Two Pennsylvania educators were recognized for outstanding leadership in education during the PASA Recognition Event held on November 12 in Harrisburg. The PASA Awards of Achievement were established by the PASA Board of Governors to recognize outstanding leadership among school administrators. Each award sponsor is contributing $1,000 toward the Pennsylvania administrator preparation program or scholarship fund of the recipient’s choice. Recipients were chosen by the PASA Executive Committee from among those nominated.

DR. FRANK GALLAGHER
Superintendent, Souderton Area
LEADERSHIP IN PUBLIC EDUCATION
Sponsor: PLGIT/PMF

The award recognizes an individual who demonstrates commitment to school administration as a profession, to public education and to one’s colleagues, including participation in and leadership with the Pennsylvania Association of School Administrators.

Dr. Frank Gallagher exemplifies leadership in public education in all that he does. What is different and makes him a model for other school leaders is that he has gone far beyond Souderton’s borders and works as a leader/mentor to superintendents across the Commonwealth. As the leader of one of 21 school districts in Montgomery County and the only one in the county with a brick-and-mortar charter school within its boundaries, Dr. Gallagher realized early on in his superintendency the inequities between his diverse school district and the small, albeit select, student population in the charter school. In response, he stepped forward as a leader in his district to strengthen robust programs for all students, increasing graduation rates and workforce initiatives.

With these initiatives in mind, each year at budget time he would see that the costs of the charter school far exceeded what he expected. See PASA Awards of Achievement, page 4

Best Wishes for the New Year
FROM PASA

Dr. Mark DiRocco, Executive Director
Virginia Montgomery, General Counsel
Barbara Jewett, Assistant to the Executive Director
Anna Maria Stankoczi, Administrative Assistant
Linda McKay, Deputy General Counsel
Deborah Banks, Financial Assistant
Connie Kindler, Consultant for Professional Development

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FROM THE EXECUTIVE DIRECTOR
DR. MARK DIROCCO

TIME FOR A MUCH NEEDED HOLIDAY BREAK

The holiday season is upon us, and it is time for school leaders to take a well-deserved break. In fact, you probably need some time away from the office more than you know. Being a school administrator is one of the most demanding and difficult jobs in America today. You are under more stress than you realize and are more tired than you know. Taking a week off during the holidays will do you a world of good physically and mentally, and help you prepare for the challenges of the new calendar year.

Navigating the pandemic has been excruciating for school leaders. The politics of masking, contact tracing, and mitigation efforts has been unprecedented causing upheaval in communities and tremendous instability in many districts. We have seen several superintendents retire early, move to other districts, or be forced out of their positions because of pandemic-related issues.

Watching this unfold from my vantage point has been disheartening, and I worry about the next generation of school leaders, as fewer people seem willing to step into the maelstrom. Fortunately, I have also seen superintendents rewarded with contract renewals by their school boards for superb leadership during this crisis, which gives me hope for the future. However, we can all expect more volatility in the year ahead, and we have to prepare for it.

The pandemic has been with us for 21 months, and we are not out of the woods yet. It has been a long, hard slog for school leaders, to say the least. Like most good leaders, school administrators often think of themselves last and keep grinding to get things done. One long day seems to run into the next, with little time for a respite.

My holiday wish for school leaders is that you will actually take time for yourself, your family, and your friends this holiday season. Stay away from the office for a week. Put an “out of office” message on your email and only check it once in a while. Be present for your significant other and your family. They want to interact with their spouse and parent, not the school administrator.

When I think back on my time as a building principal and superintendent, there were days when I left the house before my kids were up and didn’t get home until after they had gone to bed. Sometimes, this occurred several days in a row. It wasn’t good for my family nor was it a healthy way to live. It’s one of my greatest regrets.

If you haven’t exercised for a while, start a new routine. If you’re not sure how to start exercising, walk out your front door. Walk for 15 minutes, turn around and go back home. That 30-minute walk will be of great benefit to you. Eat healthier and stay away from the junk food as much as possible. Make sure you get enough sleep. If you are having trouble sleeping, talk to your health care professional. Beer, wine, and bourbon are not sleep tonics and will actually disrupt your sleep. In general, take better care of yourself. Sooner or later, your health will reflect the manner in which you are treating your body. If you want to enjoy your life after your working career is over and be there for your loved ones, you need take care of yourself now.

As the holidays approach, I join many others in expressing my deep gratitude for all you have done for our students and staff during over the past two years. On behalf of the team at PASA, I wish you a wonderful holiday season filled with joy and warm memories.

PASA MEMBERSHIP DIRECTORY

The 2021-22 PASA Membership Directory will be mailed to PASA members this month, and members also will receive an email providing a link to the online version. Watch for it!

[NOTE: The directory includes the listing of members who paid their annual membership dues by the Oct. 1 deadline.]
In Budget & Finance News

State Revenue: Pennsylvania collected $6.6 billion in General Fund revenue in November, which was $217.9 million, or 3.4 percent, more than anticipated. Fiscal year-to-date General Fund collections total $18.7 billion, which is $1.0 billion, or 5.7 percent, above estimate.

School Funding Trial: A lawsuit that could result in drastic changes to how Pennsylvania funds public education went to trial on November 12, seven years after the challenge was filed. The trial, which will include spending figures and test scores among other data, could last well into January. (from the Associated Press, 11/12/21)

IFO Financial Report: According to its five-year Economic & Budget Outlook issued last month, the Independent Fiscal Office (IFO) projects a substantial surplus for FY 2021-22 but operating deficits for future years. The IFO report also notes a continuing projected 0.4% annual decline in the school age demographic (0 to 19), while the retiree and elderly cohorts are projected to expand annually in both the near term and long term.

Legislative News

Session Schedule: After today (Dec. 15), the General Assembly will be in recess until January.

First Aid Training: Gov. Wolf signed into law last month HB 416, now Act 84 of 2021. The act requires school nurses to complete a Department of Health-approved online course or in-person training regarding management of a student with seizures beginning with the 2022-23 school year.

Education Bills: At almost record pace, the House and Senate ran a large number of education-related bills through committee during the fall session, many of them controversial, and most of which PASA opposes. Although few saw final action and went to the governor’s desk before the holiday recess, there is no doubt many of those bills will be on the agenda one way or another in the spring session, which already is shaping up to be highly political. Among the bills are those focused on curriculum transparency, vouchers, school board authority, open campus expansion (to charter schools), homeschooler involvement in district activities, and state spending limits. Another bill would enact some charter school reform but without changes in the funding system.

Testimony on Learning Loss: Dr. Eric Briggs, superintendent of the Canton Area SD, and Dr. David Christopher, superintendent of the Cumberland Valley Sd, were among those testifying before the House Education Committee on Nov. 8 concerning the COVID pandemic and learning loss. Both noted the challenges of student access to the Internet during the pandemic and increasing concerns about student mental health and its impact on academics and student success. Lawmakers on the committee stressed the need to have academic reports and data from the PDE concerning learning loss.

Support for Transgender Students: According to a recent national survey, acceptance and support from teachers and administrators can be crucial to transgender students’ mental health and engagement in school, but there are signs that a backlash against these students has deepened since the pandemic. Transgender students, who make up nearly 1 in 50 U.S. high school students, have been among the most isolated groups during the pandemic, and they returned to campus this year amid a new wave of anti-transgender legislation. (from Education Week, 11/17/21)

PSERS Retirements: The top two executives at PSERS have left their jobs under resolutions approved by the system’s board last month amid two federal investigations into the agency and calls by board members for their resignations over lackluster investment returns.

