

PASBO/PASA SCHOOL DISTRICT BUDGET REPORT JANUARY REPORT FINDS ONGOING FINANCIAL STRESS

The latest [PASBO/PASA report on School District Budgets](#), issued last month, finds

that, while each school district is unique, financial pressure due to mandated cost increases—primarily special education and charter school tuition costs—continues to test school leaders, impact students and burden property taxpayers across the commonwealth.

“As articulated in past reports, the current financial situation in many school districts is unsustainable to ensure maintenance of current education program levels,” the report states. “And while continued increases in state funding for education have been helpful, mandated costs for charter school tuition, special education and pension costs are consuming most, if not all, of the additional investment the state is targeting to schools, and correspondingly requiring an increased reliance on property tax increases in the majority of school districts. It is the antithesis of the growing property tax relief debate.”

As noted in the report, the extent of the growth in special education and charter school tuition costs is so significant that \$0.76 of every new property tax dollar raised between 2012-13 and 2017-18 went to pay for these two costs alone, leaving little wiggle room for school districts to improve or expand their programs, hire additional school safety or security personnel, or even engage in needed maintenance projects. Trends indicate continued increases in these two areas.

“With consistent growth in special education enrollment, school districts will continue to spend more each year to ensure that they are providing special education students with the programs and services they need,” said Dr. Mark DiRocco, PASA executive director.

“Without a change in policy, charter school tuition is expected to cost school districts \$3 billion by 2024-25, if not before. The result of ongoing growth is more burden on local taxpayers and fewer opportunities for school district students.”

According to data, special education costs across all 500 school districts increased by \$1.28 billion between 2012-13 and 2017-18, with special education instructional costs

increasing more than \$1 billion during that time, and special education support services increased by \$185 million.

Rising costs were the result of an increasing number of students with more significant needs, with the number of those requiring the most extensive special education programs and services increasing by

See PASBO/PASA Report, page 4

Inside this issue...

Executive Director's Message	2
Retiree Luncheon	2
At the Capitol	3
PASA Educational Leadership Summit.....	4
PASA Licensure Exam Prep Session.....	5
President's Message	5
What Cyber & Charter Schools Have Taught Us - Part 2	6
A Crisis in Our Schools	7
Aspiring to Leadership	7
The Importance of Celebrating Black History Month	8
WC Annual Spring Conference Registration Opens Soon.....	8
WC Seeking Award Nominations.....	9
Communications Tip of the Month	9
It's Groundhog Day...Again	10
PASA Election Nominees Sought.....	11
The Advocate	12
AASA News	13
CoSN Tip.....	13
Recap: NSA Part 3	14
School Construction Workshop.....	15
PASA Leadership Forum.....	15
PASA Winter Webinars	16
Winter/Spring Professional Learning Overview	16
School Safety & Security Coordinator Workshop.....	16
Advocacy Update	17
Membership News	18
PASA Sponsors.....	19
Noteworthy Quotes.....	20
PASA Calendar	21

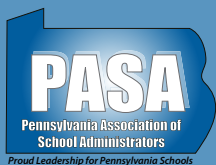
PASA is seeking nominations for 2020-21 President-Elect and 2020-21 Treasurer, and nominations for two seats on the AASA Governing Board. Deadline for nominations is MARCH 13.

See page 11 for information.

2020-21 STATE BUDGET PLAN

Gov. Wolf unveiled his 2020-21 state budget on Feb. 4, a \$36 billion state spending plan that increases spending 4.22% over the 2019-20 budget and one that includes no increases in broad-based taxes. What does the plan mean for education?

See Mark's column this month (p. 2) to learn more.



The *PASA Flyer* is published monthly by the Pennsylvania Association of School Administrators.

PRESIDENT

Dr. Jeffrey Fuller, Superintendent
Freedom Area School District

TREASURER

Dr. David Baugh, Superintendent
Centennial School District

PRESIDENT-ELECT

Dr. John Bell, Superintendent
Delaware Valley School District

PAST PRESIDENT

Dr. Richard Fry, Superintendent
Big Spring School District

EXECUTIVE DIRECTOR

Dr. Mark DiRocco

EDITOR

Barbara W. Jewett

DESIGN EDITOR

Suzanne K. Yorty

Correspondence regarding the
PASA Flyer can be mailed to:

PASA

2608 Market Place
Harrisburg, PA 17110
(717) 540-4448
(717) 540-4405 fax
email to pasa@pasa-net.org

Visit our web site at
www.pasa-net.org

PASA Members:

Please report your appointments, renewals, awards or special achievements, or that of others in your region to **Barbara Jewett** at PASA either by phone (717) 540-4448, by fax (717) 540-4405, or via email at pasa@pasa-net.org. Copy deadline is the 1st of each month.

FROM THE EXECUTIVE DIRECTOR DR. MARK DIROCCO

THE GOVERNOR'S BUDGET ADDRESS



I had the privilege of sitting in the House Chamber on February 4 as a guest of the governor when he proposed his 2020-2021 Pennsylvania state budget.

Once again, Governor Wolf put education at the top of his budget priorities. He proposed a combined \$41 million increase in early childhood learning, including \$25 million for Pre-K Counts, \$5 million for Head Start, and \$11 million for Early Interventions. I applaud the governor for investing in our youngest children to help them be better prepared and more successful in their K-12 education experience.

He also proposed a \$12.9 million increase for our beleaguered State System of Higher Education to help make college affordable for Pennsylvania students.

The governor's K-12 budget proposal was a bit unorthodox. While he proposed an increase of \$405 million for our public schools, the delivery of the funding will be contingent on the legislative process in addition to the traditional budget negotiations.

His proposal includes a direct increase of \$100 million in Basic Education Funding (BEF) and \$25 million in Special Education Subsidy (SEF). These requests are only about half of what was proposed last year. In an effort to assist districts further, the governor is relying on his proposed charter school reform legislation being passed by both chambers prior to the adoption of the 2020-2021 budget. According to administration figures, this will provide school districts with an additional \$280 million in savings as a result of lower charter school tuition expenses.

Of course, my concern is that an agreement will not be reached on charter school legislation by June 30 and the General Assembly will happily provide the proposed BEF and SEF increases, leaving school districts in significant deficit. Charter school tuition increases alone are expected to rise by approximately \$180 million next year. Special Education expenses have increased over \$200 million per year over the past five school years, and pension increases are expected to rise by about \$100 million statewide next year. As you can see, the governor's proposed BEF and SEF will not come close to covering these three mandated expenses.

In other words, public school districts will need the \$280 million in savings from the governor's charter school reform legislation just to make ends meet.

Governor Wolf has been a great champion of public education. He has totally erased the \$1 billion in cuts to education from the previous administration and is now building on his goal to provide adequate financial resources to educate all of Pennsylvania's children.

He has chosen an odd strategy this year to advance his financial commitment to public education. In order to succeed, he will have to secure passage of key components of his charter school reform legislation, which is extremely controversial. It clearly draws a line in the sand regarding the charter school law in Pennsylvania and puts it in the middle of the budget discussions.

PASA has committed our support for the governor's charter school legislative reform. While the governor's budget strategy is rather unconventional, it raises a sense of urgency to finally get something done on charter school reform.

There is a great deal at stake. I ask all PASA members to join me in raising our voices on charter school reform to higher levels of advocacy. Please reach out to your local legislators often, invite them into your schools, write an op-ed piece, host a town hall meeting, visit our website for resources that can help you advocate for charter school reform (<https://www.pasa-net.org/newsandadvocacy>), and join us on March 23 for Advocacy Day at the Capitol.

"If not us, who? If not now, when?" John F. Kennedy

FOR OUR RETIRED MEMBERS...

SAVE THE DATE for the second annual **RETIREE LUNCHEON** scheduled for
Wednesday, June 17 in the PASA office from 11 a.m. – 1 p.m.
Catch up, learn about what we are doing, and stay connected to PASA!



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.

In State Budget News

Budget Overview: On Feb. 4 Gov. Tom Wolf last Tuesday unveiled a \$36 billion state spending plan for 2020-21, an increase in spending of 4.22% over the 2019-20 budget. The plan, which includes no increase in broad-based taxes, focuses on education, workforce development, infrastructure improvements and toxic building remediation, early childhood education, college grants, and charter school reform.

Education Funding: An increase of \$100 million is targeted for BEF and \$25 million for special education. Social Security reimbursement (\$14.633 million) also is driven out through the BEF.

Specific Line-Items: Transportation, public libraries, Ready to Learn grants, services and materials to nonpublic schools are all level-funded, and \$15 million is provided for school safety and security, down from the \$60 million provided in 2019-20. P

Policy Proposals: Gov. Wolf proposed several policy changes, including raising the minimum teacher salary statewide to \$45,000 and the statewide minimum wage to \$15 per hour by 2025 (also proposed last year), requiring full-day kindergarten programs in public and charter schools, utilizing \$1 billion in grants from the Redevelopment Assistance Capital Program (RACP) for remediating toxins in schools and child care facilities, and utilizing a natural gas severance tax for making infrastructure repairs and improvements.

