FROM THE PRESIDENT’S PEN:
A TIME TO REFLECT, A TIME TO ADVOCATE
BY DR. JEFFREY A. FULLER, 2019-20 PASA PRESIDENT

We are entering a crucial time for public education in Pennsylvania. Our pro-
education governor and the leadership team
at PDE have a few years remaining in their
term to bring real and significant change. It
is our responsibility to help them.

One of the main goals of PASA’s current
strategic plan is a focus on advocacy.

Over the past year, our efforts have been
successful in helping to bring about posi-
tive change for schools. One example is the
legislation that brought about revisions to
graduation requirements. More recently, the original
language of the legislation requiring the
establishment of threat assessments called
for implementation within the first year of
passage. However, thanks to the advocacy
work of our members, the implementation
window was lengthened to two years, giv-
ing school administrators a more reasonable
timeline. Also as a result of our lobbying
efforts, HB 1881 (Kauffman) has been in-
troduced to restore arrest powers to school
police officers that were taken away in June.

Our PASA staff works diligently to keep
our membership informed on upcoming
legislation, PASA’s position, and even pro-
vides suggested talking points for contact-
ing your local legislators. It is vital that you
respond – and encourage others to respond
– when you receive an Advocacy Update
from the PASA staff. These calls-to-action

See From the President’s Pen, page 4

MEMBERS TO VOTE THIS MONTH ON
PROPOSED PASA RESOLUTIONS

The PASA Board of Governors has approved and will present the draft 2019-20 PASA
Resolutions for membership consideration this month.

During the annual association meeting during the PASA Recognition Luncheon on
Wednesday, October 16 in Hershey, part of the PASA/PSBA School Leadership Confer-
ence, the PASA members present will vote to accept the draft 2019-20 Resolutions. The
updated document will offer guidelines for PASA’s positions on both ongoing and “new”
education issues.

The draft resolutions are posted on the PASA website at www.pasa-net.org/resol-
priorities.

IN THE NOVEMBER ISSUE:
Recap of the PASA/PSBA School Leadership
Conference (Oct. 16-18)
The PASA Flyer is published monthly by the Pennsylvania Association of School Administrators.

**PRESIDENT**
Dr. Jeffrey Fuller Superintendent Freedom Area School District

**TREASURER**
Dr. David Baugh, Superintendent Centennial School District

**PRESIDENT-ELECT**
Dr. John Bell, Superintendent Delaware Valley School District

**PAST PRESIDENT**
Dr. Richard Fry, Superintendent Big Spring School District

**EXECUTIVE DIRECTOR**
Dr. Mark DiRocco

**EDITOR**
Barbara W. Jewett

**DESIGN EDITOR**
Suzanne K. Yorty

Correspondence regarding the PASA Flyer can be mailed to:

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

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

---

**FROM THE EXECUTIVE DIRECTOR**
**DR. MARK DIROCCO**

**BOARD/SUPERINTENDENT RELATIONSHIPS**

The annual PASA-PSBA School Leadership Conference will be held October 16-18 in Hershey. This is an excellent opportunity for superintendents and board members to engage in some professional learning and networking in a friendly and supportive environment. A positive school board/superintendent relationship can have a positive impact on the achievement of children in a school district and provide tremendous stability to the governance and operation of the school system.

Both PASA and PSBA endorse the “Team of Ten” concept, understanding that the superintendent is the tenth member of the board, not just an employee of the other nine board members. The ten board members are charged with ensuring that the district operates effectively and need to work together to ensure that the students are receiving the best education possible.

However, the board and the superintendent do have separate and unique roles. While the school board’s role is to ensure that the district is run well, it’s the superintendent’s responsibility to run the district.

As school board elections are held this fall, many superintendents will be welcoming new board members in December. It is critical for the superintendent and school board president to reach out to new members to schedule a time before the reorganization meeting for an orientation to school board operations and expectations so they can effectively participate in their first school board meeting. This is a good first step to developing a positive relationship with new board members and establishing an open communication process.

The orientation also is a good time to focus new board members on the critical roles of school boards and can serve as a good reminder for current board members if they attend the session. Be sure that your new board members understand the most important areas of focus for school boards:

- **Planning** – strategic planning, budget development, enrollment projections, staffing, education programming, building needs, etc.
- **Evaluation** – student achievement, finances, strategic plan progress, building maintenance, community engagement
- **Legislation** – Develop, review, and update policy. This is the most important work of the school board, as it provides direction to the superintendent, leadership team and staff as to how the district should run.

This is also an opportunity to explain what school board members don’t do, such as selecting coaches, deciding bus stops, evaluating staff members, or interviewing teachers. Clarifying this up front can prevent difficult situations and unrealistic expectations from occurring down the road.

Most superintendents that leave their districts do so because the relationship with their board has deteriorated to the point where it is not salvageable. Therefore, it’s important for superintendents to constantly work on developing and nurturing their relationship with the board on a regular basis.

Remember: You can’t communicate too much with your school board. Keeping them in the loop on a regular basis will allow them to better understand your work and the issues that you are confronting while giving them an inside look at what is happening in the district. Of course, confidential student and staff information must be reserved for executive sessions, but general information should flow to the board on a regular basis with a weekly update or some other communication mechanism.

I recommend that you consider holding one or two board retreats throughout the year where you spend three to four hours together focusing on specific topics that are discussed in more depth than is possible at a board meeting, such as how to read the budget, understanding the IEP process, or how the teacher evaluation process works. Board retreats can be held on a Saturday morning, an evening other than a board meeting, or immediately after a board meeting.

See Executive Director’s Message, page 3
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.

Budget & Finance News

State Revenue: Pennsylvania collected $3.2 billion in General Fund revenue in September, which was $17.8 million, or 0.6 percent, less than anticipated. Fiscal year-to-date General Fund collections total $7.7 billion, which is $44.6 million, or 0.6 percent, above estimate. EITC and Lack of Transparency: According to the Keystone Research Center, some of the money in the EITC tax credit program helps kids who are “trapped” in some of the state’s wealthiest neighborhoods amid some of its best-performing public schools. The center concludes that what is needed in the program is full transparency about who actually benefits from these tax credit vouchers. Recently, WHYY also reported that determining who benefits from EITC vouchers remains unclear, as there is little transparency or accountability required in the program.

Charter School Costs: Education Voters of Pennsylvania reports that, in one two-year period, the total paid to cyber charters rose by more than $54 million, but nearly half was from increasing average tuition, not increased enrollment. According to the report, these increased payments force school districts to continue cutting programs and limit efforts to make new investments in their students.

EXECUTIVE DIRECTOR’S MESSAGE

continued from page 2

with a shortened agenda. In my time as superintendent, I found these sessions to be powerful opportunities to get to know my board members better and give them a deeper understanding of district operations. Like other relationships in life, when we get to know people better and understand them, we can often find common ground and work together for the common good.

If you need help in developing your relationship with your school board, PASA is able to assist you. Please don’t hesitate to contact us if we can be of service.

SAVE THE DATE....

2020 PASA Leadership Forum

Nittany Lion Inn, State College
March 29-31

Details coming soon!

