

MARCH 11 DEADLINE

PASA 'AWARDS OF ACHIEVEMENT' RECOGNIZE PUBLIC SCHOOL LEADERSHIP

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

Over the past two years, school administrators have had to utilize creative and inspiring leadership and out-of-the-box thinking to lead school systems forward. A major lesson learned with today's challenges is that strong, positive leadership in education is essential to the success of public education, no matter how instruction is delivered and no matter the educational environment.

That is why it is important to recognize the good work that school administrators have been doing to lead school systems in a positive direction, meet the needs of

students and staff, and advocate for public education. The PASA Awards of Achievement were developed for just this purpose.

The awards fall into three categories:

*** SERVICE TO THE PROFESSION**

Demonstrating commitment to excellence as evidenced through notable service to the profession. Examples of this service may include developing an effective professional development program for school district educators, demonstrating leadership in administrator preparation programs, school study councils or other professional development efforts, or promoting the education profession through research, writing or organizational service.

Sponsored by: Horace Mann

*** INSTRUCTIONAL LEADERSHIP**

Demonstrating commitment to excellence

in teaching and learning by developing, nurturing and supporting exemplary programs that support the academic achievement of particular student populations, enrich student learning in a particular content area, or implement strategies to enhance student learning across the curriculum.

Sponsored by: Lincoln Investment Planning, Inc.

See PASA Awards of Achievement, page 4

NOMINEES SOUGHT FOR PASA OFFICERS, AASA REPRESENTATIVE

PASA is seeking nominations for the 2022-23 PASA President-Elect/Secretary and Treasurer. In addition, PASA is seeking nominations for one Pennsylvania representative to the AASA Governing Board.

PASA OFFICERS

Candidates for **PASA President-Elect/Secretary** must make a three-year commitment to the association by serving one year each as President-Elect/Secretary and chairman of the Advocacy Committee beginning October 1, 2022, as President beginning October 1, 2023, and as Past-President and chairman of the Membership Committee beginning October 1, 2024.

Candidates for **PASA Treasurer** serve a one-year term. The elected Treasurer's term begins on October 1, 2022.

See the [PASA website](#) for the list of duties for each office.

Eligibility

Each eligible candidate must have been an active member of the Association for at least three years prior to October 1, 2021 and a PASA member in one of two membership categories: Commissioned Officer and Small District Leader.

Nominations & Deadlines

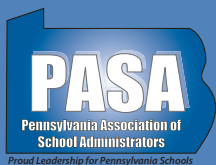
Interested candidates should send their statement of interest directly to Dr. Mark DiRocco, PASA Executive Director, via email to mdirocco@pasa-net.org, **no later than March 1.**

Once PASA confirms the candidate's eligibility to run for the position, PASA will develop an online survey/petition for that candidate via SurveyMonkey and provide the candidate with the link to that survey. Candidates then will be able to share that

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

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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

BUDGET BATTLES AND PRIMARY CAMPAIGNS 2022



As the calendar turns to a new year, so does the legislative session begin anew in Harrisburg. The focus at the Capitol will quickly pivot to the 2022-23 Budget, with Gov. Wolf scheduled to present his budget address in early February. This will be the governor's final budget as he is term limited, and he will be looking to cement his legacy.

For the first time in many years, the commonwealth is in strong financial shape. The state fiscal year 2020-21 ended with \$40.4 billion in General Fund collections, which is \$3.4 billion, or 9.3%, above estimate. Final revenue collections were stronger than expected in nearly every tax type. The Pennsylvania fiscal year closed with the largest surplus in the commonwealth's history. As of January 2022, General Fund collections for 2021-22 total \$22.6 billion, which is \$1.5 billion, or 7%, above estimate. The state also has \$2.8 billion in its "Rainy Day Fund" and more than \$5 billion in unspent federal pandemic relief money.

While this may have educators salivating over a potential significant increase in subsidy funds, the Independent Fiscal Office (IFO) projects operating deficits for future years. Specifically, the IFO notes a continuing projected 0.4% annual decline in the school age demographic, while the retiree and elderly cohorts are projected to expand annually in both the near-term and long-term, which will have an impact on costs for health and human services in the Commonwealth moving forward. Despite being flush with cash, the legislature may not want to increase spending on education or other areas due to the IFO concerns. There is also the chance that some legislators may want to consider tax cuts.

Simmering underneath this financial battle is the ongoing school funding lawsuit in Commonwealth Court brought by the Public Interest Law Center, Education Law Center, PARSS, NAACP, and six school districts claiming that the current Pennsylvania school funding system is unconstitutional as it does not provide for a thorough and efficient education for all students.

The trial is streamed live and at times has been difficult to watch.

Recently, one of the lawyers representing the legislature asked a superintendent who was testifying, "What use would a carpenter have for biology?" And then, "What use would someone on the McDonald's career track have for Algebra I?" As unbelievable as this line of questioning is to comprehend, it paints a picture as to what some policymakers think of public education: As long as a student can attain a career at McDonalds, the current education system is fine. It's hard to believe that this is what we have devolved to in Pennsylvania to justify underfunding our schools. Sad!

We also have to consider that this is an election year, which will add more political variables than usual to the budget process, especially with the governor's seat up for election. With 15 individuals currently running or considering running for governor on the Republican ballot, you can be sure that education issues and funding will come to the forefront of the campaign.

We all observed what happened in the Virginia race for governor last fall. The successful Republican candidate won significant support from voters by promoting parent rights in school decisions, including banning critical race theory in schools. Education has become one of the most targeted topics in political campaigns featuring culture wars over racism, diversity, masking and vaccines. Look for similar strategies in this spring's Pennsylvania primary campaigns.

Let's not forget that school choice is also on the agenda. The fall legislative session saw a bevy of school choice bills authored and poised for passage in the spring session. I am sure Gov. Wolf will be faced with pressure to increase EITC programs, non-public school scholarships (vouchers), and other choice proposals to get a budget deal. The Harrisburg media reported that one of the largest choice advocates is ready to provide \$20 million to the Republican candidate for governor to promote more school choice in Pennsylvania. It's tough for public school advocates to go up against that level of political resources.

