

PASA Flyer

Vol. 65, NO. 11- August 2023

Proud Leadership for
Pennsylvania Schools

Inside:

**PASA-PA Principals
Association host
Summit23 for
Educational Leaders**

From PASA's Executive Director:
What to Know About the Status of the PA
Budget as School Kicks Off

From the President's Pen:
Greetings Across the Commonwealth

On the cover: Hamish Brewer presents
to attendees at Summit23.

Professional Development Calendar | Member News | State and National News | AASA Updates



Inside this issue:

- 3** Executive Director's Message
- 4** From the President's Pen
- 5** Region News
- 8** PA Summit23 for Educational Leaders Inspires, Challenges School Leaders
- 10** The Power of Learning Together
- 12** What Will You Do To Simplify Your Life This School Year?
- 14** State News
- 15** National News
- 16** Tabula Rasa To Start 2023-24
- 17** The Difference We Can Make By Creating 'Standing-Ovation' Moments
- 18** CoSN Updates
- 19** AASA Updates
- 20** PASA Events Calendar



New Superintendent Induction Program

For educational leaders, by educational leaders

PASA's New Superintendent Induction Program will provide needed support and guidance for beginning superintendents to help them succeed with the transition into the superintendency. This program facilitates a working relationship between the superintendent and an experienced mentor that allows for open and private discussions and provides resources to sustain school system leaders.

This new program will include the following parameters:

- A Mentor will be matched with the leader for twelve consecutive months for the Comprehensive Program or as otherwise determined by the selected Program option.
- Regular contact mentor/superintendent meetings as needed to:
 - Review current progress and identify next steps throughout the year to accomplish the superintendent's desired results.
 - Assist with effective practices for communications with School Boards (e.g., agendas and information for school board meetings).
 - Assist with effective practices for working with the District's Administrative Team.
 - Assist with effective practices for communications to staff, parents, and the community.
 - Address current issues and concerns within District.
 - Review and help prioritize typical monthly tasks for Superintendents to accomplish, including budget development.
- Mentor will attend at least one board meeting (more if requested) to gain perspective of board and community climate (if part of the developed program).
- Mentor will attend at least one administrative team meeting (more if requested) to observe and advise as needed (if part of the developed program).
- Mentor will be available and on call for the leader to discuss any items or issues the leader is experiencing.

Note: The program will be adapted to meet the individualized needs of the superintendent.

The program is open to PASA members who are current or acting superintendents. The superintendent applies to participate via the PASA New Superintendent Induction Program Application that requests information about the superintendent, the superintendent's district, and the superintendent's desired result(s).

For more information and pricing, visit [PASA's website](#).

The PASA Flyer is published monthly

President:

Dr. John Sanville, Superintendent
Unionville-Chadds Ford School District

Treasurer:

Lynn Fuini-Hetten, Superintendent
Salisbury Township School District

President-Elect/Secretary

Dr. George Fiore, Executive Director
Chester County I.U.

PASA Members:

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

Past President:

Dr. Jay Burkhart, Superintendent
South Western School District

Executive Director:

Dr. Sherri L. Smith

Director of Professional Development:

Dr. Michele M. Balliet

Director of Communications:

Adam Kulikowski

From the Executive Director

What to Know About the Status of the PA Budget as School Kicks Off



By Dr. Sherri Smith

Executive Director, PASA

It's the final push to the opening of school! Once we turn our calendars to the month of August, school administrators, teachers, and staff all become hyper-focused on making sure everything is set to go for the first day of school for our students.

We get ourselves ready by checking off tasks on the “to-do” checklist:

- Student schedules set and distributed ✓
- School supplies ordered and delivered ✓
- Transportation ready to roll with pick-up and drop-off locations ✓
- Teacher and staff positions filled or covered to the best of our ability ✓
- School programs developed or reset for another year ✓
- State budget passed and funding available for schools – well for the most part...

On August 3, the state budget impasse ended as Governor Shapiro signed a \$45.5 billion budget (House Bill 611) into law. It is important to note, however, that approximately \$1.1 billion of the General Appropriations Budget requires code implementation language which has not yet been brought forward.