In National News

Cybersecurity and Schools: The Government Accountability Office (GAO), Congress’s watchdog arm, issued a report last month that urged the U.S. Department of Education to rethink its more-than-a-decade old plan to help protect schools from digital threats. The GAO notes the rapid expansion of education technology in schools, particularly during the pandemic, as the main reason why the plan needs to be revamped. (from Education Week, 11/17/21).

COMING UP

The fall session, with its almost dizzying pace, was one of the most highly partisan sessions in recent memory, with Republicans moving large numbers of education bills and other bills that all Democrats opposed – and the governor likely would veto – in what is likely a prelude to an anticipated hyper-political spring session. 2022 is an election year – and there are already 15 Republicans seeking the governor’s seat, including several legislators, among them Senate President Pro Tempore Jake Corman (R-Centre). Gov. Wolf will unveil his final state budget in early February, and that will add to the drama and posturing. Unfortunately, it could also mean trouble for public schools. Meanwhile, despite state revenues running well above estimates, the state’s pot of federal COVID funds continues to remain untouched and mostly undistributed – and that also will be part of the political debate. Stay tuned for the latest information by following us on Twitter @PASASupts.

HOLIDAY OFFICE CLOSING

The PASA office will be closed December 23 - 31 for the holidays.
DR. EMILIE LONARDI
Superintendent, Downingtown Area
SERVICE TO THE PROFESSION
Sponsor: Horace Mann

The award recognizes a school administrator who has demonstrated commitment to excellence as evidenced through notable service to the profession.

Dr. Emilie Lonardi has served as the superintendent of schools for the past 24 years in both the West York Area School District and Downingtown Area School District. During her years as superintendent, Dr. Lonardi has demonstrated expertise as a dynamic educator with a keen understanding of systemic educational reform, strong instructional leadership skills, and valuable experience in all areas of administration, particularly focusing on community building throughout an organization.

Her peers describe her as a dedicated school leader who supports positive change and commitment to high standards of achievement by building collaborative and cooperative learning environments. Dr. Lonardi’s skills and dedication as a school system leader earned her statewide recognition as the 2014 Pennsylvania Superintendent of the Year.

In addition, to her strength as a superintendent, Dr. Lonardi utilized her leadership skills with PASA. She served on the PASA Board of Governors from 2006-2019 and was elected by her peers as the association’s president for 2017-18. Dr. Lonardi also served as the PASA representative to the PIAA Board from 2010-2018 and was elected by her peers statewide to serve on the AASA Governing Board from 2015-2018.

Not only does Dr. Lonardi utilize outstanding leadership as a superintendent and as a leader with PASA, she also serves as a role model for aspiring school leaders and both her teaching and administrative staff. She has led numerous educational sessions for PASA, including sessions for the PASA New Superintendents’ Academy, and has developed effective professional development programs for her own staff with the focus on educational leadership, analyzing and implementing research and “best practices” by providing the necessary levels of support and training in a respectful and encouraging way.

Dr. Lonardi has always shown a commitment to being a leader who strives for excellence. She sets high standards for herself and all those who work with her, keeping what is best for students at the center of all decisions. She has a deep belief that all teachers and administrators can meet the standards set for them and is persistent

See PASA Awards of Achievement, page 5

PASA Flyer - December 2021
As noted in the November issue of The PASA Flyer, Dr. Bridget O’Connell recently was selected as the 2022 Pennsylvania Superintendent of the Year. O’Connell was formally recognized for this honor during the Nov. 12 awards event.

The goal of the prestigious awards program, part of the National Superintendent of the Year program, is to further inspire exemplary educational leadership and promote a sense of confidence and pride in the nation’s public schools. Superintendent of the Year nominees are evaluated on how each candidate demonstrates leadership for learning, communication skills professionalism and community involvement.

Since becoming superintendent of the Palisades School District in 2011, Dr. O’Connell has demonstrated positive and forward-thinking leadership that has inspired student achievement, community involvement and support, state and national recognition, and systemic models that have served as an example for other districts.

As an educational leader, she works collaboratively with school board and community members, administration, faculty, staff, parents and students to enhance learning opportunities.

Dr. O’Connell will be honored by PASA at a special luncheon in her honor to be scheduled in her district later in 2022. She also will be among the state-by-state Superintendent of the Year recipients recognized during the AASA National Conference on Education, scheduled for Feb. 17-19 in Nashville, when the National Superintendent of the Year will be announced.

During his tenure as 2020-21 PASA President, Dr. John Bell continually encouraged school system leaders to remain positive, reminding them to take care of themselves personally and professionally to better take care of the schools and communities they lead.

As PASA President, Dr. Bell dealt with many policy challenges such as charter school costs and others by constructively and respectfully working with PASA members, the PASA Board, committees and PASA staff, and state policymakers to ensure that PASA remains a positive force in an increasingly complicated policy landscape. In all policy discussions, he maintained an open and respectful attitude toward differing opinions while remaining focused on doing what is best for students, public education and school leaders.

In addition, John worked closely with the Executive Committee, the Board and PASA staff to ensure that association policies and procedures were open, efficient and effective, and that PASA’s work continued without interruption throughout the pandemic. To enhance school leadership throughout Pennsylvania, John worked with PASA staff to continue a strong and effective professional development program, serving as a presenter for several programs and working closely with PASA staff and committees to meet the goals of PASA’s six-year strategic plan, continue growing the membership base, and build on the association’s positive financial footing.

As have school districts, PASA has faced numerous challenges in 2020-21 as well. But during his tenure as president, John provided PASA with a steady hand, serving as an example of leadership and dedication to the importance of a strong, professional community focused on informed advocacy, collegial support and the importance of working together.

Dr. Bell received a plaque and watch from PASA in gratitude for his service.
If you are like me, you stop and think at this time of the year how fast the time passes each and every year. It is hard to believe we have just completed Thanksgiving break and are now preparing for our winter recess – and not long until we will be closing the gradebooks on the first semester of the 2021-22 school year! Please forgive me for this overused phrase but time sure does fly.

We are also at the time of the year where we look back on the past year and think of how we are going to make the coming year different. This is when we often make the tried and true New Year’s Resolutions, and, if you are like me, quickly leave them behind (say around January 3rd).

I am only venturing a guess at this point, but most New Year’s Resolutions are around the idea of taking better care of yourself, a commitment to focus on your overall well-being. It is a message we have been hearing for the past 20+ months as we continue to find ourselves facing the challenges of the ongoing pandemic.

I have little doubt you have received numerous articles and have read many of them at your convenience. The articles outline the well-being of our families, friends, colleagues and students, and the complications of the isolation the pandemic has created for everyone. One of the best resources I have come across discussing this topic is a book titled *Think Like a Monk: Train Your Mind for Peace and Purpose Everyday* (Shetty, 2020).

Admittedly, as of this article, I have not completed the entire book. However, there is one particular insight from the book that I wanted to share with all of you that I think speaks to a strategy we can use as we continue to address the ongoing pandemic and your self-care.

