contracted term and tenured compensation plans; and actions for successfully transitioning to the role that is right for you. Current superintendents and a cabinet-level leaders will facilitate practice interviews with participants.

ASPIRING TO THE SUPERINTENDENCY

PASA Office - Feb. 1, 2019 (April 9 - snow make-up date)

Focus: an overview of the role, responsibilities and rewards of serving as a superintendent; balancing responsibilities; finding the right match; negotiating a sound contract; and entry planning and transition. A search consultant will discuss the search process and tips for securing the job.

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 FEE:

$159 (per day). Register for one day or both days!

HELP US GROW FUTURE LEADERS!

Encourage aspiring leaders in your district or building to take advantage of this excellent learning opportunity!

BONUS: EARN GRADUATE CREDIT!

PASA is partnering with Shippensburg University to provide the option of earning three Shippensburg University graduate credits that can be applied to its nationally recognized Letter of Eligibility Program. The credit option requires two weekend seminars and a field experience through Shippensburg University, in addition to participation in both days of PASA’s Aspiring to Leadership Workshops. Those seeking this option must be currently serving in an administrative or supervisory position.

Want more information? Need to register?

See the PASA website at [https://www.pasa-net.org/aspiring](https://www.pasa-net.org/aspiring).
PROFESSIONAL LEARNING: REGISTER TODAY FOR 2019

Don’t miss out on a learning-rich series of professional development opportunities in PASA’s new membership year. Whether you are a new superintendent, someone aspiring to higher levels of school system leadership, or a school administrator who is looking to build your knowledge base and grow your leadership skills – PASA has a program for YOU!

Don’t miss these professional learning opportunities developed with YOUR needs in mind!


Four one-hour informational webinars focused on leadership in innovation – issues important to YOU. The first webinar in the series was held January 10. The next webinar in the series is scheduled for February 21. See the box to the right for details.

Aspiring to Leadership Workshops

*Aspiring to Cabinet-Level/ Central Office Leadership
Jan. 31 (PASA Office – Harrisburg)
Aspiring to the Superintendency
Feb. 1 (PASA office – Harrisburg)
See p. 10 for details.

PASA Leadership Forum: Informing, Engaging, Inspiring School Leaders
(formerly the Education Congress)

“Bold Leaders Breaking Barriers”
March 17-18 at the Harrisburg Hilton
with Anthony Kim, Heidi Hayes Jacobs and Dr. Joseph Erardi
See p. 9 for details.

COMMUNICATION TIP OF THE MONTH

“In today’s world, social media provides storytelling tools that give us the power to reach thousands within seconds. But as Marvel Comics taught us, with great power comes great responsibility, and how we use the tools and sources is what really counts. Working smarter, not harder, is more crucial than ever before. In school communications, we often have our go-to spokespeople: Those great on-camera individuals who can get the message out without spending hours editing ‘ums’ and ‘aahs’ in post-production (as a videographer, I thank these people!). But what if, rather than our experts, we turned to our students to tell these stories?” – Jessica Tuttle, communications specialist for the Kenosha Unified SD (Wisconsin), from “Giving Students a Voice for Their Own Stories,” as published in the January issue of AASA’s School Administrator. The issue looks at global affairs in school districts across the country.
Sharing, Caring & Caroling

Forget the doughnuts. Cookies are sweeter. That’s the message more than 100 students from David Leech Elementary in Leechburg delivered during a field trip last month. Kindergarten and first-grade students from six classes strolled several blocks from the school to the Leechburg police station on Market Street. This field trip had a charitable aspect — the first annual Sharing, Caring and Caroling Walk — was established with a goal of giving back to community helpers in Leechburg, such as police officers, said Joni Oberdorf, a kindergarten teacher and co-organizer. Click here to read more about it. (from The Tribune-Review, 12/14/18)

Outstanding Elementary School

Sheridan Terrace Elementary School, which educates students in kindergarten through fourth grade, was named a National ESEA Distinguished School for its students making significant achievements, according to the National Association of Elementary and Secondary Education Act State Program Administrators. The school, part of the Norwin SD, was one of 100 schools nationwide to receive such recognition. The program, which was started in 1996, showcases the success of schools in categories of exceptional student performance for two consecutive years, closing the achievement gap between student groups and excellence in serving special populations of students. (as reported in The Tribune-Review, 12/31/18)

STEM Program for Girls

In subjects that are traditionally male-dominated, girls at Bullskin Township Elementary School are thriving since the establishment of an all-girl STEM club at the school. “I wanted to have a place where girls felt safe in experimenting with STEM related activities,” said Kristin Pavlovich, former media specialist at the Connellsville Area School District elementary who started and continues to operate the club for fifth-grade girls, which is now in its second year. Pavlovich said the club has given girls the push needed to be more confident and assertive in the classroom. Click here to read more about it. (from The Herald-Standard, 12/23/18)

