

Capacity Limited! Hotel Deadline: Feb. 28

2017 EDUCATION CONGRESS

March 29-30, 2017

Radisson Hotel Harrisburg

Delving Deeper into the Every Student Succeeds Act offered in partnership with the PA Department of Education

The new Every Student Succeeds Act (ESSA) is poised to address significant issues in public education, among them the issue of equity for all students. This year's Congress will provide school leaders with the opportunity to communicate with national, state, and local leaders regarding the educational landscape across the country and in Pennsylvania as you plan for the implementation of ESSA in your schools. The Congress will "delve deeper" into the "equity" component of ESSA by focusing on the research and practical applications of "equity" in rural, suburban, and urban schools, as well as in school leadership. In addition, school leaders from varied districts will share successful community school models.

Superintendents, central office and building administrators are strongly encouraged to participate in this important conversation!

PRESENTERS AND FACILITATORS

- Peter Zamora, Director of Federal Relations at Council of Chief State School Officers, will share his intimate knowledge of today's education reform environment.
- Jeremy Anderson, President of the Education Commission of the States, will share his passion for K-12 education and education policy issues across the states.
- Noelle Ellerson, AASA Associate Executive Director, Policy & Advocacy, will share AASA's views on the educational environment in Washington.

TOPICS AND ISSUES

Topics and issues that will be part of the conversation include the perspective from the PA Department of Education, research and practical applications of "equity" in our districts and

See Education Congress, page 5

ELECTION REMINDER

Nominees sought for PASA officers, AASA representatives

Details in article on page 4



At the Capitol

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Education Research Symposium

Thursday, March 30

9:15 a.m. – noon (two sessions)

included among the breakout sessions during this year's Education Congress

The Radisson, Camp Hill, PA

Join your colleagues to learn about important new research on education, featuring poster set-ups offering an opportunity to learn more from doctoral researchers concerning their findings, and panel presentations on key education issues.



See the PASA website for more information at:

www.pasa-net.org/researchsymposium

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The Proposed Budget: Education, Priorities and Advocacy

Governor Wolf unveiled his 2017-2018 Budget on February 7. As the economic situation in the state has become increasingly dire over the past few months, many educators were bracing for the worst in regard to education funding. Despite the current state revenues falling short nearly \$600 million and a structural state budget deficit of \$2 billion or more, the governor proposed an increase of funds to K-12 public education and to early childhood learning.

A proposed \$100 million increase in basic education subsidy (BEF) and \$25 million increase in special education subsidy was welcome relief, as there was concern that these line-items could potentially be level-funded due to the budget crisis. The additional subsidies will assist school districts with their educational operations for another year, but they will not reverse the continued trend of fewer dollars being allocated to the classroom and educational programs.

The projected increases show the governor's belief in the value of public education and his unwavering commitment to the children of our Commonwealth. During his budget address, the governor proposed \$2 billion in cuts, consolidations, reorganizations, and savings from other agencies and operations of state government in an effort to respond to the structural budget deficit. Yet, he continued to increase funds to public education for a third year in a row when it would have been politically expedient to add public education to the list of cuts or level funding.

The governor also significantly increased his commitment to early childhood education. The proposed increase of \$65 million for Pre-K Counts and the additional \$10 million for Head Start will help ensure that more low-income children have access to high quality early childhood learning programs. Both of these programs are of tremendous benefit to our children and will pay significant dividends to our students, schools, and communities well into the future.

The governor seems to have made a strategic decision to invest limited state funds to our young children as an investment to the future of K-12 public education and our Commonwealth. The educational literature and research shows that students who participate in quality early childhood education programs are less likely to need remediation, be identified for special education, perform better academically through their K-12 school years, and become productive members of their communities. In a time of economic distress, this may be the best proposal in the entire state budget.

Unfortunately, the crushing weight of the pension crisis was not addressed in this budget and will create an ongoing hardship for superintendents, business officials, and school board members as they develop their budgets for 2017-2018. Estimates indicate the state's 500 school districts and 29 intermediate units will see their PSERS contribution increase by more than \$140 million as the contribution rate goes from 30.03% to 32.57%. The contribution rates are expected to grow to more than 36% over the next few years. Consequently, the \$125 million in increased subsidies for K-12 education that are proposed for BEF and Special Education will not offset the increased PSERS expenditures for most school districts, resulting in a net loss of state revenue for the upcoming school year.

These overall revenue losses will most likely result in cuts to personnel and/or programs, or create the need to raise property taxes in many school districts. A combination of all these actions will continue to take place in school districts across the state unless something is done to alleviate the pension crisis.

The recent PASA/PASBO Budget Survey showed that one third of school districts responding to the survey reduced staff and/or programs or increased class size in the current school year. The crushing weight of PSERS continues to be a significant impediment to meeting the needs of our students and must be addressed.

Additionally, there is concern about the proposed reduction of \$50 million in school transportation subsidy through the implementation of a new transportation formula. Specifics of the formula have not been released, creating many questions as to how the proposal can save the state \$50 million and not result in a loss of revenue to school districts.

When all the above is added to the proposed property tax shift legislation that will prevent

See Executive Director's Message, page 4

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 15th of each month.

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

President

Dr. Patrick O'Toole, Superintendent
Upper St. Clair Township School District

Treasurer

Richard Fry, Superintendent
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Past President

John W. Friend, Superintendent
Carlisle Area School District

Executive Director

Dr. Mark DiRocco

Assistant to the Executive Director

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

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.