Legislative News

Session Schedule: The House and Senate are in recess until October 21 after having a few session days last month.

Legislator Resignation: Last month Sen. Mike Folmer (R-Lebanon), a 12-year member of the Pennsylvania Senate, resigned after being charged with possession of child pornography and criminal use of a communications facility.

Charter School Rally: Last month charter school advocates, including charter organizations, parents and students, rallied in the state Capitol against Gov. Wolf’s proposals to change Pennsylvania’s charter school law. According to the Pennsylvania Coalition of Public Charter Schools, advocates have sent thousands of messages to lawmakers in opposition to the governor’s initiatives.

State News

State Science Standards: The State Board of Education last month directed the state Department of Education to commence a review of the state’s 17-year-old science standards and draft changes to bring them into alignment with current research and best practices.

National News

Money and Education: According to a study from the American Educational Research Association, the 2008 recession significantly hurt student outcomes. According to the AERA, although U.S. Department of Education and many Republican lawmakers across the country state that money alone can’t impact student outcomes, the evidence shows that severe budget cuts from the recession negatively impacted testing outcomes from 2007 to 2010.

Poverty and Education: A Stanford University study found that poverty, even more than racial segregation, is a strong predictor of gaps in economic achievement between white and black or Hispanic students. The study noted that the two issues are intertwined, as students of color are concentrated in high-poverty schools.

Differences in Achievement: Data outlined in a recent report from the National Center for Education Statistics on student achievement has revealed that, despite a five-fold increase in the charter school sector between 2000 and 2016, there is no meaningful difference in achievement between charters and traditional public schools.

DeVos Education Tour: U.S. Secretary of Education Betsy DeVos held a back-to-school tour last month focused on visits to private and Catholic schools and pushing for the Trump Administration’s rebranding of school vouchers as “Education Freedom Grants.” Accompanying DeVos to a Catholic school in Harrisburg was Speaker of the House Mike Turzai (R-Allegheny), a strong proponent of EITC vouchers and charter schools. Turzai has introduced legislation that would establish a pilot voucher program in the Harrisburg SD.

COMING UP

Few session days are scheduled this fall. As a result, whether lawmakers will have time to tackle any major issues remains unknown. Gov. Wolf continues to press for changes in the state’s charter school law, both in regulation and legislation, so expect that issue to continue as a major focus in Harrisburg – with charter schools and charter organizations fighting hard against it. As always, stay tuned for the latest information by following us on Twitter @PASAsupts.
Eighteen Pennsylvania schools recently were recognized by the U.S. Department of Education as 2019 “National Blue Ribbon Schools.”

The program, established in 1982, recognizes schools based on overall academic excellence or progress in closing achievement gaps among student subgroups. This year, 312 public and 50 private schools nationwide received the distinction.

The public and private Pennsylvania schools named as this year’s “Blue Ribbon Schools” include:

PUBLIC SCHOOLS
Afton Elementary – Pennsbury SD (I.U. 22: Bucks Co.)
Ann Letort Elementary – Penn Manor SD (I.U. 13: Lancaster Co.)
Central Elementary – Elizabeth Forward SD (I.U. 3: Allegheny)
Dutch Ridge Elementary – Beaver Area SD (I.U. 27: Beaver Co.)
Eisenhower Elementary – Indiana Area SD (I.U. 28: Indiana Co.)
G. W. Carver High School of Engineering and Science – Philadelphia SD
Jefferson Elementary – North Pocono SD (I.U. 19: Lackawanna Co.)
Joseph J. Greenberg Elementary – Philadelphia SD
Mars Area High School – Mars Area SD (I.U. 4: Butler Co.)
Sabold Elementary – Springfield SD (I.U. 25: Delaware)
Sunset Valley Elementary – Norwin SD (I.U. 7 – Westmoreland Co.)
West Vincent Elementary – Owen J. Roberts SD (I.U. 24 – Chester Co.)
Windber Area High School – Windber Area SD (I.U. 8 – Somerset Co.)

PRIVATE SCHOOLS
(from the Philadelphia Archdiocese)
Cardinal John Foley Regional Catholic – Havertown
Mary Mother of the Redeemer School – North Wales
Saint Pius X School – Broomall
Saint Thomas the Apostle School – Glen Mills
Saints Colman-John Neumann School – Bryn Mawr

All Blue Ribbon schools will be recognized at an awards ceremony in Washington, D.C. on Nov. 14-15. See the USDE press release for more information on Blue Ribbon Schools.

Congratulations!

FROM THE PRESIDENT’S PEN
continued from page 1

highlight important pending legislation that our membership can and should be impacting.

As an organization, PASA has over 900 active members. If only 50 of us call our legislators when we receive an alert, we will be seen as a weak organization. But imagine the impact we can have if we engage, and hundreds of us make calls, send emails, and encourage our stakeholders to do the same!

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

I look forward to spending the next year as your president. It is my honor to advocate for quality education on all fronts and for the viewpoint of the educational leaders of the state of Pennsylvania in particular. Please do not hesitate to call on PASA for support.

And, if kayaking isn’t your thing, I cannot advocate strongly enough that you find that thing that allows you to disengage from the daily grind, to refresh and recharge. I’ll keep asking. You are worth it!

REGISTER BY OCTOBER 11!

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

This program, designed by superintendents for superintendents, will be open to PASA members who are new and experienced Pennsylvania superintendents who aim to provide world-class leadership within their districts. Enrollment is available for those who are first year superintendents and enrolled in PASA’s New Superintendents Academies and also for superintendents with one or more years of experience.

Participants will be able to earn 105 PIL hours and earn national certification through AASA! Plus, the tuition for the program is $2000 less than participating at the national level!

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

Don’t miss this opportunity to join your colleagues and be part of the PA 2021 Cohort!

See the PASA website for details at…
https://www.pasa-net.org/suptcert
No, I’m not going to talk about lumps of gold! However, I do believe the following summary of the vital advice, strategies and resources from PASA’s recent New Superintendents’ Academy Part 2: Systems Leadership is worth its weight in gold.

**Maintaining an effective system for managing schedules and organizing tasks increases productivity and reduces stress.** Dr. Michael Snell, Superintendent of the Central York School District, kicked off the Academy with helpful strategies from his book, *Clockwork: Time-Saving Routines and Tested Strategies for Success*. He emphasized that “you are only as good of a leader as you are able to manage your day.” His recommended tools help busy leaders maintain their focus on prioritized and manageable daily, weekly, multi-weekly and multi-monthly tasks.

**The superintendent’s longevity within a district matters.** Through their continuous professional learning and long-term commitment to their school districts, Dr. Eric Eshbach, Superintendent of Northern York School District, and Dr. Richard Fry, Superintendent of Big Spring School District, have earned their respective communities’ trust, permission and support. Each is leading a strategically-designed process, unique to the district’s culture, for the identification of a “portrait of a graduate” and the development of the capacity and cohesion necessary for achieving it.

