REPORT ON SCHOOL DISTRICT BUDGETS

This month PASA and the PA Association of School Business Officials (PASBO) released the latest iteration of their school district budget report, which reveals that the financial condition in many districts remains tenuous and that greater state support for education is needed.

The budget report is based on survey responses from school districts along with the publicly available data pulled from the Annual Financial Reports and General Fund Budgets submitted by all 500 school districts.

The data tells the story of growing school district fiscal stress tied most significantly to rising mandated costs for charter school tuition, special education and employee pensions. The report highlights the $704 million increase in just these three costs alone in 2017-18, costs that outpaced increases in state funding and accounted for $0.87 of every new dollar in state funding and local property tax revenue last year.

Between 2016-17 and 2017-18, charter school tuition grew by 10% to $1.8 billion, pension costs increased by nearly 11% to $3.7 billion, and special education costs grew by 4.26% to $4.6 billion. The resulting education deficit – the difference between mandated cost increases and related state funding increases – grew to $2.43 billion, with those increased costs covered through property tax increases and program and staff reductions.

“Looking forward to 2019-20, this education deficit will continue,” said Dr. Mark DiRocco, PASA Executive Director, during a June 4 press conference at the Capitol. “School districts are bracing for continued mandated cost increases and relying on property taxes and hoped-for state funding to balance their budgets.

“While the increases in education funding proposed in the 2019-20 state budget are inarguably positive for school districts, the survey report shows that districts are anticipating increasing fiscal stress into the future, due primarily to major concerns about future state funding and the extent to which it is eclipsed by rising mandated costs.”

See School District Budgets, page 4

RENEW YOUR MEMBERSHIP FOR 2019-20!

PASA is working in Harrisburg and throughout the Commonwealth – and AASA is working for you in Washington D.C. – to influence policy, build support for public education, and provide school administrators with both the information and professional development they need.

Membership in both PASA, your professional state organization, and in AASA, the only national organization representing the interests of school district superintendents, is vital for you personally, for the profession and for public education.

Watch for your membership renewal in the mail this month. Start your summer by renewing your membership for 2019-20 – and stay connected to YOUR professional associations! The PASA membership year runs from October 1 through September 30.
FROM THE EXECUTIVE DIRECTOR
DR. MARK DIROCCO

HAVE YOU MADE THE LEADER SHIFT?

As the school year closes, the focus for every school leader is already on preparing for next year. The responsibilities of leading a school district or building are never ending, and the summer months can be an optimum time to assess your leadership skills to prepare for the year ahead.

Leading today’s school districts is more complex and challenging than ever. The skills needed to be successful as an educational leader are morphing as quickly as the world is changing. The future is moving at breakneck speed with the advent of faster technology, the saturation of social media, artificial intelligence, changes in state and federal laws, and the uncertainty of global political events.

In order to move school districts forward in this rapidly changing environment, leaders must also move faster than at any time in the past history of schooling. It can be overwhelming, exhausting and invigorating at the same time.

In his recent book Leadershift, John C. Maxwell outlines the eleven changes every leader must embrace to be successful in today’s complex world. He explains that today’s leaders must make a deliberate shift from:

1. Soloist to Conductor: You can be a successful person on your own, but not as a leader. You must focus first on others and add to their value and worth.
2. Goals to Growth: Goals help people do better, but growth helps people become better. If you want to achieve greater goals, focus on the growth of your people.
3. Perks (what you receive as a leader) to Price (what you give as a leader): Sometimes we fall into the trap of “What can my leadership position do for me?” instead of “What can my leadership position do for others?” Use your position to help others to the greatest extent possible.
4. Pleasing People to Challenging People: Every leader wants to be liked. However, this must not prevent you from having difficult conversations with staff members. Caring leaders are not afraid to speak their minds, and the team becomes more honest and open.
5. Maintaining to Creating: Leaders need to avoid the traps that prevent creativity. Leaders must constantly challenge current traditions respectfully by asking why they exist. If needed, leaders must assume more responsibility and be supported by the leader.
6. Ladder Climbing to Ladder Building: Many leaders work hard to get to the top of their profession. Once there, they need to hold the ladder for others so they can be successful as well. Leaders should want more for their staff, than from their staff.
7. Directing to Connecting: It’s easy to give a directive or establish a goal for others to accomplish. The challenge of leadership is to connect with people to ensure they know you are listening, sharing information, and valuing their opinion.
8. Team Uniformity to Team Diversity: A good leadership team will challenge a leader’s assumptions, change their thinking at times, offer better ways of doing things, help remove the leader’s prejudices, and make the leader a better person. The team must be diverse and be supported by the leader.
9. Positional Authority to Moral Authority: A leadership position does not give a person true authority. It must be earned. The most effective leaders earn moral authority by convincing others to follow them in the quest for the important work to be done.
10. Trained Leaders to Transformational Leaders: Most leaders have completed the necessary training to be competent in their positions and can be a steady hand at the helm. Transformational leaders inspire people to dream more, do more, learn more and become more for the greater good of everyone in the organization.
11. Career to Calling: Those who see their role as a calling instead of a career view leadership as something greater than themselves that can positively impact others. They lead with passion and purpose.

See Executive Director’s Message, page 3
STATEMENT OF CHANGES IN PERCENTAL RATES
Charter school funding data: According to a report recently released by PASBO, during the 2017-18 school year, school districts paid charter schools $1.8 billion, representing nearly 7 percent of total school district expenditures. In 2017-18, regular education charter school tuition across school districts ranged from $7,600 to $18,500 per student, and special education tuition ranged from $15,100 to $48,000 per student.

State Unemployment Rate: According to the PA Department of Labor & Industry, Pennsylvania’s unemployment rate decreased one-tenth of a percentage point to a record low 3.8 percent in April – the lowest rate since 1976.

IFO Estimates: In its latest revenue projections, the Independent Fiscal Office estimates that tax revenue growth in FY 2019-20 likely will increase by 3.5 percent, slightly less than that of 2018-19. However, the IFO notes that economic growth is likely to decelerate due to the impact of the federal income tax cut and a more moderate pace of job creation.

Charter School Funding Data: According to a report recently released by PASBO, during the 2017-18 school year, school districts paid charter schools $1.8 billion, representing nearly 7 percent of total school district expenditures. In 2017-18, regular education charter school tuition across school districts ranged from $7,600 to $18,500 per student, and special education tuition ranged from $15,100 to $48,000 per student.

EXECUTIVE DIRECTOR’S MESSAGE
continued from page 2

PASA is proud to support school leaders across the state in the critical work they do for children. I’ve had the pleasure of meeting many excellent superintendents and administrators that have made the leaderships and embody the eleven changes outlined by Maxwell. It’s important for all leaders to periodically reflect on how they can improve their leadership skills, and I encourage you to take some time this summer to do so.