Charter School Reform: The Governor proposes comprehensive charter school reform (to be introduced formally in March as bills in the House and Senate) that would make changes in current law and, according to the Governor's Office, would save school districts \$280 million per year if enacted. According to the governor, those savings then could be used to fund full-day kindergarten, a minimum statewide teacher salary and general school district costs.

See **Mark's column** in this issue of *The PASA Flyer* for more information on the budget. Specific links to budget resources are available on the PASA website, www.pasa-net.org.

In Other Budget & Finance News

State Revenue: Pennsylvania collected \$3.1 billion in General Fund revenue in January, which was \$83.6 million, or 2.8 percent, more than anticipated. Fiscal year-to-date General Fund collections total \$18.7 billion, which is \$158.5 million, or 0.9 percent, above estimate.

School Health & Safety News

Coronavirus Guidance: The PA Department of Health has released guidance for schools and communities concerning the coronavirus and implications for public health. [Click here](#) for K-12 guidance, and [click here](#) for more information on the DOH website.

Legislative News

Session Schedule: The General Assembly is in recess to allow the House and Senate appropriations committees to hold public hearings on Gov. Wolf's proposed state budget. Both chambers are scheduled to return to session the week of March 16.

Legislator Retirements: Last month Speaker of the House Mike Turzai (R-Allegheny) announced he will not seek re-election in 2020 for another term. Turzai, a strong proponent of low taxes, the natural gas industry, charter schools, vouchers and restrictions on abortion, joins a growing group of House members who have indicated they will not seek re-election. Others to-date include: Stephen Barrar (R-Delaware), Thomas Caltagirone (D-Berks), Cris Dush (R-Jefferson), Garth Everett (R-Lycoming), Neal Goodman (D-Schuylkill), Marci Hahn (R-Northampton), Mark Keller (R-Perry), Bill Kortz (D-Allegheny), Steve McCarter (D-Montgomery), Thomas Murt (R-Montgomery), Harry Readshaw (D-Allegheny), Justin Simmons (R-Northampton), Mike Tobash (R-Schuylkill) and Marcy Toepel (R-Montgomery). In the Senate, Andrew Dinniman (D-Chester) has announced he will not seek reelection.

National News

Federal Budget: President Trump this month released his proposed federal budget that includes cuts to education spending, as well as cuts to Social Security, Medicare and Medicaid benefits. In his recent State of the Union address, Pres. Trump called for federal tax credits (vouchers) for school choice as an alternative to "government schools" and criticized Gov. Wolf for vetoing a bill that would have raised Pennsylvania's EITC limit by an additional \$100 million. The EITC limit was raised \$25 million, to a total of \$185 million, with passage of the 2019-20 state budget.

Supreme Court & Vouchers: The U.S. Supreme Court is now weighing arguments in a Montana case concerning tax credits funding scholarships for use at religious schools. If ruling in the plaintiff's favor, the decision, expected by June, could open the door for the use of public funds for religious school tuition (vouchers)

COMING UP

Gov. Wolf's budget plan is now the focus of appropriations hearings in the House and Senate through mid-March. With calls for both charter school and property tax reform increasing in volume, and with a major change in House leadership, there is no doubt this budget cycle will be challenging. And it's an election year. Stay informed and be prepared for anything. And stay tuned for the latest information by following us on **Twitter** @PASASupts.

nearly 700 students between 2016-17 and 2017-18, with an average annual growth in the number of those students at 8.7%. Private placements, specialized medical costs and a general increase in the number of students found eligible for special education programs and services also rose during that time.

As a result, the report notes that, while the growth in special education costs has been minimally offset by small increases in state special education funding, the fact is that special education costs are growing far faster than state funding increases. As a result, the state's share of funding special education continues to fall year over year, and school districts continue to shift resources from other areas of the budget, reduce or eliminate programs, or raise property taxes to balance their budgets.

The data also shows that between 2016-17 and 2017-18, the cost of charter school tuition increased by nearly \$170 million, a 10.18% jump in a single year during which the increase in state basic education funding was \$100 million. The report notes that survey data, and a review of the 2018-19 and 2019-20 General Fund Budget submissions suggests that school districts will see a second and third consecutive year of double-digit increases in total charter school tuition. In fact, data suggests that school districts will hit the \$3 billion charter school tuition mark by 2024-25.

The report also delves into the impact of the current charter school funding formula and its impact on school district budgets. "The reality is that, even with conservative estimates, the new funding being provided to school districts in state BEF and SEF subsidies is just a pass-through to charter schools in many school districts," the report notes. "Growth in charter school tuition is now so extreme that school district fiscal stress will continue to grow until a comprehensive solution or a significant change to funding policy is implemented."

The report goes on to state an important reality: that many school districts must turn to property taxes to raise the revenue necessary to balance their budgets due to the education deficit caused by mandated costs, such as pensions, special education and charter school tuition payments. And, because every district's ability to raise local tax revenue is different, the resulting constraints add to widening disparity and school district fiscal stress.

Declining assessed property value in many areas adds to the situation for many districts. "For most school districts, the amount that can be generated through their board authority doesn't begin to cover increases in their mandated costs for pension, special education and charter school tuition, let alone pay for other needs or priorities," the report states.

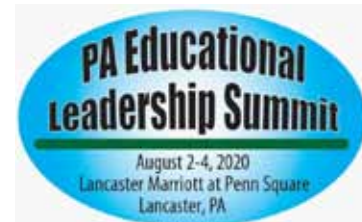
The report also notes other budget stressors, including the negative impact of transportation reimbursement over the past several years (with the state share for those costs declining and estimated to be short by more than \$100 million for 2019-20), ongoing and growing infrastructure and maintenance needs, costs for safety and security upgrades, and general curricular improvements.

"While increased state funding for education, changes to the way we fund charter schools, and relief for local taxpayers are all necessary components of a solution, the process must start with an understanding and appreciation of the interconnectedness of all education funding issues," said PASBO Executive Director Wayne McCullough.

"Charter school tuition policy, special education costs and state funding discussions converge with property taxes. More

state funding for special education is property tax relief. Failure to address the charter school funding formula means increased property taxes. Educational and taxpayer equity are two aspects of the same discussion."

In a press release issued with the report, PASA and PASBO expressed a commitment to working with Governor Wolf, the General Assembly and other policymakers to begin to shape the important and complex conversation on education funding and policy, noting "the school funding issue, the charter school tuition issue, the special education issue, the property tax issue, the educational disparity issue and several others are inter-related aspects of a single problem that can only be solved to the long-term benefit of the commonwealth, students, schools and taxpayers if we tackle it as one issue."



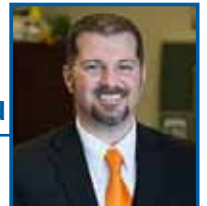
for school leaders and district leadership teams to learn, network and plan

*approved for 40 hours of PIL/Act 45 credit
(additional 40 hours for Ed Camp, with additional fee)*

Keynote speakers, high quality breakout sessions, table talks on hot topics, Ed Camp and district team planning and job-alike sessions will provide practical ideas that can be immediately reviewed and discussed at the summit and utilized at the district level.



Scarlett Lewis



Dr. Adam Drummond

For more information, see the PASA website at:

<https://www.pasa-net.org/leadsummit>.

Sponsored by





THE THREE D'S

BY DR. JEFFREY A. FULLER, 2019-20 PASA PRESIDENT

Each month I have challenged you to find ways to disengage, relax, and recharge. This month I thought I would expand on that by telling you more specifics about how I do that.

My wife and I have challenged ourselves to be consistent (remember last month's article?) in the "Three Ds"

of dialogue, date and depart:

Dialogue Daily: Make it a daily priority to spend time talking to your partner. Sure, you always have the "How was your day?" talks, but take it deeper and fully engage in the conversation.

Date Weekly: Sometimes, that looks like fancy dinner and a Broadway show and sometimes it looks like a trip to the grocery store and a fast-food sundae. It really doesn't matter what shape it takes, but it really does matter that it takes shape.

Depart Quarterly: Take your partner and get away for a long weekend. Don't take the kids or, in my case, the in-laws. You don't have to go far, just go. Amy and I have been known to book a hotel in Pittsburgh. (She's a Priceline genius!) It's only a 20-minute drive, but it makes a huge difference.

This week is a bigger departure week for us. I have the privilege of attending the AASA National Conference on Education in San Diego this week, and Amy is going along. This trip is important both personally and professionally. Personally, it is a chance to "get out of the zip code," as our Past-President Rich Fry put it, and spend some quality time disengaging from the daily grind. Professionally, we will join with 60 fellow superintendents from Pennsylvania and thousands more from across the nation to engage in a great conversation about learning. It is a commitment to learning new things that I can

bring back to my district to make it better in some way.

Your Three Ds don't have to involve grand plans or spending large amounts of money. It is really just a commitment to the consistent investment of your time. And consistent effort over time will lead to big things. It's worth it.