**Inclusion makes a difference.** A panel of superintendents and cabinet-level leaders – Dr. Jim Scanlon, Superintendent, and Joanne Yarnell, Transportation Manager, from West Chester Area School District; Dr. Tammy Wolicki, Superintendent, and Bob Reger, Director of Human Resources, Hempfield Area School District; and Dr. Randy Ziegenfuss, Superintendent, and William Brackett, Director of Safety, Security, and Facilities, Salisbury Township School District – provided many important recommendations for leading district operations. A key takeaway was the importance of including ALL employees in districtwide activities. When people feel significance, they are more apt to support the district’s purpose and priorities.

**Strategic management of the district’s technology investment is core to efficient and effective operations and learning.** Dr. Ziegenfuss and Salisbury Township’s Coordinator of Technology Chris Smith provided an overview of the assistance that exists via the Consortium for School Networking (CoSN) at https://cosn.org. Their utilization of CoSN’s resources for the leadership, vision and management of technology assures sound technology planning that supports student learning and district operations.

**The superintendent is steward of the district’s fiscal integrity.** Dr. Wayne McCullough, PASBO Executive Director, shared essential models and protocols for documenting internal fiscal controls. He stressed the importance of ensuring that all who deal with school or district financial operations (i.e. procurement, fundraisers, student activity funds, etc.) are trained and held accountable. In addition, he stated that school boards are less likely to micromanage fiscal matters when they receive complete and accurate monthly financial reports and trust the superintendent’s oversight.

**Values play a crucial role in decisions about public issues.** Dr. Mark DiRocco, PASA Executive Director, facilitated a session about governance and policy development systems. Citing information from Dr. Phillip Boyer of the University of North Carolina, Dr. DiRocco shared the role that personal beliefs play when making decisions about public problems. The degree of importance that a superintendent or board member attributes to the values of liberty, equality, community and/or prosperity influences her or his positions on public district matters, such as charter school approvals, equitable access to district resources, school security measures, and student achievement accountability. Viewing and discussing public issues in terms of these values could help to solve them.

I hope that your investment in these nuggets increases your overall net worth in your district!
THE 4C’S OF LEADERSHIP

BY DR. ISABEL C. RESENDE

As school and district administrators, we often don't find the time to purposefully stop and reflect on the impact of our leadership. We can easily be consumed by the tasks and challenges faced on a daily basis.

In his book, Visible Learning: A Synthesis of Over 800 Meta-Analyses Relating to Achievement (2020), John Hattie talks about "knowing thy impact." It is a reference to knowing our impact on student achievement. He stresses the importance of evaluating the influence of our teaching on student learning through an honest analysis of evidence that supports our claims of success. Hattie pushes educators to test claims made about practices.

Recently, at PASA's PA Summit for Assistant Superintendent, Dr. Tracey Severns challenged a group of district administrators to better understand their leadership impact by focusing on Evidence-Centered Leadership. Like Hattie, Dr. Severns challenged administrators to have honest conversations around their current reality in an effort to determine how our work impacts student learning. According to Dr. Severns, Evidence-Centered Leadership requires deliberate practice in the 4C’s: Culture, Capacity, Coherence and Courage.

Through our collective learning with Dr. Severns, we reflected on each of the 4C’s of Evidence-Centered Leadership. We were reminded that:

• Leaders must model the humility of learning, creating a culture and a community of learners that are collectively responsible for student outcomes.
• Leaders that create a community of learners mobilize groups to focus on learning for all students. These leaders build capacity and structures within organizations to allow for meaningful discussions centered around instruction and its impact on student learning. These same leaders ensure student progress is monitored by coordinating educational programs with clear performance outcomes. These performance outcomes are measured consistently and the results are used to improve programming.
• These leaders build connectedness and coherence among the work educators are involved in regularly. Coherence is established by focusing on a small number of goals that are shared by all in a school system, making them a collective endeavor to reach.
• Most importantly, leaders must have the courage to question, listen, learn, and speak the truth in order to improve schools and student learning. Leaders must have the courage to name and address the non-discussables in schools. "The health of a school is inversely proportional to the number of non-discussables..." (Barth, 2002).

My challenge to you this month is to take a moment and reflect on your impact in schools and on student learning. How does your leadership build culture, capacity, coherence, and the courage to speak the truth in your organization? I want to thank PASA and Dr. Servens for a thought provoking and reflective summit.

Finally, please consider attending the annual PASA Women's Caucus Conference. The conference will be held May 17-19, 2020 in Hershey. You can get more information about the conference as it is released by going to: http://www.pasa-net.org/wconf. Consider registering yourself or bring a team! Don’t miss this wonderful opportunity to re-charge and grow professionally 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 from one another! We can 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. Check your membership renewal information to make sure you are a Caucus member or call PASA at (717) 540-4448 to confirm.

REFERENCES

Dr. Isabel Resende is the assistant superintendent of the Nazareth Area SD and a member of the PASA Women's Caucus Board.

**for women in school administration serving in or near I.U.s 22, 23, 24, 25 and 26**

Share with your peers and administrators in your district!

PASA Women's Caucus Southeast Regional Dinner November 12
Maggiano's Restaurant
205 Mall Boulevard, King of Prussia

Featured Presentation: Leadership as an Opportunity for Reflection
Dr. Michelle Saylor
Superintendent, Bellefonte Area SD and Women's Caucus Past President

Begins at 4 - 5:15 p.m. with registration, appetizers Dinner and featured presentation follows

COST:
$55.00 if paid by October 25
$65.00 if paid after that date
All registrations and payments due by November 7.

Gift card donations will be collected for Boys and Girls Clubs of Chester (Delaware Co.)

To register, see the PASA web site, https://www.pasa-net.org/sedinner.
I traveled to northwest PA this past weekend for a wedding. While the color was not yet in full autumn display, the hills of thick forest in Venango and Clarion counties were definitely on their way, and the decidedly nippy temperature – a big change from the 90 degrees just two days before – made clear that fall had arrived. Although the day was picture-perfect, beautiful and sunny, there is nothing like an outdoor wedding under a shaded pavilion in 60 degree weather and 18 mph wind gusts to remind you that “winter is coming.”

Seasons come, seasons go. In nature, those transitions are generally very beautiful and wondrous. However, some transitions have not been as positive.

When I was substantially younger, those who worked in classrooms and school administration stood out in their communities. Their hard work was respected, their commitment to education was respected, their leadership and stewardship and dedication to students was respected – and admired. That was a good season.

Even though polls indicate that most parents respect and consider their public schools as very positive in their children’s lives, we have transitioned to a very different season, one with all-too-familiar taglines: Schools spend too much. Kids aren’t learning. Teachers get summers off and don’t teach. Teachers are overpaid. There are too many administrators. And they too are overpaid. Educators only care about themselves and their pensions, not about kids. We aren’t getting enough bang for the buck, all messages that come from Harrisburg, Washington, and both traditional and social media.

The end result of this sad transition, which began with the highly flawed publication A Nation at Risk, is that public education and those who work in our public schools have become the target of constant criticism and disrespect, while their work has become one of the most highly regulated and dictated among all public institutions. It doesn’t matter what actual data shows about student achievement and mandates and costs and the increasing complexities of education and student needs, and it doesn’t matter what success stories are out there. You, Mr. Educator, You, Ms. Administrator, are a failure.