PASA’s mission is to provide school district leaders with the support needed to become transformational leaders and positively impact their communities. We offer several professional development opportunities throughout the year to help sharpen your leadership skills, and we continue to expand our programming to better meet your leadership needs. We are also available to assist you with custom workshops in your district.

Please contact us if we can be of help to you.

Have a great summer!

Legislative News
Session Schedule: The House and Senate will be in session each week this month as negotiations continue to finalize a state budget by the June 30 deadline.

Charter School Reform Bills: The House Education Committee recently approved and sent to the floor four charter school reform bills. None of them address funding issues. PASA supports HB 355 concerning ethics requirements but opposes HB 356, giving charter schools the right-of-first-refusal for unused district property, and HB 357, mandating a single charter application form and restricting school boards from seeking additional information concerning charter applications. PASA also has concerns with HB 358, which allows charter schools to enter into dual enrollment agreements with higher education institutions. None of the four bills has yet been considered on the House floor.

EITC Expansion Bill: HB 800, which passed the House and is moving through the Senate, would nearly double the amount of tax credits available under the EITC program by $100 million to $210 million in 2019-20 and provide for an annual increase of 10 percent. PASA opposes this bill.

PASA strongly supports adoption of accountability measures to determine the effectiveness of the investment of state tax credits (EITC) to support enrollment of students in private schools and strongly opposes state and federal legislation which would allow for expanded voucher or tuition tax credits.

National News
School District Transgender Policy: The U.S. Supreme Court has declined to hear the appeal of a group of students challenging lower court rulings that upheld policy adopted by the Boyertown Area School District that allows transgender students to use facilities consistent with their gender identity beginning in the 2016-17 school year.

Special Education Rules: The U.S. Department of Education last month did an unexpected about-face and pulled back from its original decision to delay policy adopted by the Obama administration concerning racial bias in special education. The initial policy was to be effective this past school year, but early in the Trump administration, department officials had indicated they would delay implementation for two years.

Coming Up
June is the busiest month in the Capitol, as legislative leaders and representatives from the Governor’s Office meet behind-the-scenes to develop a compromise budget plan for 2019-20 and discuss policy issues and how to address them. Although numerous bills, some of them education bills, have passed either the House or the Senate, it is unclear which bills will cross the finish line either as stand-alone legislation or part of a possible School Code bill passed with the budget. Expect activity to ramp up in the next few weeks, as rumors continue that lawmakers hope to finalize an early budget this year. Meanwhile, PASA continues to press for action on the cyber charter tuition bills. As always, stay tuned for the latest information by following us on Twitter @PASASupts.
As our school year draws to a close with many of us having already ushered out the Class of 2019, it is time to reflect on where our districts stand and review our plans for future growth. And as those thoughts consistently come to mind during this timeframe of our work calendar, equally important is finding time to recharge.

The job we hold is one of the most challenging in education and certainly one of the most challenging in each of the communities we serve. In a prior article, I discussed the importance of trying to maintain a sense of balance while engulfed in our school community. Equally important is a process of “recharging” once the school doors close, something paramount for those that serve in this role 24/7 throughout the year.

After 15 years behind the desk in this role, I’ve tried to define my own process of recharging. Today for me it includes the following:

1. **Trying to plan a week where I go off the grid from my school phone.** I know this gets tougher and tougher, but families deserve a week of just dad or mom and husband or wife, so I do my best to provide that setting.

2. **Reading a book not at all associated with education.** For me, it usually centers around some pretty diverse themes, from Jimmy Buffett to social justice. I want to smile and I want to think.

3. **At least one or two days where I purge the office.** This one doesn’t always come to fruition, but I think it is important to help support the concept of future orientation.

4. **Get out of the zip code several times and wear clothes from my wardrobe that I can’t wear in the zip code.** In my younger days, I would have described that as “letting my hair down” a bit, but that isn’t possible for me today.

5. **Define your spot and get there a couple of times.** The spot for the Fry family includes feeling the ocean’s sand between our toes, so we strive to bring that to reality a couple of times during my recharging period. Don’t ever give up on getting to your spot.

6. **Lastly, during this time period I work even more consistently to get the exercise I need, the sleep I need and the nutrition I need.** Making that a non-negotiable for the entire year remains on my list! There is no suggested reading within this article, no sage words of wisdom or however you’ve received them in the past – just a gentle reminder to catch your breath, recharge and enjoy your time.

We’ve had a very tough year at Big Spring, with unexpected student deaths, a Board President death and general trying losses from our Bulldog Family. Life is short, my friends. Please be sure to step away and set your own list for “recharging.”

Wishing you an incredible summer!

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**Reminder: Nominations Due July 26 Online**

**PASA SEEKING NOMINATIONS FOR 2020 PA SUPERINTENDENT OF THE YEAR**

PASA is seeking nominations for 2020 Pennsylvania Superintendent of the Year.

The National Superintendent of the Year program, sponsored by First Student, AIG Retirement Services and AASA, The School Superintendents Association, pays tribute to the talent and vision of the men and women who lead the nation’s public schools. This is the 33rd year for the national award program.

To be considered for National Superintendent of the Year, a Pennsylvania applicant must first be selected as “Pennsylvania Superintendent of the Year” by the PA Association of School Administrators (PASA).

Candidates will be evaluated on four criteria: leadership for learning, communication, professionalism and community involvement.

Information about eligibility, the nomination process, selection and deadlines is available on the PASA website at [https://www.pasa-net.org/soy](https://www.pasa-net.org/soy). The deadline for submitting formal, online nominations for Pennsylvania Superintendent of the Year consideration is **FRIDAY, JULY 26.**

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**SCHOOL DISTRICT BUDGETS continued from page 1**

costs for special education and charter school funding.

The survey also showed that, due to fiscal stress, nearly 40% of respondents indicated that they had planned on some staff reduction for 2019-20 and/or leaving some vacancies unfilled in 2019-20.

“Unless and until the state recognizes the untenable financial situation school districts are in due to rising mandated costs, the strain will continue, and state funding will remain a zero sum game in many school districts,” said PASBO Executive Director Jay Himes.

“Property tax payers will remain on the hook, year after year, to close the gap.”

[Click here](#) to read the report.
School leadership is stressful, and establishing and maintaining a personalized work/life fit is necessary for sustainability. The summer months provide an opportune time to incorporate time management habits and strategies that will improve your work/life fit. Not only will you ignite your own fire, you will also be in a better position to spark the flames of those you lead.

I used to refer to the concept of “work/life fit” as “work/life balance,” but when thinking deeply about my prior experiences as a principal, central office administrator and superintendent, I realized that I never achieved a state in which work and life were distributed in equal proportions with clear boundaries. School leadership is a 24/7 job. The work side of the equation usually tips the scale and often extends into personal time.