The insights from the author Jay Shetty are very easily applied to everyday life. The specific example I would like to reference is how Mr. Shetty tells the reader to see the whole story in your life. He tells the reader that when we go through a period of instability, we are often anxious and afraid of what may be in front of us – fear of the unknown and the outcomes that are pending. The fear is generated from our inability to accurately predict what that outcome may be for us.

After the instability has passed, as it always does, we often find ourselves in a state of relief and exhale to regain our sense of calm, even if it is only for a moment. What we often neglect is the opportunity to look back on the period of instability and learn from the experience(s). Mr. Shetty points out to the reader that the period of instability is not a series of unrelated events, but rather it is a narrative that stretches from our past and into what may be in our future. He advises us to not think of the events as singular and unrelated; rather, it is a long narrative, using the ups and downs together to overcome this and future challenges by learning from your past and the experiences in the moment. If we treat the times of instability as unrelated events, we miss the opportunity to tell our whole story.

His advice concludes that, when we learn to stop segmenting our experiences and see them as the long narrative they are, we will gain the necessary perspective to deal with the uncertainty that is in our future.

So, as we close out 2021, I hope you are all able to take a moment to see your whole story. May I respectfully request you reflect on your successes over the past year, and there are many, in order to help you navigate the instabilities we may face in our lives as you continue to do the outstanding work you do on behalf of your students and entire school community. See your whole story because it is a good one.

Happy Holidays.

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**Contacting PASA**

The PASA Office is open 8:00 a.m. to 4:00 p.m. weekdays. Please call (717) 540-4448 to leave a message for any staff member. You may also call the Executive Director directly at (717) 514-8718 at any time, or email us at pasapasa-net.org. In addition, you may send an email directly to specific PASA staff members. (Click here for the staff list.) Please do not hesitate to contact us with your questions and concerns!

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**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!
The issue parental “control” in public education is not new. Our nation’s history is replete with examples of controversies and restrictions in education focused on parental “control” in one way or another, from book bans to school segregation to limiting curriculum content in public schools. The famous Scopes trial is a case in point.

Now we are in the throes of a giant resurgence in the march toward increasing calls for parental “control,” a political narrative fueled by erroneous but effective media campaigns coupled with fears and anger about a rapidly changing world.

If it isn’t arguments against what is on a classroom reading list, let alone on school library shelves, it’s anger against broaching any subjects that some deem to be “controversial” and “send the wrong message” to children, however parents interpret it. Or it’s anger about mask wearing in schools or civil rights for transgender students.

Joshua Weishart, a law professor at West Virginia University, published an excellent article in Education Week entitled “What the Law Says About Parents’ Rights Over Schooling” (11/29/21). In it he poses an excellent question: Why would we let adults take away students’ freedom to learn to treat each other as equals?

“It is the rallying cry heard in supermajority-controlled statehouses, contentious school board meetings, and the run-up to Virginia’s recent election of a Republican governor: parental freedom! A freedom that credulous, grievance-fueled parents claim they can exert in schools over the curriculum, the books in the library, even health measures during a deadly pandemic.

“It’s a ruse. In our constitutional order, children’s freedoms take priority over parental freedoms. Given the overriding importance of schooling to democracy, our laws elevate and protect the rights of all children to learn and to grow as citizens.

“That perspective has been lost amid the sound and fury of the education culture war over parental rights. Politicians and activists instead play to the fear that demands for equality and an honest reckoning of our nation’s past threaten parental freedom. We’ve heard that before.”

Weishart goes on to say that parental control “has always been subject to reasonable state regulation and must yield to state compelling interests in a democratically educated citizenry. In no case does it secure parents the right to dictate the curriculum, restrict the flow of information from the school, or jeopardize the health and well-being of other children.”

He concludes, “The law, for all its force, cannot guarantee us freedom from fear. We must liberate ourselves and each other from fear. Those of us who, therefore, see our children’s current and future freedom bound to the democratizing mission of public schools owe it our children to speak up. We must convince parents that if they want what’s best for their own child, they must want what’s best for all children. We must convince parents that if they want their own child to enjoy the blessings of liberty, all children must be free.”

Jack Schneider, associate professor of education at the University of Massachusetts at Lowell, leader of the Beyond Test Scores Project and co-host of the “Have You Heard” podcast, and freelance journalist Jennifer Berkshire, are co-authors of A Wolf at the Schoolhouse Door: The Dismantling of Public Education and the Future of School. In a recent column published in The Washington Post, columnist Valerie Strauss focuses on their thoughts about “parental control” and quotes their recent piece in The Washington Post on the topic.

“They noted that courts have given ‘great authority’ to parents ‘when it comes to deciding how to raise and educate their children. This right, however, does not mean that public schools must cater to parents’ individual ideas about education,’ they wrote. ‘Parents can opt out of the public system if they wish and pay to send their children to private or religious schools. But even there, parental rights remain subject to state regulation and override.’

“Schneider warned that public schools survived previous culture wars ‘because both sides recognized the importance of publicly funded and publicly minded education.’ But that consensus is disappearing. ‘We need to pay attention, then, not just to what this means for electoral politics, but also to what it means for education,’ he said. ‘If enough Americans can be convinced to turn on their schools, the right will be all too happy to wipe public education off the map.’

And that is the danger we are in: balancing legitimate fears and concerns of parents with the need to support a truly “public” education that provides ALL children with the information and experiences they need to both understand our past and move forward in a rapidly changing world – the real world, not the one parents want to imagine and perpetuate. It is increasingly difficult to do that, but if we who support public schools truly believe in the goals of public education, it is not a challenge we can afford to lose.

As the Statement of Principles in PASA’s Advocacy Priorities states: “The success of public schools is the cornerstone to ensuring an educated public and a strong Commonwealth.” That is something worth defending.
TOP 5 REASONS TO KEEP FIGHTING FOR EDUCATION FUNDING IN PA

BY STEPHEN RODRIGUEZ, CAUCUS PRESIDENT

After seven long years, the lawsuit where several school districts and students/parents from the Commonwealth have sued the legislature and the governor for violating our Constitution by improperly and inequitably underfunding education is being heard in court. Back in 2014, some people thought it was a long shot, but then we saw how such action changed funding practices in other states, and here in Pennsylvania, quite frankly, the evidence has been mounting.

Both urban and rural schools have long had more in common than most people realize, which is why PLUS and PARSS have worked together repeatedly over the years. But since the majority of Pennsylvanians live in that “Suburban Middle Ground,” it’s often difficult for many to understand why this trial is going on. I certainly can’t speak for all the individual members of the PLUS Caucus or all rural schools, but for me, it comes down to a few basic reasons most of us can agree on:

1. **Level Playing Field.** The quality of our educational opportunity for our children should not be primarily based on zip code. Students in urban districts and highly rural districts receive quite a different level of education due to resources.

2. **Politics Should Be Secondary.** We have been using population data from 1992 in order to formulate the vast majority of our BEF (basic education funding) and special education funding. Why? Because so far, our legislators have not changed it. I could say much more, but doesn’t that say it all?