Consistency in advocacy is also worth it – and vital. In my October article I wrote:

"Our PASA staff works diligently to keep our membership informed on upcoming legislation, PASA's position, and even provides suggested talking points for contacting your local legislators. It is vital that you respond – and encourage others to respond – when you receive an Advocacy Update from the PASA staff. These calls to action highlight important pending legislation that our membership can and should be impacting. As an organization, PASA has over 900 active members. If only 50 of us call our legislators when we receive an alert, we will be seen as a weak organization. But imagine the impact we can have if we engage, and hundreds of us make calls, send emails, and encourage our stakeholders to do the same!

"Our advocacy efforts will never be more important than with the work on charter school reform, especially as it relates to cyber-charter schools. We have top officials from the Executive Branch talking about the necessity for reform. Rank-and-file members from both sides of the aisle in both houses are acknowledging the dire need for reform. We must keep constant pressure for change because there is no doubt that the other side is doing that."

The Governor has released his budget proposal. That means the real work in Harrisburg is just getting started. Five months later, charter reform is still the most important issue facing Pennsylvania schools. Over that time, our advocacy efforts have helped to soundly defeat a voucher bill that was brought forward by the Speaker twice. Now it is time to shift our efforts into overdrive to keep the desperate need for charter funding reform at the forefront. We can make a difference. We must make a difference.



ABOVE: Dr. Fuller provided an overview of PASA activities during the January 23 Joint Boards Dinner, held in the PSBA office. The annual event allows boards from PASA, PSBA, PASBO and the PA Principals Association to share information and fellowship.

PA LICENSURE EXAM PREP. SESSION

The Center for Educational Leadership at Shippensburg University, in partnership with PASA, is again offering a low-cost, half-day study session to help interested educators prepare for the Superintendent's Letter exam. Sessions are available on a first-come, first-served basis.

DATE

Saturday, February 29, 2020, 9 a.m. - noon

LOCATION

**Dixon University Center, Admin. Bldg., Room C,
2986 N 2nd St., Harrisburg, PA 17110**

COST

**\$55 pp for Shippensburg University students and alumni/
\$65 pp for all others**

(Checks payable to "Shippensburg University" delivered to instructors on day of prep session)

TO REGISTER: [CLICK HERE](#)

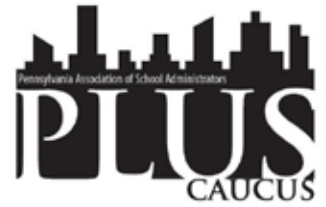
Limit of 20 participants.

You are automatically registered upon survey completion. After the cap is reached, subsequent registrants will be placed on a waiting list and will be notified.



WHAT CYBER & CHARTER SCHOOLS HAVE TAUGHT US - PART 2

BY STEPHEN RODRIGUEZ, CAUCUS PRESIDENT
AND SUPERINTENDENT OF THE POTTSTOWN SD



Last month we discussed how cyber and charter schools have been winning the public debate on education. They do not use academic results in this debate, but rather, they win with the following simple strategy:

1. They communicate effectively with simple messages;
2. They advocate for themselves without reservation; and
3. They have a strong united front; including staff, families, students and business leaders.

The PLUS Caucus of PASA has made cyber and charter school funding reform one of our top issues. In December we held a simultaneous press conference to present our own message, and did so quite effectively, by all accounts. How?

- ◆ We raised awareness and reached roughly seven million Pennsylvanians through print, TV, radio, and social media.
- ◆ We raised the ire of charter school advocates, who immediately issued a counter statement.
- ◆ We will use the event and financial evidence to convince legislators to reform the cyber/charter funding structure.

By the way, kudos and a big shout out to PLUS Caucus member Dr. Joe Roy, 2017 Pennsylvania Superintendent of the Year and superintendent of the Bethlehem Area SD, who endured continual public attacks and calls for him to apologize for speaking the truth about cyber charter schools. He was 100% backed up by his board and community.



Bethlehem
Superintendent
Dr. Joe Roy

However, press conferences alone will not change the travesty of how cyber and charter schools are unfairly funded. Search Google and you will find oodles of articles and other events from years ago! We must STOP believing that advocacy can be done by a select few. If we want change, we must all get involved.

There is a common expression that applies to our current situation. Until the pain of staying the same is GREATER than the pain of changing, no change will occur. It is up to us to get involved and motivate our communities to make "staying the same" regarding how we fund cyber/charter schools unacceptably painful to our legislators.

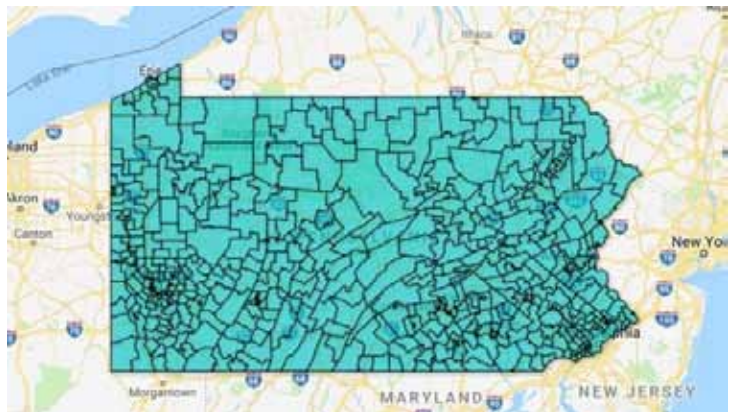


Upper Darby Schools Superintendent Dan McGarry, center, addresses the public on the \$16 million shortfall from the state to educate his 12,500 students. Joining him are assistant superintendents John Council, left, and Ed Marshaleck, right.
KEVIN TUSTIN - MEGANNEWS GROUP

ABOVE: Upper Darby Superintendent Dan McGarry at the December press conference

How can we apply these three simple rules?

- ◆ We must communicate with simple messages—much more often. Not once a year... often! Not just from us, but also from parents and businesses.
- ◆ We must advocate for ourselves without reservation. We actually do have results on our side!
- ◆ We must join as a strong, united front. Internally by district, and WITH EACH OTHER. East, West, Rural, Urban, and everything in between, it will be up to us to support one another!



Map of all 500 PA School Districts



A CRISIS IN OUR SCHOOLS

BY CONNIE KINDLER,
PASA CONSULTANT FOR PROFESSIONAL DEVELOPMENT



The Safe2Say program was developed for the purpose of preventing school violence. On the one-year anniversary of the Safe2Say program, PA Attorney General Josh Shapiro announced that 40,382 tips were reported, and most were related to mental health concerns. He reported that the top five categories included incidents of bullying/cyber

bullying, cutting/self-harm, suicide/suicide ideation, drug use/distribution/possession, and depression/anxiety.

I know that this sobering information does not surprise you. It is documented in a variety of sources, and you and your staff are responding to this crisis every day. Children's mental health issues are on the rise, and your principals and teachers are on the front line addressing them. They are reporting increases in stress, anxiety, and panic attacks in their pupils as well as a rise in depression, self-harm, and eating disorders.

Unfortunately, just one incident can consume an administrator or teacher's day, week or longer. Time is often absorbed in reaction, with little time or energy left to identify and implement proactive systems and strategies.

As a district-level leader, what actions are you taking to assure mental health awareness, commitment, and ownership in your schools?

- Is mental health an integral part of the curriculum?
- Are tiers of support in place for students?
- Do all students feel safe and a sense of belonging?
- Are teachers trained to promote students' social and emotional competence?
- Are teachers trained to cultivate their own social and emotional competence and capacity, and do they feel supported?
- Are parent training programs implemented?

- Are emergency and crisis plans updated, and is your staff prepared to use them?
- Are students, teachers, parents, and community partners involved in these actions?

PASA is responding to this crisis with several upcoming professional development offerings. They include the following:

- Our annual signature event, the **PASA Leadership Forum: Responsive Schools/Resilient Students**, at the Nittany Lion Inn from March 29 – 31, is *near capacity*. If you want to participate, you must register now at: <https://www.pasa-net.org/leadforum>.
- Our **2020 Winter/Spring Webinar Series: Responsive Schools/Resilient Students** is in progress. The recording and presentation are sent to all who register to view and share with their team members on their own time: <https://www.pasa-net.org/webinars>.
- Our **2020 Women's Caucus Conference** focused on **Trauma-Informed Schools: A Holistic Approach**, will be held from May 17 – 19 at the Hotel Hershey: <https://www.pasa-net.org/caucusconference>.

At these events, national and statewide leaders will share tested models and tools, enhancing your district's ability to prevent, mitigate, respond to, and recover from these and other crises. Equip yourself and your leadership team with the expertise and competencies necessary for responsive, trauma-informed schools and resilient students. Register now!



ASPIRING TO LEADERSHIP WORKSHOPS, JANUARY 31 RECAP

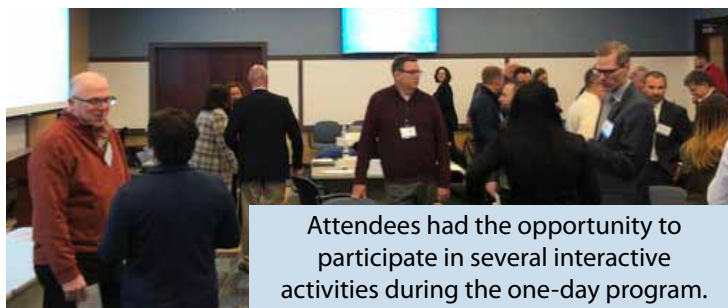
Educators and administrators considering a move into either central office positions or the superintendency attended a one-day Aspiring to Leadership Workshops, intended to provide information and guidance for those considering moving forward in their professional career.