So much for balance.

I believe that a work/life fit is essential to longevity in life and in the job. Although you have limited control over certain aspects of your work, managing your time is key to maximizing the life side of the equation.

As you ponder your work/life combination, consider the following time-conserving habits and strategies described by long-term superintendents and assistant superintendents during our professional development sessions with new and aspiring leaders:

- Set a plan for the day, week, and longer time frames. Include meals, work-outs and important family events on the schedule to assure that your personal life does not get short-changed.
- Record work and personal “to dos” on one list. One snapshot of the complete list assures that the life side of the fit is constantly visible and less likely to be postponed.

- Resist the temptation to read emails as they are delivered, and establish consistent times during the day for responding to them and non-urgent phone calls. Focusing on the task at hand increases productivity.
- Replace face-to-face meetings with video conferences when the agenda items do not require much time and/or discussion. Travel time is saved.
- Work from a home office or close your work office door when completing large projects. Freedom from distractions shortens the time spent on them.
- Let go of the guilt and simplify the expectations you set for yourself. Are there others in your organization who could do some of the jobs that you do? Is it necessary to attend every student event in your district? Can you hire someone to do mundane home chores that take time? Eliminating self-imposed, unnecessary expectations provides more time for self-care.
- Establish an expectation that the leaders and teachers in your school(s) respond immediately to unfolding developments at their level of responsibility. Large clean-ups often consume days, weeks, and even months of your time. In addition, your acceptance of the responsibility reinforces their unresponsiveness.
- When identifying direct reports, hire “smart and passionate.” Your reliance on them allows you to focus on the organization’s growth without getting tangled in the weeds.
- Build the organization’s internal pipeline. Having competent internal hires well-prepared for top-level positions will save time spent on active search processes, as well as enhance the district’s leadership capacity at all levels.
- Seize opportunities for networking. Relating with colleagues who share similar roles is essential for mental wellbeing.

It’s summertime. For a few weeks you have the flexibility to establish your personalized work/life fit. Take time to evaluate these and other habits and strategies. Incorporate those that feel right for you.

Controlling your time will not only ignite but extend the longevity of your fire, both personally and professionally.

COMMUNICATIONS TIP OF THE MONTH

“School districts need effective strategies for connecting with stakeholders. The communication can take many forms: face-to-face meetings, websites, e-mails, newsletters, press releases and more. When I watch my own children consume information, their preferred medium is video. That suggests we continually need to evolve our organization’s communication to meet our audiences wherever they are.”

– Nick Polyak, superintendent of the Leyden School District 212 in Franklin Park, Illinois, from “Connecting Visually with 360-Degree Videos,” as published in the June issue of AASA’s School Administrator. The issue looks at the changing nature of parenthood and childhood and the impact on educators and schools.”

SUMMER HOURS

Beginning Monday, June 10 through Friday, August 30, summer hours for the PASA office are as follows:

Monday through Thursday: 8 a.m. to 5 p.m.
Fridays: 8 a.m. to noon
Both the growth in the EITC program and the cost of charter/cyber charter tuition are major funding issues that ultimately have a big impact on traditional public schools. But despite the dollars involved, few lawmakers are loath to make changes in either.

The EITC tax credit program has ballooned since its inception, lowering the amount of state revenue available for K-12 public schools and other programs and services by diverting business taxes into mostly private school tuition payments. And a bill is moving now that would nearly double the current amount of tax credit available to over $200 million next year – with a 10 percent increase every year thereafter.

Meanwhile, the transfer of funds from traditional public schools to charter and cyber charter schools continues to grow. In fact, according to a recent PASBO press release, in 2017-18 school districts paid charter schools $1.8 billion, representing nearly 7 percent of total school district expenditures and a growth of 10 percent from the previous year – the equivalent of $.37 of every new dollar raised in 2017-18 property taxes.

Supporters of both programs make it no secret that these are “choice” programs, that magical word public school nay-sayers insist is the answer to the many failures of public education. They want “alternatives” to “failing” public schools.

But here’s the rub: they want alternatives but not accountability similar to that required of traditional public schools, including test scores, graduation rates, audited, public and transparent evidence of effective and efficient use of taxpayer dollars, and more data – lots of data and lots of reports. Rather, the schools that benefit from these choice “alternatives” are held to a much different standard: whether or not the parents are happy with their choice, as though just having that “choice” is enough. As Speaker of the House Mike Turzai (R-Allegheny) said in 2016, “By allowing parents to choose what is best for their children, these programs ensure students of all backgrounds are afforded a quality education.”

Mythology.

“Choice” in and of itself has nothing to do with quality education, by any measure, and has even less to do with accountability for tax dollars, lawmaker protestations to the contrary.

There is no accountability or transparency in the EITC program. We don’t know how EITC funds are actually being used, who is getting “scholarship” money, what their socioeconomic condition is, etc. There simply is no transparency in that system.

And the lack of a level playing field between the demands placed on charter/cyber charter schools and those placed on traditional public schools renders the “we need more accountability” mantra moot. In fact, even though test scores in most cyber charter schools remain abysmal, that issue never surfaces in Harrisburg. No one supporting “choice” is apparently bothered that a recent study of charter school performance in Pennsylvania (released this month by the Center for Research on Education Outcomes) found “overwhelmingly negative results from online charter schools” and that “any potential benefits of online schooling such as student mobility and flexibility in curriculum are drowned out by the negative impacts on academic growth of students enrolled in such schools.”

Apparently, all that matters is that parents have choice. That in and of itself is supposedly a guarantee of a quality education. No accountability for results. Just happiness.

Meanwhile, too many traditional public schools throughout the commonwealth are struggling financially and academically, with low test scores and low fund balances. The kids entering those schools are several steps behind before they even start. They live in urban and rural communities with high poverty, low parental education levels, lack of access to enrichment and sometimes even the Internet, and a communal sense of isolation and hopelessness. High staff turnover, buildings badly in need of extensive renovation and repairs, and lack of student supports and educational supplies that make for a rich learning environment only make the situation worse.

Are all of those schools perfect? Do they always make the best managerial decisions? Well, there certainly are plenty of accountability measures to make that determination and provisions in law to get them back on track.

But reducing the amount of state revenues available for programs and services and public education, and forcing school districts to transfer their badly needed state and locally generated revenues to charter schools, too many of which are failing, only makes the situation worse and certainly won’t do anything to help make up the difference for kids in those struggling districts, let alone in failing “choice” schools.

The PASA Resolutions make the issues clear, stating strong opposition to state and federal legislation that would expand voucher or tuition tax credit plans and strong support for adoption of accountability measures to determine the effectiveness of the investment of state tax credits (EITC) to support enrollment of students in private schools. The resolutions also call for extensive reform to Pennsylvania’s charter school law, including support for a review of student achievement at all levels to gauge appropriateness of cyber instruction.