3. **High Expectations, Matching Support.** It is a true statement to say that educators must adhere to more guidelines, regulations, policy and procedure than air traffic controllers. Unfunded mandates that we have been talking about for many years, including the exponentially rising cost of special education, cannot simply be swept under the rug anymore. I would gladly take a red pen to the thousands of pages of rules and regulations for our schools, but since no one educator alone can do that, we must then be given the tools to accomplish the tasks required of us.

4. **50 Years Is Too Long.** Have we made progress in education funding? Yes, we have. Slow, hard fought, infinitesimally tiny, incremental progress. By one calculation, our schools will not have what they need by today’s standards for 50 years. Another calculation would suggest more like 30 plus years, but based on our current high rate of inflation, that’s not a wise bet. I think a rational person would look at the data and know that at this rate, our current students will have grandchildren in school before we are close to correcting what is an improper funding structure. 50 years is too long.

5. **Strong Support for Local Schools.** Despite the contentious and political atmosphere we’ve seen lately, the overwhelming and vast majority of the population support our local schools. Have some had bad experiences? Yes. Myself included! I had a terrible experience in school as it related to peer interaction, but public schools also contributed to my success. By and large, our local schools, with local control and oversight, work. No amount of labeling with political jargon, such as “government schools” will change how most people see it. Take your pick: Trojans, Spartans, Warriors, Mountaineers, Falcons, or any of the other 500 school districts in the Commonwealth is where over 1.6 million students learn the skills and attitudes to become successful citizens.

That’s how we see our schools. That’s what students need to experience. And that’s worth fighting for.
REFLECTIONS OF GRATITUDE
BY DR. JODI FRANKELLI

By the time this article is published, I will have reached the halfway point of my first superintendent contract. I still remember starting my position on July 1, 2020, right in the thick of the first COVID summer. Yes, I have much more gray hair than I did a year and a half ago, and there are a few parents who won’t be nominating me for Superintendent of the Year anytime soon, but overall, it has been an amazing journey of learning and growing.

With the holiday season upon us, I wanted to take a moment and reflect on a few of the things that I have been most grateful for during the first half of my superintendency.

I recently had the opportunity to see Dr. Nikole Hollins-Sims, Special Assistant to the PA Secretary of Education, speak on the topics of equity, inclusion and belonging. Dr. Hollins-Sims stated that in inclusive communities, a sense of belonging is promoted and sustained by honoring the worth and inherent dignity of everyone.

I can honestly say that I work with wonderful superintendents and other district leaders in my local IU. The sense of belonging that Dr. Hollins-Sims spoke of is ever-present in this group of leaders, and I am grateful to have them as colleagues on my journey. Like all of you, these talented and dedicated individuals lead by example. I hope that all of you have colleagues in your life that you can look up to as well: people who will challenge you, include you, and value you in your professional journey.

I am also grateful that PASA provides high-quality professional learning opportunities for district leaders. PASA’s mindset of creating a learning culture where leaders have access to resources and other professionals in our field has been a godsend during my time in this position.

As you begin to think about setting a New Year’s resolution, I encourage all of you to set a goal of becoming involved and engaged in PASA if you aren’t already. Often, we as district leaders put the professional growth of others ahead of our own. Involvement and participation in PASA’s summits, workshops and programs is a viable and valuable way to combine your own professional growth with that of your organizational leaders so that the learning process can occur collaboratively rather than in isolation.

During my time in this position, I have found it very helpful to utilize PASA’s professional development opportunities for myself as well as others within my school district. There is always something new to learn, and we are blessed to have a supportive organization that can assist all of us in our professional journey.

As I look forward to 2022, I am grateful to have the opportunity to move my district forward during this challenging time. With the divisiveness in society today, it would be so easy to look at the glass as half-empty rather than half-full, but now is the time for all of us to strengthen and renew our commitment to our communities and profession.

I encourage all of you to attend the PASA Leadership Forum in March so that you can hear Dr. Michael Fullan discuss “Leadership for System Change in Complex Times.” If you are looking for a great book to read over the winter break, I would recommend Dr. Fullan’s new book Spirit Work and the Science of Collaboration. It will energize you, move you beyond the challenges facing schools today, and provide you with hope moving forward.

Please take time some time to relax with your family and friends during the upcoming winter break. Thank you for everything that you do for our profession and your community. Happy New Year to all of you!

Dr. Frankelli is superintendent of the Palmerton Area School District and a member of the PASA Professional Development Committee.

REGISTRATION REMAINS OPEN

2022 Superintendent/CEO Forum
Virtual Book Study for Superintendents, CEOs and I.U. Executive Directors
February 2, March 2 and April 20
2:00 – 4:00 p.m.

Approved for 40 hours of PIL/Act 45 Credit
(See the website for PIL requirements.)
Successful leadership teams have a shared belief that they have the real power to enact change. This Forum’s focus, Collective Leader Efficacy: Strengthening Instructional Leadership Teams by Peter M. DeWitt, delves deeply into the research and tools for creating a team of learning leaders who share the conviction that they can and will positively impact student learning and well-being. Join a community of superintendents, CEOs and IU executive directors from across the Commonwealth in knowledge creation and knowledge sharing conversations. Use the materials within this program to facilitate a book study with your leadership team for the promotion of collective leader efficacy within your organization.

For details and registration: https://www.pasa-net.org/leaderefficacy
As the holiday season is upon us, we all will be immersed in a multitude of celebrations. The flurry of experiences and traditions may symbolize our values and create a sense of belonging. From our schools and workplaces to our homes and communities, the focus of the holiday season is coming together to celebrate with one another.

As we collectively honor the holiday season, one’s feeling of belonging is cultivated by invites to parties, celebrations, and traditional gatherings. The convening of families and friends promotes a key sense of acceptance and inclusion – a sense of connecting with others whether we have similar or different interests, values and beliefs.

Recently, the Pennsylvania Department of Education has introduced an infographic of equity, inclusion and belonging. The concept of belonging has been intentionally added as a vital building block for equitable practices in our educational spaces. In working to provide clarity around this work, PDE defines belonging as *experiencing support – inspire – empower.*

**As school educators move to build systems of acceptance, creating a culture of belonging is vital to the process.** Below are several key components to consider when working to inspire a positive culture:

**Build Communities through Relationships & Partnerships**

* Be open to share your own story.
* Be willing to listen to others’ perceptive and points of view.
* Be mindful to allow all stakeholders a voice at the table.
* Be eager to take interest in others and their passions.

**Support Others through Words and Actions**

* Use open and authentic communication methods.
* Use consistent words and phrases.
* Use respectful, honest, and compassionate actions.
* Use weekly/monthly check-ins to monitor thoughts and beliefs.

**Encourage Active Collaboration**

* Nurture a common purpose.
* Nurture “safe” spaces to allow sharing and acceptance.
* Nurture co-creation through engaging multiple perspectives.
* Nurture trust to build confidence through intentionality.

**Be Accountable for What You Know and Don’t Know**

* Acknowledge reality by honoring successes and/or resolving challenges.
* Acknowledge presumed competence, integrity, and positive intent.
* Acknowledge solution-oriented thinking.
* Acknowledge ownership of situations.

**Celebrate Similarities and Honor Differences**

* Honor other cultures, traditions, holidays, and beliefs.
* Honor uniqueness and respect differences.
* Honor choices and distinctions.