State Budget News

2017-18 State Budget: On Feb. 7, Gov. Wolf outlined his \$32.3 proposed 2017-18 budget, which provides a 1.8 percent increase from the current year and relies on savings from government efficiencies and select increases in taxes and fees, rather than changes in broad-based taxes. Despite the lean spending plan, for education, the proposal increases basic education, special education, PreK and early childhood, and C/T funding. It does not address pension reform, however, and also decreases pupil transportation by \$50M. Appropriations hearings on the budget are underway through early March, when serious work on developing a final budget plan begins. Further information is available on the PASA website at www.pasa-net.org/statebudget.

Gaming Revenue: Table games revenue in 2016 came in well above the 2015 total, bringing overall gaming revenue to nearly \$1.38 billion, or about seven-tenths of a percent better than 2015's total revenue.

Unemployment Rate: Pennsylvania's unemployment rate in December was down one-tenth of a percentage point from November to 5.6 percent.

Fiscal Deficit: In its mid-year update on the commonwealth's fiscal condition, the Independent Fiscal Office revised its revenue estimate for 2016-17 to project that PA will have an additional \$334 million deficit above the \$1.75 billion it had projected in November. The IFO further estimates that, without any changes that could affect the growing deficit, the projected budget deficit will approach \$3 billion through mid-2018.

In School Funding News

PASA/PASBO Report on District Budgets: The most recent analysis of school district budget data indicates continuing financial deterioration of schools across the state, despite last year's infusion of new education funding. The report, published in late January, found that school districts continued to tread water financially over the past year as the cost of mandated retirement benefits, health care, special education and charter school tuition outpaced new state funding. The report is available on the PASA website at www.pasa-net.org.

School Property Tax Elimination: School property tax elimination discussion continues to dominate discussion in the Senate, although there also is talk about efforts toward more targeted property tax relief for those most adversely affected. No plan has yet to be introduced as legislation. What is clear is that the broad-based elimination plan, as

has been discussed, has many pitfalls, and analysis indicates it would not be the boon taxpayers may think it is. See the PASA website at www.pasa-net.org/proptaxelim.

Legislative News

Legislative Schedule: Neither the House nor the Senate will be in session again until after appropriations hearings are completed. The House is scheduled to return on March 13 and the Senate on March 20.

In State News

Proposed SPP Change: The PDE recently outlined its proposed new system for measuring school success, the "Future Ready PA Index." The system, which would replace the School Performance Profile system, focuses on more holistic measures "to insure the school measuring system is aligned to college and career-ready outcomes," according to Deputy Secretary Matt Stem.

Immunization Regulations: Regulations revising immunization requirements for school entry have now been approved and will be in place beginning with the 2017-18 school year.

National News

Secretary of Education Confirmation: With Vice President Pence casting the deciding vote, Betsy DeVos was narrowly confirmed in the Senate early this month as Secretary of Education. DeVos, a strong advocate for charter schools, vouchers and privatization, has promoted charter schools in Michigan, opposed efforts to impose stricter accountability measures on those schools, funded pro-voucher organizations across the country, and contributed to the campaigns of a number of members of Congress.

Transgender Case: The U.S. Supreme Court has set March 28 for oral arguments in the major case over transgender rights in school and the authority of the Department of Education to interpret its own regulations. How the new Trump administration will approach the case remains unknown.

Supplement-Not-Supplant: Before the change in White House administration, former Secretary of Education John King withdrew the controversial "supplement-but-supplant" regulations that would have pushed states to ensure they are spending roughly the same amount of money in schools serving a sizeable population of poor students and less-poor schools.

COMING UP

School property tax elimination continues to be on the minds of many lawmakers in Harrisburg. Although a bill still has not been introduced, there is no doubt the issue will be at the forefront in budget deliberations moving forward. And, even though Gov. Wolf's budget did not address it, pension reform will also be a key issue. As noted in last month's issue of The PASA Flyer, this is shaping up to be a very difficult budget year and one that will require all school leaders to stay alert and focused on not only what may happen in Harrisburg but also on what could be coming down the pike from the new administration in Washington. As always, stay tuned for the latest information by following us on Twitter @PASASupts.



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

Nominees sought for PASA officers, AASA representatives

PASA is seeking nominations for the 2017-18 PASA President-Elect and Treasurer. In addition, PASA is seeking nominations for two Pennsylvania representatives to the AASA Governing Board.

Election for Pennsylvania Representatives to the AASA Governing Board

PASA is seeking nominations for two three-year terms on the Board, beginning July 1, 2017 to June 30, 2020.

Current PA representatives on the Board include Dr. Sherri Smith (Lower Dauphin), Dr. Emilie Lonardi (West York Area), Richard Fry (Big Spring), Dr. G. Brian Toth (St. Marys Area) and Dr. Shane Hotchkiss (Bermudian Springs). Dr. Eric Eshbach (Northern York Co.) currently serves on the AASA Executive Committee, having been elected in 2015 by Governing Board members representing the mid-Atlantic region.

Responsibilities of the Governing Board

The AASA Governing Board consists of representatives elected from each state. The responsibilities of the Governing Board include the following:

- acting on resolutions submitted by the AASA Executive Committee or other resolutions approved for consideration with a 2/3 vote
- recommending policy to the Executive Committee
- serving as the liaison between state affiliates and AASA
- determining, on an annual basis, the Association dues for Active and Associate members
- recommending programs and activities for inclusion in the AASA budget
- reviewing the annual AASA budget
- affirming AASA's legislative agenda

Eligibility/Requirements

Executive Director's Message

Continued from page 2

local school districts from controlling their own finances and result in a \$14 billion tax shift (not tax elimination) from local communities to the state, and from one segment of the population to another, there is a great amount of anxiety in the air.