It’s time to stop touting the mythology of choice and get the job done.
Excellence in leadership within our nation’s public schools has never been more vital to our children’s success than it is today. To provide a dynamic and interactive professional development program that will positively impact student achievement, PASA is partnering with AASA to facilitate a Pennsylvania cohort of AASA’s premier National Superintendent Certification Program®.

This program, designed by superintendents for superintendents, will be open to new and experienced Pennsylvania superintendents who aim to provide world-class leadership within their districts. Participants will be able to earn 105 PIL hours and earn national certification through AASA.

The program, which begins in November, includes five sessions held in the PASA Office, as follows:
- November 6-7, 2019
- March 19-20, 2020
- June 24-25, 2020
- October 12-13, 2020
- March 4-5, 2021

The Education Policy Leadership Center is now accepting applications for the 2019-20 Pennsylvania Education Policy Fellowship Program. The Fellowship Program is a professional development program for individuals whose work record reflects strong leadership abilities and a concern for issues important to children and education. The program is supported by a national and state network of resource people and peers who have a track record of accomplishment in research, policy development, and effective practice in education, child development and human services, and is hosted by the Education Policy and Leadership Center* in Pennsylvania.

With more than 500 graduates in its first 20 years, this program is a premier professional development opportunity for educators, state and local policymakers, advocates, and community leaders.

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

The 2019-20 program begins in September and continues to graduation in June 2020.

Registration will open on Friday, June 7. See the EPLC website, https://www.eplc.org, for details on how you can join the 2019-20 cohort!

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

PASA is again seeking nominations for three special awards recognizing leadership in public education – and we need YOUR help in identifying those among us who are deserving of special recognition.

The awards fall into three categories: Service to the Profession, Instructional Leadership, and Leadership in Public Education.

All PASA members are eligible for these awards. Deadline for nominations is July 19.

For more information on the Awards of Achievement and the nomination process, see the PASA web site at www.pasa-net.org/pasaawards.

BE A BETTER ADVOCATE!

Want to be a better advocate for your school, your community and, most importantly, your students?

Looking for resources to enhance your own advocacy?

The PASA website provides you with resources you need!

Check it out…
https://www.pasa-net.org/advocacy
A don’t-miss program for new superintendents and those close to moving in that direction

July 11-12 – Part 1: Strategic and Cultural Leadership
REGISTRATION REMAINS OPEN!

New superintendents will learn strategies for developing and enacting a mission, vision and core values for the academic success and well-being of all students. Facilitated discussions will focus on effectively transitioning to the new role, prioritizing safety, developing a positive relationship with the school board, creating an organizational structure based on the district’s needs and priorities, developing an appropriate superintendent evaluation process, and assuring equitable opportunities for all students.

• Discussions led by experienced superintendents
• Practical advice on issues facing new superintendents
• Networking with your peers across the Commonwealth

SCHEDULE:
check-in: 9:30-10:15 a.m.
includes lunch, dinner and evening discussion the first day concludes at about 2:15 p.m. on the second day (breakfast and lunch included).

Overnight accommodations on July 11 are available nearby.
DEADLINE: JUNE 12

PIL/Act 45-approved for 25 hours per two-day session (requires full attendance and completion of embedded activities)

PLUS...
SAVE THE DATE for Parts 2 and 3
September 25-26 – Part 2: Systems Leadership
January 7-8, 2020 – Part 3: Professional and Community Leadership
(Participants are urged to take all three programs as they are able.)

See the PASA website for details, registration and hotel information at: www.pasa-net.org/workshopnsa

Registration Open!
Registration for the annual PASA-PSBA School Leadership Conference is now open. See the conference website to register at https://www.paschoolleaders.org/registration. And remember to make your hotel arrangements ASAP. Click here.

Don’t Forget the PASA Events!
When you complete your registration, don’t forget to register for the special PASA Recognition Luncheon with your conference registration. This year’s luncheon will be held on Wednesday, Oct. 16 instead of Thursday. Network with your colleagues and join us to recognize our outgoing President Dr. Richard Fry and three recipients of the PASA Awards of Achievement.

In addition, the PASA Women’s Caucus will have a drop-in session on Thursday, Oct. 17 for conversation and networking during the conference. No registration required!

REMINDER: Call for Session Presentations
Share your ideas and expertise with other education leaders by leading educational sessions at the PASA/PSBA School Leadership Conference, scheduled for Oct. 16-18 in Hershey.

Presentation topics are open to all areas of education and training. Potential subject areas may include best practices, safety and security, advocacy, risk management, finance, student supports, equity, behavioral health, positive board communication, trauma, career and technical education readiness, and social media.

Preference will be given to interactive sessions.
THE DEADLINE FOR ENTRIES IS JULY 1, 2019.

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

Applications for Student Showcase Due June 14
We need your talented students for the 2019 Student Showcase at the annual conference, scheduled for October 17!

If you have an outstanding performing arts group or individual that you are proud of, submit an application. We are looking for energetic, entertaining acts to perform for 10 minutes each as part of a celebration of public school students. In addition to performing arts groups, we also need a student master of ceremonies to host the show.

Applications are due by June 14, 2019. Selected groups and individuals will be notified by July 15, 2019. See the conference website for details.
**Still Time to Register!**

**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.

Approved for 40 Hours of PIL/Act 45 Credit!

Bring your administrative team and make this a learning & planning opportunity before the school year begins!

[Click Here](#) to register.

**Hotel Accommodations**

To secure rooms, contact Kalahari Resorts & Conventions at 1-877-52525-2427 and reference the “PA Educational Leadership Summit” room block or [click here](#) for online reservations (enter group ID 4422). Group rate based on availability. **Deadline: July 5.**

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**Advocacy Update...**

**Position Paper on Charter School Bills**

Last month PASA sent to House members a position paper outlining PASA’s position on four charter school bills under consideration. [Click here](#) to read the paper. PASA continues to advocate for changes in charter school law regarding funding and accountability.

**Testimony on Compulsory Attendance**

Dr. Richard Fry, superintendent of the Big Spring SD and PASA President, testified before the House Education Committee on June 4 in support of Gov. Wolf’s proposal to lower Pennsylvania’s school attendance requirement from age 8 to age 6 and raise the exit age from 17 to 18. [Click here](#) to read his testimony.

**Call for Funding Increases**

Dr. John Bell (pictured), superintendent of the Delaware Valley SD and PASA Treasurer, spoke during a press conference held by the Pennsylvania Music Educators Association on April 29 as part of the 8th Annual PMEA Music Education Day at the Capitol. Bell called for increases in both BEF and SEF funding to support school districts to ensure that programs for students, including music programs, can thrive in Pennsylvania’s public schools.