**Belonging Resources:**

- **Equity and Inclusion, PDE**, [https://www.education.pa.gov/Schools/safeschools/equityandinclusion/Pages/default.aspx](https://www.education.pa.gov/Schools/safeschools/equityandinclusion/Pages/default.aspx)
- **Harvard Office of Equity, Diversity, Inclusion, & Belonging**, [https://edib.harvard.edu/resources](https://edib.harvard.edu/resources)
- **IES Research**, [https://twitter.com/IESResearch/status/1070004555696488449/photo/1](https://twitter.com/IESResearch/status/1070004555696488449/photo/1)
- **Othering and Belonging Institute, University of California: Berkeley**, [https://belonging.berkeley.edu/tools-and-resources](https://belonging.berkeley.edu/tools-and-resources)
- **MindsetKit, The Project for Education Research that Scales (PERTS)**, [https://www.mindsetkit.org/belonging](https://www.mindsetkit.org/belonging)
- **PDE, Equity, Inclusion, and Belonging in Pennsylvania Video Presentation 11-15-21 (Dr. Nikole Hollins-Sims, Special Assistant to the Secretary of Ed)**
- **PTAC, Equity and Inclusion Initiative Reports - @ptacvoice**
A BRIGHTER FUTURE
BY CONNIE KINDLER
PASA CONSULTANT FOR PROFESSIONAL DEVELOPMENT

This year has certainly turned our lives upside down and striving for some sense of normalcy may be all we can do at this time. However, not to minimize the enormity of the current stress on school leaders, it is incumbent upon us to ponder the upsides to the situation.

In this spirit, consider the following PASA professional development programs for leading the way to a brighter future for our children and public education.

PASA Leadership Forum: Leadership for Systems Change in Complex Times
March 27 (optional 5-7 p.m. reception) & March 28, 8:30 a.m. – 2:30 p.m.
State College (in-person)
Approved for 40 PIL/Act 45 hours
Dr. Bridget O’Connell, 2022 PA Superintendent of the Year
Dr. Michael Fullan, international education reform leader and author
• Move beyond current challenges
• Restore and build cohesion in our schools and communities
• Network with statewide colleagues
https://www.pasa-net.org/leadforum

2022 Superintendent/CEO Forum
Virtual Book Study: Collective Leader Efficacy – Strengthening Instructional Leadership Teams by Peter DeWitt
February 2, March 2, and April 2
2:00 - 4:00 p.m.
Approved for 40 PIL/Act 45 hours
• A pleasurable, how-to book, grounded in research, for implementing a collective culture for greater leader satisfaction and impact on students
• Engaging conversations with PA colleagues
https://www.pasa-net.org/leaderefficacy

New Superintendents’ Academy Part 3: Professional & Community Leadership
Virtual Program
January 20 (a.m.) & 21 (a.m.)
Approved for 25 PIL/Act 45 hours
• Communications that build the understanding, trust and support of stakeholders
• Practices, strategies and resources for building culturally responsive schools
• Building teacher, leader, team and system capacity
• Communicating during challenging times
• Strategies for professional and community leadership
• Advocating for students and public education
https://www.pasa-net.org/workshopnsa

Wishing you a happy, healthy, and peaceful holiday season that fills you with a sense of all that is possible!

MENTOR COACHING TIP OF THE MONTH

“Surviving the Holiday” Coaching Tips for Those Who Coach Leaders:
1. Walk Your Talk - and Focus on You First! (Meet your own needs before giving to others.)
2. Let Go of Expectations and Open Up to Possibility. (Relax and go with the flow.)
3. Be Giving. (Listen, Forgive, Appreciate and Accept.)

**NEWS & ADVOCACY**

*Pennsylvanians in This Month’s Issue of School Administrator*

Articles by two Pennsylvanians on the topic of professional learning and mentoring are among those featured in the December issue of AASA's *School Administrator* magazine. William Harner, superintendent of Quakertown Community SD, discusses the importance of mentoring aspiring leaders. He also discusses that in a short School Administrator Extras video, Amy Sichel, retired superintendent and former PASA President, writes about coaching and professional cohorts. Don’t miss this month’s issue!

**Emotional Health of School System Leaders**

AASA, The School Superintendents Association, has launched the Live Well. Lead Well. campaign, an initiative to provide support for public school district leaders as their school cultures are being threatened by the implications from the COVID-19 pandemic, racial inequities and threats of violence against their communities. The campaign is about providing superintendents and their staff with the tools and resources they need to help ease stressors of the job, support their important work, show appreciation for their leadership and fuel their spirit to keep them moving forward. Read the press release here and access the campaign website here.

**School Safety & Crisis Planning Toolkit**

In a continuing effort to help guide and support school district leaders who are navigating the impact of the COVID pandemic, AASA, The School Superintendents Association, has launched a modified version of its School Safety and Crisis Planning Toolkit for proactive best practices before, during and after a crisis.

**In This Month’s School Administrator**

“The challenges of being a public school leader never have been greater, but the fundamentals of great leadership have not changed. Authentic leadership always begins with a servant’s heart and a true commitment to each person we serve.” – AASA President Paul Imhoff, from “Caring for All”

“We know the superintendent’s role is essential, often as the most important voice on behalf of the children in a community. Even as the work is increasingly challenging, rewards still can be found in service, helping to shape the lives of all students and, in fact, impacting the very fabric our democracy.” – AASA Executive Director Daniel Domenech, from “Forward Thinking about Vulnerable Students”

“A cohort program for superintendents is not a sit and get experience but rather a setting for creating a collaborative atmosphere where learning, whether virtually or in person, connects and networks participants. Too often, we model what we do not want to see with our teaching staff, the so-called ‘sage on the stage.’ Executive learning requires careful preparation and a knowledge of our audience.” – Amy Sichel, retired superintendent and former president of both PASA and AASA, now a lead superintendent for the AASA National Superintendent Certification Program, from “Cohort Learning for School System Leaders”

**AASA Post-Pandemic Resources**

The AASA website offers school leaders updated information and resources from the federal levels, including Congress, the CDC, the Department of Education and the Department of Agriculture. Click here to see a list of resources and information provided by AASA.

Join AASA today and become part of a supported community of school leaders nationwide who advocate for public education. AASA, The School Superintendents Association, is the only national organization that represents and promotes the concerns of chief school administrators across the nation! See the AASA website, http://www.aasa.org, for details or contact the PASA office.
DATA, DATA, EVERYWHERE

When it comes to federal education programs, a common element of these programs includes some portion of data reporting, whether to help illustrate how and where dollars were invested, what the dollars were invested in, or who was involved.

Ultimately, the data collected — whether via state education agencies, local education agencies or a combination of the two — at best illustrate what a program was able to accomplish, provides a mechanism for transparency, reporting and evaluation, and informs future decisions related to the program. At worst, the data collection is cumbersome, clunky, disjointed from the realities of school processes, and can be weaponized to fuel harmful narratives, often devoid of context, about schools and public education.

The infusion of funding via the Elementary and Secondary Schools Emergency Relief (ESSER) Funds (three rounds of federal funding for schools as part of Congress’ response to the COVID pandemic) is coming with two extensive rounds of data collection: one about ESSER in general and one focused on the Maintenance of Equity provision. These data collections are in addition to another extensive data collection, the USED’s Office of Civil Rights Data Collection (CRDC), which is actually being administered in back-to-back years for the first time in recent memory. (You can read what’s in store for districts regarding data collection in the CRDC here.)