The group met in general sessions and in breakout sessions that focused on specific roles.

Thank you to our presenters for a positive program that provided a focused and practical lens into current cabinet-level and superintendent roles and responsibilities:

- ♦ *Overview of Central Office Leadership* – Dr. Mark DiRocco (PASA) and Connie Kindler (PASA)
- ♦ *District-Level Leadership in the 21st Century* – Dr. Isabel Resende (Nazareth Area), Dr. Michael Roth (Southern Lehigh), Dr. John Bell (Delaware Valley), Patty Craig (Camp Hill) and Dr. Mark Leidy (Mechanicsburg Area)
- ♦ *The Search Process from the School Board's Perspective* – Dr. Britta Barrickman (PSBA)

- ♦ *The Search Process from the Applicant's Perspective* – Dr. MaryJo Yannacone (Springfield Township), Dr. Kevin Roberts, Jr. (Big Spring), Richard Schwarzman (Elizabethtown Area), Dr. David Christopher (Cumberland Valley), Dr. Cheryl Potteiger (Annville-Cleona) and Dr. Brett Cooper (Daniel Boone Area)
- ♦ *Negotiating a Sound Employment Contract* – Virginia Montgomery, Esq. (PASA)

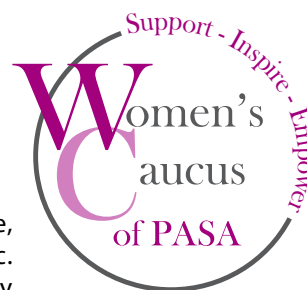


Attendees had the opportunity to participate in several interactive activities during the one-day program.



FROM THE WOMEN'S CAUCUS THE IMPORTANCE OF CELEBRATING BLACK HISTORY MONTH

BY DR. TOMORROW S. JENKINS



I was sitting in the audience as an observer of the 2nd Annual Black History Oratorical Contest for the North Penn School District, where I am a middle school principal. I watched a culturally diverse group of students, grades 3 through 12,

present excerpts of speeches from Sojourner Truth to Michelle Obama and I thought to myself, "I wish everyone could see this!"

I wish everyone could see the showcase of talent, confidence and fearlessness that the students demonstrated performing in front of an attentive audience. I also wish that everyone had exposure to the showcase of meaningful history that was portrayed in less than 1½ hours. I probably learned more in that span of time than I had in my grade school education!

Has this narrative changed? Here are a few questions to ponder: *How much black history is taught outside of Black History Month in your schools? How much history are the students exposed to during Black History Month? Are there any celebratory events, even if there are little or no African American students in your classrooms?*

We know that lessons in Black History expand beyond poverty, slavery, Martin Luther King Jr., and even President Barack Obama. There are lesser known yet

prominent blacks in math, science, medicine, history, astronomy, etc.

My 11-year old taught me about Roy Wilkins. My child is one of seven black students in a class of 25 that are studying Civil Rights. Mr. Wilkins is a lesser known leader of the NAACP (National Association for the Advancement of Colored People). He served as the Executive Director for over 20 years.

But you may have heard of W.E.B Du Bois. He was one of the founders of the NAACP. Mr. Du Bois earned a Master's degree from Fisk University, a historically black college, and a second Master's degree from Harvard University, an Ivy League school. He also earned his doctorate degree from Harvard University. This was a quick black history lesson in less than five sentences.

There is a wealth of information, readily available with a quick search and a few clicks. One can find samples, models, resources, facts, and ideas for bulletin boards, displays, activities, announcements and assemblies. One could also find information on Black History facts. Here is a link from PBS showing 10 interesting facts on some of America's "Firsts," which are most likely missing from our classroom history texts: [PBS Black History Facts Article](#).

Often times, in history classes and during Black History Month, we learn about the horrific experiences of the black slave, but as I was reminded by the students' performances, there is so much more to learn and to be proud of about our diverse and rich American history.

Dr. Tomorrow S. Jenkins is principal of the Pennbrook MS in the North Penn SD and a member of the PASA Women's Caucus Board.



2020 Annual Spring Conference

Sunday, May 17 – Tuesday, May 19

Hotel Hershey

"Trauma Informed Schools: A Holistic Approach"

Approved for 30 PIL/Act 45 Hours

FEATURED PRESENTERS



Dr. Deborah Kerr
2019-20 AASA President
Bold Women Inspire and Innovate to Lead Greatly



Gillian Huebner
Consultant for Child Protection
Finding the Magic in the Dust



Dr. Stacie Molnar-Main
PDE Safe Schools Initiative
Universal School Approaches to Social, Emotional and Behavioral Wellness



Dr. Dana Milakovic
PDE Office of Safe Schools

***PLUS**

Education Case Law Review ~ Legislative Update ~ Networking
Numerous education sessions focused on building the capacity of women at all levels of school leadership to develop strategies to support students, staff and each other

REGISTRATION IS OPEN! See the PASA web site at: www.pasa-net.org/wcconf

There's still time to submit nominations!

PASA WOMEN'S CAUCUS SEEKING NOMINATIONS FOR TWO AWARDS

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

WANDA MCDANIEL AWARD

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

MARGARET SMITH LEADERSHIP AWARD

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

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

Award recipients will be recognized at the Women's Caucus Spring Conference, scheduled for May 17-19 in Hershey.

Nominations for both awards are due by Friday, February 21. See the PASA web site for information, <http://www.pasa-net.org/wcawards>.

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!



Learn together...

Grow together...

Lead together!

Take advantage of the numerous professional learning programs PASA is offering for school administrators in 2020!

See the list on page 16

COMMUNICATIONS TIP OF THE MONTH

"We remind future administrators it is natural to react viscerally in the midst of conflict, though we always should be aware of how we come across. We must not forget that others in conflict with us are contending with their own feelings and reactions. Instead of attempting to voice something well intended such as 'You shouldn't feel that,' which just as likely comes across as being dismissive, we recommend a new administrator try to maintain an open and accepting reaction. Rather than attempting to conceal our reaction, we should be deliberate in purposefully modeling our positive response for others."

– Thomas Hughes and Frank Davidson, from "Leading Through Conflict with Three Words," as published in the February issue of AASA's *School Administrator*. The issue looks at the uncomfortable and sometimes stressful task of bringing about behavioral and attitudinal change among school staff.

IT'S GROUNDHOG DAY... AGAIN AND AGAIN AND AGAIN

BY BARBARA W. JEWETT, ASSISTANT TO THE EXECUTIVE DIRECTOR



Note: In the spirit of both Groundhog Day and its namesake movie, this Resolutions Corner is a slightly modified repeat column from the last two Februarys. Perhaps there really IS nothing new under the sun.

Every year on February 2, I watch the same DVD, always on the same day, and this year for the 17th time. Of course, it's "Groundhog Day."

With Punxsutawney events as its backdrop, we watch Bill Murray as Phil Connors the cynical weatherman living through a recurring day, the do-over that never seems to get done right, and the stages of do-over responses: sarcasm, devilish glee, depression, and finally selflessness, putting others first and seeing the world from a different perspective.

While some may find this movie annoying, I love it. How can you beat a line like this: "This is one time where television really fails to capture the true excitement of a large squirrel predicting the weather"?

But you could also say that Pennsylvania has another "Groundhog Day" every year, ironically falling very close to the real thing: the official beginning of the state budget cycle. Or, as Phil puts it, "Well, it's Groundhog Day... again...."

No matter how crazy the budget process is, no matter how elongated, political, biting-nails-crazy it gets, without fail there is always that same budget cycle, beginning on the first Tuesday of February and continuing until the constitutionally required deadline of 11:59 p.m. on June 30.

So what can we expect this year – again?

Debates on state spending. Debates on proposals. Press releases and press conferences extolling both the virtues and fallacies of this policy or that one. Legislation jumping to the forefront without warning. Etc.

Based on what we are seeing in the governor's proposal this year, and based on state revenues that are not quite as rosy as they have been in recent years, we likely will see some hypertension-inducing debates on state spending this budget season. And policy considerations beyond just financial ones definitely will be part of the mix, many of them the same as last year and the year before that and the years before that, issues such as charter school reform, a natural gas extraction tax, local control vs. state control, and property tax "reform," to name a few.

And it's an election year, which means you can intensify those debates 100-fold.

Meanwhile, school districts continue to lose ground financially, with increasing costs for basic and special education, high pension payments and increasingly higher charter school tuition payments. The release last

month of the [PASBO/PASA School District Budget Report](#) makes that clear. Unfortunately, the governor's proposed 2020-21 budget fell short on subsidy funding for basic and special education and focused instead on savings that districts could realize if (a BIG if) the General Assembly passes his charter school reform plan.

That is why we all need to stay vigilant, informed and ready to advocate for our public schools this spring.