**Next Advocacy Day Opportunity**

PASA, along with the PA Principals Association and PARSS, is planning a Lobby Day at the Capitol on Tuesday, **June 18**. Join us! Members of the General Assembly **must** hear from school leaders on education issues. Advocacy is key – and numbers matter! If you can participate, please contact Deb Banks in the PASA office at [dbanks@pasa-net.org](mailto:dbanks@pasa-net.org).

**Be a Better Advocate!**

Want to be a better advocate for your school, your community and, most importantly, your students? The PASA website provides you with resources you need! Check it out: [https://www.pasa-net.org/advocacy](https://www.pasa-net.org/advocacy).
GRIT, GROWTH, GAINS: LEADING FOR STUDENT ACHIEVEMENT

BY TOMORROW S. JENKINS, ED.D., 
PASA WOMEN’S CAUCUS SECRETARY

“How informative.”
“Great networking opportunity.”
“The speakers were wonderful.”
“This may have been the best one yet!”
“I felt so refreshed by all the inspiring women I met.”
“I never knew about this conference, but I can’t wait to attend next year.”

These are just a few of the comments Women’s Caucus Board members heard regarding this year’s conference, held May 13-15 in Hershey.

The conference, which boasted of two engaging keynote speakers – Dr. Veidre Jackson, who kicked off the three-day event on Monday evening, and Beth Trapani, who continued the conversation on Tuesday morning – brought together diverse speakers, learners and leaders.

The conference provided a great learning experience. Additionally, there was time for attendees to network and connect by sharing experiences and exchanging ideas with strong, powerful, intelligent and knowledgeable leaders from across the Commonwealth. Likewise, the sessions were filled with current, aspiring and retired leaders alike.

The following is a sampling of the engaging breakout sessions presented by experts in their respective fields:

• Communicating Under Pressure
• Endurance for the Leadership Climb
• How the Lack of Grit Impacts Mental Health
• The Grit and Determination Needed to Lead a School District
• Investing for Women and Systems for Maximizing Your Financial and Retirement Security

Clearly, there were a power-packed selection of sessions! And, as a bonus, those attending also were able to earn PIL/Act 45 credits.

Next year you do not want to miss out, as the Board will soon be gearing up to make plans for the 2020 conference. It is sure to be not only educational, but revitalizing, inspiring and uplifting. Be on the lookout for more details!

Finally, the Caucus Board sends a heartfelt thank you to PASA and our conference sponsors. With their support, our organization was provided the opportunity to put our mission into action, which is to SUPPORT, INSPIRE and EMPOWER. The women in attendance who lead our schools, districts and IUs today, as well as those who will take charge tomorrow, have added to their arsenal of assets to SUPPORT, INSPIRE and EMPOWER others.

Dr. Jenkins is Assistant Principal of Kennett High School in the Kennett Consolidated School District.

2019 PASA WOMEN’S CAUCUS CONFERENCE RECAP

Women in school district administration gathered at the Hotel Hershey on May 13-15 for the annual Women’s Caucus Conference.

With the theme “Grit, Growth, Gains: Leading for Student Achievement,” this year’s conference offered participants featured presenters, opportunities for networking, and numerous educational sessions focused on a variety of topics, including communicating under pressure, the endurance process of leadership growth, the connection between lack of grit and mental health, and the grit and determination needed to lead a school district.

The three-day conference concluded on Wednesday with both legislative and legal updates.

Keynote speakers included: Dr. Veidre Jackson, CEO/Founder of Living Strong Consulting LLC and an award-winning author, educator, and entrepreneur who is recognized as a leading educational trainer in trauma informed practices and cultural competence; Beth Trapani, a former radio and TV news anchor who now helps school districts manage internal and external communications during crisis situations; Hannah Barrick, PASBO Director of Advocacy; and Kristine Roddick, chair of the Special Educator Group and Managing Partner of the Executive Committee for King, Spry, Herman, Freund and Faul.

Dr. Tomorrow S. Jenkins served as leader of the conference planning committee. Lynn Fuini-Hetten presided over the conference as Women’s Caucus President.

The Women’s Caucus Board now is making plans for the 2020 conference, tentatively planned for May 17-19 in the Hotel Hershey.

IMAGES FROM THIS YEAR’S CONFERENCE:

RIGHT: Dr. Veidre Jackson, keynote speaker. Dr. Jackson also led a session on “Endurance for the Leadership Climb.”

RIGHT: Beth Trapani, keynote speaker and session leader, focused on communicating under pressure and proactive communications.

See more WC photos on page 12
AWARD RECIPIENTS HONORED AT WOMEN’S CAUCUS CONFERENCE

Two education leaders were recognized as the recipients of the 2019 PASA Women’s Caucus Awards during last month’s conference in Hershey. The two awards both highlight outstanding leaders serving in Pennsylvania schools and are named for outstanding administrators who provided an example of positive school leadership.

The Margaret Smith Award is given to a female administrator who has demonstrated proven leadership in education. Dr. Margaret Smith, an exceptional educator, was one of the founding members of the PASA Women’s Caucus who had extensive and extraordinary 50-year career.

The Wanda McDaniel Honorary Membership Award is given to an administrator or aspiring school administrator who shows evidence of great leadership potential. The award is named for Dr. Wanda McDaniel, a founding member of the PASA Women’s Caucus, and an outstanding administrator and superintendent who displayed a high quality of leadership and was a mentor and role model to many female leaders.

2019 Margaret Smith Award Recipient: Dr Tracy Hinish

BY DR. FRANCINE ENDLER

Tracy is no stranger to PASA, as she served on the Women’s Caucus Board and co-facilitated five very successful conferences. Without a doubt, Dr. Hinish embodies the spirit of this award as a female administrator who has demonstrated proven leadership in education.

As a classroom teacher, Dr. Hinish was a leader for aspiring educators by being an outstanding cooperating teacher and leading professional development for her colleagues in the Hollidaysburg Area School District. As a building level leader, Dr. Hinish supported, inspired and empowered her teachers and staff and created a wonderful learning environment for students.

Her sphere of influence expanded when she became an Educational Consultant, then Assistant Executive Director at the Tuscarora Intermediate Unit 11. Her work at both the local and state level has been recognized, and she was often invited to serve on panels and advisory boards as new initiatives were being introduced. With every endeavor, Dr. Hinish provided insight and perspective that was student-centered.

Dr. Hinish’s influence on education extends to her work as a board member for the Education Department at the Pennsylvania State University as well as training new administrators through the National Institute for School Leadership (NISL) program. She mentors aspiring teachers and new principals at a critical time when we need to increase the number of people entering our wonderful profession. No question she has had an impact on education!

In each and every role that Dr. Hinish has held, she has displayed genuine caring, support and kindness for everyone. Many people have been recipients of Tracy’s encouraging words, sage guidance, boundless generosity and unwavering support. I, myself, am a better person and educator because of Tracy.