The Campaign for Fair Education Funding has been holding a series of media events across the state that have been well publicized and well received. Many superintendents, business officials, school board members, and community members have effectively addressed the pitfalls of the property tax shift legislation and the need to adequately fund our public schools. These events and your continued advocacy at the local level is having an impact in Harrisburg. We encourage you to continue to speak out on behalf of your students and public education.

Superintendents and school leaders will, once again, be asked to use their leadership skills to maximize district dollars in a manner that will best serve their students with diminishing resources. For some districts, it may be the seventh year in a row of reductions and cutbacks that will have a negative impact on our students.

Perhaps the silver lining in the dark budget clouds ahead is that the governor is not asking public education to absorb the brunt of state budget cuts and reductions as occurred in 2011-2012. The governor seems to realize that education is an investment in the state's future, not an expense.

Let's hope that the legislature will concur and work to resolve the pension crisis, state budget deficit, and continue investing in public education to the greatest extent possible in difficult economic times.

1. Each eligible candidate must have been an eligible voting member of both AASA and PASA for at least three years. ("Voting members" of PASA include those who are current members as *Commissioned Officer, Small District Leader or District Cabinet/Central Office* members. "Voting members" of AASA are those who are current members as *Active, Institutional Active, Life or College Professor*.)
2. Nominees must be committed to attending **two** AASA meetings per year, in July and February (beginning July 2017). Travel expenses are provided for the July meeting. Governing Board members are responsible for their own expense to the annual meeting (February or March), which coincides with the AASA National Conference on Education.

Nominations

Candidates may self-nominate or be nominated from among the active PASA membership. **No** signatures or petitions are required.

Deadline

March 10 – deadline for submitting electronically to the office a letter including: 1) a short biographical statement (including involvement with AASA and PASA); 2) goals for AASA; 3) reason(s) for seeking the position; and 4) a photo.

Election for PASA Officers: President and Treasurer

Deadline for nomination petitions: **MARCH 10**

Candidates for **PASA President** must make a three-year commitment to the association by serving one year each as President-Elect, President and Past-President. The individual serves on the PASA Executive Committee during the three-year period and also chairs the Resolutions Committee during his/her term as President-Elect. The individual elected will serve as President-Elect in the 2017-18 membership year, beginning October 1, 2017.

The position of **Treasurer** is a one-year term. The Treasurer works with the Executive Director to oversee association finances and make reports to the Board of Governors. The elected treasurer's term begins on October 1, 2017.

Eligibility

Eligible candidates must have been an active member of the Association for at least three years prior to 10/1/16.

Nominations

Interested candidates must submit the following to the Association office, **no later than March 10:**

1. a nominating petition containing the endorsement of at least a majority of the active PASA members of the candidate's intermediate unit; and
2. a nominating petition containing the endorsement of a total of at least 20 active members from a combination of no less than two other intermediate units.

Only PASA members may sign the petitions. PASA members may sign more than one nominating petition for each position.

Copies of I.U. and general nominating petitions may be downloaded from the PASA web site at www.pasa-net.org/election2017.

In advance of the election, candidates will be asked to submit to the PASA office a letter (with picture) outlining their reasons for seeking the position.

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

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

FROM THE PRESIDENT'S PEN

The Challenges of Advocacy

BY DR. PATRICK O'TOOLE, 2016-17 PASA PRESIDENT



It is indeed an interesting time to lead public schools. Clearly, we are living in a new reality. In addition to the challenges of the day-to-day management of our schools and our continued leadership of our boards, we now find ourselves asked, perhaps required, to influence happenings at the state and federal levels through our advocacy.

The impact of the federal NCLB and ESSA legislation, as well as the budget-crippling state pension costs, are just a few examples of the extraordinary impact that federal and state decisions have on our students. They also remind us that our voice is necessary to inform constituencies of the impact these government decisions have on children in our schools.

If only the new issues could be as “simple” as standardized testing and pension costs. Our voice and advocacy are now asked to address issues that are much more political in nature, such as immigration law, tax reform and the U.S. Secretary of Education nominee. As school leaders, we see first-hand how the immigration controversy is impacting our students, how tax reform would impact our finances, and how federal efforts to “fix” education have failed at the local level.

However, these issues can be politically divisive. Therefore, the community, represented by our boards, may or may not agree with our

personal positions. So, what is the extent of our advocacy when issues are politically charged, divisive and lacking a consensus? What is our board’s expectation for our role as advocates?

While we are all unequivocal advocates for children, we may walk a fine line when it comes to political issues. In our personal lives, we are free to remain steadfast in our convictions. However, as a representative of a community’s school district, we must acknowledge differing opinions, party affiliations and ideologies.

Our personal opinions/beliefs may not always coincide with that of our board. A clear understanding of your school board and its expectations for our advocacy is essential in these uncertain times. In this information age, a misaligned social media post or retweet could have serious consequences.

For those issues that generate the most passion, you may want to encourage your board to adopt a resolution that clearly states its position – providing you and your staff clarity and conviction in your efforts to advocate on behalf of your students and your school community.

What You Need to Know!

If you are a PASA member as a Commissioned Officer or District/Cabinet/Central Office Administrator, 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.



AND...



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!



Continued from page 1

schools, college and career readiness, and preparing, recruiting and supervising high quality principals – and more.

PROGRAM DETAILS

The Congress begins with check-in at 9 a.m. on March 29. The program begins at 10:30 a.m. and concludes at 1:30 p.m. on March 30.