I realize that you as school leaders are beyond fatigued in just keeping your schools running, dealing with the pandemic and many local issues that arise in your daily operations. However,

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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 Budget & Finance News

State Revenue: Pennsylvania collected \$3.8 billion in General Fund revenue in December, which was \$464.3 million, or 13.7 percent, more than anticipated. Fiscal year-to-date General Fund collections total \$22.6 billion, which is \$1.5 billion, or 7.0 percent, above estimate.

School Funding Trial: The school funding lawsuit, on hiatus for the holidays, resumed this month, with more testimony from school officials. If successful, the lawsuit could result in drastic changes to how Pennsylvania funds public education.

PSERS Contribution Rate: The PA Public School Employees' Retirement System (PSERS) Board of Trustees last month certified an employer contribution rate of 35.26% for 2022-23. The rate is 0.92% higher than the current rate of 34.94% but is lower than previous projections.

Special Education Funding Recommendations: The Special Education Funding Commission last month unanimously adopted [recommendations](#) in the Reconstituted Special Education Funding Commission Report. Among the recommendations are using a three-year average of the Act 16 Report student headcounts in the special education funding formula, increasing the percentage of funds available for the Contingency Fund, and changing the inflation metric for the cost categories from the percentage change in the CPI to the percentage change in total statewide special education expenditures per weighted student.

CT Grants: Last month Gov. Wolf announced that the Department of Education (PDE) will grant nearly \$1.5 million to 39 career and technical education centers through the Career and Technical Education Equipment Grant program. The program grant award has a maximum amount of \$50,000 and will be matched from a local source, such as local school funds or business/industry partners.

Legislative News

Vetoed Bill: Gov. Wolf last month vetoed HB 1332. The bill, passed with only Republican votes, would have amended the School Code to require public school districts to publish on their websites all curriculum to be taught for each grade and subject area so that parents could review the lessons and textbooks in advance of the school year. PASA opposed the bill. In his veto message, Gov. Wolf said, "Under the guise of transparency, this legislation politicizes what is being taught in our public schools."

Bill Signed into Law: Gov. Wolf signed into law last month HB 412, now Act 91 of 2021. The act amends the School Code to provide school entities with day-to-day substitute teacher flexibility in 2021-22 and 2022-23 regarding utilizing retired educators, those with inactive certifications, eligible collect students, and others with at least 60 college credits or three years of experience as paraprofessionals.

Education Bills: The end of the fall session last month saw many education bills moving through committees, mostly with partisan votes, although few saw final action. PASA opposed the majority of those bills, among them bills concerning expansion of the EITC program, tuition vouchers, open campus expansion (to charter schools), state spending limits and others. A bill would enact some charter school reform but without changes in the funding system also received some consideration.

Legislator Retirements: To date, a number of state lawmakers have announced they will not seek reelection, chief among them Senate President Pro Tempore Jake Corman (R-Centre), who is one of about 15 Republicans seeking the gubernatorial nomination in 2022, and Rep. Curt Sonney (R-Erie), chair of the House Education Committee..

In National News

School Meals Funding: The U.S. Department of Agriculture announced last month that the Biden-Harris Administration is providing up to \$1.5 billion to states and school districts to help school meal program operators deal with the challenges of supply chain disruptions brought on by the pandemic. With funding made available through [USDA's Commodity Credit Corporation](#), USDA will provide \$1 billion for schools to purchase food for their meal programs and another \$300 million for states to purchase foods to be distributed to schools. An additional \$200 million will be used for cooperative agreements to purchase local foods for schools with a focus on buying from historically underserved producers.

School Bus Driver Shortage: This month the U.S. Department of Transportation (USDOT) announced a collaborative effort with the U.S. Department of Education to address the ongoing school bus driver shortage. USDOT will give states the option of waiving the portion of the CDL skills test that requires applicants to identify the "under the hood" engine components. The waiver would be effective Jan. 3 to March 31, 2022.

COMING UP

Lawmakers return to voting session this month for several weeks. In early February, Gov. Wolf will present his final state budget plan, after which House and Senate appropriations committees will hold hearings on the proposal. Although state revenue is running well above estimates and the state is still sitting on a significant amount of federal COVID relief funds and a very healthy Rainy Day fund, Republican leaders are signaling that they are not looking to agree to large spending increases for 2022-23, despite the governor's call for a significant increase in education funding. What will be certain that budget discussions and policy/bill consideration will all be conducted with an eye on the 2022 elections. And if the partisan and dizzying fall session is any indication, that does not bode well for public schools. Stay tuned for the latest information by following us on **Twitter** @PASASupts.

PASA Awards of Achievement

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* LEADERSHIP IN PUBLIC EDUCATION

Demonstrating 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.

Sponsored by: PLGIT/PFM

All PASA members are eligible for these awards. Individuals may self-nominate or be nominated by their peers, staff or board. Those nominating/self-nominating should complete the PASA Awards nomination form and include and/or attach further information that will provide a judging panel with sufficient evidence to support the nomination.

The PASA Awards of Achievement will be presented during the Recognition Luncheon/Annual Meeting in September (TBA). A monetary award of \$1,000 will be donated in each recipient's name to a scholarship fund of his/her choice or to the Pennsylvania administrator preparation program of his/her choice.

Deadline for nominations is **MARCH 11**.

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

PASA thanks our Awards of Achievement sponsors for their continuing support in recognizing outstanding public school administrators in Pennsylvania.

EXECUTIVE DIRECTOR'S MESSAGE

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we have to marshal our energy, resources and intellectual muscle to counteract the forces that are negatively affecting our public schools.

PASA will continue to monitor the activities in Harrisburg and send out alerts and updates to ensure that school leaders have the information they need to educate their legislators, parents and community on why they should support their public schools. Let's hope for the best this budget and primary season, but be prepared to take action when necessary.

MENTOR COACHING TIP OF THE MONTH

During times when you cannot move past the immediate demands, consider small daily or weekly wins that move you in the direction of a larger goal!

Nominees Sought

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link electronically to secure the online endorsement of at least twenty (20) voting members of PASA from a combination of no less than two (2) PASA regions, including the candidate's own region (I.U.). "Voting members of PASA" are Commissioned Officer and Small District Leader members. **The online survey/petition will close by 6 p.m. on March 18, 2022.**

In advance of the election, candidates who have obtained at least 20 signatures from voting members of PASA will be asked to submit to the PASA office a letter (with digital picture) outlining their reasons for seeking the position.