Tracy has a special affection for Walt Disney World... and reportedly has been there a few times! The following quote by Walt Disney is fitting as a tribute to her: “You can design and create, and build the most wonderful place in the world. But it takes people to make the dream a reality.” Much like Walt Disney, Tracy has been the imagineer that has made dreams a reality for her students, colleagues and friends.

Congratulations to Dr. Tracy Hinish as this year’s Margaret Smith Award recipient!

2019 Mc Daniel Award Recipient: Elisha Kanada Gee

BY DR. RINA VASSALLO

This year’s recipient of the Wanda McDaniel Award is Elisha Kanada Gee, currently an Assistant Principal at Simmons Elementary School in the Hatboro-Horsham School District. Elisha was nominated by her principal Karen Kanter and her assistant superintendent Dr. Monica Taylor.

Elisha has been in her current position since 2017. In that short time, she has made a great impact in her school and in the district, developing several new initiatives which focus on connecting the school and community. They include the One Book Program, a start-of-school welcome party hosted in the community, a mentor program for students which included utilizing all school personnel to serve as mentors, and most recently partnering with the Hatboro Horsham High School Black Student Union to mentor Simmons’ students as well.

In making the nomination, Karen Kanter wrote, “Mrs. Gee has established herself as a collaborative, positive and productive administrator solidifying relationships with stakeholder groups, and one of her strongest leadership competencies include creating competencies for diverse perspectives to be heard during information gathering.”

Additionally, in February of 2019 she worked collaboratively to plan a very successful professional development experience for the two elementary schools which focused on district goals and initiatives.

In the nomination packet, Elisha is described as a “servant leader who continues to draw on lessons of the past that reflect the importance of sisterly relationships based on trust and mutual respect. Her approachable spirit, coupled with a warm and inviting demeanor, enables her to build positive and authentic relationships with females of all ages. She simply believes that women are capable of performing the highest standards.”

Elisha is passionate about student success. In her previous role as the educational coordinator for the Upper Dublin Education Foundation, her community outreach included helping families of underserved students to access postsecondary sources. She has continued this commitment working in a leadership role in HH’s diversity and equity initiative.

Along with her significant impact on her district, Elisha is a mother of three, a doctoral student at Gwynedd Mercy University, and, incredibly, in 2018 she stepped up to fill a school board vacancy at North Penn School District, where they most recently instituted full day kindergarten.

Elisha is an administrator who has already made a considerable mark in her various roles in education. The PASA Women’s Caucus congratulates her on this award and look forward to hearing more about her journey!
2019 PASA WOMEN’S CAUCUS CONFERENCE RECAP

Thank you to Kades-Margolis, MIND Research Institute, Fitness Headquarters and Audio Enhancement for their additional sponsor contributions to this year’s conference!

LEFT: Brian Coffey of MIND Research, a conference sponsor, presented a session on Innovative approaches to engage girls in STEM programs.

RIGHT: Hannah Barrick updated attendees on the latest information from the Capitol.

LEFT: Jonette Marcus from the Center for the Collaborative Classroom was a panelist in a session focused on improving student achievement.

LEFT: Dr. Sherri Smith, Advisor to the Deputy Secretary at the PDE, provided an updated on initiatives from the department.

RIGHT: Dr. Natalie Ortega-Moran from Avon Grove High School shared her story of personal grit, growth and gains during a panel discussion.

PASA Flyer - June 2019
A PATH TO INCREASED SUPPORT
BY JAMIE VOLLMER

The Pennsylvania Statutes, Title 24, directs administrators to strengthen ties with stakeholders of their communities. This language is reinforced in ESSA, Part IV. Every strategic plan in Pennsylvania includes some sort of public engagement objective.

And yet, as the school year unfolds, the “community piece” is muscled aside by more pressing concerns, leaving pursuit of this goal to your communications director, if you are lucky enough to have one.

For decades, this arrangement was good enough. Educators were respected. Most folks had kids in school. Today, however, administrators face shifting demographics, rising expectations, and intense political scrutiny. Society’s mandate has changed. It’s no longer “Teach these kids.” It’s “Raise these kids!” And while you and your staff dance as fast as you can to meet this challenge, media pundits, ideologue policymakers, and self-serving entrepreneurs work overtime to erode public trust. Engaging the community is now essential. You need all the support you can get.

I have been talking about this for 30 years. In 2017, at the suggestion of a superintendent, I began organizing everything I’ve learned into a video series. And as I worked, I began to see a distinct path that any district could follow to inspire the staff and engage the community at no additional cost. It is comprised of six steps:

Step One – Promote Public Education and Praise Your Staff
During this time of rampant criticism, it is vital that you and your staff repeatedly tell the story of public education’s remarkable success. Emphasize that public schools have unleashed the potential of tens of millions of Americans and enabled our rise to global preeminence. State the fact that no expenditure of tax dollars yields a higher return as our investment in public schools. Praise your staff as the community’s most important professionals. Stress the value of their individual and collective experience. Celebrate their success.

Step Two – Defend Public Education
Acknowledge the threats. Analyze the motivations of those who seek to undermine support for public education. Provide your staff and community allies with the information they need to refute baseless criticism and expose the dangers of empty, free-market rhetoric. Help your staff see that they have the power to speak out and increase support for their schools. Remind them that they are one of the largest employee groups in the county. Show them that the stakes are much too high to remain silent.

At the same time, strive to reduce self-inflicted wounds. Point out the damage caused when staff members bad-mouth one another and their schools in public. Explain the professional and personal benefits that accrue when people shift their attention from the negative to the positive. Ask everyone to look for things in and around your schools that might be considered positive, hopeful or inspirational. Urge them to share their triumphs – big and small.

Step Three – Accept the Need for Change
Make it clear that defending public education does not mean defending the status quo. Address the sorting problem that sits at the heart of the system. Reference Jefferson’s seminal “Notes on the State of Virginia” to help staff, parents, and the public understand that our schools were created to serve an America that no longer exists.

But recognize that attempting major change can inflame passions and rile up staff and community members who have rigid mental models of “the way school ought to be.” Ignore this at your peril.

Step Four – Overcome Resistance to Change
Place today’s need for reform in context. Offer a history lesson to show that our schools have always been a work in progress. Review the choices our ancestors made to meet America’s evolving needs and explain the choices we face today.

Address the complexities of school/community relationship. Help everyone see that schools are powerfully shaped by local traditions, values, and beliefs. Accept the truth that raising student achievement requires more than changing schools. It requires changing the culture of the communities they serve, which is why it’s so darned hard.

Step Five – Increase Community Understanding
Help the public understand your challenges. Most people haven’t stepped inside a school in decades. Expose them to the mountain of academic, social, and medical responsibilities that society has heaped upon your schools.