The end result was predictable: Fewer and fewer young people are interested in pursuing teaching. They are going into other fields. They will earn more, get criticized less.

Who wants to submit to constant testing to prove your worthiness as a teacher, amass record levels of debt, face increasingly challenging classrooms and students, and hear daily the never-ending mantra of “you are a failure”? If you survive the classroom, why would you want to move into the principal’s office, where you have 26 hours of work to do in 24 hours, face a barrage of criticism from parents who believe Johnny is always right, and try to keep your staff focused on increasingly moving targets? And, if you can survive that, why would you want to move into the superintendency, where the demands are even higher and the risk to you and your family is higher yet, when you are continually questioned in the press and in the community about your priorities, your salary, your leadership skills, your dedication and your concern for taxpayers, and when the whims of a new school board or politically active group of discontented voters make your position a tenuous one?

When I started teaching, the demands of the profession weren’t even one-quarter of what they are today. And the number of students with unique needs in my classrooms were few. To those of you who remain in the world of education, you have my deepest respect. Frankly, if I had to do it over again in today’s world, I don’t think I would have ventured there. Even experienced teachers I know, those who have been in education for 20+ years, have told me that they would not recommend anyone get into teaching.

How sad is that? And is anybody listening?

The growing shortage of new teachers and fewer candidates for principalships and the superintendency are a reality we are facing both here and across the nation. The data is clear. It seems logical to put 2+2 together to realize what impact continual negative criticism has on a profession, but there is a lot of cluelessness out there. And we all will be the big losers for that lack of concern.

The draft 2019-20 PASA Resolutions, which is set for action at next week’s PASA Recognition Luncheon in Hershey, acknowledges this situation and includes under “General Priorities” the following:

“PASA will work both as an association on behalf of its members and with its members to increase public awareness of the focus issues in public education, the successes of public schools, the need to promote careers in public education in a positive light, and the need for ongoing increased public support for public education as a constitutional principal.”

That’s a great statement, a revision from last year’s Resolutions. It doesn’t mean there should be no accountability or transparency. It does mean that expectations and beliefs must match reality, facts and data. And it means that the profession must be respected rather than continually denigrated.

If the general public, our policymaking leaders and media don’t begin to recognize that the criticism of public schools and public school educators is totally out of whack with reality, we will face a deficit in our classrooms for decades. Money alone won’t attract and keep the best and the brightest in our classrooms and in key leadership positions. Trust and respect will.

That is why the Resolutions Committee made that change. And that is why this will be an ongoing priority in PASA advocacy. All stakeholders, whether in Harrisburg or Washington, whether in the media or in the local community, need to transition back to a level of respect for perhaps the most important and vital institution in the public sector, our public schools, and respect those who are committed to our nation’s children.

It’s time for a change in seasons. Our democracy depends on it.
As the newly elected president of the PLUS (Pennsylvania League of Urban Schools) Caucus of PASA, and on behalf of all superintendents who participate in the caucus, I want to thank you for reading the first ever PLUS Caucus article in the monthly PASA newsletter!

For those of you who may be unfamiliar with us as a group, here is a very short history.

For many years urban superintendents across the state participated in an independent organization (PLUS) that had very similar goals as PASA, but focused exclusively on the urban setting. In 2015, the leaders of PLUS realized it would be better to join forces with PASA instead of duplicating efforts. Soon thereafter, we became a caucus. We bear the same name but now serve under a united PASA banner.

After a long transition, we have slowly turned our focus on legislative and local advocacy. Realizing that many of the challenges we face are an extension of the communities we serve, we also recognize that these challenges are seriously exacerbated by a state legislature that creates laws that negatively affect all of us, especially in urban districts. So we advocate.

Here are a few examples we can all relate to: cyber and charter school funding reform, PlanCon restoration, skyrocketing special education costs, school safety and school funding. Urban districts also deal with higher levels of adverse childhood experiences, juvenile delinquency, and lower achievement scores than the state averages. Simply trying to cope with our current resources is not sustainable. So we advocate.

What makes an urban school district primarily “urban”? Here are a few of the qualifying factors: The district is contained or has contiguous lines with a large, medium, or small city or town and, compared to the state average, has a number of minority students, special education students, high levels of poverty, or above-average incidences of school violence.

Districts currently eligible for membership in the PLUS Caucus are: Aliquippa, Allentown, Altoona, Butler Area, Bethlehem Area, Chester-Upland, Clairton City, Coatesville Area, Duquesne City, Easton Area, Erie City, Farrell Area, Ferndale Area, Greater Johnstown, Harrisburg, Hazleton Area, Iroquois, Jeannette City, Lancaster, Lebanon, McKeesport Area, Midland Borough, Monessen City, New Brighton, New Castle, New Kensington-Arnold, Norristown, Philadelphia, Pittsburgh, Pottstown, Reading, Rochester, Scranton, Sharon City, Shenandoah Valley, South Allegheny, Southeast Delco, State College Area, Steelton-Highspire, Steel Valley, Sto-Rox, Washington, Wilkinsburg Borough, Wilkes-Barre, William Penn, Williamsport Area, Woodland Hills, and York City.

We are a diverse and talented group, and looking forward to our future in PASA. I’m proud to serve alongside fellow PLUS Caucus officers:

Dr. Christopher Dormer (R), superintendent at Norristown Area, Secretary, and Dr. Joseph Roy (L), Superintendent at Bethlehem Area, Treasurer.

Together, we are the PLUS Caucus of PASA, and our students have never needed morally driven, united, educational leaders more. So we advocate!

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

TOPIC: STUDENT DATA PRIVACY

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

Last month we began the new school year by taking a look at the CoSN Empowered Superintendent Initiative and the CoSN Driving K-12 Innovation Report. This month we turn our attention to the ever-critical issue of student data privacy.

As school leaders continue to grow in their knowledge and expertise in using data to drive instruction and other multiple facets of school operations, the issue of leading and managing student data privacy can sometimes seem confusing and even overwhelming. CoSN is pleased to share a one-page critical issues document that covers the five critical guidelines for ensuring data privacy in your district’s or school’s use of technology, available at this link.

To assist school leaders in assuring all stakeholders that their district has built a system and culture of trust and transparency with regard to student data, CoSN developed a comprehensive process for school districts to earn the Trusted Learning Environment (TLE) Seal. Learn more about how and why the TLE Seal can support your data privacy work by clicking on this link.

CoSN continues with Season 2 of the CoSN/edWeb Empowered Superintendent edWebinar Series on Monday, October 14, 2019 at 5:00 pm ET. The focus for the October webinar will be on Student Data Privacy. Click here to learn more about the series, register for upcoming webinars and access recordings of previously broadcast webinars.

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

A MEMBERSHIP BENEFIT!

PASA LEGAL SERVICES

PASA’s legal staff offers a wide range of employment-related legal resources and services to PASA members who are Commissioned Officers. These services include consulting services, employment contract services, non-litigation dispute resolution, and assistance with the negotiation and development of separation agreements.