PENNSYLVANIA REPRESENTATIVE TO THE AASA GOVERNING BOARD

PASA is seeking nominations for one (1) Pennsylvania representative to the Board, to a three-year term beginning July 1, 2022 to June 30, 2025.

Current PA representatives on the Board include Dr. Nicholas Guarente (Greenwood), Dr. Bridget O'Connell (Palisades), Lee Ann Wentzel (Ridley), Dr. Shane Hotchkiss (Bermudian Springs) and Dr. Gennaro R. Piraino, Jr. (Franklin Regional).

About the Governing Board

The AASA Governing Board consists of representatives elected from each state. See the [PASA website](http://www.pasa-net.org) for a list of responsibilities of the Governing Board.

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* and *Small District Leader* 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 2022). 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 by current PASA members who are Commissioned Officer or Small District Leader members. No signatures or petitions are required.

As part of the election process, candidates must submit electronically to the PASA office **by March 18** a short biographical statement/letter (including involvement with AASA and PASA), goals for AASA, and reason(s) for seeking the position, along with a digital photograph.

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

Questions? Contact Barbara Jewett at pasa@pasa-net.org.

PROCESS TO IDENTIFY ADVOCACY PRIORITIES BEGINS THIS MONTH

This month PASA members will begin the process to identify "issues of high concern" as the first step in updating and revising the PASA Advocacy Priorities (formerly the PASA Resolutions), which guide the association's response to education issues and provides direction for PASA positions.

The PASA Advocacy Priorities document is divided into three sections, each identifying issues, policies and principles that PASA supports, opposes or believes need to change. The three sections are: Success for All Students, Resources to Achieve Student Success, and Assuring Opportunities for Equitable Public Education. (See the current document at <https://www.pasa-net.org/priorities>.)

Following regional discussions led by members of the PASA Advocacy Committee, PASA will gather recommendations for changes to the list of priority statements. Those recommendations then will be compiled for committee discussion and review on April 7, when the committee will recommend revisions to the document. Following review by the Board of Governors, the 2022-23 draft will be presented for membership approval in the fall.

PASA members are encouraged to participate in regional discussions concerning the Advocacy Priorities and issues of high concern.

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](https://www.pasa-net.org/legalservices)**
to read more about it.

REGISTRATION IS OPEN!



March 28, 2022

Hyatt Place State College

Reception on Sunday evening, March 27

A one-day conference for superintendents, assistant superintendents, curriculum leaders, technology coordinators, principals, and student services & facility leaders

Featuring **DR. MICHAEL FULLAN**



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.

PIL/Act 45 Approved for 40 hours
(upon completion of requirements)

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



THE 20TH MILE

BY DR. JAY BURKHART, 2021-22 PASA PRESIDENT

Recently, I was paging through the September 2021 edition of *School Administrator* from AASA. It is a publication I will scan for information and examples of the exceptional work done by our colleagues and other educational professionals from around the country and even the world on behalf of students. In this particular addition, I came across

the article "Leading with Positivity: A Conversation with Jon Gordon."

If you have had the opportunity to read this particular article, I am fairly certain you were able to draw many of the same conclusions as me. One specific conclusion is that Mr. Gordon's approach to leadership and culture building are practical and I assume very effective. While this particular article is somewhat brief in length, it is full of useful examples, and I would have enjoyed a longer version. If you have not yet had the opportunity to read this particular piece, I would highly recommend it to you.

One of the more impactful paragraphs in the article for me was focused on this question: "What is your 20th mile?" Mr. Gordon shares that when runners participate in a full marathon, they do not quit or give up in the first mile. They also do not give up in the final mile. The reason runners don't quit in either of these two miles is because, at the start of the race, they are fresh and committed to their goal. The reason they do not quit in the final mile is because they can visualize their finish line. Runners understand they are achieving their goal – they remain committed to their vision of completing the race.

Where do marathon runners usually quit? As you may have guessed, in the 20th mile.

Why? Just like the last mile of a marathon, runners in their 20th mile are experiencing fatigue and are mentally drained. However, unlike the final mile, the 20th mile is where runners have exhausted their energy from the start of the race and cannot "see" the finish line as they can in the final mile. They have lost their incentive to complete their goal because there is no one around them to encourage them, or they seem stuck in the middle of what some may call "no man's land."

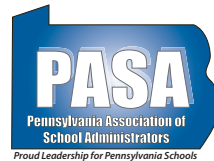
The 20th mile is where runners can lose their vision. Just like marathon runners, there are times that we as leaders can lose our vision. We can be in the middle of the no man's land that we all experience at one time or another. Just like marathon runners rely on their training to help them through the challenges of a marathon race, be it the first, last or 20th mile, you are the educational leader who must rely on your training and expertise. This is where your training, optimism, belief in your vision, purpose and people will help you "see" your finish line. When your 20th mile appears in your race, you will have the training and supports to make it through to your finish line.

These are the sparks, the energy and endurance to help us overcome the 20th mile we all face. Your training, vision, people and purpose will be the tools that you use to inspire your organization.

I am sure many of us feel like we are in the 20th mile of a marathon due to all of the ongoing challenges, but I also know all of you don't look at it like it is the 20th mile; rather you look at it like you are just getting started.

Happy New Year!

Dr. Burkhart is superintendent of the South Western SD.



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 pasa@pasa-net.org.

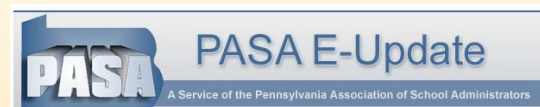
In addition, you may send an email directly to specific PASA staff members. ([Click here](#) for the staff list.) Please do not hesitate to contact us with your questions and concerns!

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!





ASPIRE TO INSPIRE TO ASPIRE

BY BARBARA WALVORT JEWETT, ASSISTANT TO THE EXECUTIVE DIRECTOR

There is perhaps no time in the history of public education when it has been more important to grow, inspire and support school leaders. The fallout from the pandemic and issues that have accelerated unrest and antagonized communities via social-media-gone-mad have made the job of superintendent perhaps more challenging than it has ever been.

The impact is clear: the 2021 calendar year saw 97 superintendent positions in Pennsylvania change hands, with many more projected to change in 2022. More superintendents are retiring well before completing 35 years of service, and some are leaving the profession for non-education related employment.