Make the issue personal. Show how improving the quality of local schools improves the quality of life throughout the community. Connect the dots so everyone can see that they have some skin in this game, whether or not they have children in school.

Step Six – Reap the Benefits of Engagement
Watch your staff become proactive ambassadors for the district. Enjoy greater public support for your efforts to prepare all children to thrive and prosper. Fulfill your community engagement objective. Expedite fundraising. Set the stage for ever-increasing student success.

This month we dig deep on the Secure Rural Schools and Counties program. It is a critical program that benefits a large majority of states in the nation, with especially important roles in the Pacific Northwest and states with a large amount of federal forest land.

By way of background: In December 2000, with support from the National Forest Counties & Schools Coalition (NFCSC), the Secure Rural Schools and Communities Act was signed into law. This bill provided Title I payments to counties (for roads) and to public schools. It also provided payments to counties to invest in Title II Forest Improvement Projects on National Forests and Title III for specific projects and programs in counties.

The Act also authorized the counties to create, in cooperation with the USFS, collaborative Resource Advisory Committees. This Act was enormously successful in that it restored county and school revenues to their 1980’s and early 90’s levels, resulting in restoration of public services and school programs. The 62 Resource Advisory Committees completed more than 4,000 projects on national forest lands without a single lawsuit or appeal. The original SRS authorization expired in September 2006.

Congress funded the Secure Rural Schools (SRS) program for the short-term FY 2017-2018 in the Consolidated Appropriations Act (H.R. 1625), which extended SRS funding for FY 2017-2018. SRS funding for two years provides very short-term financial support for the disintegrating SRS safety net serving nine million students and county citizens in 4,400 school districts in 775 forest counties in 41 states. No funding was provided in FY19, and no funding has been proposed for FY20 to date.

National forests and communities burned at significant rates over the last few years. Forest communities are suffering human and economic devastation as the SRS safety net continues to unravel. Forest counties, communities, schools and students continue to pay the price as extremely dangerous fires devastate local communities while also suffering loss of irreplaceable essential fire, police, road and bridge, community and educational services.

As a long-term alternative to SRS, the federal government and Congress have been promising but not delivering a long-term system based on sustainable active forest management.

With this background, our most recent success related to SRS has been to secure funding, albeit in a patchwork of short-term funding bills. We need the FY20 appropriations bill to include funding for at least FY20 and FY19 (retroactively), if not also for FY21.

However, for longer term stability, the SRS coalition we belong to has pivoted to a two-prong strategy. In addition to the usual push for annual funding, we are also looking for a significant restructuring of the program, to remove its reliance on the annual appropriations process.

To that end, we were pleased to see the recent reintroduction of the bipartisan Forest Management for Rural Stability Act, first introduced in December 2018, which would make SRS permanent by creating an endowment fund to provide stable, increasing and reliable funding for county services. This bill has yet to be introduced in the House, but we are making inroads.

Moving forward through the summer, the “ask” should be to ensure that your Senators have signed on to the Forest Management for Rural Stability Act and ask them to commit to securing funding for SRS in the final FY20 funding package, including retroactive funding for FY19.

WHAT YOU NEED TO KNOW!

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!

UPCOMING AASA EVENTS

2019 Legislative Advocacy Conference
Washington, D.C.
July 8 - 10, 2019
Registration is open!

National Conference on Education
San Diego
February 13 - 15, 2020

http://www.aasa.org
Legislative Advocacy Conference

Join a delegation of Superintendents and School Business Officials on July 8-10 in Washington, D.C. for the Legislative Advocacy Conference. School system leaders and school business officials are critical leaders when it comes to federal education policy discussions. With more focus than ever on public education, the students in your district need a strong advocate.

Take advantage of this conference’s educational opportunities that include panel discussions with key Capitol Hill staff, a legislative breakfast featuring elected officials, the latest information on how to work with the current administration and time for you to meet with your representatives.

Overnight accommodations are available at the Hyatt Regency on Capitol Hill.

Click here for information.

National Day of Action for Title II, Part A

On May 15, AASA, along with a group of national education organizations, hosted a day of action supporting the $500 million increase the House Appropriations Committee appropriated for Title II, Part A of the Every Student Succeeds Act (ESSA). Title II, Part A is a necessary program that can be used to recruit, retain and train teachers, principals, and other school support personnel.

Voucher Victory on the Hill

Last month the House passed The SECURE Act concerning retirement accounts. Included in the original bill was a very problematic provision that would allow expansion of 529 plans, giving wealthy families a tax break for enrolling—or keeping their children enrolled—in private schools and homeschools. This tax break would decrease available funding for public education budgets, hurting the 90 percent of students served by our nation’s public schools.

While the bill passed out of the House Ways and Means Committee with that provisions, education groups (including AASA) were successful in negotiating its removal before the House considered and passed the bill. The bill now goes to the Senate for consideration, although the Senate is working on its own version of The SECURE Act. For now, though, a good advocacy effort resulted in stronger policy that supports public education.

AASA National Women's Leadership Consortium

Lisa Hoffman, assistant superintendent in the Quakertown Community School District, and Megan Shafer, senior director of policy in the Lower Merion School District, are among 20 women superintendents and successful women leaders from the corporate and nonprofit communities that have been selected to participate in the 2019 AASA National Women’s Leadership Consortium.

Established in 2016 as part of the Women in School Leadership Initiative, the Consortium is designed to bring together successful women leaders to identify and address barriers females face when aspiring to top leadership positions in K-12 education.

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

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!

REGISTRATION IS OPEN!

PASA New Superintendents’ Academy
Part 1: Strategic & Cultural Leadership – July 11-12 (PASA Office)
Part 2: Systems Leadership – September 25-26
Part 3: Professional & Community Leadership – January 7-8
See p. 8 for details.

PA Educational Leadership Summit
August 4-6 (Kalahari Resort Poconos)
featuring keynote speakers Dr. Joe Sanfelippo and Jessica Cabeen
Leadership teams encouraged to attend!
See p. 9 for details.

PASA/PSBA School Leadership Conference
Oct. 16-18 (Hershey)
Featured speakers, sessions, student displays & performances, networking & learning, plus PASA Recognition Luncheon
https://www.pasa-net.org/fallconference

PLANNING TO RETIRE SOON?

Stay connected to PASA and join as a Retired Member – and update your contact information! Before you retire, contact Jolene Zelinski for assistance at (717) 540-4448 or via email at jolenez@pasa-net.org. We want you to stay connected!

In addition, PASA is in the process of developing an Acting Superintendent Service in an effort to provide continuity of leadership in school districts due to the departure of the superintendent.