If you feel you are doing the same thing over and over again in advocacy, much like Phil Connors and Punxsutawney Phil, you are right. It can be tiring and may even seem like a waste of time to be asked to call your legislators on this issue or that issue, especially when those requests come frequently. It's easy to fall into the "I can't make a difference anyway" mindset, much as Phil Connors did: "You want a prediction about the weather? You're asking the wrong Phil. I'm going to give you a prediction about this winter. It's going to be cold, it's going to be dark, and it's going to last you for the rest of your life."

Or, we can simply rail privately at what is going on, assume nothing can be done, and just let that angry sense of doom overtake us, much as Phil did: "This is pitiful. A thousand people freezing their butts off waiting to worship a rat. What a hype! Groundhog Day used to mean something in this town. They used to pull the hog out, and they used to eat it. You're hypocrites, all of you!"

Sometimes it all just seems as though no one is listening and any effort we make just falls on deaf ears. Sometimes, when there is so much else to do, it is much easier to defer to PASA to be the advocate. Yes, we are. And, yes, we will be at the Capitol working on issues important to public education. The PASA Resolutions will inform that work.

But as PASA's Executive Director Mark DiRocco has put it many times, "Lawmakers need to hear 800-900 united voices on these important issues every time. Numbers matter!"

So, as challenging as it may be, let's use advocacy as a positive. Yes, it takes time. Yes, it can be a bother when there are so many other things on your plate. But not saying anything IS saying something – and what it is saying is not positive for public education. We can't afford that.

Work with PASA, communities within your district and your IU peers to develop advocacy strategies and coalitions. We will help you. See the [PASA website](#) for contact information for your elected representatives and for resources on advocacy. Join in advocacy events, including the upcoming PASA/PSBA/PAIU [Advocacy Day](#) at the Capitol on March 23.

Remember this: Sometimes doing the same thing over and over again is just what is actually needed, even if it seems like you are just dancing in a perpetual and repetitive circle. With a concerted effort and positive advocacy focused on what is best for public schools, there may well be a light at the bottom of the groundhog hole.

March 13 Deadline for Nominations Papers, Letters of Interest

NOMINEES SOUGHT FOR PASA OFFICERS, AASA REPRESENTATIVES

Nominations are due March 13 for the 2020-21 PASA President-Elect and Treasurer and two Pennsylvania representatives to the AASA Governing Board.

PASA OFFICERS: PRESIDENT-ELECT AND TREASURER

Candidates for **PASA President-Elect** must make a three-year commitment to the association by serving one year each as President-Elect, President and Past-President. The individual elected will serve as President-Elect and chair of the Resolutions Committee beginning October 1, 2020, as President beginning October 1, 2021, and as Past-President and chair of the Membership Committee beginning October 1, 2022.

The position of **Treasurer** is a one-year term. The Treasurer works with the Executive Director and Administrative/Financial Officer to oversee association finances and make reports to the Board of Governors. The elected treasurer's term begins on October 1, 2020.

Eligibility

Each eligible candidate must have been an active member of the Association for at least three years prior to 10/1/19 and a PASA member in one of three membership categories: Commissioned Officer, Small District Leader or District Cabinet.

Nominations & Deadlines

Interested candidates must submit the following to the Association office, **no later than March 13**:

1. a nominating petition containing the endorsement of at least a majority of the active PASA members within 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 active PASA members may sign the petitions. Those desiring a list of current PASA members within their I.U. or additional intermediate units should contact the PASA office.

Copies of I.U. and general nominating petitions may be downloaded from the PASA website at www.pasa-net.org/election2020.

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 REPRESENTATIVES TO THE AASA GOVERNING BOARD

PASA is seeking nominations for two (2) three-year terms on the Board, beginning July 1, 2020 to June 30, 2023.

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.

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* 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 2020). 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 13 – deadline for submitting electronically to the office a letter including: 1) a short biographical statement (including involvement with AASA and PASA); 2) goals for AASA; 3) reason(s) for seeking the position; and 4) a photo.

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

Questions? Contact Jolene Zelinski in the PASA office at (717) 540-4448.

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:



www.pasa-net.org/legalservices
to read more about it.

This January, U.S. Agriculture Secretary, Sonny Perdue, announced [newly proposed regulations](#) to the National School Lunch (NSLP) and School Breakfast Programs (SBP) aimed at providing school districts with more flexibilities around the federal school meals' administrative and nutritional requirements. The impetus for this decision comes from long-standing complaints that the NSLP and SBP are riddled with duplicative monitoring/reporting requirements, as well as burdensome nutritional provisions that contribute to excess food waste and hamper schools' operational capacity to provide students with access to healthy well-balanced meals.

Specifically, the proposed regulations fall under three main categories: (1) proposals to simplify monitoring, (2) strategies to simplify meal service, and (3) modifications to the Smart Snack in Schools Rule.

Listed below is AASA's section-by-section analysis of the regulation, which will overview the major provisions of the proposal and its implications on school system leaders.

Proposals to Simplify Monitoring

USDA is suggesting offering states the option to return to a five-year Administrative Review Cycle (ARC).

For context, the original transition away from a five-year ARC came as a result of the passage of the Healthy Hunger-Free Kids Act (HHFK), which mandated that USDA switch to the more comprehensive three-year ARC – which included increased oversight responsibilities, such as the review of procurement practices and procedures – during the 2013-2014 school year. As an unintended consequence of this shift, some districts have reportedly struggled to complete reviews and corresponding oversight activities. Moreover, USDA also received feedback that the shorter ARC reduced the available time for technical assistance and training to districts, and consequently, unduly emphasized compliance over program improvement.

Additionally, under this section of the regulation, USDA would now require state agencies to perform targeted follow-up reviews of districts with histories of erroneous meal pattern and nutritional violations to ensure high-risk SFAs comply with the administrative and nutritional requirements of the federal school meal programs.

Overall, AASA was pleased to see that USDA is proposing to move back to the five-year ARC and to conduct targeted follow up with high-risk districts. Since the initial implementation of HHFK, school system leaders have consistently reported that the shorter three-year administrative review cycle unnecessarily causes LEAs and SFAs to inefficiently allocate resources toward burdensome compliance-related activities, and limits USDA's ability to build local and state institutions' capacities to properly administer the program. Effectively, this proposal balances the administrative flexibilities of the federal school meal programs with USDA's desire to improve program integrity, and consequently, will represent a victory for our members. Due to this, AASA will advocate for this section of the regulation to be implemented as written.

Strategies to Simplify Meal Service

This section of the proposal primarily relates to the nutritional standards that schools must offer children over the week. For example, current rules dictate the type and quantity of vegetables, and minimum and maximum calorie counts that districts' breakfast and lunch meals are required to contain under current law.

Upon a comprehensive review of USDA's proposal to this part

USDE ANNOUNCES PROPOSED REGULATIONS FOR SCHOOL LUNCH/BREAKFAST PROGRAMS

FROM THE AASA POLICY AND ADVOCACY TEAM

of the regulation, it is again clear that many of the agency's changes are intended to improve school systems' operation of NSLP and SBP by simplifying menu planning and providing more flexibilities around meal delivery across different grade spans.

Specifically, the agency is proposing to simplify meal planning by making some minor technical changes to LEAs ability to administer the federal school meal programs. For example, current nutritional provisions require that school districts serve at least 1/2 a cup of each of the vegetable subgroups listed in the American Dietary Guidelines over a school week and offer larger quantities of red/orange vegetables to students of all grades. USDA's proposal would change this by allowing schools to serve the same weekly minimum amount (e.g., 1/2 cup) of vegetables regardless of subgroup designation. The proposed regulation would also enable school districts who use legumes – a consistently under-served and under-consumed vegetable with high protein – as a meat alternate to also count towards HHFK's weekly legume vegetable requirement.

Additionally, the proposal would: enable schools with unique grade configurations to use the same meal pattern for a broader group of students; authorize SBP operators to offer students meats, meat alternates, and/or grains interchangeably; and reduce the amount of fruit required for reimbursable breakfasts served outside the cafeteria.

While policies like permitting schools to serve the same quantities of all vegetables and granting LEAs more flexibility in how they credit legumes toward meal pattern requirements may not seem like needle-moving changes, AASA was pleased to see USDA take appropriate steps to reduce operational complexity, support programmatic efficiency, and decrease food waste in schools. For our members, these proposals will ultimately lead to better strategies for serving students.

Modifications to the Smart Snack in Schools Rule

USDA is also recommending to provide school districts with increased flexibilities around the Smart Snacks in Schools Rule, which establishes the nutritional standards for competitive foods sold to students outside of the school meal programs, on the school campus during the school day, and for entrées sold à la carte.

If this proposal is implemented as written, then the agency will extend the entrée exemption timeframe – which applies to items sold as à la carte foods – for two days after that entrée is offered as part of a meal on the SBP or NSLP menu. In layman's terms, this would, for example, enable districts to sell pizza as a stand-alone item on the day the pizza is also served as part of the unitized school lunch and the following two days afterward. Moreover, this latest update of the rule proposes to permit LEAs to sell calorie-free naturally flavored waters, with or without carbonation, to students in all grade groups.