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

PASA COMMITTEE UPDATE…

The following PASA members have been appointed chairs of PASA committees for 2019-20:

Legislative: Dr. Eric Eshbach, Northern York County

Resolutions: Dr. John Bell, Delaware Valley (President-Elect)

Elections: Dr. Jay Burkhart, South Western

Membership: Dr. Richard Fry, Big Spring

Professional Development: Dr. Francine Endler, Hollidaysburg Area

Research & Development: Dr. David Baugh, Centennial

Technology: Dr. David Christopher, Cumberland Valley

Updated lists of members serving on these committees are maintained on the PASA website. Click on the “About” button on the home page at www.pasa-net.org.

Representatives to the Legislative and Resolutions committees are elected by I.U. Appointments to at-large committees* are made as needed by the PASA President.

Thank you to all PASA members who served on the PASA Board of Governors and PASA committees in 2018-19!

*Thank you to all who expressed an interest in serving on the Elections, Technology, Professional Development, and Research & Development committees this year. Appointments were made from among very qualified candidates to ensure equitable geographic/demographic representation on each committee. We appreciate your interest!

A MEMBERSHIP BENEFIT!

PASA LEGAL SERVICES

PASA’s legal staff offers a wide range of employment-related legal resources and services to PASA members who are Commissioned Officers. These services include consulting services, employment contract services, non-litigation dispute resolution, and assistance with the negotiation and development of separation agreements.

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

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

TOPIC: STUDENT DATA PRIVACY

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

Last month we began the new school year by taking a look at the CoSN Empowered Superintendent Initiative and the CoSN Driving K-12 Innovation Report. This month we turn our attention to the ever-critical issue of student data privacy.

As school leaders continue to grow in their knowledge and expertise in using data to drive instruction and other multiple facets of school operations, the issue of leading and managing student data privacy can sometimes seem confusing and even overwhelming. CoSN is pleased to share a one-page critical issues document that covers the five critical guidelines for ensuring data privacy in your district’s or school’s use of technology, available at this link.

To assist school leaders in assuring all stakeholders that their district has built a system and culture of trust and transparency with regard to student data, CoSN developed a comprehensive process for school districts to earn the Trusted Learning Environment (TLE) Seal. Learn more about how and why the TLE Seal can support your data privacy work by clicking on this link.

CoSN continues with Season 2 of the CoSN/edWeb Empowered Superintendent edWebinar Series on Monday, October 14, 2019 at 5:00 pm ET. The focus for the October webinar will be on Student Data Privacy. Click here to learn more about the series, register for upcoming webinars and access recordings of previously broadcast webinars.

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

PASA kicked off the school year with three programs for school administrators: one focused on school construction, one for new superintendents and one for assistant superintendents.

PASA/PASBO SCHOOL CONSTRUCTION WORKSHOP
Sixty superintendents, facility managers and school business officials gathered in the PASA office on September 10 to learn the basics of planning for school safety and construction projects. The workshop, led by individuals and companies focused on school construction projects, centered on key elements of the process, including:
* Trends in the Design and Build of School Construction Projects (Crabtree, Rohrbaugh and Associates Architects)
* Financing Your School Construction Project without PlanCon (PFM Financial Consulting)
* Construction Contracts: Do’s and Don’ts (Saul Ewing Arnstein & Lehr LLP)
* Construction Management Best Practices (Fidevia Construction Management Services)
* School Construction: What School Leaders Need to Know (Mark DiRocco, PASA, and Wayne McCullough, PASBO)

RIGHT: Brad Remig and Melissa Hughes of PFM Financial Consulting discussed financing school construction projects.

LEFT: Anthony Colestock of CRA Architects spoke about the design of today’s classroom and learning spaces.

NEW SUPERINTENDENTS’ ACADEMY, SESSION 2
Thirty-six new and aspiring superintendents/CEOs participated in Part 2 of the 2019-20 New Superintendents’ Academy, held September 25-26 in the PASA office. The program focused on “Systems Leadership,” and featured numerous sessions:
* First Things First: An Organizational System That Works – Dr. Michael Snell, Central York
* Aligning Systems with Your Profile of Future Graduates – Dr. Richard Fry, Big Spring, and Dr. Eric Eshbach, Northern York County)
* Strategic Technology Planning and Investment – Dr. Randy Ziegenfuss and Chris Smith, Salisbury Township
* School District Operation Systems (panel) – Dr. Jim Scanlon and Jo Anne Yarnall, West Chester Area (transportation); Dr. Randy Ziegenfuss and William Brackett, Salisbury Township (safety, security & facilities); Dr. Tammy Wolicki and Bob Reger, Hempfield Area (human resources)
* Economic Pressures and the Budgeting System – Dr. Wayne McCullough, PASBO
* Systems Leadership Simulation – led by Connie Kindler, PASA

Academy Graduates
Connie Kindler, PASA Director of Professional Development, and Dr. Mark DiRocco, PASA Executive Director, presented certificates to six program participants for completing all three parts of the New Superintendents’ Academy. Congratulations!

LEFT: Dr. MaryJo Yannacone, Springfield Township
BELOW: Dr. Kenneth Dady, Jersey Shore Area

BELOW: Dr. Michael Snell led an activity focused on strategies to organize more effectively and focus on priorities.

RIGHT: Dr. Randy Ziegenfuss led discussion on technology planning.

LEFT: Dr. Randy Ziegenfuss led discussion on technology planning.

LEFT: Participants collaborated to address common systems-related problems of practice.

PA SUMMIT FOR ASSISTANT SUPERINTENDENTS
Assistant superintendents from across the commonwealth met on October 3 in the PASA office for the second PA Summit for Assistant Superintendents, focused on “Evidence-Centered Leadership: Actionable Solutions for the Assistant Superintendent.”

Leading discussion and facilitating activity was Dr. Tracey Severns, nationally recognized teacher and school administrator, and CAO for the New Jersey Department of Education. Severns led participants in a deep dive into the practical, actionable aspects of the 4C’s: culture, capacity, coherence and courage, as they apply to the role of the assistant superintendent.

See Fall Program Recap, page 11
FALL PROGRAM RECAP
Continued from page 10

RIGHT: Dr. Severns kept the group busy throughout the day, as they shared ideas and explored leadership strategies to build teams and raise student achievement.

BELOW: Group activities were a key component of the program.

ABOVE AND RIGHT: Participants utilized interviews with each other to facilitate discussion.

Keynote Speakers… Education Sessions… Learning Labs… Education Excellence Fair… PASA Events… Student Celebration Showcase… Exhibits… and more!

Opening Keynotes

ROBIN GREY
CEO of Arts Empower and executive producer of the award-winning documentary Purple Dreams

NOTE: Purple Dreams will be shown on Tuesday evening.

COREY MITCHELL
Recipient of the 2015 Excellence in Theatre Education Tony Award and dramatic arts teacher in the Northwest School of the Arts in Charlotte, NC

Thursday Keynote

DR. ADOLPH BROWN III
A leading innovator in business and education, and a Master Teacher

Closing Keynote

DR. AMY CUDDY
Social psychologist and expert on the behavioral science of power, presence, purpose and prejudice

PASA Events at the Conference:
Are you registered for the special PASA Recognition Luncheon on Wednesday, Oct. 16? This is a special event for school administrators at the conference. Check your registration – limited sign-ups will be available at the conference registration desk.