What we know is that Basic Education Funding, Special Education Funding, Ready-to-Learn Grants, and the Universal Free Breakfast Program do not require a fiscal or school code to provide the funding to schools. Schools are receiving these funds now.

Without the needed fiscal code, the governor stated that \$1.1 billion of the spending plan would sit untouched for now. This includes the Level Up funding (\$100 million), Mental Health Grants (\$100 million), School Facilities funding (\$125 million), School Physical Safety/Security Grants (\$50 million), and Student Teacher Stipends (\$10 million).

At this juncture, we have heard that there is little movement on the development of a fiscal code, due to disagreements about funding Level Up, student teacher stipends, and/or other policy initiatives. If consensus on these programs cannot be agreed upon, the result would be that these programs would stay undesignated in the state's accounts, and/or move to the Rainy Day Fund. We are again in a “wait and see” mode as to what of these

programs move forward this year.

Of immediate importance for our schools is the need for extensions to Act 91 provisions to address the continued day-to-day substitute teacher shortages. As we are unsure of a school code this year, there is a need to broadly advocate for the passing of House Bill 27, which provides for a 3-year extension of the following provisions:

Section 129. Special Provisions Applicable to Limited School Years.

Section 1201.1 Substitute Teaching Permit for Prospective Teachers.

Section 1215. Locally Issued Temporary Certification for Substitute Teachers.

Section 1218. Permit for Classroom Monitors

After passing the House, House Bill 27 has been referred to the Senate Education Committee. Please contact your legislators now and express the importance of these supports for this current school year.

Just as many of you are preparing for the start of the year, the PASA team has also been busy preparing for the start of the new school year. Over the summer, we have planned for a full year of many exciting PASA events and programs.

New professional development opportunities focused on specific administrative roles and responsibilities; increased support systems including a new superintendent induction program to provide mentors for newly seated superintendents; enhanced communications to better inform our members on key topics; and empowered advocacy efforts to increase our influence and effectiveness in the development of state policy and practices. This next year, we will also be engaging our members in the development of a new Strategic Plan for PASA that sets our path forward to new possibilities and opportunities.

One of the benefits of working in education is that each school year provides for a defining end to the year, and the opportunity to start new and refreshed with the kick-off of a new school year! Let's take advantage of this new beginning and make this a positive and productive year for our students and for public education in Pennsylvania. Together – we will lead the way to a better tomorrow.

“You're off to great places! Today is your day! Your mountain is waiting, So get on your way!” – DR. SEUSS

From the President's Pen

Greetings Across the Commonwealth...



By Dr. John Sanville

2022-23 PASA President

August has arrived and with it a myriad of thoughts... a little reluctance and resignation, and a lot of anticipation, excitement... and everything in between. After all, it is still summer — days are long, the air is warm, humidity is hanging around, and thunderstorms pop up. Yet there is an ever-so-subtle shift happening around us. Here in the southeastern corner of the state we have had a few days with abundant sunshine and breezes, warm but not hot, and in the early evening - a hint of coolness.

Depending on the kind of stores you have been in lately you have seen pumpkin somethings, acorns, notebooks, rakes, cornstalks, index cards, pens, backpacks, etc. The 'uneven season' is upon us. August has always been the harbinger of change – we know that by the end school has started or is about to. Buses – with no students – are on the roads – learning new routes and finding ways around delays. Friends and family members are returning from time away. Every night the sun sets a little earlier. The long days are shrinking.

In the midst of the annual tumult, we are working on a million and one things in preparation for the first day of school. You may be still looking for personnel, prodding your facilities folks to finish projects, adapting to the ever-changing landscape of state and federal guidance, and generally just getting yourself— your whole self— back into the routine. It is something we all must do as soon as possible. Yes, really!