NEED AN OVERNIGHT ROOM?

Overnight accommodations are available at the Radisson (1150 Camp Hill Bypass, Camp Hill, PA 17011) at a reduced rate of \$123 per night and are available both on the 28th and 29th. Call the Radisson today at 1-800-333-3333 and reference the “PASA Education Congress.”

Deadline: February 28.

Register Today! Capacity is limited and slots are filling fast. See the PASA website at www.pasa-net.org/2017edcongress.

*approved for 40 hours of PIL/Act 48 (Act 45) credit



Do Your Job

BY CONNIE KINDLER,
DIRECTOR OF PROFESSIONAL DEVELOPMENT

Like him or not, Coach Belichick, head coach of the New England Patriots, did his job.

Amidst a season of obstacles, he led his team to their ultimate goal, another Super Bowl championship. He achieved results because he coached his players and they did their jobs.

In a recent interview, Tom Brady, the Patriots' quarterback, said Coach Belichick "has a very high level of expectation. He'll say all the time, 'I hope my expectation for you guys isn't more than what your expectation is for yourself.' I think those types of things really challenge us as players to be at our best every single day, to never take these opportunities for granted and to try to keep trying to reach a higher level as the season goes."

Principals, with their teachers, must do their jobs in order to achieve expected student achievement results. The principal runs the playbook within his/her building, and the teachers run the plays, pushing the ball through to the end zone. Together, they are the direct implementers of the superintendent's vision, mission, and goals for student achievement.

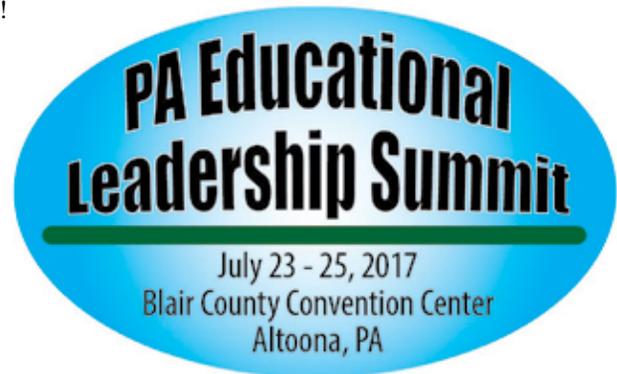
The alignment of the school's resources, attainment and sustainment of a positive climate and safe school environment, and the selection and support of quality teachers are an exact result of the principal's skills and talents. However, most principals today are younger, have less teaching experience, work more hours and experience more job stress than in the past. To do their jobs successfully, they need an inspiring and supportive superintendent who coaches them to their potential.

Following his team's 2017 Super Bowl victory, Coach Belichick credited his team for their success. He said, "The only reason I am here is because of what our players did, what our assistant coaches

and coordinators did..." A superintendent who understands the importance of prioritizing his/her role as a coach who persistently builds the capacity of and credits his/her team is a winning superintendent.

With public education under scrutiny now more than ever, school leaders are under significant pressure to deliver results. This year's Education Congress (March 29-30) will offer information on the critical role that superintendents have for recruiting, supporting and retaining high-performing principals that match the school's culture. Matthew Clifford, Ph.D., Principal Research Scientist at the American Institutes for Research, and other presenters will share school leadership research and practical applications for closing the achievement gap at the school level.

I encourage you to join us next month for this important discussion!



Registration Opens SOON for 2017 PA Educational Leadership Summit

The 2017 Educational Leadership Summit, scheduled for Sunday evening, July 23, to 2: p.m. on Tuesday afternoon, July 25 at the Blair County Convention Center in Altoona, will provide an excellent opportunity for school district administrative teams and instructional leaders to learn, share and plan together.

Co-sponsored by PASA, the Pennsylvania Principals Association, the PA Association for Middle Level Education and PASCD, the summit will feature **Thomas Murray**, Director of Innovation for Future Ready Schools, **Kristen Swanson**, Director of Learning at Slack, and **Matt Stem** (invited), PDE Deputy Secretary for Elementary and Secondary Education.

Keynote speakers, high quality breakout sessions, table talks on hot topics and district team planning and job-alike sessions will provide practical ideas that can be immediately reviewed and discussed at the summit before returning back to your district.

Breakout session strands will focus on: Strategic/Cultural Leadership, Systems Leadership, Leadership for Learning and Professional and Community Leadership. **We are now accepting RFPs for breakout sessions!** Share your stories! Share your success! And share your ideas!

For updated summit information, and to access information concerning the RFP (due March 3), see the PASA website at www.pasa-net.org/leadsummit.

**Registration opens soon – capacity is limited!
WATCH FOR INFORMATION!**

Communication Tip of the Month

"How often in education do we simply try to convince others of our ideas by telling them what they should be doing? How often is curriculum handed to teachers with expectations of implementation with little or no explanation? Then we wonder why there is no ownership, little understanding and no buy-in with the staff. When we do not have a common understanding, we tend to make our own meaning. It is this shared understanding of practices, curriculum and assessment that will move our work forward. This requires creating ongoing opportunities for shared experiences and conversations among staff. As a literacy leader, I work to create opportunities that bring people together to make meaning." – Jennifer Allen, literacy specialist in Waterville School District in Waterville, Maine, from "Layered Leadership for Literacy" as published in the February issue of *AASA's School Administrator*. This month's issue focuses on "unlocking literacy – strategies for doubling-down on student skill-building." *Want to have direct access to AASA materials? Become an AASA member today and join your colleagues in the only national organization focused on the needs of chief school administrators. Call PASA today for information.*

Resolutions Corner: Persistence

BY BARBARA W. JEWETT, ASSISTANT TO THE EXECUTIVE DIRECTOR



"She was warned. She was given an explanation. Nevertheless, she persisted."