On Thursday afternoon (Oct. 17), the PASA Women’s Caucus will have a drop-in session for conversation and networking during the conference – no fee and no registration necessary.

Online registration is closed. However, registrations/changes can be made on-site.

For program details, see the conference website: https://www.paschoolleaders.org/

SEE YOU IN HERSHEY!

PASA Flyer - October 2019
DON’T MISS OUT on these upcoming, learning-rich professional development opportunities, beginning this fall. Whether you are a new superintendent, someone aspiring to higher levels of school system leadership, or a school administrator who is looking to build your knowledge base and grow your leadership skills – PASA has a program for YOU!

Fall Series: Avoiding the Pitfalls - Part 2
One-hour sessions (noon - 1 pm)
What Every School Administrator Should Know

https://www.pasa-net.org/webinars
Oct. 23 The Pennsylvania Public Official and Employee Ethics Act - Compliance & Unintended Consequences
Nov. 20 Record Retention, Right-to-Know and Litigation Holds
Dec. 10 Red Flags and Salvaging Your Career When Board Relationships Go South

Friday, January 31
PASA Office
https://www.pasa-net.org/aspiring
This one-day workshop is designed to provide practical information and tools to assist those considering a future career as a district cabinet-level leader and/or superintendent. Learn from those who have made those career moves about how to get there and what to expect. Spread the word – and help us build the future of school system leadership! REGISTRATION IS OPEN!

Part 3: Professional & Community Leadership
Tues, Jan. 7 - Wed, Jan. 8
PASA Office
https://www.pasa-net.org/workshopnsa
APPROVED FOR 25 HOURS OF PIL/ACT 45 CREDIT
New superintendents will gain understanding about the importance of effective and ongoing communication, collaboration and empowerment of others inside and outside of the organization in the pursuit of excellence in student learning. Learn strategies that engage all stakeholders.

REGISTRATION IS OPEN!
National Conference on Education
San Diego
February 13 - 15, 2020
http://nce.aasa.org

SAVE THE DATE

Respondive Schools, Resilient Students
March 29-31, 2020
Nittany Lion Inn ~ State College

a conference for superintendents, assistant superintendents, curriculum leaders, technology coordinators, principals, and student services & facility leaders

keynotes “table talks” breakout sessions exhibits networking

KEYNOTE PRESENTERS:

DAVID J. SCHONFELD, M.D.
National Center for School Crisis and Bereavement
School Crisis Response

JC POHL
certified counselor and award-winning producer of groundbreaking programs such as TEEN TRUTH and RISING UP
Building Culture from the Inside Out

Sessions Focused On...
Safe2Say Updates, Threat Assessments, Trauma-Informed Resources, Mental Health Practices, Safety & Security Issues, Social & Emotional Learning… and more

Details & Registration Coming Soon!

12 PASA Flyer - October 2019
Capitol Hill lawmakers continue to put the “fun” in dysfunctional as negotiations about how to fund the government for another year and whether to impeach the President leave little room for meaningful, bipartisan policymaking.

As your eyes and ears on the Hill, AASA is definitely concerned that, unless the parties come together quickly, we could see a shutdown or the passage of a continuing resolution (CR) for an entire year, which would mean that we would see no increases in critical formula programs from FY19 to FY20.

The reason a year-long CR is looking more likely is that Democrats and Republicans are too far apart on spending levels and cannot find a path forward when it comes to funding the President’s border wall. The Senate’s Labor HHS Education spending bill for FY20 is now stalled and may not move for a while. Two major problems are causing this situation: 1) the ban on “poison pill” riders that Congress agreed to in this summer’s budget deal; and 2) the very low allocations that the bill received to use for spending.

The first issue blew up in early September at the Labor HHS Education Appropriations Subcommittee mark-up for the FY20 bill, where Ranking Member Patty Murray (D-WA) announced plans to introduce an amendment that Republicans claimed fell afoul of the agreed to ban on “poison pill” amendments. This caused the subcommittee mark-up to be cancelled and the full Appropriations Committee mark-up, scheduled for later that week, to be cancelled subsequently.

The second issue came to a head when Appropriations Committee Ranking Member Patrick Leahy (D-VT) introduced an amendment in committee that would have increased the 302(b) allocations for the Labor HHS Education bill. Senate Democrats have complained loudly that the current allocation (plus additional budgetary gimmicks) would only equal a 1% increase in available funding over last year. Additionally, Senate Appropriations Subcommittee Chair Roy Blunt’s (R-MO) decision to spend the vast majority of that 1% on increasing the National Institutes for Health by $3 billion has left little for appropriators to spend on other key education, health and labor programs. Leahy’s amendment failed on a party line vote.

Later in September, Republicans unveiled their version of the FY20 Labor-HHS-Education Appropriations bill, which would level-fund virtually all K-12 education programs, save for charter schools and Title IV in ESSA. Rather than trying to run it again through the normal committee process, Senate Appropriations Chair Richard Shelby (R-AL) decided to bypass the Appropriations Committee entirely and move the bill to the floor, coupling it with the bills covering defense, energy and water funding. According to media reports, he suggested that Democrats would have to agree to this move or run the risk of looking like they oppose defense programs. Despite that pressure, nearly all Democrats opposed a procedural vote to close debate and Shelby’s effort failed.

Upon seeing that there would not be a legitimate negotiation in the Senate, the House voted to pass a CR bill quickly, which the Senate passed the following week. The President signed it, which avoids a government shutdown and punts the funding deadline to November 21 to allow the two chambers and parties more time to figure out a way forward on funding.

Given that House Democrats passed bills proposing $1 billion in new money for both IDEA and Title I, it would be a huge disappointment if we receive level funding for these critical funding streams next year because no agreement on funding levels can be reached.

That’s all the “fun”ding news for now! Follow us on twitter or check out the Leading Edge blog for additional updates.

FEDERAL EDUCATION FUNDING IN POLITICAL LIMBO

BY SASHA PUDELSKI, AASA ADVOCACY DIRECTOR

PA Superintendent Voices

Robert Copeland, superintendent of the Lower Merion SD, was among the superintendents featured in the October issue of School Administrator. In the article, titled “Disruption in Action,” Copeland describes the positive impact of using an independent evaluator to provide a critique of the district’s programs.

AASA Supports Bipartisan Safety Clearinghouse

AASA has endorsed bipartisan legislation in the Senate that would establish a federally-funded and housed information clearinghouse detailing best practices for school security and design. As a result of the STOP School Violence Act, many school districts now have access to state and federal funding to improve school security. The School Safety Clearinghouse Act would allow districts to make informed decisions about how to implement this funding.

The clearinghouse would be managed by the Department of Homeland Security and include recommendations from engineers, architects, first responders, building security experts, and mental health advocates. It would not advocate for specific technologies or tools or impose any mandates on school districts.