One of the best ways for me to rein in my soft summer self is to simply restart the habits that I practice faithfully for 10 months and a little less faithfully over the summer. First among them is an early start to the day every day. I am most successful when I have gotten up, had coffee, go to the gym, and then have showered, dressed, and headed to work by 7 a.m. My 20-minute commute gives me time to review my schedule (while catching up on the Phillies and Eagles training camp). By the time I am at my desk, my thoughts are focused on what is in front of me— and I can prepare as needed. The quiet of the early morning office is a big plus too.

Educational administration is hard work that is fraught with unforeseen changes all the time. You know the kinds of things that come up— new parent issues, delayed/canceled meetings, weather and road problems, classroom crises, safety concerns, etc. The list is endless and handling it is the biggest part of our responsibilities. That leadership makes



all the difference in the end result— so we give every situation our best. That kind of single-minded focus has a downside.

At the end of the day (or night) when it is over, we have to make sure that we can go home and give our full attention to our families and/or activities that are not school related. For me, that is where soccer comes in.

During those first extra challenging years of being superintendent, there was a lot to learn and understand. I devoted every ounce of energy to making sure I was doing all I could to meet and exceed the expectations.

As I got my footing and could see clearly what needed to be done, I got into a rhythm. Days were still busy and long but I had room — mentally and in my schedule — for other things. Of course, my wife Debbie was the first person I wanted to see and spend time with. Next, I wanted to start playing soccer again after a 15-year hiatus.

Armed with shirts of every color I went to the fields where the men's over 40 teams were playing. It did not take long for me to meet a team captain and be given a chance to get out on the pitch. That was the start of my return to the game I love.

It was also the route to new friendships with people who knew me only through soccer. It remains a big part of my out-of-office life and is a great way to even out the tough days.

So as we navigate these last weeks of 'summer,' make sure you take opportunities to set yourself up for success. Start resuming your wake-up and go-to-sleep hours. Watch the Phillies or Pirates play America's pastime and weep or rejoice while gearing up for Friday night lights.

Find the humor in situations and bring that sense with you to the office. Enjoy the last days with family and friends and make sure your dry cleaning is done.

On a personal note, here is a perfect example of how crazy August can be. Our Secondary Special Education Director who is also a district parent was picking up her sons from one of our camps last week. Her husband noticed something furry in the front grill of her car.

A flurry of phone calls to the animal shelter and the car dealership yielded nothing. Since she was still in the parking lot at school, I got wind of the situation, and our Facilities and Grounds director was called. Forty minutes and three men working hard later, Sam the Squirrel was freed and promptly ran up a tree. I only hope this is the last nutty thing that happens this month.

When the skies open up and the drops fall, remember the words of Sylvia Plath:

"August rain: the best of summer gone and the new fall not yet born. The odd uneven time."

Region News:

Region 5:

The Millcreek Township School District's School Board voted unanimously to hire John Cavanagh as its next superintendent. Cavanagh originally was hired by the district as a social studies teacher in 1999. He later was principal of J.S. Wilson Middle School and McDowell Intermediate High School and was the district's director of secondary education.

Region 16:

Former Danville Area School District High School Principal Jeremy Winn will take over as assistant superintendent for the 2023-24 school year. Winn replaces Mary Murphy Kahn who resigned in May.

Region 24:

The Phoenixville Area School Board voted unanimously to appoint Melissa McTiernan to the role of superintendent. McTiernan comes to Phoenixville following a successful tenure at the helm of the 9,300-student Scranton School District, where she was known for her dedication and passion for the students, according to a statement from the Phoenixville school board.

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 website at www.pasa-net.org (Click on the "Leadership Development" button and look for "Career Center.")

New PASA Sponsor!



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RENEW YOUR MEMBERSHIP BEFORE SEPTEMBER 30.



Take action today to ensure your PASA benefits continue after September 30.

Please disregard if you have already submitted your dues for the 2023-24 membership year.

The Pennsylvania Association of School Administrators is a professional education organization that specifically serves commissioned officers and public school system leaders in Pennsylvania. We work diligently to ensure that school leaders have timely and critical information needed to meet the challenges of operating today's schools.