The superintendents we represent and the public school systems and students they serve have endured a year and a half unlike any other in their careers or lifetimes. The unprecedented nature of the COVID-19 pandemic and how it up-ended everything considered normal meant educational leadership was vital.

Related to this, school superintendents remain grateful for the assistance provided to support local education agencies via the three appropriations of ESSER funds. School superintendents are putting ESSER funds to use in myriad ways focused on equity, learning recovery, safe reopening, COVID mitigation, and addressing community, family and student needs, among others. The important work of investing these dollars responsibly works in tandem with the effort to ensure that detailed information on how and where those dollars are spent is collected and available to support evaluation of the policies and funding available from Congress, as well as the efficacy, equity and efficiency of the programs, supports and services schools access.

We appreciate USED’s willingness to receive and incorporate some changes to their proposed data collections. Even with those tweaks, however, the collections remain problematic for state and local education agencies (SEAs/LEAs) alike. While the ESSER data collection largely rests at the state level, the reality of implementation means that the responsibility will be shared by state and local education agencies (SEAs, LEAs) alike.

State data collection does not happen in a vacuum, and the scope of data collection — that is, the extent to which the data collection requires LEA-level detail — means that the data collection form has a direct impact on LEAs. It is important these data collections avoid unnecessary burden, complication or overreach.

AASA’s advocacy team has engaged with USED on three major data collections in recent months, working to strike a balance between a well-intentioned federal focus on transparency with the reality of how data is available and collected, and ensuring data is valid, reliable and can actually be useful as intended. You can read our more detailed comments on ESSER and Maintenance of Equity, and continue to follow for updates via the AASA Advocacy blog and app.

Still Time to Register!
February 17 - 19
Nashville

With schools thrust into the global pandemic, equity became a critical barometer as changes were made to accommodate necessary distance learning, safety, technology, mental health and wellness, and other innovative approaches to education. Researchers, educators and practitioners will come together at the 2022 conference for intensive debate and discussion on Leading for Student-Centered, Equity-Focused Education, and what that means for your leadership role, community collaboration, district outcomes and student success.

CLICK HERE TO REGISTER.
HEALTH, SAFETY & EQUITY UPDATES

The Ping-Pong on School Masking
Nov. 10: Commonwealth Court issues a ruling that voids the School Masking Order.

Nov. 11: A stay on that ruling is imposed, keeping the Order as is pending appeal.

Nov. 16: Judge Christine Fizzano Cannon rules that the stay cannot go beyond Dec. 4.

Nov. 30: The PA Supreme Court extends the stay to Dec. 8.

Dec. 10: The PA Supreme Court sides with Commonwealth Court, ending the mandate.

Next?

School boards and school leaders once again are charged with updating their health and safety plans and making decisions about measures to prevent potential spread of COVID in their schools and, ultimately, communities. And with COVID hospitalizations and cases increasing throughout the Commonwealth at about the same rate as the anger about mask wearing, that may be no easy task in what has become a highly politicized game of ping pong policy.

PASA urges school leaders to work with their district solicitors and county health agencies in making decisions concerning school policy on COVID mitigation strategies.

Preparing for a Pandemic Winter

The Centers for Disease Control and Prevention and the World Health Organization have voiced concern over a new strain of COVID-19, dubbed Omicron, that is now in the United States and 23 other countries. Yet the playbook for school and district leaders to prevent a new wave of the pandemic is unlikely to change. While the first U.S. cases of Omicron were identified last month, the highly contagious Delta variant still accounts for virtually all new coronavirus cases in the United States, with infection rates rising again among children younger than 18 in the first half of November, after more than two months of declining cases among young people. (from Education Week, 12/1/21)

Value of Preventative Measures

As COVID-19 makes a comeback in Europe and a new variant has appeared in South Africa, one study offers a reminder that simple measures like mask-wearing and hand-washing help to ward off the disease. Donning a face mask more than halves the risk of getting Covid, according to a review of eight studies published in the British Medical Journal. So does hand-washing. Physical distancing, meantime, cuts the risk by a quarter. “It is likely that further control of the COVID-19 pandemic depends not only on high vaccination coverage and its effectiveness but also on ongoing adherence to effective and sustainable public-health measures,” authors including Stella Talic, the study’s lead researcher and an epidemiologist at Monash University in Melbourne, said in the paper. (from bloomberg.com, 11/18/21)

Poll: How Schools Are Doing

New poll results find that most Americans are feeling good about how their local schools have handled COVID-19 health and safety concerns. A national poll of 1,033 Americans age 18 or older was conducted by market research company Ipsos Nov. 5-8 for the news organization Axios. Of the respondents, 182 were parents with children under the age of 18, said Chris Jackson, Ipsos senior vice president. Respondents were asked to think back across the entire COVID-19 pandemic (since March 2020 to now) and rate whether local schools have done a good or poor job balancing health and safety with other priorities. Seventy-five percent of parents and 71 percent of respondents overall said local schools were doing a very good or somewhat good job. (from Education Week, 11/10/21)

From the PDE: ESSER/GEER Extra

The Pennsylvania Department of Education (PDE) offers ESSER/GEER Extra, a frequent communication that provides school communities with reminders, resources, information, and guidance as they develop plans, implement, and monitor their Elementary and Secondary School Emergency Relief (ESSER) and Governor’s Emergency Education Relief (GEER) funds. Click here to access information.

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 website, 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.)
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: SCALING, SUSTAINING & BUDGETING FOR EDUCATION TECHNOLOGY INNOVATIONS

The EmpowerED Superintendent eWebinar Series

The next episode of Season 4 of the EmpowerED Superintendent Webinar series, scheduled for Monday, January 10, at 5:00 p.m., focuses on “Leadership Strategies for Scaling, Sustaining, and Budgeting for Education Technology Innovations.”

One of the outcomes of leading K-12 education during the COVID-19 pandemic has been the increased reliance on technology to stay engaged with staff, students, parents and school district communities. Technology innovations continue to be implemented in new ways and often on a much larger scale than prior to COVID-19. As we start a new calendar year, it is appropriate to look ahead and effectively plan to budget, scale and sustain school district technology implementations. To succeed in all three areas, school leaders must create both a culture and ongoing operations that support risk taking and that can also bring successful technology innovations to scale. Annual budgets must include a focus on sustaining successful technology innovations.

In this webinar, three inspiring superintendents share how they are leading innovation by creating and supporting practices that allow successful technology innovations to grow and be sustained. Strategies for budgeting for technology innovation will also be discussed.

You are invited to join in the conversation with Dr. Susan Enfield (Highline Public Schools, WA), Dr. Heath Morrison (Montgomery Independent School District, TX), and Marlon Styles (Middletown City School District, OH). Free registration for the January 10, 2022, webinar is now available at https://home.edweb.net/supers/.

The EmpowerED series is co-hosted by CoSN, AASA and edWeb.net, and sponsored by ClassLink.