“We want to continue the process of restoring education funding – K through 12, early education, pre-k and Head Start. I think we have a long way to go to expand pre-k opportunities in Pennsylvania.” – new Minority Appropriations Chairman Matthew Bradford (D-Montgomery) on education funding

“We are in already a period of almost unprecedented sustained economic growth since the great recession. History tells that can’t go on forever. At some point there is likely to be, if not a recession, an economic slowdown. We need to prepare for that, but the good news as we stand in front of you today is at least the forecast is far enough out in the future that we don’t believe it will directly impact either the current year or the proposed [FY 19-20] budget year.” – Budget Secretary Randy Albright, during a press conference talking about Pennsylvania’s economic outlook (12/11/18)

“You can choose as to whether you want to focus on things where we disagree and where we are different and, I think in American politics right now, we’re doing too much of that. But here, we’ve said, ‘OK, and it might not be the biggest area in the world, but there are areas of overlap,’ and we have focused on that, and I think that’s how we’ve gotten things done.” – Gov. Wolf on preparing for his second term (from the Associated Press, 12/31/18)

“We have an opportunity to move forward and find common ground as we begin this session with a clean slate. Family-sustaining jobs, educational opportunities, bettering our communities, and working together to eliminate the scourge of opioids are some of the common goals we will tackled together, Republican and Democrat, over the next two years.” – Speaker of the House Mike Turzai (R-Allegheny) on focus issues as the new legislative session begins

“By and large, the question of whether money matters is essentially settled. Researchers should now focus on understanding what kinds of spending increases matter the most.” – Kirabo Jackson, Northwestern University economist, on his review of studies concerning the impact of spending on schools (as published on chalkbeat.org, 12/17/18)
Back in 2017, the AASA advocacy team threw down a challenge: Could AASA members commit to contacting their members of Congress once per month for the full year?

Each contact could vary. One month could be an explicit policy ask or recommendation, another could be an invite for a site visit, and yet another could provide a quick thanks for a recent legislative action. The focus is on building the habit of communication because that can become the foundation for a longer-term relationship.

Our advocacy team is here to support the advocacy effort. Each month, we would identify a topic or two and provide an issue summary and key talking points, along with the name and email address of your Congressional education staffers (if you needed them). If the topic(s) we picked wasn’t something the members wanted to talk about, we are always more than happy to provide the information you needed for the topic you wanted to focus on. We called it the Superintendent Advocacy Challenge.

So here we are, at the top of another new Congress. We want to issue another call to action around school superintendent advocacy. In 2019, can you commit to bringing it up a notch? We know that many of you are already engaging with your publicly elected officials at the state, local and federal levels.

Can you take it to the next step?

There are myriad ways to grow your advocacy, which I list below. There are some that are more external and rely on you taking meetings and building relationships. There are also options that support your personal growth and provide you with the understanding of advocacy and policy. Pick the one that works for you, the approach that you can best access, as we all move forward with 2019, the year of administrator advocacy.

Which one will you pick?

- At the federal level: Do you have a new member of Congress? Did you get a new Senator? Do you have a good working relationship with two of your three federal representatives? Can 2019 be the year you focus on growing a relationship with the new member or the one you know the least?
- Alternatively, your metric could be working to get one of your delegation—one of the Senators or your Representative—to your school district for a site visit. Or, to invite their education staffer for a day-long visit to see your schools and programs first-hand, to be immersed in the work of schools, to see the impact of policy, without the pressure of media coverage.
- Engage more directly with AASA advocacy. Do you receive our weekly advocacy update, The Legislative Corps? Do you receive our monthly update, the AASA Advocacy Update? You can sign up for either by simply emailing me (nellerson@aasa.org) and asking to sign up.
- Attend the policy sessions at our National Conference on Education in Los Angeles next month. Our topics include E-Rate, school consolidation, ESSA fiscal transparency, federal advocacy update, school safety and mental health, and student data and privacy.

- Attend the AASA Advocacy Conference in Washington, D.C., July 8-10. You can’t register just yet, but you can save the date and know that the information will be available soon.
- Follow the AASA policy blog, The Leading Edge.
- Get to know the advocacy team! Sasha and I rely on our relationships with the superintendents we represent. Email us with any questions, inquiries and needs. Do you need a set of talking points on a certain issue? Do you want a one-pager on the latest education bill? Do you want help coordinating your outreach to your delegation? We are happy to help. It is our job, and it is an explicit member benefit of belonging to AASA that you have access to this advocacy support. Think of us as your assistant superintendent for advocacy (working remotely in DC).
- Don’t want to focus on the federal level? Any of the items I listed above can be recreated to support your state or local policy.
- As we wait out the shutdown and look forward to getting back to substantive work on policy and proposals, let us know which ones most interest you.
- Want to see different content in the The Leading Edge? Is there a policy you’ve read about elsewhere that we haven’t mentioned? Let us know (follow us on Twitter @Noellerson or @SPudelski) or send us an email.

We stand ready to support your advocacy needs and can’t wait to see the impact of superintendents across the country committing to expanding their advocacy efforts in 2019.