And this goes beyond the superintendency. Principals and teachers are leaving the profession as well, and data shows us, amid a shrinkage of college-age students, even fewer of them are opting to move into education. This month's PLUS column by Stephen Rodriguez makes that clear. The result is that not only the pipeline of teachers but also the pipeline to school leadership, once abundant and rich, is shrinking.

It shouldn't be a surprise. There are plenty of lawmakers, policywonks and special interests in this state and in the nation that would be all too happy to see the constitutionally established system of public education completely dissolve and put in its place a first-come, first-served and unregulated business model focused on privatization and profits. Anti-public/pro-privatization think-tanks and legislators have crafted and introduced bills on the federal level and in every state, including Pennsylvania, to turn public education into a system of quasi-public and voucher education, and, to promote that plan, they criticize "government schools" as failed money pits bent on self-promotion but not teaching well, managing well, or serving students well.

Add to that shouting matches at board meetings, public railing against school "indoctrination," and anger at school policies developed by locally elected officials, and we have a perfect storm that does little to inspire support for a constitutionally mandated and essential education system in our commonwealth and in our country. And it does little to inspire anyone to go into teaching (let

alone stay in it), move forward into administration – and perhaps up to the position of superintendent. It does quite the opposite. And maybe that's the goal.

But we can't let that happen.

Despite the challenges, superintendents know the importance of their job and the essential role of public education in the lives of students and communities – and our very future. For that reason, so many superintendents have worked hard to inspire the next generation of school leaders to move forward in their own educational journeys. Many new superintendents come from within their own districts, and that is a testament to the positive school system leadership in place that serves as an example amid – and maybe because of – those challenges and an understanding of the importance of mentoring staff forward.

Eugene Bell, Jr., author of *What Are YOU Waiting For?: 11 Action Steps to Giving Yourself the Green Light in Life!*, once said "Aspire to inspire before you expire."

I would change that to "aspire to inspire to aspire."

PASA is doing everything possible to advocate on behalf of school system leaders and point out the positive and essential role they play in an essential system of public education. We also continually to point out the need to support those leaders AND ensure support for a continuing pipeline of educators and administrators to keep our schools strong, not an erosion of confidence in those who focus on educating ALL children. Our work in that advocacy will not be slowing down.

All of us want to inspire our own children to aspire to great things in their lives. We work hard to lead by example, provide opportunities for them to succeed, and instill in them the resilience they will need to weather the challenges that will certainly come their way. Likewise, we need to do what we can to inspire talented educators to aspire to school system leadership, to empower those who will come after us to weather the challenges and find the joy in the work.

We encourage you to strengthen the pipeline, identify those in your district who are or should consider moving forward into school administration – including the superintendency. Mentor them, encourage them, and provide them with opportunities to see that the value and, yes, the joy of the work is worth the challenge. Next month's PASA program "[Aspiring to Leadership Workshop](#)" (February 4) is one opportunity that could lead a potential leader into that work.

Felix Baumgartner, an Austrian skydiver, daredevil and BASE jumper best known for his landing in New Mexico following his 2021 jump to Earth from a helium balloon in the stratosphere, once said, "I want to inspire the next generation. I want to be in mission control with someone younger than me wanting to break my record."

That is something to aspire to.

SAVE THE DATES IN 2022!

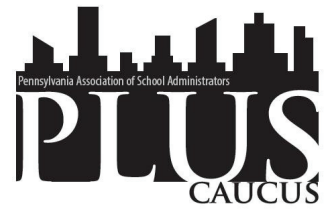
WOMEN'S CAUCUS SPRING CONFERENCE
May 22-24 (Hotel Hershey)
Focus: Social, Emotional & Mental Health Support
Registration opens soon!

SOUTHEAST WOMEN'S CAUCUS DINNER
November 15 (King of Prussia)



HUNGER GAMES: THE IMPENDING TEACHER SHORTAGE

BY STEPHEN RODRIGUEZ, CAUCUS PRESIDENT



Governor Wolf recently signed Act 91 into law, which promises to provide temporary relief to education's current labor shortage by making it easy for retirees and non-educators, as well as some paraprofessionals, to become teachers or substitutes. I'm grateful for the support and hope it works. However, we have a pipeline problem that could cripple Pennsylvania in 3-5 years.

Most of us are familiar with the "Hunger Games" reference, the book and movie trilogy which featured young people who had to represent their district and fight each other to survive.

Oh, the irony.

Urban districts often feel impending problems in education faster than others, so this is my prediction: A serious teacher shortage is already here, and it could last a decade or more. The great resignation has challenged schools far more than anyone thought. Recently featured in the longest-running weekly TV news program "Meet the Press," data concerning school staffing revealed that in October roughly half of all states faced teacher shortages, with 77% being short-term substitutes. Surveyed about a month later, 52% indicated a worse shortage than before!

Why are we losing teachers and potential teachers?

There are a number of factors:

- ♦ Quarantine + virtual education + masks = many early retirements.
- ♦ Retirement benefits used to be a great selling point. "No, you don't make as much salary as you would in the business world perhaps, but you get a great pension!" Not so fast, new teachers. That's changed.
- ♦ Critical Race Theory, Diversity, Equity and Inclusion. It's not those issues themselves, but the sheer divisiveness and political rancor that sends college students running to other majors.
- ♦ Taxes, school boards, angry berating parents, and other adult misbehavior means many leave before their fifth year.
- ♦ Few teachers feel equipped to handle students' mental health needs.



- ♦ Legislators don't mind scoring political points by villainizing school districts. It's the law of unintended consequences. If our leaders blame schools for society's ills, it's a small wonder no one wants to work here.
- ♦ Certification: It is harder to be an educator in the Commonwealth of Pennsylvania than arguably in 45 other states in the union. It's hardly an incentive to work in education and even less of an incentive to transfer here.
- ♦ Notice salary wasn't included. With inflation, we will need to be competitive, especially for entry-level positions.



Our students and young people have gotten the message. Working in schools is rough, sometimes dangerous, and a thankless job. It's no wonder they don't want to be teachers. Policymakers and the field of professional education need to seriously think about what we must do in the next 1-3 years to shore up our next generation of teachers or Pennsylvania will be looking at a personnel armageddon in schools.