Senate Majority Leader Mitch McConnell's recent statement barring Sen. Elizabeth Warren from speaking further on the nomination of Sen. Jeff Sessions for U.S. Attorney General garnered him much more attention than he could have

anticipated – or desired. The phrase is now the hottest meme on social media – and a rallying cry not only for Warren supporters but also for a broad swath of women across the country, who consequently observed that, when several of Warren's male colleagues proceeded to read the same Coretta Scott King letter that earned her banishment from floor debate, they did not earn a similar fate.

And you know a phrase has hit a certain nerve when it starts showing up on t-shirts, coffee mugs and even billboards.

But that's really what "persistence" itself often does – hit a nerve. And that's why it is an apt term to use when also discussing

the importance of advocacy for education.

The Oxford Dictionary defines "persistence" as "continuing in an opinion or course of action in spite of difficulty or opposition." Without a doubt, those behind the recent push toward elimination of school property taxes don't appreciate the persistence demonstrated by school officials and education leaders, all pointing out the realities of the plan's weaknesses – if not dangers. And the persistence of those raising questions and concerns about the nomination of Betsy DeVos for education secretary, her knowledge of education issues and her support for public schools forced an almost unprecedented vote by the Vice President to assure her confirmation.

Persistence isn't a bad thing in advocacy. In fact, it may just be the only thing.

We are now embarking on yet another state budget journey. Hopefully, it won't be equal to the one we endured for 18 months just a short time ago. But it won't be an easy one either. The commonwealth's financial status is hardly banner, with a rising deficit, changing demographics that are making clear the need for more revenues in the future, and an unemployment rate above the national average.

The latest PASA/PASBO Report on School District Budgets makes clear that, despite the very welcomed additional funding provided in last year's state budget, mandated expenses continue to rise at alarming rates (i.e. pension costs, charter school tuition), and "most districts are not any closer to reaching the safety of a dry shore. Instead, they continue to tread water." And, for too many districts, "treading water" would be welcome at this point.

Over the past two months, school leaders across the commonwealth have been actively working with the Campaign for Fair Education Funding in bringing public attention to these issues in forums and public events. The "Success Starts Here" website (www.successtartshere.org) is highlighting the positive work that our schools and students are doing, work that often goes unseen and unheralded.

That persistence, that advocacy, must continue.

As PASA President Dr. Patrick O'Toole noted in his column this month, "The impact of the federal NCLB and ESSA legislation, as well as the budget-crippling state pension costs, are just a few examples of the extraordinary impact that federal and state decisions have on our students. They also remind us that our voice is necessary to inform constituencies of the impact these government decisions have on children in our schools."

Before budget debate kicks into high gear this year, let's work toward the kind of positive, persistent, fact-based advocacy that generates strong support for our public schools. We can't settle for any less – and our students deserve no less.

And perhaps, if we are successful, then all the public school nay-sayers will be forced to shrug their shoulders and, with a heavy sigh, acknowledge, "They were warned. They were given an explanation. Nevertheless, they persisted."

Quick Glance: 2017 Programs/Events

2017

February 16	Commonwealth Budget Seminar - webinar
March 2-4	AASA National Conference on Education
March 29-30	Education Congress*
March 30	Education Research Symposium (part of the Congress)
April 30-May 2	Women's Caucus Annual Conference
May 2	Leadership for Learning* Module 3 – I.U. 4
May 5	Leadership for Learning* Module 3 – I.U. 13
July 11-12	New Superintendents' Academy Part 1*
July 23-25	Educational Leadership Summit (Altoona)
Sept. 27-28	New Superintendents' Academy Part 2*
Oct. 18 - 20	PASA/PSBA School Leadership Conference

*PIL-approved

See the PASA website at www.pasa-net.org for more information on the PASA Professional Development Program.

From the Women's Caucus
**Mentoring, Networking and Learning at
This Year's Conference**

BY DR. MARIANNE BARTLEY,
SUPERINTENDENT OF THE LEBANON SD



For most of my professional career as an administrator, I have been part of the Women's Caucus. In my early years, I was inspired by effective women leaders who served as President of the Women's Caucus, as well as those who received special awards and recognitions. I was in awe of their accomplishments and I was inspired by their work.

Without a doubt, participating in the Annual Conference validated my passion for school and district leadership. The networking enabled me to create meaningful professional relationships with people across the state.

As I progressed through my career, I found that my needs changed. I didn't need mentorship from more experienced superintendents, but I did see the need to mentor others.

Several years ago, I began to invite aspiring women leaders from my district to join me at the conference. This enabled me to spend time (always a scarcity in the day-to-day business of running a school system) with future women leaders. This time has proved to be invaluable to our district, and to the women who attended the conference. The networking with me and other women leaders throughout the state inspired some of them to become administrators. Four women who participated with me at the conference are now in leadership positions in our district. They are knowledgeable and effective leaders who are making an impact in our schools.

I encourage you to be part of the Women's Caucus. No matter where you are in your career – at the beginning, middle or end – the Caucus will support, inspire and empower you to embrace your gifts as a leader.