We advocate for public education with the Governor and General Assembly at the state level and work with the American Association of School Administrators to advocate at the national level on numerous educational issues. PASA provides several quality professional development programs with Act 45 PIL hours, legal support for commissioned officer contracts, and networking with colleagues across the state.

We encourage you to renew your membership. Don't miss out on the PASA Weekly Updates, monthly newsletter, professional advice, legislative updates, special reports, and periodic briefings on emerging news and issues.

Be informed and stay connected. Renew your [PASA membership](#) today for the new PASA membership year which begins October 1. Members who renew by October 31 also will be included in the 2023-24 Membership Directory.

DIRECT MEMBERSHIP QUESTIONS TO:

Anna Maria Stankoczi
amstankoczi@pasa-net.org

AASA Membership Renewals:

When you join both the AASA and PASA, AASA provides **professional liability insurance** AND **funds for legal expenses** to qualifying members. See the [AASA website](#) for a full list of membership benefits.





Registration is now open for conference on October 15-17 at Kalahari Resorts & Conventions. Dynamic keynote speakers, dozens of education sessions, networking opportunities, exhibit hall, student performances -- it's all here! Registration includes attendance at the PA Public Education Foundation Awards and Student Showcase. The conference kicks off on Sunday, October 15 at 7:00 p.m. You won't want to miss it.

Cost for PASA members is \$499 for the full conference and \$300 for either Monday or Tuesday.

[PASA Members: Register today by emailing conference.info@psba.org](mailto:conference.info@psba.org)
[Learn more about the Keynotes](#) | [Conference Schedule](#) | [Lodging](#)

Transportation available for Western PA Members:

PSBA is providing complimentary transportation to and from Kalahari Resorts & Conventions to help make traveling to the conference easy for PSBA and PASA members in Western PA. Franklin Regional and Grove City Area school districts will be the two locations available for pickup and drop-off. Personal vehicles can be parked at the district for the duration of the conference, in a well-lit and secured parking lot. Additional details on timing will be available soon. Space is limited to 50 people per location, so don't wait to reserve your bus seat. Reservations are included in the conference registration process on myPSBA.org.

Meet the Keynote Speakers:



Dr. Christine Porath
Mastering Civility



Gregory Offner
Employee Engagement & Retention



Dr. Mark Leidy

PA Summit23 for Educational Leaders Inspires, Challenges School Leaders

School leaders from across the Commonwealth gathered August 6-8 at The Alloy and Upper Merion Area High School for PA Summit23 for Educational Leaders. PASA and the PA Principals Association hosted the event.

Keynotes by Hamish Brewer and Dr. Quintin Shepherd highlighted the conference which was attended by more than 150 school leaders and featured more than 15 sessions and vendors from more than 50 organizations.

Brewer's keynote Monday morning energized attendees with an uplifting message urging leaders to be relentless in their aspirations for their students and staff.

Brewer is a globally recognized advocate who built his reputation on results and performance, becoming known as the Relentless, Tattooed Skateboarding Principal.

Dr. Quintin Shepherd presented virtually, wrapping up the conference on Tuesday with his presentation on compassionate leadership.

The Superintendent of Victoria Independent School District in Victoria, Texas challenged school leaders to transform the way they lead their districts by modifying their approach to some of the most basic



Dr. George Fiore



Dr. Tina Kane

leadership practices and move from a 'me' to 'we' mentality.

PA Department of Education Deputy Secretary Carrie Rowe offered updates from the department and fielded questions from attendees and bravED Founder John Tanner, Mechanicsburg Superintendent Mark Leidy, and his staff spoke about Benefits-Based Accountability on the conference's final day.

Students from Upper Merion High School led tours of their new campus on Monday, highlighting the state-of-the-art learning facilities. The three-level, 345,000-square-foot school features a natatorium, two-level auditorium, gymnasium, and two sets of Learning Stairs in addition to the academic wing.