What can we do? Here are some suggestions:

- ♦ Provide private and public grants and scholarships to support students entering the field of education, especially minority students.
- ♦ Deregulate the burdensome rules for educators. Put first things first and take a red pen to all the complicated rules that make teachers hate their jobs.
- ♦ Start programs as early as high school to help orient and identify those students interested in education. This will go well with those complicated regulations in Chapter 339.
- ♦ Re-evaluate certifications and requirements and allow paraprofessionals as well as bachelor's-level, non-traditional teachers, and any teacher from an adjoining state to start teaching in Pennsylvania. Let's make it easy for teachers in other states to work for us!

Much like the premise of the "Hunger Games," school districts are already fighting each other to survive and playing 'bidding wars' for candidates because there are not enough teachers. Urban students are the first losers of this game, but not the last, so we need to fix it now.

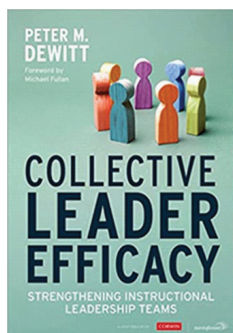
PA LICENSURE EXAM PREP. SESSION

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.

Saturday, March 26
9:00 a.m. – noon
Cumberland Valley HS
Mechanicsburg

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

See the PASA website for more information,
<https://www.pasa-net.org/prepsession>



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>

NEW YEAR'S RESOLUTION REBOOT 2022

BY FRANCINE ENDLER, ED.D



As January approaches, we often take a look back at the year and survey what needs to be initiated, improved or discontinued. What haven't you done? What has been done but could definitely be improved? What certainly needs to be discontinued?

If looking through that lens, we would be seeing things through a deficit model versus a strengths-based model. New Year's resolutions are notorious for quickly becoming lost in the routines of life and can often make us feel as if it was one more area in which we fell short.

This year, join me in a New Year's Resolution reboot to capture one or two things that you did *very well* as a leader over the past year and resolve to continue or expand them to a deeper level.

Continue **connecting** with colleagues, families and communities. As leaders, we have always known the power of connection, and it was exemplified during the past 21 months. More than ever, with pandemic fatigue, the importance of connection remains a critical part of our work. Including time to connect is as important as any other responsibility that we have as leaders.

Remember to **communicate** the stories of your organizations and highlight the wonderful things that continue to happen amidst all of the challenges that the past two years have provided. Empower those within your schools to share that good work with your parents and the community.

Renew your **commitment** to your own professional learning. Over the past year, educational leaders have continued to engage in professional learning and collaboration. Take advantage of the wide variety of opportunities that are available to you, and consider sharing your knowledge and expertise to a wider audience. Someone out there is waiting to learn from you and with you.

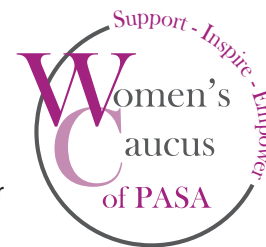
Finally, **care** for yourself each and every day. Include time to refresh and renew so that you are ready for the next challenge.

Wishing you all the best for 2022!

Dr. Endler is Executive Director of Central IU.

REFLECTING & LOOKING FORWARD

BY LYNN FUINI-HETTEN, CAUCUS PRESIDENT



Well, here we are, 2022! A fresh opportunity... a new beginning.

But first, let's reflect on the past.

Sure 2020 was tough, and in some cases, 2021 was tougher. At

times, I honestly felt like I was surviving - certainly not thriving. But, surely, there was also some good in 2021, some work and personal achievements we can celebrate and honor. What were your best achievements of 2021 - personally and/or professionally?

We have spent so much time navigating the operational challenges of COVID in 2021. I am looking forward to re-focusing on Salisbury Township School District's [Profile of a Graduate and Learning Beliefs](#). We have created this North Star for our work, and now we have to think critically about where we are on our path. Our Profile of a Graduate articulates the need to focus on the 4Cs, and I find myself reflecting on how I have communicated, collaborated, thought critically, and created this past year.

Let me first reflect on communication.

Digital and face-to-face communication strategies helped us to keep our community members informed throughout this pandemic! Ever-changing guidance was difficult to navigate. Our websites became more important than ever as families sought out information related to policies and procedures during COVID. More families tuned in to board meetings virtually (or attended face-to-face) hoping to hear conversations related to the Health and Safety Plan.

We saw more two-way communication with community and staff members. Many of us even offered surveys to provide another venue for staff and community input. No one loves a survey, but when you ask about masks, those responses roll in quickly! Our Coordinator of Technology is offering zoom focus groups to invite feedback on the district website redesign. How can you offer new communication strategies in your school/district?

What was new to me this year? This year I began a district community update, which might seem like a no-brainer to others. For us, in a small district, we do not have a public relations staff member. So, if we need to send district-wide communication, I am either writing it or drafting for others to refine. You can [click here](#) to view the collaboratively-created district December newsletter here. I really like how this newsletter highlights photos of students and shares important content for community members. I used Canva to design this newsletter - after being inspired by a colleague!

Speaking of colleagues, let's shift to collaboration.

This past year helped forge more opportunities for partnership. No one can do this work alone. For many of us, we connected with our health partners. We relied more heavily on our peers and I.U. colleagues. We started to see more intersected collaboration - school nurses, human resource departments, superintendents, and teaching and

learning colleagues - all working together with a common goal.

This past year was consumed with making decision after decision that certainly required critical thinking. We relied on strong inquiry and, in some cases, shared decision-making with our leadership teams and school boards. With such polarized opinions, it was important to gather input from our community and staff. We then needed to collect and vet additional data. The decisions were (and continue to be) difficult.

Finally... what did I create? In my personal life? In my professional life?

For sure, I created some memories. My son went to Penn State this past August, and we became empty-nesters. (We also became season ticket holders.) #WeAre... We also had the opportunity to take a previously postponed trip to Italy. A gondola in Venice, a fresh fig from the orchard on our Tuscan villa grounds, biking through Rome...ah, the memories!

When I think about what we created at work, we did somehow manage to refine our vision, and we are currently in the process of developing the PA Comprehensive Plan. These are no small tasks. Of course, we created multiple drafts of a Health and Safety Plan, board presentations, and much more!

The new year often brings thought for resolutions to achieve a goal. What do you want to achieve this year in 2022 - both personally and professionally? What steps do you need to take - today, next week, next month, or even next year - to make that happen? Which members of your team do you need to bring alongside you to collaboratively do this work? How will you continue to communicate, collaborate, think critically, and create this year? I am looking forward to thriving in 2022!