For school system leaders, these changes represent long-overdue steps in the right direction that will simplify food procurement systems that will ultimately lead to reductions in food waste. For instance, as a result of this rule, many districts will no longer have to find multiple suppliers for identical food items that will be sold à la carte. This will enable districts to have increased discretion over how to use leftovers throughout weekly meal patterns.

AASA applauds USDA for adapting these tactics to improve local delivery of the NSLP and SBP.

See The Advocate, page 13

THE ADVOCATE

continued from page 12

Next Steps

Moving forward, AASA plans to support USDA's proposed regulations by submitting public comments that will highlight the positive effects of the agency's policy change on school system leaders. As part of this effort, we will be mobilizing our membership to show USDA that the regulation has broad support amongst school administrators.

As of now, the public comment period for the rule is set to close on March 23, 2020. We'll need all hands on deck to get these regulations through the finish line, so stay tuned for details on how to make your voice heard in the coming weeks.



National Conference on Education

School leaders will gather in San Diego this week for the conference, which will focus on the personalization of education.

Reminder: Pennsylvania Reception This Friday in San Diego

Pennsylvanians attending this week's AASA National Conference on Education are invited to the PASA reception on Friday, Feb. 14, from 5:30-7:30 p.m. in Harbor Room of the Harbor House in San Diego (831 W. Harbor Drive).

Still Time to Comment on EPA Lead Regulation

Recently, the Environmental Protection Agency announced that the agency would extend the Lead and Copper Rule comment period until February 12, 2020, in response to a request by a group of allied water utility companies. Consequently, this gives school leaders approximately one more month to let the EPA know loud and clear that this rule doesn't go far enough to ensure the safety of our schools drinking water, and should be accompanied by increased federal funding for districts to pursue lead remediation.

As part of this effort, AASA encourages you to comment on the rule. If you're looking for directions on how to make your voice heard, [check out their call-to-action here](#), which provides a template and step-by-step guide on how to publicly comment.

AASA Joins Letter of Support for Increased Investments to School Facilities

AASA has signed on to a [recent letter](#) to Speaker Pelosi and Majority Leader Hoyer supporting investing in our national infrastructure including local school facilities. AASA is a member of the Rebuild America's Schools Coalition, coordinator of the letter. The letter comes in advance of an infrastructure finance hearing scheduled for January 29.

AASA urges the committee to include schools in any infrastructure package, and urge school leaders to contact their Representatives and Senators to support the inclusion of school infrastructure including proven cost effective tax credit bonds to help finance building and repairing public school facilities which will generate local jobs.

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.

Each month, PASA, in coordination with the Technology Committee and CoSN (Consortium for School Networking), will publish a monthly technology-focused news item of interest to members of PASA.



TOPIC: ACCESSIBILITY FOR ALL - CREATING AN EQUITABLE LEARNING ECOSYSTEM

The Consortium for School Networking ([CoSN](#)) and its state affiliate chapter, Pennsylvania Association for Educational Communications and Technology ([PAECT](#)) are honored to support the work of current and aspiring superintendents and district leadership teams in leading all aspects of digital learning transformations.

Last month we focused on how and why school district leadership teams collaborate on the implementation of online assessments within a school district system. As online assessments become routine within a variety of school settings, a coordinated leadership team effort among multiple district level departments is more essential than ever in order to successfully implement and utilize online assessments. The [CoSN Critical Focus Area: Issue One Pager on Online Assessment](#) offers nine key recommendations for school districts to use in order to leverage online assessment capability and capacity.

This month we turn our focus to the topic of accessibility for all.

As learning environments continue to move toward digital learning settings, it is critical that schools assure that an equitable, effective learning ecosystem exists everywhere, at all times, for all students. CoSN is pleased to provide school leaders (and all the stakeholders they serve) with five compelling steps to take now to ensure accessibility in the [CoSN Critical Focus Area: Issue One Pager on Accessibility](#).

CoSN, in partnership with [edWeb.net](#), hosts The Empowered Superintendent monthly webinar series on topics that are essential for all educators engaged in leading digital transformations. The focus of the **March 9, 2020 webinar (5:00 pm ET)** is "Accessibility for All." Three superintendents who are recognized for their effective leadership in leveraging digital tools for learning share how they assure accessibility for all learners within their school systems.

You are invited to register for this free webinar, as well as access recordings of previously broadcast CoSN/edWeb webinars, at <https://home.edweb.net/supers/>.

If your school or district would like more information about joining CoSN or getting more involved with CoSN, please contact Brian Calvary, CAE, CoSN Director of Membership and Chapters, at bcalvary@cosn.org.



RECAP: NEW SUPERINTENDENTS' ACADEMY PART 3



"Professional & Community Leadership" was the focus of Part 3 of the PASA New Superintendents' Academy, offered January 7-8. Thirty-five participants attended the two-day program, which also provided opportunity for discussion and networking.

Sessions and presenters focused on a variety of topics, including:

- *Demonstrating Professionalism* – Dr. Jeff Fuller (Freedom Area), Dr. John Bell (Delaware Valley) and Dr. David Baugh (Centennial)
- *Leveraging Communications To Build Community Support for a New Vision* – Dr. Michael Snell (Central York)
- *Communication Strategies During and After a Tragedy or Crisis* – Dr. Gennaro Piraino, Jr. (Franklin Regional)
- *Building Social Capital for the Support of the District's Mission & Goals* – Dr. Jill Jacoby (Fort Cherry)
- *Ethical Standards and Professional Duty* – Dr. Terrance Furin (St. Joseph's University)
- *Advocating for Students and Public Education* – Lee Ann Wentzel (Ridley)
- *Fierce Conversations* – Dr. Peter Aiken (Manheim Central) – virtual presentation

Thank you to our presenters!

ACADEMY GRADUATES

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



ABOVE: **Dr. Marjorie Gaskin** (Philadelphia) with Connie Kindler, PASA Consultant for Professional Development, and Dr. Mark DiRocco, PASA Executive Director



ABOVE: (L-R) **Lynda Weller** (Oil City Area), **David Zula** (West Perry), **Marc Wyandt** (Abington Heights), **Dr. Nadine Sanders** (South Eastern), **Dr. Marcia Stokes** (Tuscarora), and **Kimberly Rees** (Austin Area)



ABOVE: (L-R) **Dr. George Ioannidis** (Spring Grove Area), **Dr. James Melchor** (Abington), **Dr. Aimee Cordero-Davis**, **Dr. Juliette Pennyman** (Woodland Hills), **Dr. John Council** (Upper Darby), and **Dr. Brett Cooper** (Daniel Boone Area)

RIGHT: (L-R) **Sue Moyer** (Duquesne City), **Ryan Moran** (East Stroudsburg Area), **Daniel Boyle**, **Dr. James Mirabelli** (Abington Heights), and **Dr. Tina Kane** (Titusville Area)



ABOVE: Participants shared ideas and concerns related to the role of the superintendent.

PHOTOS FROM PART 3



BELOW: **Dr. Snell** talked about strategic communications.



LEFT: **Dr. Furin** spoke about ethical standards and promoting inclusive environments.



ABOVE: **Dr. Jacoby** focused on social media and building community.

2020 NEW SUPERINTENDENTS' ACADEMY DATES

July 27-28

Strategic & Cultural Leadership

September 22-23

Systems Leadership

November 18-19

Professional & Community Leadership

Registration for Part 1 of the New Superintendents' Academy (July 27-28) will open soon. Watch the PASA website for information at www.pasa-net.org/workshopnsa.

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 offers an **Acting Superintendent Service** in an effort to provide continuity of leadership in school districts due to the departure of the superintendent.

We 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.



Tuesday, April 28

8 a.m. - 3 p.m.

continental breakfast & lunch included

Allegheny I.U. 3

475 E. Waterfront Dr., Homestead, PA 15120

Whether you are facing a district construction project in the near future or just getting prepared for that eventuality, this workshop is for YOU! Learn the basics of the process from company representatives and experienced school leaders who have been-there/done-that, all focused on key elements of the process: planning, management & finance.

REGISTER TODAY...

and be prepared for your next project!

<https://www.pasa-net.org/construction>

40 Hours of PIL credit

**Responsive Schools,
Resilient Students**

**March 29-31, 2020
Nittany Lion Inn ~ State College**



**NEAR
CAPACITY!
Register
today!**



DAVID J. SCHONFELD, M.D.
School Crisis Response

JC POHL
*Building Culture
from the Inside Out*



DR. SHERRI SMITH & DR. DANA MILAKOVIC
From the PDE: Safe Schools Initiatives Update



REGISTRATION FEE:

**PASA Member: \$349
Non-Member: \$449**

**NOTE: Payment is due
in advance.**

for superintendents, assistant superintendents, cabinet level supervisors, principals, student service personnel and other school leaders who want to create safe schools and build strong cultures that promote the well-being of staff and students, increase student engagement, and enhance academic performance

For more program, registration and hotel details, see the PASA website at:

<https://www.pasa-net.org/leadforum>

SCHEDULE (tentative)

Sunday, March 29
4-6 p.m. – Registration
6-9 p.m. – Mix-and-Mingle Reception

Monday, March 30
7-8 a.m. – Breakfast
Two keynotes, breakout sessions, exhibits and evening reception

Tuesday, March 31
7-8 a.m. – Breakfast
Keynote, breakout sessions and exhibits
Noon – Program ends

**Hotel rooms
available at a
special rate of
\$133 +tax.
Deadline: Feb. 27.**

WINTER/SPRING PROFESSIONAL LEARNING OVERVIEW

Whether you are a new superintendent or a school administrator who is looking to build your knowledge base and grow your and your team's leadership skills – PASA has a program for you in 2020!