Social-Emotional Learning: Leveraging Technology to Care for All

The previous episode of the EmpowerED Superintendent edWebinar series, aired on November 6, featured three superintendents – Dr. Ann Levett (Savannah-Chatham County Public Schools, GA), Dr. David Miyashiro (Cajon Valley Union School District, CA) and Glenn Robbins (Brigantine Public Schools, NJ) – who shared how they address the social and emotional needs of the students, staff, and families in their school districts. They also shared strategies and practices they are leading in their districts to leverage technology tools to address the challenges of social-emotional learning.

Free access to webinar recording: If you missed webinar, you can still access the recording at https://home.edweb.net/supers/. You will also be able to use this link to access free recordings and podcasts of multiple previously broadcast webinars in the EmpowerED Superintendent series.

CoSN 2022 Annual Conference

The CoSN 2022 Annual Conference will take place on April 11-13, 2022, in Nashville, Tennessee. The conference will be a hybrid experience to accommodate all who wish to meet safely in-person as well as those who elect to participate remotely. You can preview the conference program and access registration information at https://cosnconference.org/.

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. 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.

REGISTRATION IS OPEN!

March 28, 2022 @ Hyatt Place State College

Leadership for System Change in Complex Times

Reignite your passion and learn practical system leadership strategies for leading the way to a brighter future for our children and public education.

For registration, program, hotel accommodation and PIL/Act 45 information, see the PASA website at: https://www.pasa-net.org/leadforum

Featuring

Dr. Michael Fullan

PIL/Act 45 Approved for 40 hours (upon completion of requirements)
ADVOCACY & INFORMATION UPDATE

November Issue of PASA Points
Last month’s edition of PASA Points, a two-page informational publication sent to lawmakers on specific education issues, focused on school personnel shortages and the impact on our schools. Click here to read the latest edition and past issues. Information in PASA Points is useful for your own advocacy on issues of high concern for public education.

More Information and Advocacy…
PASA continues to both provide information to members and advocate on their behalf. Some of these activities since the November issue of The PASA Flyer was published included the following:

• We sent several E-Alerts to superintendents concerning the court case overturning the mask mandate.
• We provided to both the House and Senate education committees comments on a wide number of education-related bills scheduled to be considered by both.
• We continued discussions with our lobbyist and other education associations on many issues and bills coming up for consideration at the Capitol, including vouchers, curriculum and charter/cyber charter reform.
• We met with the PASA Legislative Committee virtually on Monday mornings during weeks when the General Assembly was in session to discuss the legislative agenda for the week and advocacy strategies.
• We fielded many calls from members concerning COVID mitigation concerns and community/district issues, particularly after the Supreme Court decision and the November election.
• Dr. DiRocco continues to meet via Zoom with AASA legislative advocacy staff and executives from other state superintendent associations to share information and updates related to school operations and state education policy.

In addition, PASA continues to provide additional education news and information through the weekly Update on Mondays and monthly issues of The PASA Flyer.

**REGISTRATION IS OPEN**

Friday, February 4
Virtual Workshop
10 a.m. – 2:15 p.m.

HELP US GROW THE PIPELINE OF PENNSYLVANIA’S SCHOOL LEADERS!

This workshop is a MUST for those considering a move to the superintendency or assistant superintendency. It addresses topics essential to a deep understanding of the importance of high-performing superintendent and assistant superintendent leadership. Attendees will acquire the knowledge necessary to prepare for, obtain and be successful as they move toward and into a new district leadership role.

If you are considering a move into the Superintendency or Assistant Superintendency, this workshop is a must! And, if you are a Superintendent or Assistant Superintendent, please do your part in filling the pipeline by sharing this information to those in your district who should consider the Superintendency or Assistant Superintendency.

For details and registration information, see the PASA website: https://www.pasa-net.org/aspiring

THOUGHT FOR THE DAY

“The most important thing we do as superintendents is identify and mentor current and future leaders in our school districts. That includes those serving in operational support staff roles. Management guru Peter Drucker once said that culture trumps strategy every time. I submit that preparing highly effective principle-centered leaders in our districts who set and maintain the conditions of high expectations for performance will powerfully impact both culture and strategy. It’s organizationally transformative. Though you may be long forgotten after you leave your school district, your greatest legacy will be those who you mentored along the way and what your mentees subsequently do along their own leadership journeys.” – William Harner, superintendent of the Quakertown Community SD in eastern Pennsylvania, from “Mentoring Future Leaders,” as published in the December issue of School Administrator

COMMUNICATIONS TIP OF THE MONTH
“…”We have a responsibility to model professional, constructive and appropriate communication. It’s important because our staff is watching, our parents and communities are watching, and most importantly, our students are watching. We should run everything we do through those various lenses.” – Nick Polyak, superintendent of the Leyden Community High School District (IL), from “Avoiding Negativity in Moments of Stress,” as published in the December issue of School Administrator. This month’s issue examines professional learning for early-career and aspiring superintendents through cohort training, coaching and mentoring.
RECAP: NEW SUPERINTENDENTS’ ACADEMY PART 2

Thirty-seven new and aspiring superintendents/CEOs participated in Part 2 of the 2021-22 New Superintendents’ Academy, held November 15-16 both in-person and virtually via Zoom.

The PIL-approved program focused on “Systems Leadership,” and featured numerous live and recorded sessions led by experienced administrators and other professionals:

LIVE SESSIONS
* The Profile of a Graduate – Lynn Fuini-Hetten, superintendent, Salisbury Township
* Governance and Policy – Dr. Mark DiRocco, PASA Executive Director
* School District Finances – Dr. Wayne McCullough, executive director of the PA Assn. of School Business Officials (PASBO)
* First Things First: An Organizational System That Works – Dr. Michael Snell, former superintendent and currently assistant executive director of the PA Principals Association
* Human Resources Best Practices Review and Audit – Dr. Tammy Wolick, superintendent, and Bob Reger, director of human resources, Hempfield Area
* Systems Leadership Panel Discussion – Dr. Dana Bedden (superintendent, Centennial), Dr. Jay Burkhart (superintendent, South Western, and PASA President), and Dr. Francine Endler (executive director, Central IU 10)

RECORDED SESSIONS
* Collective Bargaining Systems – Dr. Mark DiRocco
* Best Practices for the Management of the District’s Auxiliary Services – Dr. Alan Vandrew, former CFO of the Mechanicsburg Area SD

Andrew Oberg, superintendent of the McGuffey SD, was recognized for completing all three parts of the New Superintendents’ Academy.

COMING UP:
Part 3 of the Academy (Professional & Community Leadership) – Jan. 20-21

EASYPURCHASE CARD OFFERS EXTENSIVE REBATES FOR SCHOOLS

EasyProcure, The Education Procurement Card, is growing fast and so are the rebates!

Established in 2005, this procurement card program has numerous benefits to offer, including a rebate based on the aggregate total of participants’ purchases. Earn a rebate on the first dollar you spend using your EasyProcure card!

Procurement cards, similar to credit cards but with additional internal control features, were introduced to reduce administrative costs incurred from small dollar purchases in the corporate world. Over the last several years, plastic has become an acceptable means of payment and procurement in Pennsylvania schools due to e-commerce. Although budgetary restraints and internal controls have been concerns, EasyProcure has many special features and benefits that schools can utilize to eliminate these types of concerns.