With collaboration in mind, the Women's Caucus Conference offers female leaders a terrific opportunity to be a part of an extended network of experienced professionals who are managing and making a difference the very same way you are. Please consider attending the annual PASA Women's Caucus Conference or allowing your female leaders to attend the conference this May 22 - 24 at the Hotel Hershey. The plans are being finalized, and you will be able to find additional information about the conference as it is released by accessing <http://www.pasa-net.org/wccconf>. Consider registering yourself - or bring a team! Don't miss this wonderful opportunity to communicate and collaborate with other educational leaders across the state!

As always, continue to reach out to the women you work with on a daily basis. Encourage them to join Women's Caucus, as we have a lot to learn as we empower, support, and inspire each other. Remember, there is no additional fee to be part of the Women's Caucus. In order to ensure your membership in the Women's Caucus, you must select Women's Caucus on the membership form. See the PASA website, <https://www.pasa-net.org/wcabout>, for membership information.

Lynn Fuini-Hetten is superintendent of the Salisbury Township SD.

Professional Learning



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.

Hyatt Place 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>

2022 Webinar Series: Education in a New Era

12:00 – 1:00 p.m.

Sessions are focused on the “redesign characteristics” identified by the national initiative, “An American Imperative: A New Vision for Public Schools” and are recorded.

- February 9: Developing Future-Ready Elementary Learners: Career Readiness through the Cultivation of Curiosity
- March 9: Developing the Whole Learner through a Trauma Sensitive and Equitable Culture: A Plan for the Middle School
- April 13: Learners as Co-Authors of their Journeys: Student Voice and Choice via a High School Pathway Program

<https://www.pasa-net.org/webinars2021-22>

Aspiring to Leadership Workshop

Virtual Program

February 4

10:00 a.m. – 2:15 p.m.

- Part 1: Aspiring to Superintendency
- Part 2: Information relative to Superintendency and Assistant Superintendency
- Part 3: Aspiring to Assistant Superintendency

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

REGISTRATION OPENS SOON...

Women's Caucus Spring Conference

May 22-24

Hotel Hershey

Focus: Social, Emotional & Mental Health Support

PA Educational Leadership Summit

Presented by the PA Principals Association & PASA

August 7-9

Lancaster County Convention Center

NOMINATIONS SOUGHT FOR PASA WOMEN'S CAUCUS AWARDS

The PASA Women's Caucus is seeking nominations for two annual awards honoring individuals annually for special awards of recognition.

Both awards are based on four criteria: leadership, significant contributions in inspiring women and/or their peers, significant accomplishments, and evidence of continuing professional and/or personal growth.

The two awards are:

- ♦ **Wanda McDaniel Award:** given to an aspiring female school administrator who shows evidence of great leadership potential.
- ♦ **Margaret Smith Leadership Award:** given to a female administrator who has demonstrated proven leadership in education.

Those selected for the awards will be recognized and honored during the Women's Caucus Conference set for May 22-24 in Hershey.

Nominations are due Friday, February 25. For more information, go to: <https://www.pasa-net.org/wcawards>

National Superintendent of the Year Finalists

The four finalists for the 2022 National Superintendent of the Year® are: Curtis Cain, Wentzville School District, Wentzville, Mo.; Quincy Natay, Chinle Unified School District No. 24, Chinle, Ariz.; Kamela Patton, Collier County Public Schools, Naples, Fla.; and Noris Price, Baldwin County Schools, Milledgeville, Ga.

The 2022 National Superintendent of the Year® will be announced during AASA's National Conference on Education, Feb. 17, 2022, in Nashville, Tenn. All state superintendents of the year, including **Dr. Bridget O'Connell**, superintendent of the Palisades SD and the 2022 PA Superintendent of the Year, will be recognized during the event.

Letter Regarding School Bus Driver Shortages

AASA led a [letter](#) with 12 other national organizations in November 2021 to the U.S. Department of Transportation (USDOT) identifying a handful of policy changes that could help address the bus driver shortage. While the USDOT's recent announcement offering to states a temporary waiver from one CDL exam requirement was not one of the asks, it does represent a low-hanging fruit provision that, in coordination with longer-lasting and more substantive relief, is a good first step towards providing relief. In late November, US DOT also provided flexibility to allow 3rd parties to administer both the skills and knowledge portions of the CDL, in response to our letter. Together, these are two clear indicators that US DOT is committed to supporting schools.

In This Month's School Administrator

"People are hurting – our students, our staff, our parents and our communities. One of our most critical roles as superintendents is to lead with a people-first mindset. Everyone needs our patience and our understanding as we continue to deal with the implications of the pandemic. We also must continue to share our hope for the future. That belief is powerful, and it is contagious." – AASA President Paul Imhoff, from "Adopting the Right Mindset"

"If we are to prepare a work force to meet labor market needs while paving a path for students that leads to gainful employment, then the goal of education must change. We must provide students with the skills to obtain a gainful and fulfilling career through various pathways, including a college education." – AASA Executive Director Daniel Domenech, from "Exoabdded Career Prep Must Begin Before Graduation"

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.

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 for details or contact the PASA office, <http://www.aasa.org>.**



**Still Time to Register -
Rates increase after
January 19**

**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.](#)

PENNSYLVANIA RECEPTION

Friday, February 18

5:30 – 7:30 p.m.

BMI Hall

Country Music Hall of Fame & Museum

222 5th Ave S

attached to the Omni Hotel

COMMUNICATIONS TIP OF THE MONTH

"Supporting student publications and protecting student free speech is something school leaders should take seriously. As the leader of a school district, I supported student journalism and free speech through high levels of trust in the faculty advisers and principals. A non-negotiable was my unwavering expectation that ethical guidelines would be followed in producing student publications and the curriculum would meet national journalistic standards." – Scott R. Kizner, retired last August as superintendent of the Stafford County Public Schools (VA), from "Why We Must Support Voice in Student Publications," as published in the January issue of *School Administrator*. This month's issue examines how school districts are creating apprenticeships and career opportunities for high schoolers in high-needs fields.