2020 Winter Webinar Series: Responsive Schools, Resilient Students

One-hour sessions (noon – 1 p.m.)
February 20, March 17, April 27
<https://www.pasa-net.org/webinars>

Superintendent Licensure Exam Prep Session

Offered by Shippensburg University in partnership with PASA
February 29 at Dixon University Center, Harrisburg
<https://www.pasa-net.org/prepsession>



PASA Leadership Forum: Responsive Schools, Resilient Students

March 29-31 at The Nittany Lion Inn in State College
<https://www.pasa-net.org/leadforum>

School Safety & Security Coordinator Workshop

Offered by PASA and PASBO
April 2 in the PASA/PASBO Building
<https://www.pasa-net.org/coordinatorworkshop>



School Construction Workshop: What You Need To Know

Tuesday, April 28 at Allegheny I.U. 3
<https://www.pasa-net.org/construction>

PASA Women's Caucus Spring Conference

May 17-19 at The Hotel Hershey
<https://www.pasa-net.org/wcconf>



2019 WINTER SERIES: "RESPONSIVE SCHOOLS, RESILIENT STUDENTS"

Take a short time out of your day - and take advantage of these four one-hour informational PASA webinars focused on what you need to know! Provided to school administrators online, this webinar series features both information and opportunity for Q & A.

- Feb. 20:** Beyond Test Scores - Mt. Lebanon's Vision to Develop SEL Competence
- March 17:** A Community Commitment to School Safety
- April 27:** Building Resilient Students from the Inside Out

All webinars offered from noon to 1 p.m.

Single-webinar and full-series registration available!

<https://www.pasa-net.org/webinars>

For School Safety and Security Coordinators



April 2, 2020

9 a.m. - 3:30 p.m.

**PASA/PASBO Building
sponsored by PASA and PASBO**

This workshop will review the basics of serving as a School Safety & Security Coordinator, including compliance with state and federal law & regulations and coordinating everything from trainings to safety & security assessments.

See the PASA website for information at

<https://www.pasa-net.org/coordinatorworkshop>.

ADVOCACY UPDATE...

Testimony on Cyber Education

Dr. Eric Eshbach, superintendent of the Northern York County SD and chairman of the PASA Legislative Committee, testified January 21 before the House Education Committee on cyber education and [HB 1897](#).

The bill, introduced by committee chairman Curt Sonney, would require all school districts to create a cyber learning program by the start of the 2021-22 school year and would dissolve all current cyber charter schools at the end of the 2020-21 school year. PASA is supporting this bill.

"While we realize this will be a significant change to the cyber learning industry in Pennsylvania, a change that will require school districts and current cyber charter schools to reorganize their cyber learning responsibilities and services, we believe it has the potential to be a positive change for students and families," Eshbach said.

"Neither PASA nor a large majority of its members have ever been opposed to the concept of on-line or blended learning and, in fact, have utilized such methods to obtain and maintain the credentials required of all public school administrators. We have, however, continually questioned the accountability, transparency, and fiduciary responsibilities of the current laws guiding cyber charter schools in Pennsylvania.... PASA believes this will result in significant savings to school districts and taxpayers as most districts and consortiums operate their cyber learning programs at approximately half the cost of what is currently paid by districts for cyber charter school tuition," he said.

Press Events on Charter School Reform

Superintendents and school officials from districts in Fulton, Huntingdon, Mifflin and Juniata counties and superintendents from the southeast held separate press events on January 27 to call attention to the need for charter school reform.

Speaking to the press at Tuscarora I.U., the rural district school officials pointed to poor performance of cyber charters at a high cost. Fred Foster, superintendent of the Huntingdon Area SD, noted that his district pays more to educate a cyber charter student than a student who attends the district. In addition, the superintendents noted that often students return from cyber charters behind their peers in district schools.

Jim Estep, superintendent of the Mifflin County SD, speaking during the press conference at I.U. 11

Kevin O'Donnell, an elementary principal in the Mifflin County SD, noted that all 15 cyber charter schools are targeted for school improvement in one way or another. "The quality [of education] is not equaling the investment of the taxpayer in our commonwealth, and we see this when students transition back in. We see the cost of a parent's hearing those advertisements, thinking, "This may be a good thing for my child," only to find out when they are transitioning back in that they are not where their age-appropriate peers should be, that their needs have not been met."

All those speaking at the press conference expressed frustration at the lack of action in Harrisburg while the drain of cyber charter tuition continues. "I'm fed up with struggling every year to make a budget balanced, about how I can maintain the programs that matter for Mifflin County's parents and kids," said Mifflin County superintendent James Estep. "I'm fed up that year after year, some of our

legislators who have recognized that his legislation is a real problem for taxpayers have tried to introduce bills to start to fix the problem, but we never see those bills considered in committee, let alone make it to the floor of the General Assembly."

PASA Executive Director Dr. Mark DiRocco added, "Our organization has never been against online learning. We have never been against cyber learning. We do want accountability, transparency and fairness in the formula. We want to make sure everyone is playing by the same rules." (from The Lewistown Sentinel, 1/28/20)

In what they called an "unprecedented" coalition, more than 30 superintendents and other school district leaders in Southeast Pennsylvania, plus several from the center of the state, also held a press event calling for a moratorium on new charter schools and charter enrollment until Harrisburg thoroughly revamps the 23-year-old charter law. The group called for changes to the tuition formula and strengthening accountability measure for financial integrity and academic success.

"It's time that this happens. ... The charter school law is badly broken, and something has to change," said Frank Gallagher, superintendent of the Souderton Area School District. "It simply cannot wait any longer."

The education leaders also said that in 20 years, charter schools have not fulfilled promises that they would be hubs for educational innovation and produce competition that would lead traditional schools to improve. Instead, they said, charters have drained money from district schools while avoiding transparency and accountability.

"This is not just an urban issue. This is an issue for all districts," said James R. Scanlon, superintendent of the West Chester Area School District, which has 12,000 students. "Charter reform is the number one concern for school boards in Chester County, more than taxes."

Scanlon also noted that Collegium Charter School in Exton receives \$14.9 million from five districts for special education, but on its annual financial statement, it only reported spending \$4.5 million on special education. "Where did that money go?" Scanlon asked. (from *The Notebook*, 1/27/20)

Advocacy Day at the Capitol

All school leaders are invited to attend Advocacy Day at the State Capitol on **Monday, March 23**, from 8 a.m. to 2:30 p.m., sponsored by PASA, PSBA and the PAIU. We are partnering together to strengthen our advocacy impact!

The day will center around issue briefings and meetings with lawmakers to discuss critical issues affecting public education. We will begin with a continental breakfast and issue briefing at the State Museum, where registrants will receive talking points, materials and leave-behinds to use with their meetings. Staff will be stationed at a table in the Main Rotunda during the day to answer questions and provide assistance.

While there is no cost to register, pre-registration is required so that we can coordinate appointments with legislators. PSBA is handling logistics and registration.

[Click here](#) for more information about the day and registration. Plan to join us in March. NUMBERS MATTER!

Be a Better Advocate!

Want to be a better advocate for your school, your community and, most importantly, your students? Get ready for advocacy this fall! The PASA website provides you with resources you need! Check it out: <https://www.pasa-net.org/advocacy>.

To learn more about the PA Schools Work Campaign, [click here](#).

MEMBER NEWS

PASA is sad to announce that **Brett Misavage**, a former superintendent of the Shikellamy SD, passed away last month. We extend our sympathy to his family and the Shikellamy community.

REGION 3

Dr. Gene Freeman, superintendent of the Fox Chapel Area SD, has announced he will retire in June.

Dr. John Kreider has been appointed superintendent of the Carlynton SD, effective Feb. 7. He most recently served as high school principal in the North Allegheny SD.

REGION 4

Thomas Samosky is now serving as superintendent of the Moniteau SD. He previously served as a high school principal in the Trinity SD.

REGION 5

Rick Scaletta, superintendent of the General McLane SD, has announced he is retiring at the end of the school year. Scaletta has been an educator and administrator in the district for 40 years and superintendent since 2010.

REGION 9

Jacqueline Canter, superintendent of the Coudersport Area SD, has announced she is resigning from the position and will retire.

REGION 10

Dr. Michelle Saylor, superintendent of the Bellefonte Area SD, has announced she will retire at the end of the current school year. Saylor, a past president of the PASA Women's Caucus, has served as the district's superintendent since 2012.

Jeffrey Miles, superintendent of the Bald Eagle Area SD, has announced he is retiring from the position, effective Feb. 29. He has served as superintendent since 2013.