If you are an experienced administrator, I encourage you to invite aspiring women leaders to attend this year's conference with you. Join with your peers and colleagues from April 30 to May 2 at the Hotel Hershey as we gather to discuss leadership in education around this year's conference theme "Re-Discover Your Passion and Purpose Through Mindfulness." Registration is now open! See the PASA website at www.pasa-net.org/wconf for details.

We hope you will join us!

REGISTRATION NOW OPEN!!!

2017 Annual Spring Conference

April 30 – May 2

Hotel Hershey

Re-Discover Your Passion and Purpose Through Mindfulness

FEATURED PRESENTERS:

Dr. Estelle Campenni

Cultivating Mindfulness in Your Daily Life

Dr. Peter Montminy

Staying Sane in a Crazy-Busy Job - and World!

Mindfulness for School Administrators

Kristine M. Roddick

Education Case Law Review

Hannah Barrick

Legislative Update

For program, registration and hotel information,
see the PASA website at
www.pasa-net.org/wconf

Final Call for Nominations! Due Feb. 24

PASA Women's Caucus Seeking Nominations for Two Awards

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

WANDA MCDANIEL AWARD

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

MARGARET SMITH LEADERSHIP AWARD

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

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

Award recipients will be recognized at the Women's Caucus Spring Conference, scheduled for April 30 – May 2 in Hershey.

Nominations for both awards are due by Friday, February 24. Forms are available on the PASA web site (or call PASA at 717-540-4448).

Noteworthy Quotes...

On the Proposed 2017-18 State Budget ...

“I’m offering a budget proposal that represents a responsible solution to our deficit challenge – and a different approach from the way things have been done in Harrisburg for almost a generation. Let’s start here: In my proposed budget, there are no broad-based tax increases. At the same time, my budget protects the investments we’ve made in education, in senior services, in fighting the scourge of opioids, and in growing Pennsylvania’s economy.” – Gov. Wolf in his budget address on Feb. 7

“On the surface, this budget proposal provides significant savings and spending reductions, while still providing funding for vital programs and services. However, it is now the responsibility of legislators to look at these proposals more closely and determine if they will actually provide the results and savings the Governor projects.” – Senate Appropriations chairman Pat Browne (R-Lehigh)

“There’s no easy way out of this ... and to suggest we can do this without some pain is not realistic, so we need to bite the bullet. We need to govern, and the governor offered a roadmap to do that.” – House Minority Leader Frank Dermody (D-Allegheny)

On the Push for School Property Tax Elimination ...

“While there are no current plans to call for a special session, Gov. Wolf looks forward to working with Democrats and Republicans in the General Assembly during the budget process to eliminate or reduce property taxes in a way that is equitable and avoids increasing taxes on food, clothing, and other essential items.” – J.J. Abbott, Gov. Wolf’s press secretary on calls for school property tax elimination

“My goal isn’t to hurt public education. We’re trying to save it, but we need to find a better way to fund the schools, and I believe this is it.” – Sen. David Argall (R-Schuylkill/Berks), on his plan to eliminate school property taxes

“It’s basically trickle-down taxation. Turning over control of \$15 billion to an organization [state government] with a structural deficit of \$1.5 billion...that just scares me.” – Centennial SD board member Michael Hartline on the plan (from *The Bucks County Courier Times*, February 2017)

“You don’t need to throw the whole property tax out to give significant relief to senior citizens.” – Bethlehem Area Superintendent Joseph Roy (from *lehighvalleylive.com*, 1/18/17)

“Efforts to eliminate school property taxes will increase the burden on individual taxpayers to the tune of approximately \$2 billion.” – from a PASBO press release, 1/19/17

“This is not the windfall that most people anticipate.” – Pottsgrove Business Manager David Nester (from *The Times Herald*, 1/18/17)

“Taking the tax away from one pocket to put it in another with more burden on the poor and more benefit to the wealthy is not what Pennsylvanians need or want. The Senate property tax elimination proposal has a lesson: Be careful what you wish for. The results may come back to haunt you.” – editorial published in *The Delaware County Daily Times*, 2417

On the PASA/PASBO Report on School District Budgets...

“As Pennsylvania’s school districts develop their 2017-18 budgets, a look at the most recently completed fiscal year showed the continued financial deterioration of schools across the state. School districts continued to tread water financially as the cost of mandated retirement benefits, health care, special education and charter school tuition outpaced new state funding.” – from a press release concerning the recently released PASA/PASBO Report on School District Budgets

“Money does matter.” – PASA Executive Director Mark DiRocco, on the findings published in the report

“In the 2017-18 school year, we will need more money or less staff. It’s that simple.” – Steven Dart, business manager in the Chambersburg Area SD, one of the districts highlighted in the report

On the New Administration in Washington...

“Americans want great schools for their children, safe neighborhoods for their families, and good jobs for themselves. These are the just and reasonable demands of a righteous public. But for too many of our citizens, a different reality exists: Mothers and children trapped in poverty in our inner cities; rusted-out factories scattered like tombstones across the landscape of our nation; an education system flush with cash, but which leaves our young and beautiful students deprived of knowledge; and the crime and gangs and drugs that have stolen too many lives and robbed our country of so much unrealized potential. This American carnage stops right here and stops right now.” – Pres. Donald Trump, from his inaugural address on January 20

“I look forward, if confirmed, to working with you to talk about how we address the needs of all parents and all students. And we acknowledge today that not all schools are working for the students that are assigned to them. And I’m hopeful that we can work together to find common ground and ways that we can solve those issues and empower parents to make choices on behalf of their children that are right for them.... If a school is troubled, or unsafe, or not a good fit for a child — perhaps they have a special need that is going unmet — we should support a parent’s right to enroll their child in a high-quality alternative.... I will be a crusader for parents and students and the equality of education, not for specific systems or specific arrangements of how school is delivered.” – Betsy DeVos, nominee for Secretary of Education, during her confirmation hearing

With a new year, a new Congress, and a new administration, now is as good a time as ever to issue an advocacy challenge. And while here at AASA we focus on federal advocacy, the premise of this month's article can apply just as readily to state and local advocacy.