TOPIC - INTEROPERABILITY: SEAMLESSLY SHARING DATA, CONTENT, AND SERVICES WITHIN SCHOOL DISTRICT SYSTEMS OR APPLICATIONS

The EmpowerED Superintendent eWebinar Series

The next episode of Season 4 of the EmpowerED Superintendent Webinar series, scheduled for **Monday, February 14**, at 5:00 p.m., focuses on *"Interoperability: Seamlessly Sharing Data, Content, and Services Within School District Systems or Applications."*

Interoperability is key for the successful use of multiple sources of digital content and assorted e-learning technologies. This is especially true as schools continue to rely on technology to meet the evolving education needs and goals in their school districts. Even though technology-based products have the ability to make positive impacts on teaching and learning and school district operations, at times gaps in the integration and interfaces of the variety of applications can be problematic. At its core, interoperability is the seamless sharing of data, content and services among a variety of technology based data, content and services..

In this webinar, three leading-edge school leaders share leadership strategies for solving the challenges of interoperability. You are invited to join in the conversation with Dr. Doug Brubaker (Texarkana Independent SD, TX); Dr. Michael T. Conner (Middletown Public Schools, CT) and Dr. Mary Wegner (School of Education at the University of Alaska Southeast). Free registration for the February 14 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.

Leadership Strategies for Scaling, Sustaining, and Budgeting for Education Technology Innovations

The previous episode of the EmpowerED Superintendent edWebinar series, aired on January 10, featured three superintendents – Dr. Karen Cheser (Durano SD 9-4, CO), Dr. Heath Morrison (Montgomery IKSD, TX) and Mr. Marlon Styles (Middletown City SD, OH) – who shared how they lead the processes in their school districts to successfully budget, scale and sustain technology innovations.

Free access to webinar recording: If you missed this 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 Resources

Resources referenced during the January 10 edWebinar include:

- * [***CoSN Critical Focus Area One Pager***](#): *Strategic Technology Planning and Investment, Aligning Priorities. Balancing Choice Cost & Outcomes*
- * ***Financing Technology Innovations - Strategies and Tools***: Links to tools to assist in calculating Total Cost of Ownership & Value of Investment are listed on the CoSN EmpowerED Superintendent web page at <https://www.cosn.org/edtech-topics/empowered-superintendents/>.

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 [***membership@cosn.org***](mailto:membership@cosn.org).



HEALTH, SAFETY & EQUITY UPDATES

Quarantine Guidance

U.S. health officials on Dec. 27 cut isolation restrictions for Americans who catch the coronavirus, from 10 days to five days, and similarly shortened the time that close contacts need to quarantine. Centers for Disease Control and Prevention officials said the [guidance](#) is in keeping with growing evidence that people with the coronavirus are most infectious in the two days before and three days after symptoms develop. (from the AP, 12/27/21)

COVID And Staying-In-School Manual (from AASA)

Over the holiday break, USED released a new resource “[2022: Staying in School In Person](#).” The document outlines four key strategies keep students and staff safe, healthy and ready for in-person learning, including:

*** Help Students Get Vaccinated:** Vaccination is the leading public health prevention strategy to end the COVID-19 pandemic, and the best way to help school communities remain in school, in-person during the pandemic. USED provides [resources](#) on how to host school-based vaccination clinics and recommends hosting family vaccine clinics and encouraging all eligible school staff, parents and family members to get vaccinated and a booster shot.

*** Implement Test to Stay and Provide Screening Testing:** The document identifies the key factors in successful [Test To Stay](#) programs including frequent testing of close contacts after exposure – repeated at least twice during a seven-day period post-exposure. USED has partnered with the CDC and the Rockefeller Foundation to help districts accelerate school-based testing for students and staff. As part of this effort, the Rockefeller Foundation published a [testing how-to start-up guide for schools](#) and the CDC launched a [directory and website](#) to make it easy for schools to identify testing providers within their state.

*** Collaborate with Local Health Departments:** Vaccination rates and community spread vary across states and impact decisions at a local level. Collaborating with local health departments is crucial in ensuring a coordinated and supported response to COVID in your school. At the foundation of this relationship should be meaningful, regular and consistent interactions with your local, county and state health departments so that schools are best equipped to respond to new data, pivot in response to evolving information and reassess any changed policies as needed.

*** Monitor Community Spread:** The CDC has stated that although outbreaks in schools can occur, multiple studies have shown that transmission within school settings is typically lower than—or at least similar to—levels of community transmission, when prevention strategies are in place in schools. Implementing mitigation strategies at all levels of community transmission is important to keep in-school transmission low. When there are higher levels of community transmission, it is particularly important to strengthen strategies like screening testing to identify cases early.

Vaccine Update for Children

The PA Department of Health this month confirmed that children ages 12 and older are now eligible for a Pfizer COVID-19 vaccine booster dose five months after completing the primary series. The U.S. Food and Drug Administration (FDA) also amended the emergency use authorization for the Pfizer COVID-19 vaccine to allow for a third primary series dose for certain immunocompromised children 5 to 11 years old, at least 28 days following the second dose. (from a press release, 1/6/22)

Inequitable Student Recovery from the Pandemic

[Studies](#) and [reporting](#) throughout the pandemic have shown that students of color and students from low-income families were hardest hit by disruptions to in-person school. Now, a recent report from McKinsey & Company demonstrates how these inequities have persisted into the 2021-22 school year, and how they’re beginning to shape the pandemic recovery process. As quarantines, staff shortages, and other pandemic-related issues continue to disrupt learning this year, “programs to support students are not always reaching the ones who need it most,” the report’s authors write. “If this trend continues, the pandemic could leave students with increasingly unequal access to education and opportunity.” (from *Education Week*, 12/14/21).

K-12 Dropping Enrollments

The troubling enrollment losses that school districts reported last year have in many places continued this fall, as the COVID-19 pandemic continues to disrupt public education across the country, an NPR investigation has found. Very few districts, especially larger ones, have returned to pre-pandemic numbers. Most are now posting a second straight year of declines. This is particularly true in some of the nation's largest systems. Educators and researchers NPR spoke with gave several possible explanations for the continuing falloff: an increase in home-schooling, a shift to charter schools and private schools, another year of delays in entering pre-K or kindergarten, and families moving to enroll in districts that weren't captured in our sample. But educators are most worried about vulnerable students who may have fallen through the cracks in the widespread economic and social disruption caused by the pandemic. (from NPR, 12/15/21).

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.