The legislation follows the Federal Commission on School Safety’s December 2018 recommendation of a federal clearinghouse to assess, identify, and share information on school security technology and innovation and was also recommended by AASA as part of its work with the Federal Commission.

“AASA is pleased to see Congress take this critical step to fund and house a clearinghouse providing superintendents the ability to access unbiased information about how to construct and maintain safe and secure school buildings,” said AASA Executive Director Don Domenech.

“Creating a one-stop shop for school safety building design is exactly the kind of work that the federal government is well positioned to do to enhance school safety.”

National Conference on Education


Women in School Leadership Awards: Oct. 11 Deadline

AASA is seeking nominations and applications for its Women in School Leadership Awards, which recognize the exceptional leadership of active, front-line female leaders who are making a difference in the lives of students every day. Any female superintendent, central office staff, school principal, classroom teacher, school-based specialist or non-educator in a leadership role may be nominated. Applications are due Oct. 11. Click here for more information.

Join AASA today and become part of a supported community of school leaders nationwide who advocate for public education! See the AASA website, www.aasa.org, for details or contact the PASA office.
**SCHOOL SAFETY UPDATE…**

**REMEMBER: 2019-20 School Safety and Security Grants**

The application window is now open for school safety and security grants through the PCCD.

The first application, the **2019/20 School Safety and Security – Meritorious** funding announcement, is available for school districts only (total of more than $33.7 million available); the second application, the **2019/20 School Safety and Security – Competitive** funding announcement, is available for all other school entities eligible to apply (i.e., a school district, intermediate unit, area career and technical school, charter school, cyber charter school, regional charter school, approved private school, chartered school for the education of the deaf or blind or private residential rehabilitation institution; more than $18.7 million available).

Due dates for grant applications is **November 4**.

**Grant Guides** are immediately available for assistance with the application process and general grant administration. **Frequently Asked Questions** (FAQ) will also be available to provide additional information for potential applicants. PCCD is in the process of creating a webinar to walk applicants through the grant process as well, and anticipate having that up on the website within the week.

Please contact PCCD at **RA-CD-SSSC@pa.gov** with any questions.

**Seeking a Director for the Office of Safe Schools**

The PDE is currently seeking a Director for the Office of Safe Schools within the department.

The Safe Schools Director serves in an advanced leadership position directing the statewide federal safe and drug-free schools and communities’ program, safe school grants, trauma-informed/mental wellness education, the state funded Safe and Alternative Education program, and the Student Assistance Program. This position requires administrative leadership skills in planning, directing, and implementing services and programs to promote a safe and positive school environment for all students.

Interested individuals should **click here** to view the position announcement. **Click here** to learn more about state employee benefits, including financial, health and wellness, and career development, among other benefits. **Applicants are due by October 14.**

**Safe Schools Champions**

The Center for Safe Schools and Center for Schools and Communities recently named three “Safe Schools Champions” in Pennsylvania. In addition to Hazelden Publishing and Dr. Susan P Limber, the Mt. Lebanon School District was recognized for its district-wide approach to bullying prevention and positive school climate.

The district incorporates evidence-based practices based on the individual needs of each building, but coordinates efforts across the district, integrating programs like Responsive Classroom, Olweus Bullying Prevention Program, mindfulness and other activities that foster a supportive, preventive and responsive whole school system, and making student needs a priority.

The awards are presented for outstanding work in developing, supporting and promoting safe learning environments that benefit children, youth and families across Pennsylvania.

Congratulations to the Mt. Lebanon School District and district superintendent **Dr. Timothy Steinhauser**!

**2019 Safe Schools Champions**

![Shileste Overton Morris, Center for Schools and Communities executive director with champions: Jack Hartman of Hazelden Publishing, Dr. Sue Limber, and Dr. Timothy Steinhauer, Mt. Lebanon School District’s superintendent; and Randall Fox, Center for Safe Schools director.](image)

ABOVE: (L-R) Shileste Overton Morris, Center for Schools and Communities executive director with champions: Jack Hartman of Hazelden Publishing, Dr. Sue Limber and Mt. Lebanon superintendent Dr. Timothy Steinhauser; with Randy Fox, Center for Safe Schools director.

From an Oct. 3 press release

**PASA School Safety Resources**

To support the work of school administrators in ensuring student safety, PASA maintains an online list of school safety resources (with links). **Click here** to access the resources.

If you know of additional sources that would be useful to other school leaders, let us know at **pasa@pasa-net.org**.

---

**ADVOCACY UPDATE…**

**REMEMBER: Public Comments Solicited on Charter School Law**

The PDE is now soliciting public comments on multiple issues related to current charter school law and regulations, including, but not limited to: application requirements, admission policies, accountability of Board of Trustees, information related to charter school management companies, liability coverage, fiscal and auditing standards, funding for charter schools, and academic accountability.

Please refer to the published **Advance Notice of Proposed Rulemaking** (ANPR), which outlines the PDE’s intention to promulgate regulations relating to charter schools and the Charter School Law with amendments to current regulations 22 Pa. Code, Chapter 711 (related to charter school and cyber charter school services and programs for children with disabilities).

School officials are encouraged to provide to the PDE comments, data and analysis, and other information on these issues by Nov. 4.

Forward information to the Office of the Secretary, 333 Market Street, 10th Floor, Harrisburg, PA 17126. Questions concerning the ANPR and the subsequent rulemaking may be addressed to Adam Schott, Special Assistant to the Secretary at **adschott@pa.gov**.
About Charter School Reform…

“We believe that families should have choices. However, we believe that accountability and transparency of cyber schools and charter schools are just as important as they are for traditional school districts, like Greater Johnstown…. We’re just asking for accountability and transparency across all those choices that are ultimately responsible to the taxpayers of the commonwealth.” – Amy Arcu rio, superintendent of the Greater Johnstown SD, on the need for charter school reform during a Blair County visit by Gov. Wolf, who called for more accountability of charter schools, as reported by WTAJ, 10/1/19

“School districts must raise property taxes, cut programs or services, or forego new investments in students in order to pay cyber charter tuition that is spent on multimillion dollar advertising campaigns, excessive executive compensation, private management fees, and more. Despite cyber charter schools being paid more money per student each year, academic outcomes in cyber charter schools remain abysmal. Pennsylvania’s cyber charter schools graduate just 31% - 70% of their students. A recent Stanford University study found that cyber students lose 106 days of learning in reading and 118 days of learning math each year when compared to their counterparts who remained in district schools. Setting a single, statewide tuition rate for both regular and special education students in cyber schools that matches tuition to the actual costs of educating students at home on a computer would eliminate wasteful spending and save Pennsylvania taxpayers $290 million each year.” – from the executive summary of a recent report on cyber charter schools released by Education Voters of Pennsylvania

“They all say they’re sending the money to us, but that money is the students’. That follows the students wherever they should go…. If you look at what they’re spending on the PSERS retirement system, districts are saying it’s more important to have a nice retirement plan than to educate cyber students…. They [school districts] have a cyber program [not a cyber school]. There is a vast difference. They sign in to classes where they are, not live teachers. All of our teachers are Pennsylvania certified teachers.” – Patricia Leighow, chief executive officer of the Bloomsburg-based Susq-Cyber Charter School, reacting to criticism of cyber charters, as published in The Daily Item, 9/1/19