When it comes to advocacy, Sasha, Leslie, Deanna and I have found someone to pay us full time to do advocacy. When you do advocacy, it is in addition to your day-time job of running a school system. A large part of our job is to support AASA members in their advocacy efforts, and it is an explicit benefit of belonging to both AASA and your state superintendent association to have support for advocacy.

Tying back to an idea we outlined in the October edition of *School Administrator*, advocacy can be as quick as 15 minutes a month (5 minutes a week). Peruse the full issue, or read the feature article on the role of superintendent as advocate.

Which brings me to the 2017 advocacy challenge.

Each month this year, our team will identify a topic or two—whether driven by the AASA legislative agenda or by current goings on with Congress or the administration—and provide advocacy support. That is, we'll give a bit of quick background on the topic, explain the relevant policy proposals and implications, and then share a few talking points that you can use to weigh in with your Congressional delegation (your Representative and both your Senators). You can take that information to craft your monthly outreach—contacting one office per week—to your Congressional delegation, to relay the policy priorities in the context of what it means for your schools and the students you serve.

We stand by ready to answer any questions you may have. Do you not know the name or email address of the education staffer in your Senator's office? We can provide that for you. Are you interested in seeing who from your state serves on certain House or Senate committees? Did your Congress member reach out with a different question, and you'd like information about that? We can get that to you.

We are using the February advocacy challenge to make an introduction and extend an invite. Congress is adjourned for recess at regular intervals, meaning they will be in their home districts frequently. Recess is an opportune time to invite your elected officials (and/or their education staffers) to see your schools in action:

- Highlight your programs that are excelling (After school? English Learner support? Early education? Credit Recovery?).
- Give examples where you could do more with better federal support (High class room sizes? Teacher shortages? Limited opportunity for CTE?).
- Facilitate a community conversation with stakeholders about ESSA (or education technology, or school nutrition, or rural education).
- Introduce yourself and your district. Enrollment, free/reduced lunch rate, community type, etc.
- Introduce your state association and its role in helping facilitate/convene conference calls and round table conversations with member superintendents.
- Introduce AASA as the national organization for school superintendents (and feel free to copy one of us on your outreach!).
- Extend the invitation for the visit and ask who you should coordinate with to set it up.

- Extend the opportunity for them to reach out to you as they have questions and consider various policies in Congress. Let them know that you'd be happy to tell them what it would look like in your district and for specific things to consider.

- Indicate that you will be reaching out over the course of the year on federal advocacy priorities and that you look forward to working with them.

It is an introductory round this first month, and will be more substantive and policy-specific next month.

Thank you, in advance, for your continued advocacy efforts and support for AASA advocacy. And, as always let us know if you need anything.

This article highlights the importance of being an active member of BOTH PASA and AASA. What happens in Washington WILL affect your district as much as what happens in Harrisburg. School leaders need to be informed about both and take action when what is being considered will affect our schools.

****Policy on PASA Workshop Payments/Cancellations****

CANCELLATIONS

A \$25 service fee will be retained for cancellations received two (2) weeks or less prior to the scheduled program. NO REFUNDS/ CREDITS will be given if cancellation is received five (5) business days or less prior to the scheduled program.

PAYMENTS & LATE FEES

Registrants who have not paid in advance of the program will be responsible for payment of any late fees. Final payment for workshops must be received no more than 45 business days from the date of the event. Payments received after that time will be assessed a \$25 late payment fee.

WEATHER & PROGRAM CANCELLATIONS

In the event that a workshop is postponed due to weather conditions, registrants will receive full credit toward the rescheduled program. If the registrant is unable to attend the rescheduled workshop due to conflicts and informs PASA in advance (as per the above-listed cancellation/refund policy), PASA will apply the registration fee already paid toward the registration fee of a future PASA workshop.

Federal ESSA Regulations

Earlier this month AASA was among those acknowledging recent efforts of Congress to rescind certain education regulations concerning ESSA implementation.

“AASA worked hard to support completion of what became the Every Student Succeeds Act, a bold reauthorization designed to provide state and local education agencies with the authority and flexibility they need to grow student learning and expand education innovation,” said Executive Director Dan Domenech. “We applaud Senator Lamar Alexander (R-Tenn.) and Representatives Virginia Foxx (R-N.C.), Todd Rokita (R-Ind.) and Brett Guthrie (R-Ky.) for their effort to include the final regulations on the ESSA accountability regulations and teacher preparation programs in the Congressional Review Act disapproval resolutions. In both cases, the final regulations reach beyond the intent of the underlying statute, constructing unnecessary barriers to state and local leadership.

“The ESSA statute is clear on its intent to return decision-making power to the education professionals, working at the ground level to run our nation’s public schools and implement federal policy. AASA’s Beliefs & Position Statement is clear: *The primary responsibility for determining educational methods and strategies resides at the state and local levels, consistent with the 1979 U.S. Department of Education Organization Act. States have a constitutional responsibility to establish, fund and support public education. Local school districts have a responsibility to ensure student learning in the context of their state’s constitutional requirements for education.*

“Our members—superintendents working to implement ESSA—remain committed to working with Congress and the administration to ensure a successful transition to ESSA and will continue to communicate their goals and needs, as they arise, as it relates to further support or clarification from the federal level, whether through guidance, technical assistance or regulation.”