ADVOCACY & INFORMATION UPDATE

PASA continues to both provide information to members and advocate on their behalf. Some of these activities since the December issue of *The PASA Flyer* was published included the following:

- We set an E-Alert to superintendents on December 16 to share information received from AASA concerning a Tik Tok threat involving a gun violence challenge in our schools on December 17. Included in the E-Alert was an AASA-developed sample communication that districts could use to address the situation with their parents and communities.
- We continued discussions with our lobbyist and other education associations on many issues and bills that were considered in the fall session in preparation for the spring legislative session.
- 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.

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

Register today!

2022 AASA NATIONAL CONFERENCE ON EDUCATION

February 17-19 in Nashville

****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

"Superintendents today face a wide range of challenges: re-engaging students to overcome learning loss, being innovative in a world that is forever changing, dealing with misguided rhetoric fueled by politics. The list goes on, with many tough calls awaiting. One important thing to remember is that it's not what happens to you that matters, it's how you react. Superintendents must respond in the best interest of students, always."

– Michael Hinojosa, superintendent of the Dallas Independent SD in Texas, from "Lessons from Tough Officiating Calls," as published in the January issue of *School Administrator*

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NOTEWORTHY QUOTES

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“It’s a travesty for not only our students but to our taxpayers. This is not a Democrat or Republican issue, this is a Pennsylvania issue that must be dealt with.” – Rep. Joseph Ciresi (D-Montgomery) on education funding inequity in Pennsylvania, during a Capitol rally of education funding advocates, 12/15/21

“Funding schools that aren’t for everybody is not the business of the Ohio General Assembly. And it is not the responsibility of Ohio taxpayers to pay for these private schools.” – Columbus City School board member Eric Brown said, one of the plaintiffs in a lawsuit brought by 100 Ohio school districts challenging the state’s voucher program (from *The Columbus Dispatch*, 1/4/22).

From the Governor’s Office...

“During the COVID-19 pandemic, we have learned how critical in-classroom education is for our K-12 students. I am proud to sign this legislation which allows schools the short-term flexibility to ensure children can safely learn in-person where we know is best for them and their futures. I look forward to continuing to work with members of the General Assembly to address these key issues longer term.” – Gov. Tom Wolf, on signing HB 412 into law, a bill that provides more flexibility for substitute teachers, from a press release, 12/17/21

“At the top of my list continues to be education. I’m looking at unpaid bills, and I think the unfunded portion of the fair funding formula is, to me, an unpaid bill.” – Gov. Tom Wolf, on his 2022-23 state budget priority (from the Associated Press, 1/4/22)

“This legislation is a thinly veiled attempt to restrict truthful instruction and censor content reflecting various cultures, identities, and experiences. My Administration is committed to creating a safe learning environment for all students, and we will not take part in this dangerous and harmful imposition.” – Gov. Tom Wolf’s veto message concerning HB 1332, a bill that would require school districts to post extensive curriculum information online

From a recent debate among 13 of the 15 Republican hopefuls for the PA governor’s seat...

“We’ve been trying to pass school choice for the past 25 years and haven’t gotten it done. I will be the governor that will sign a school choice bill on my desk the first year.” – Dave White, a tradesman and former Delaware County councilmember

“We have to prevent our children from being used as pawns for bureaucracy that has no interest in their welfare, but only interest in pleasing big unions and big education.” – Melissa Hart, a former U.S. representative from Allegheny County



2021-22 Series
Continuing Feb. 9
noon – 1 p.m.

There still is time to take advantage of one-hour informational webinars featuring issues important to you and your district team – and focused on “Education in a New Era.”

- Feb. 9 Developing Future-Ready Elementary Learners: Career Readiness through the Cultivation of Curiosity
- March 9 Developing the Whole Learner through a Trauma Sensitive & Equitable Culture: A Plan for Middle School
- April 13 Learners as Co-Authors of Their Journeys: Student Voice and Choice via a High School Pathway Program

Registrants will receive access to the recording of each webinar.

COST:

Series* (best value):

\$270 for PASA members / \$380 for nonmembers
(*Get access to the recordings of each webinar in the series.)

Individual Webinars:

\$39 for PASA members / \$49 for nonmembers

Learn more about each webinar and register at:
<https://www.pasa-net.org/2021-22webinars>



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.)

MEMBER NEWS

REGION 12

Dr. Timothy Williams, superintendent of the York Suburban SD, has announced he will retire, effective July 1, after four years with the district.

REGION 13

Dr. Michael Snopkowski has been appointed superintendent of the Eastern Lancaster County SD, effective next month. He currently serves as assistant superintendent in the Avon Grove SD. Snopkowski will replace **Dr. Robert Hollister**, who is retiring.

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.")

For Educational Leaders, By Educational Leaders

PASA MENTOR COACHING PROGRAM



Our superintendents and assistant superintendents continue to be challenged in ways we never imagined possible. The pandemic related complexities above and beyond the "normal" requirements for leading a school district are overwhelming, especially to those who are just beginning their

roles as superintendents or assistant superintendents. The support of an experienced current or former Pennsylvania-based superintendent can be especially beneficial to the new career superintendent or assistant superintendent's peace of mind, decision-making, and goal achievement.

PASA has developed and is piloting a mentor coaching program to assist with the unexpected and normal challenges of the job. Our program is based upon various international and national mentoring and coaching models. It provides a highly personalized approach, customized to the mentee's needs and/or goals, in which an experienced, skilled mentor coach serves as the mentee's thought partner.

Most successful executives, athletes, musicians, etc. utilize an experienced and skilled mentor and/or coach for ongoing guidance and training. You, too, deserve this opportunity.

For more information about PASA's program, visit our web-site at <https://www.pasa-net.org/mentor> or contact Connie Kindler at ckindler@pasa-net.org.

PASA CALENDAR

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

JANUARY 2022

- 14 Innovative Teaching & Learning Committee meeting (virtual)
- 17 PASA office closed
- 19 Professional Development Committee meeting (virtual)
- 20-21 New Superintendents' Academy Part 3
- 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
- 15 Superintendent Webinar: Managing Social Media
- 17-19 AASA National Conference on Education (Nashville)
- 21 PASA office closed

MARCH

- 2 Superintendent Forum/Book Study Session 2
- 3 Women's Caucus Board meeting (virtual)
- 9 Webinar: Education in a New Era #7
- 26 Superintendent Letter Exam Prep Session
- 27-28 PASA Leadership Forum

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