We will maintain a list of retired superintendents who are available to serve on an acting basis during a district’s search for a permanent superintendent replacement. When contacted, we will share a list of individuals who are available to serve on an acting basis in the geographical location of the requesting district and help them conduct interviews if requested.

If you are a retiring superintendent and would like to be part of this service, please contact Deborah Banks (dbanks@pasa-net.org) or Mark DiRocco (mdirocco@pasa-net.org) in the PASA office.

REGISTRATION OPENS SOON…

Safety & Construction Projects for Schools
Presented by PASA and PASBO
Sept. 10 (PASA Office, 8:30 a.m. – 3 p.m.)

Fall 2019 PASA Webinar Series:
Avoiding the Pitfalls – Part 2
Sept. 24: Educator Discipline Act: Mandatory Reporting, PDE Investigations, and Duties of Chief School Administrators under the Act
Oct. 23: The PA Public Official and Employee Ethics Act – Compliance with the Act and Avoiding Violations
Nov. 20: Record Retention, Right-to-Know and Litigation Holds
Dec. 10: Red Flags and Salvaging Your Career When Board Relationships Go South

One-hour webinars (noon to 1 p.m.) providing information you need to know. Registration opens soon!

PA Summit for Assistant Superintendents
Thursday, Oct. 3 (PASA Office)
“Evidence-Centered Leadership: Actionable Solutions for the Assistant Superintendent”
a deeper dive into the practical, actionable aspects of the 4Cs - Culture, Capacity, Coherence and Courage - as they apply to Assistant Superintendents

PASA/AASA National Superintendent Certification Program – PA Cohort
Beginning Nov. 6-7
Earn national superintendent certification through AASA! Earn 105 PIL hours! Delve deeply into the leadership role of the superintendent during this year-long program developed in partnership with AASA and the National Superintendent Certification Program. Enhance your understanding of and skill in addressing the leadership issues school system leaders face every day.
“Without intervention by state policymakers, the fiscal stress experienced by school districts across the commonwealth and the burden on local taxpayers will only increase. The number of school districts in financial distress will grow, and the quality of education provided to students in every district will diminish as dollars are yanked out of the classroom to plug holes made by increasing mandated costs [particularly special education, pension increases and charter school tuition]. We know the problem, and we know the solution. What are we waiting for?” – from the June 2019 PASBO/PASA School District Budget Report

“Funny thing about those billboards advertising ‘free’ online education: The education isn’t free – and neither is the billboard. Both are paid for with taxpayer dollars. Same goes for those radio ads, TV ads, and Internet ads promoting free cyber school – all paid for with public money. In fact, over the last three school years, Pennsylvania’s cyber charter schools spent more than $21 million combined in taxpayer money on expensive advertising campaigns to promote their schools…. Home and business owners shouldn’t be paying higher property taxes in order to fund expensive cyber charter school advertising campaigns to promote their schools…. Home and business owners shouldn’t be paying higher property taxes in order to fund expensive cyber charter school advertising campaigns to promote their schools. It’s time for Harrisburg to support cyber charter school funding reform.” – Susan Spicka, Executive Director of Education Voters of PA, from an op-ed published in The Pocono Record, 5/19/19

“PASA believes that the Pennsylvania Charter School Law is in need of significant reform and has provided the General Assembly with white papers in 2017 and 2018 that outline specific recommendations to improve this outdated law. We are disappointed that charter school funding is not addressed in these bills, as this is the area of the current law that is in the greatest need for reform.” – from a PASA position statement sent to members of the House Education Committee last month concerning four proposed charter school reform bills

“The evidence shows that Pennsylvania has substantial numbers of underperforming charter schools. To be clear, the proportion of subpar charter schools has declined since our 2011 Pennsylvania study. However, with nearly one quarter of the schools lagging in reading and one third in math, the collective impact on student’s academic careers and later life outcomes remains of deep concern. This report found overwhelmingly negative results from online charter schools; any potential benefits of online schooling such as student mobility and flexibility in curriculum are drowned out by the negative impacts on academic growth of students enrolled in such schools. Urgent attention of two forms is needed. First, education leaders must assess the experience of the specific students enrolled in the online schools to ascertain if their educational needs are being met in their current schools. Second policy makers need to determine if current oversight policies or practices for online charter schools are sufficient to assure adequate performance.” – from “Charter School Performance in Pennsylvania – 2019” published by the Center for Research on Education Outcomes at Stanford University, released this month

“Despite the best efforts of our high schools to encourage students to stay in school and earn a high school diploma, this trend of dropouts at age 17 continues far too often across the commonwealth. The under-education of these students leads to billions in lost earnings over their lifetime and often results in significant public expense for these individuals later in their life. PASA believes that increasing the compulsory attendance law to age 18 will assist school districts in motivating and encouraging students to earn their high school diploma and set them on a path to a more productive future.” – Dr. Richard Fry, superintendent of the Big Spring SD and PASA President, speaking on behalf of the association before the House Education Committee in support of Gov. Wolf’s proposal to lower the state’s school entrance age from 8 to 6 and raise the exit age from 17 to 18
REGION 6
John Kimmel is now serving as superintendent of the Union SD, effective July 1. He replaces Jean Mc Cleary. Kimmel previously served as a high school principal in the Clarion Area SD.

REGION 12
Dr. Eric Holmes, superintendent of the York City SD, will retire at the close of the 2018-19 school year. He has been a teacher and administrator for 32 years and as superintendent in York for the past six year.

REGION 16
Dr. Jason Bendle is now serving as superintendent of the Shikellamy SD. He previously served as superintendent in the Danville Area SD. Bendle replaces acting superintendent Dr. Thomas Scholvin.

REGION 20
Dr. John Bell, superintendent of the Valley SD and PASA Treasurer, recently was named the 2019 Pennsylvania Music Educators Association’s “Outstanding Superintendent.” Congratulations!

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

JUNE
14 PASA office closed
18 PASA/PARSS/PaPA Lobby Day (Capitol)
19 PASA Retiree Luncheon (PASA Office)

JULY
4 PASA office closed
11-12 New Superintendents’ Academy Session 1 (PASA Office)
19 Deadline for PASA Awards nominations
25 Executive Committee meeting

AUGUST
4-6 PA Educational Leadership Summit (Poconos)
7 Professional Development Committee meeting (virtual)

SEPTEMBER
2 PASA office closed
4 Professional Development Committee meeting (virtual)
10 School Construction Workshop (PASA office)
12-13 Technology Committee meeting (virtual)
18 Board of Governors’ meetings (PASA Office)
25-26 New Superintendents’ Academy Session 2 (PASA Office)

OCTOBER
1 2019-20 PASA membership year begins
3 PA Summit for Assistant Superintendents (PASA Office)
16-18 PASA/PSBA School Leadership Conference (Hershey)

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.)

Registration is open!
https://www.paschoolleaders.org/registration