Here are just a few of the main features offered through the EasyProcure Program:

• No fee PNC Bank Visa® purchasing card (accepted anywhere Visa® commercial cards are accepted)
• Rebates plus bonuses - The rebates are based upon program spend from June 1 to May 31, earning a rebate on the first dollar you spend! (An aggregate total of participants’ purchases during a 12-month period determines the level of rebate earnings.)
• Customized limitations on each card based on the card holder’s purchasing needs (daily/weekly/monthly limits, declining balance, MCCs)
• Integration of card purchases into your existing accounting system
• Online access - payment allocation and reconciliation capabilities
• No checks involved; one monthly electronic payment from your PSDLAF account

Save time and generate an EasyProcure rebate on your school’s purchases by joining the program today!

PASA is a sponsoring organization of EasyProcure.
“Students who aren’t well can’t learn. Teachers who aren’t well can’t teach. Leaders who aren’t well can’t lead. We need to take care of ourselves so that we are able to serve those in our care. We can’t lead if we aren’t well. The superintendency is not an individual sport, it is a team sport. We need each other. We need to lock arms and support each other.” – Paul Imhoff, superintendent of Upper Arlington (Ohio) Schools and the 2021-22 president of AASA, concerning AASA’s new Live Well. Lead Well Campaign for school leaders

On the School Masking Order…

“Masking is a proven and simple way to keep kids in school without interruption and participate in sports and other extra-curricular activities. Universal masking in schools, which the Centers for Disease Control and Prevention (CDC) and the American Academy of Pediatrics recommend, reduces the risk that entire classrooms will need to quarantine due to a possible COVID-19 case.” – statement from Gov. Wolf following the December 10 PA Supreme Court decision vacating the School Masking Order, 12/10/21

“[This is] a victory for parents and communities whose opinions have been ignored by the Wolf Administration for far too long. I have said all along that parents and school boards are in the best position to respond to COVID-19 and keep our kids safe. I am grateful the Supreme Court agreed with this position and rejected Governor Wolf’s effort to take power away from the people.” – Senate President Pro Tempore Jake Corman (R-Centre), one of those who challenged the mandate in court and one of 15 Republicans seeking to be the next governor, 12/10/21

“What should determine whether kids wear masks in schools should not be politics. It should not be pandemic fatigue. It should not be incivility at school board meetings. It shouldn’t even be the courts. It should be the expertise of physicians who know how best to protect children against COVID-19. Vaccination should help to end this pandemic. Limiting COVID-19’s spread so it cannot further mutate will help. But wishing the pandemic was over will not make it so.” – from the Editorial Board of lancasteronline.com, 11/21/21

On the State COVID-19 Vaccine Joint Task Force…

“As the number of COVID-19 cases and number of hospitalized patients in every county of the Commonwealth continue to rise, we are hearing from many hospitals, health systems and constituents who are concerned. Today, we are writing to respectfully request from you the reconvening of the COVID-19 Vaccine Joint Task Force so that we may again collaborate on the best mechanisms for sharing information and communicating solutions expediently with the entire General Assembly and our hospitals, health systems and constituents.” – from a letter written by several Republican leaders to Gov. Wolf, 12/10/21

“… the Task Force has never ceased, as we most recently met just over two weeks ago in a continued effort to both work together and provide information to the General Assembly on vaccine efforts and preparedness. Rest assured, I have no plans to dissolve the Task Force anytime soon…. The number one thing that [state Senate and House] members can do right now to help our hospitals is to urge all eligible constituents to get vaccinated.” – from Gov. Wolf’s letter in response to the Republican request, 12/10/21

On the School Funding Lawsuit…

““There is nothing thorough and efficient about a system where state funding is so grossly inadequate.” – Susan Spicka, executive director of Education Voters of Pennsylvania, speaking during a rally in Harrisburg at the start of the Supreme Court consideration of the school funding lawsuit, Nov. 12

“For school districts all across the state of Pennsylvania, it’s not already raining — it’s a doggone hurricane. We’ve come to speak truth to those that are in authority today; either do right by our children or find new jobs.” – Rev. Dwayne Royster, executive director of POWER Interfaith, a grassroots organization of state congregations, during the rally
PASA is sad to report the passing in September of Dr. Francis Barnes, former superintendent of the Palisades SD and PA Secretary of Education in the Rendell administration. Barnes had served on the PASA Board of Governors and was elected 2004-05 PASA President but stepped down to accept the position of education secretary. We express our condolences to his family and friends.

REGION 1

Mr. Thomas Samosky is now serving as superintendent of the Fort Cherry SD. He previously served as superintendent of the Moniteau SD. Samosky replaces Dr. Jill Jacoby, who is now serving as Assistant Executive Director of Teaching & Learning for Allegheny I.U. 3.

REGION 4

Aubrie Schnelle is now serving as superintendent of the Moniteau SD. She previously served as the district’s assistant junior/senior high school principal.

Dr. Keith Wolfe is now serving as superintendent of the Lakeview SD. He previously served as superintendent of the Cameron County SD.

Justi Glaros is now serving as superintendent of the Sharon City SD. She previously served as the district’s curriculum director. Glaros replaces retired superintendent Michael Calla and interim superintendent Dr. William Gathers.

REGION 7

Dr. Ken Bissell has been appointed superintendent of the Greensburg Salem SD. He currently serves as acting superintendent and coordinator of secondary education for the district.

REGION 11

Jennifer Mitchell is now serving as superintendent of the Huntingdon Area SD. She previously served as assistant superintendent in the Hollidaysburg Area SD.

REGION 12

Dr. Thomas Haupt has been appointed superintendent of the Fairfield Area SD. He has been serving as superintendent in the Millersburg Area SD.

REGION 13

Dr. Michael Snopkowski has been appointed superintendent of the Eastern Lancaster County SD, effective Feb. 28. He currently serves as superintendent of the Avon Grove SD (I.U. 24). Snopkowski will replace Dr. Robert Hollister, who is retiring at the end of January.

Dr. Michael Leichliter, superintendent of the Penn Manor SD, has announced his intention to retire no later than August 31, 2022. Leichliter is a member of the PASA Legislative Committee.

REGION 19

Dr. Christopher Shaffer has been appointed superintendent of the Abington Heights SD, effective in January. Shaffer currently serves as principal of The Academies at Roxborough High School, part of the Philadelphia SD. He replaces Dr. Michael Mahon, who is now serving as superintendent of the Southern Lehigh SD.

REGION 20

Dr. James Konrad has been appointed superintendent of the Pleasant Valley SD, effective in January. He currently serves as superintendent of the Washington SD in I.U. 1. Konrad replaces Dr. Lee Lesisko, who has retired.

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

All programs and meetings are virtual. See the PASA web site at www.pasa-net.org.

DECEMBER

23-31 PASA office closed

JANUARY 2022

6 Women’s Caucus Board meeting (virtual)
12 Webinar: Education in a New Era series (#5)
17 PASA office closed
20-21 New Superintendents’ Academy Part 3
27 Joint Boards Dinner (Harrisburg)
28 Board of Governors’ meeting

FEBRUARY

2 Superintendent Forum/Book Study Session 1
4 Aspiring to Leadership Workshop (virtual)
9 Webinar: Education in a New Era #6
17-19 AASA National Conference on Education (Nashville)
21 PASA office closed

Learn together...

Grow together...

Lead together!

Take advantage of the numerous professional learning programs PASA is offering for school administrators in 2021!

See the list on page 11