“Since the governor announced his charter proposal on August 13, more than 3,000 messages, including emails, letters, petitions and signatures, and phone calls to the legislature have been sent by charter school parents, educators and school choice supporters opposing efforts to strip parents of their ability to choose the best educational option for their children.” – Ana Meyers, executive director of the Pennsylvania Coalition of Public Charter Schools, during a charter school rally at the Capitol on September 16

About Tax Credit Vouchers…

“Before lawmakers act again to divert more public money to private institutions in the form of tax credits, they should make sure that the public has comprehensive, detailed information on the institutions and students that benefit from the programs.” – from an editorial on the need for more transparency in the use of tax credits to pay for tuition in non-public schools, as published in The Citizens Voice, 9/11/19

“There are still too many who don’t know how to read. There are still too many who don’t know how to add, subtract, divide, or multiply. And too many have no power to do anything about it. That’s because the education cabal puts other issues above what’s right for students…. So, where does the rest of the money go? More than $200,000 per classroom and teachers are still buying school supplies out of their pockets. Well, here’s the dirty little secret: It’s to highly paid administrators, coordinators, consultants, assistant principals, assistant superintendents – layers and layers of bureaucracy…. Education freedom policies work. We just need more of them. Many more. That’s why this Administration has put forward the most transformative idea for American education in decades: Education Freedom Scholarships.” – U.S. Secretary of Education Betsy DeVos, espousing school choice, private schools, charter schools, tax credit vouchers, euphemistically named “Education Freedom Scholarships,” during her recent education tour, which included stops in private and Catholic schools in the Midwest and in Harrisburg

“Betsy DeVos doesn’t seem to understand that the best way to improve education is to invest the resources we need to provide a great neighborhood public school to every student. Voucher programs don’t help students learn. They drain money from public schools, and they don’t hold private schools accountable for student achievement.” – Rich Askey, PSEA president, on Betsy DeVos and her proposed “education freedom scholarships,” from an article in The Patriot News, 9/19/19

“I will be introducing legislation that establishes a pilot tuition grant program for students residing in the Harrisburg School District. The tuition grants would be, at most, equal to the per-student Basic Education subsidy received by Harrisburg from the state in the prior year. Using last year’s numbers, this grant would be equal to $8,200. Half of each grant would be provided by the Harrisburg School District, and half would be provided by the state. This amount would be reduced on a pro-rata basis for each contributor if a student attends a school where the total of tuition and fees is less than $8,200.” – PA Speaker of the House Mike Turzai (R-Allegheny), in a memo outlining his recently introduced legislation to create a voucher pilot program in the Harrisburg School District

On Other Issues…

“There’s a rhetoric that of course we care about our children, but there is no other source that looks how are we actually investing in our children across the federal budget. We are not making children a priority.” – Heather Hahn, senior fellow at the Urban Institute’s Center on Labor, Human Services and Population, and a co-author of a recent report that concludes government spending on American kids as dropped to its lowest level in more than a decade, as reported in Moneywatch, 9/17/19
REGION 6

Stephanie Keebler is now serving as superintendent of the Titusville Area SD. She previously served as the Director of Federal Programs, Curriculum & Learning. Keebler replaces Karen Jez, who retired as of July 1.

Wendy Benton is now serving as superintendent of the DuBois Area SD. She had been serving as the district’s interim superintendent before being named to the position in May.

Dr. Eric May began serving as the new superintendent of the Brookville Area SD on July 1. He previously served as superintendent of the Morgan County Schools in West Virginia.

REGION 11

Gary Dawson has been appointed superintendent of the Juniata County SD, effective Nov. 18. He currently serves as superintendent in the Tussey Mountain SD (I.U. 8).

REGION 12

Dr. Andrea J. Berry is now serving as superintendent of the York City SD. She previously served as the district’s assistant superintendent. Berry replaces Eric Holmes, who has retired.

REGION 16

Jim Becker has been appointed the next superintendent of the Southern Columbia Area SD, effective February 4, 2020. He currently serves as high school principal in the district. Becker will replace Paul Caputo, who is retiring.

REGION 20

David Piperato has been appointed superintendent of the Easton Area SD, effective in December. He has been serving as superintendent of the Pleasant Valley SD. He will replace Frank D’Angelo, who has been serving as interim superintendent since former superintendent John Reinhart retired in August.

REGION 21

John Rushefski is now serving as superintendent of the Jim Thorpe Area SD. Rushefski began his term on July 1. He formerly served as superintendent in the Old Forge SD.

REGION 24

Dr. Barry Tomasetti, superintendent of the Kennett Consolidated SD, has announced he will retire, effective January 26, after nine years in the position. Dr. Dolan Blakey has been appointed to succeed Tomasetti. He currently serves as superintendent of the Colonial SD in New Castle, Delaware.

Please report member news to PASA at pasa@pasa-net.org. Announcements of professional vacancies across Pennsylvania and in neighboring states are posted on the PASA Web site at www.pasa-net.org (Click on the “Leadership Development” button and look for “Career Center.”)

PASA CALENDAR

PASA CALENDAR OF EVENTS 2019 - 2020

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

OCTOBER

16-18  PASA/PSBA School Leadership Conference (Hershey)
16       PLUS Caucus Breakfast, PASA Recognition Luncheon at the conference
17       Women’s Caucus Drop-in Session at the conference
23       PASA Webinar: Employee Ethics Act Compliance

NOVEMBER

6-7       Session 1 of the National Superintendent Certification Program® (PASA office)
14-15     Board of Governors’ meetings (PASA office)
20       PASA Webinar: Records Retention, RTK
28-29     PASA office closed

DECEMBER

10       PASA Webinar: Red Flags/Salvaging Your Career When Things Go South
24-31     PASA office closed

JANUARY

1       PASA office closed
7-8     New Superintendents’ Academy Session 3 (PASA office)
20     PASA office closed
22     Women’s Caucus Board meeting (virtual)
23     Joint Boards Dinner (TBA)
24     Board of Governors’ meeting (PASA office)
31     Aspiring to Leadership Workshop (PASA office)

COMMUNICATIONS TIP OF THE MONTH

“At some point, everything becomes status quo. Disruption is about identifying what is safe, familiar and routine and challenging it at every turn. Disruption is a positive spark for cultural paradigm shifts. Disruption challenges old norms, ignites conversations, activates wider innovation and fosters new ways of thinking. To change the most sedentary routines and age-old practices in K-12 education, leaders need to challenge what we’ve all heard at some point, ‘That’s the way we’ve always done it.’... Disruption is an unyielding commitment to culture and changing the mindset. Stories of disruption are powerful for our changing organizations, but they are equally important to the wider discussion on education. When we tell our stories, we create lasting change in our culture, which shifts the educational paradigm.” – James Roscoe and Jeffrey Shagrin, from “The Fork in the Road of Education,” as published in the October issue of AASA’s School Administrator. The issue looks at innovative practices that are breaking molds and stretching the possibilities of education.