Don’t Forget to Register!

2019 PASA Leadership Forum
(formerly the Education Congress)

“Bold Leaders Breaking Barriers”

March 17-18
Harrisburg Hilton

See page 5 for detailed information!
To China and Back
Fourteen school administrators, including three from Pennsylvania, participated last July in a 10-day “Discover China” trip to observe classes, deliver presentations on their home districts and discuss issues of common interest with Chinese officials.

The January issue of School Administrator (p. 31-34) features a look at the impact of that trip on those who participated and the need for U.S. school officials to learn more about what is happening in education not only in China but around the globe.

Michael Donnelly (Palisades), Dr. David Baugh (Centennial) and Dion Betts (Philadelphia) were among those participating in the trip.

Comments on School Safety Recommendations
AASA recently issued a statement following release of a report from the Federal School Safety Commission.
In the statement, AASA Executive Director Don Domenech expressed appreciation for some of the commission’s recommendations, including early intervention for mental/substance abuse disorders, mitigating cyberbullying, building positive school climates, and creating a federal clearinghouse to share best practices related to school security measures.
However, he noted that not all districts can adopt those recommendations.
“we are concerned the majority of districts in the U.S. cannot dedicate the resources to fulfilling some of the most basic recommendations of the report,” he said. “the disconnect between the expansion of a federal list of best or improved practices – many of which have substance – in light of the current funding trends, merely dilutes the opportunity for improving student safety and will leave many policymakers and educators playing a game of ‘shuffling of deck chairs’ as they scramble with yet another growth in the federal list of things they could and should do without the appropriate support.
Click here to read his comments.

E-Rate Reminder
The FY19 application window for E-Rate opened this month. It is very important for school officials to know that last year nearly $1.2 billion in available funds for the program were left unused, as the number of applications for funding decreased. As a result, Congress is considering cutting-back funding for the program. School officials are urged to take advantage of the E-Rate program and apply for funding in FY19.

National Conference on Education

For those planning to attend this year’s conference, the Pennsylvania Reception during the conference is scheduled for Friday, February 15, from 5:30-7:30 p.m. at Tom’s Urban Restaurant, 1011 Figueroa Street (across the square from the JW Marriott Hotel near the convention center).

Finalists: National Superintendent of the Year
AASA recently announced the name of the four state finalists for the 2019 National Superintendent of the Year. They are: Jeff Butts, Metropolitan School District of Wayne Township, Indianapolis, Ind.; Curtis Jones Jr., Bibb County School District, Macon, Ga.; Mary Ann Ranells, West Ada Joint School District #2, Meridian, Idaho; and Brian Woods, Northside Independent School District, San Antonio, Texas. The recipient of the honor will be announced at next month’s conference. Dr. Gennaro R. Piraino, Jr., of the Franklin Regional SD (Westmoreland I.U. 7), is the 2019 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 website for details or contact the PASA office.

National Conference on Education
FEBRUARY 14 - 16, 2019
LOS ANGELES, CA

See the AASA website for information, www.aasa.org.

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REGION 6

Dr. Michael Stahlman is now serving as Executive Director of Riverview I.U. 6. He formerly served as superintendent of the Clarion Area SD.

REGION 8

Dr. David Lehman has been appointed superintendent of the Forest Hills SD. He had been serving as superintendent of the Conemaugh Valley SD. Lehman replaces Dr. Edwin Bowser, who has retired.

PASA Website:
Career Center

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

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

To request a vacancy announcement posting on this web site, send a message to the Webmaster. 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.)

PASA Calendar of Events 2019
For more information, see the PASA web site at www.pasa-net.org.

JANUARY
17  Superintendent of the Year Luncheon (Latrobe)
21  PASA office closed
23  Women's Caucus Board meeting
24  Joint Boards Dinner (Harrisburg)
25  Board of Governors' meeting (PASA office)
31  Aspiring to Leadership Workshops (PASA office)

FEBRUARY
1  Aspiring to Leadership Workshop (PASA office)
5  Governor's Budget Address
6  Professional Development Committee meeting (virtual)
7  Commonwealth Budget Seminar (Pittsburgh Marriot North)
8  Commonwealth Budget Seminar (Riverview I.U. 6)
12  Commonwealth Budget Seminar (Berks I.U. 14)
13  Commonwealth Budget Seminar (webcast)
14-16  AASA National Conference on Education (Los Angeles)
18  PASA office closed
21  PASA Webinar: Bridging the Gap

MARCH
6  Professional Development Committee meeting (virtual)
12  Technology Committee meeting (virtual)
17-18  PASA Leadership Forum (Hilton Harrisburg)
21  PASA Webinar: Leadership Study – Changing School Start-Times
26  Women's Caucus Board meeting

APRIL
9  Women's Caucus Board meeting
11  Resolutions Committee meeting (PASA Office)
12  Board of Governors' meeting (Harrisburg)
19  PASA office closed
25  PASA Webinar: Career Pathway Model

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”.)

PASA Region 6

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