REGION 12

Dr. Kendra Trail, superintendent of the Greencastle-Antrim SD, has announced she is leaving the position as of June 30 to take a new position as assistant executive director of Tuscarora I.U. 12.

REGION 15

Dr. Eric Eshbach, superintendent of the Northern York County SD, has announced he will retire from the position at the end of the school year to take the position of assistant executive director with the Pennsylvania Principals Association. Eshbach, currently chairman of the PASA Legislative Committee and a past president of PASA, has served as a superintendent for 16 years and has been in his current position since 2012.

REGION 17

Dr. Jill Wenrich, superintendent of the Jersey Shore Area SD, has announced she will retire in June. She has served in the position for three years.

REGION 18

Joseph Long Jr. is now serving as superintendent of the Northwest Area SD. He previously served as an elementary principal in the Wyoming Area SD.

REGION 21

Dennis Kergick, superintendent of the Panther Valley SD, has announced he will retire from the position in June. He has served as the district's superintendent for six years.

REGION 22

Dr. Robert Fraser, superintendent of the Council Rock SD, has received a five-year contract renewal. Fraser has served in the position since 2015.

Joseph Jones III, superintendent of the Neshaminy SD, has announced he will retire from the position at the conclusion of the school year and return to teaching. He has served as district superintendent since 2016.

REGION 23

Dr. Curtis Griffin, superintendent of the Hatboro-Horsham SD, has announced he will retire from the position at the end of the school year.

REGION 24

Dr. Dolan Blakey is now serving as superintendent of the Kennett Consolidated SD. He previously served as superintendent of the Colonial SD in Delaware. Blakey replaces **Dr. Barry Tomasetti**, who has retired.

REGION 25

Dr. Juan Baughn, superintendent of the Chester-Upland SD, has submitted a letter of resignation, effective May 24.

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.")

OUR PASA SPONSORS

Thank you for your continuing support!

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

DIAMOND SPONSORS



Edmentum



Forecast5



Lincoln Investment Planning, Inc.



PFM/PLGIT

PLATINUM SPONSORS

Curriculum Associates

Questeq

EduPlanet21

PSBA Insurance Trust

Horace Mann

Studer Education

Newsela

GOLD SPONSORS

AgendaManager

McClure Company

Audio Enhancement

MIND Research Institute

College Board

SuperEval

EducationFirst

SILVER SPONSORS

The Fitness Headquarters

Kades Margolis

BUSINESS-LEVEL SPONSORSHIP

Arthur J. Gallagher & Co.

Imagine Learning

Effective School Solutions

TEN: The Efficiency Network

BUSINESS PARTNERSHIP

EasyProcure

“NOTEWORTHY QUOTES”

On the State Budget...

“This budget is a blueprint for unleashing a new wave of prosperity for our Commonwealth. It will make a tangible difference in the lives of millions of people. And, folks, we can actually do this – together. Because this budget does not ask any of you to vote for any new taxes. It does not ask any of you to join me on some wild-eyed ideological crusade. It merely asks that you join me in imagining what this Commonwealth can offer to each of its people.” – Gov. Wolf, from his budget speech

“What we will do is pull him [Gov. Wolf] back to the middle, and we will get to a fiscally responsible budget that does not ask the taxpayer to invest more in state government.” – Senate Majority Leader Jake Corman (R-Centre)

“It’s time to stop playing numbers games with our children. Instead of chipping away at this problem bit by bit, let’s make 2020 the year we act decisively to repair our school infrastructure. My budget calls for a \$1 billion investment in fixing toxic school buildings, and streamlining the process to allow school districts to apply for this funding. Let’s give leaders like Thomas [Parker, superintendent of the Allentown SD] the resources they need to succeed. And let’s make sure that every parent who sends their kid off on the bus this September can spend less time worrying about mold, lead and asbestos and more time looking forward to finding out what their kids have learned when they get home.” – Gov. Wolf, during his address

“We need to realize more spending alone is not the answer.” – House Majority Leader Bryan Cutler (R-Lancaster), on the governor’s proposed budget, during a press conference

On the Governor’s Charter School Reform Plan...

“Our charter school system is in desperate need of reform. It’s time to close the loopholes. It’s time to establish real standards. And it’s time to level the playing field.” – Gov. Wolf, on his proposed charter school reform plan (from his budget speech, 2/4/20)

“The level of hypocrisy from our Governor knows no bounds. He was elected (twice) on the basis of being committed to ‘restoring funding’ for public schools, and now he wants to cut funding – but only for certain students who do not attend the school districts they are assigned to based on their address.” – Ana Myers, executive director of the PA Coalition of Public Charter Schools, in a statement responding to the governor’s charter school plan

“I don’t say it’s risky, in that it is something we’ve been talking about in the Senate, we’ve been negotiating this for a while. There is agreement that we have to do something, especially on the cyber funding piece of it, and the special ed piece. So I think putting it [charter tuition reform] in there makes it seem like it is a priority for our schools.... There is still a lot of room for debate on this. I’m sure there is going to be a lot of conversation over the next couple of months on where we go on it.” – Sen. Lindsey Williams (D-Allegheny), who will be the Senate sponsor of the Governor’s charter reform bill

On the Need for Charter School Reform...

“There have been repeated attempts at reform that have gone nowhere in the Legislature, largely due to strong lobbying efforts by the cyber schools and their supporters. Perhaps the best suggestion came in 2014 from state Auditor General Eugene DePasquale, who called for the state to assume funding of cyber charter schools. The Legislature responded with a deafening silence. Gov. Tom Wolf has previously called for reform of charter schools, particularly cyber charters that have no local oversight. Legislators should follow suit and begin addressing the funding formula, starting with the cyberschools.” – from an editorial published in the *Pittsburgh Post-Gazette*, 1/31/20

“The charter school law is badly broken, and something has to change. It simply cannot wait any longer.” – Frank Gallagher, superintendent of the Souderton Area SD, during a January news conference led by a coalition of superintendents in southeast Pennsylvania

“It’s clear to anyone paying attention that their political agenda is to put more money in their coffers, not help students seeking the best educational options available.” – Ana Meyers of the PA Coalition of Public Charter Schools, responding to superintendent concerns about rising charter tuition costs and the need for charter reform

“Let me tell you. It’s not free. You’re paying for it each and every time you get your school tax bill. And because of the way in which the law is currently written, it guarantees that the price will continue to grow with each passing year.” – James Estep, superintendent of the Mifflin County SD, on the cost of charter schools, including advertisements run on local and state media by charter schools stating that charters offer a high-quality education free to parents, during a January press conference at Tuscarora I.U.

“At one time, charters were viewed as an urban problem, but that is no longer what you see. The reality is that school districts across the Commonwealth are faced with an inequitable funding system exacerbated by a charter system that is unaccountable and unresponsive, and frankly, a legislature unwilling to address this change. This is not a partisan issue. Chairman Sonney [of the House Education Committee], Democrats and Republicans, rural, urban and suburban, all recognize this challenge that we must deal with. Those in leadership for too long have argued for fiscal responsibility on one hand, but when it came to charter schools and when it came to cyber charters were unwilling to make any changes to a law that continues to siphon money out of school districts that so desperately need them. It is our hope that this year will be different.” – Rep. Matthew Bradford (D-Montgomery), during the news conference

On the Federal Voucher Plan...

“This bill provides individuals and corporations a dollar-for-dollar credit, which operates less like a tax incentive and more like a direct transfer of taxpayer funds away from the public education fund and into private schools. The tax credit is a shell game designed to hide that the program is a voucher.” – a statement from the National Coalition for Public Education on Pres. Trump’s Education Freedom Scholarship bill



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.)

Don't Forget to Register!



**"Responsive Schools,
Resilient Students"**

March 29 - 31, 2020
State College

See p. 15 for more information

PASA CALENDAR

PASA CALENDAR OF EVENTS 2020

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

FEBRUARY

- 13-15 AASA National Conference on Education (San Diego)
- 14 Pennsylvania Reception at the National Conference
- 17 PASA office closed
- 20 Webinar: A Vision to Develop SEL Competence
- 21 Deadline for Women's Caucus Awards nominations
- 29 Superintendent Licensure Exam Prep Session (Harrisburg)

MARCH

- 4 Professional Development Committee meeting (virtual)
- 13 Deadline for election petitions and letters
- 17 Webinar: A Community Commitment to School Safety
- 19-20 National Superintendent Certification Program, Session 2
- 23 Advocacy Day in Harrisburg (with PSBA and PAIU)
- 26 Women's Caucus Board meeting (virtual)
- 29-31 PASA Leadership Forum: *Responsive Schools, Resilient Students*

APRIL

- 2 School Safety & Security Coordinator Workshop (PASA office)
- 10 PASA office closed
- 16 Resolutions Committee meeting (PASA office)
- 16-17 Board of Governors' meeting (PASA office)
- 27 Webinar: Building Resilient Students from the Inside Out
- 28 PASA/PASBO School Construction Workshop (I.U. 3)

MAY

- 17-19 PASA Women's Caucus Conference (Hershey)
- 25 PASA office closed