AASA Statement on DeVos Confirmation

Daniel A. Domenech, executive director of AASA, The School Superintendents Association, issued the following statement in response to recent Senate confirmation of Betsy DeVos as U.S. Secretary of Education.

“AASA welcomes the opportunity to continue to work with Congress and the administration—including recently confirmed Secretary DeVos—to ensure that educational equity and opportunity are the reality for all our nation’s students, and that our nation’s public schools remain at the forefront of our broader conversations on education and student learning.

“State and local leadership is critical to the continued success and ongoing growth of our nation’s schools. We will work with the superintendents we represent and the broader education communities they serve to carry the wide-spread focus on and discussion about education into all aspects of our federal advocacy work.”

National Conference on Education

- **Registration:** Registration for the National Conference on Education (March 2-4 in New Orleans) remains OPEN. Join your colleagues from Pennsylvania and across the nation for three inspiring days of nationally recognized speakers (including Jamies Vollmer, Ravi Hutheesing and Mary Matalin & James Carville), numerous

educational sessions, exhibits, networking – and more! See the website at <http://nce.aasa.org>.

- **PASA Reception:** The PASA reception for Pennsylvanians attending the 2017 conference is scheduled for **Friday, March 3, from 5:30-7:30 p.m.** in the Ascot Room of the Hilton New Orleans Riverside.

NOT AN AASA MEMBER? Join today! See the AASA web site for details at www.aasa.org or contact the PASA office.

Career Center on the Web

As a courtesy to school administrators, those seeking positions in school administration and public school employers, PASA provides on its website the “**PASA Career Center**,” a listing of job openings, both in Pennsylvania and in the Mid-Atlantic region.

Job openings are grouped into several categories:

- Superintendent/Asst. Supt./Executive Director vacancies in PA
- Public K-12, I.U., Career-Tech, Charter School administrator vacancies in PA
- Other Professional Vacancies: PA and National (professional education vacancies in public higher education institutions, associations and other organizations in PA, and non-superintendent public school positions in other states)
- Northeast/Mid-Atlantic Regional Positions (superintendent and other executive vacancies in public schools out-of-state, particularly the Northeast/MidAtlantic 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 at pasa@pasa-net.org. 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

PASA is sad to report that **Dr. Frederick Johnson**, 69, Executive Director of Northwest Tri-County I.U. 5, passed away on Feb. 4 from complications of a recently diagnosed illness. Following 31 years of school

leadership in Ohio, his home state, Fred served an additional 16 years in Pennsylvania as the superintendent of two school districts, Selinsgrove Area and Souderton Area, and then as executive director of Montgomery County I.U. 23 before accepting the position in I.U. 5. Fred was a member of the PASA Board of Governors and served as association president in 2009-10. We extend our deepest condolences to Fred's family, colleagues and staff.

REGION 3

Dr. Michael Ghilani has been appointed superintendent of the West Jefferson Hills SD, effective April 1. He has been serving as superintendent in the Montour SD.

REGION 4

Dr. Dale Lumley has resigned from his position as superintendent of the Butler Area SD. **Dr. William Pettigrew**, retired superintendent of the Mars Area SD, is currently serving as acting superintendent in the district.

REGION 5

Brian Polito has been appointed superintendent of the Erie City SD, effective July 1. He currently serves as the district's chief financial officer. Polito will replace **Dr. Jay Badams**, who has accepted the position of superintendent of School Administrative Unit 70, which runs the public schools in Hanover, New Hampshire, and Norwich, Vermont.

REGION 15

Dr. Richard Fry, superintendent of the Big Spring SD, recently received his doctorate from Penn State University. Fry's dissertation was entitled, "Data-Drive Decision-Making and the Challenges Facing Pennsylvania School Administrators: Compliance vs. Conviction."

REGION 19

R. Scott Jeffrey, superintendent of the Lakeland SD, recently received a five-year contract renewal through June 30, 2022.

REGION 21

Thomas Parker has been appointed superintendent of the Allentown City SD, effective July 1. He currently serves as superintendent of the Ecorse Public Schools in Michigan. Parker will replace **Dr. Gary Cooper**, who is serving as interim superintendent in the district.

REGION 23

Dr. William Shirk, Jr., has been appointed superintendent of the Pottsgrove SD. He has been serving as acting superintendent since August following the resignation of **Shellie Feola**.



PASA CALENDAR OF EVENTS 2017

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

FEBRUARY

- 16 Commonwealth Budget Seminar (webinar)
- 20 PASA office closed

MARCH

- 2-4 AASA National Conference on Education (New Orleans)
- 6 Women's Caucus Board meeting (PASA office)
- 10 Nominations/Applications deadline for PASA elections
- 29-30 PASA Education Congress: ESSA & Equity

APRIL

- 5 Professional Development Committee meeting (virtual)
- 10 Women's Caucus Board meeting (PASA office)
- 14 PASA office closed
- 20 Resolutions Committee meeting (PASA office)
Board of Governors' meeting (PASA office)
- 21 Board of Governors' liaison meeting (PASA office)
- 22 PA Licensure Exam Prep Session (PASA office)
- April 30 - Women's Caucus Annual Conference (Hershey)
May 2

MAY

- 2 Leadership for Learning Module 3 (I.U. 4)
- 5 Leadership for Learning Module 3 (I.U. 13)
- 29 PASA office closed

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.")