Several PASA members also led learning sessions Monday during the conference including:

Dr. George Fiore, Chester County Intermediate Unit
What Educational Leaders Should Know About
Construction Procurement Programs

Dr. Francine Endler, Central Intermediate Unit 10, and Dr. Jacqueline Martin, Keystone Central

Teaching, Learning, and the Superintendency

Dr. Maureen Letcher, Hollidaysburg Area
Making Student Health and Wellness A Priority

Dr. John Toleno, Upper Merion Area School District
Taking on a Construction Project... A Superintendent's
Perspective

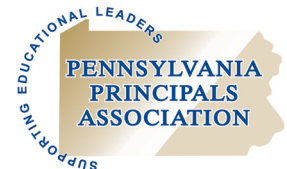
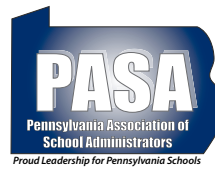
Dr. Tina Kane, Marple Newton School District
Mentorship Matters: Supporting Female Administrators in
Education

PASA Executive Director Sherri Smith and Professional
Development Director Michele Balliet spoke with attendees
about the state of the PA budget and what it means for
public schools across the Commonwealth and highlighted
upcoming professional development opportunities.

PASA's Deputy Legal Director Linda McKay also led a
session on superintendent contracts and the legal services
PASA can provide to school leaders as they negotiate
contracts with their district.



Dr. Michele Balliet



Dr. Sherri Smith



Ms. Linda McKay

Professional Development

The Power of Learning Together



By Dr. Francine Endler
Executive Director, I.U. 10



Dr. Francine Endler



Dr. Jacquelyn Martin

The Pennsylvania Association of School Administrators and the PA Principals Association once again joined forces to hold the Summit23 for Educational Leaders conference in King of Prussia.

Keynote speakers, networking opportunities, and breakout sessions allowed educational leaders to share best practices, build collegial relationships, and set the stage for a positive and productive school year.

Many educational leaders across the state hosted sessions during this conference.

The Upper Merion High School was the perfect location for a portion of this conference. What better place for educational leaders to build capacity than in the place where students come every day?

I had the wonderful opportunity to lead a breakout session with my colleague, Dr. Jacquelyn Martin, Superintendent of the Keystone Central School District.

Our topic was Teaching, Learning, and the Superintendency.

Now more than ever, it is important for superintendents

To view upcoming professional learning opportunities, visit [PASA's website](#) or check out our calendar of events on Page 20.

and educational leaders to have a strong understanding of not only curriculum and instruction but the policies and governance that surround those topics.

While we hope that the information that we shared was helpful to those who were in attendance, the most impactful piece was the sharing of examples and experiences from those in the room.

At several points in the session, attendees jumped in and gave real-time experiences from their districts and how they navigated the topic.

Resources were shared, contact information exchanged and conversations continued after our time together had ended. As an educational leader, hearing someone say “I had that experience, too” can be just what you need to hear.

Over the year, there will be many opportunities for all of us to submit proposals to present at a variety of conferences or workshops. I encourage you to find time in your schedule to lead that learning. It can and does make a difference!



New Superintendents' Academy

The Pennsylvania Association of School Administrators (PASA) encourages new superintendents to attend the high-value, three-part New Superintendents' Academy that will provide you with an in-depth overview about your new role.

Sessions vary in theme and are led by experienced Pennsylvania superintendents and education experts who offer information and practical advice regarding the complicated issues and challenges unique to your new leadership role.

This series is aimed at enhancing your leadership skills and capacities in the key areas of Strategic and Cultural Leadership, Systems Leadership, and Professional and Community Leadership.

For more information and to register, [visit PASA's website.](#)

Academy Schedule:

Introduction to the Superintendency – July 26: The First 100 Days

Part 1 – September 27-28: Strategic & Cultural Leadership

Part 2 – November 16-17: Systems Leadership

Part 3 – January 11-12: Professional & Community Leadership

REGISTRATION:

Complete Series:

\$800 for PASA members

\$950 for nonmembers

Two-day Program:

\$280 for PASA members

\$330 for nonmembers

Questions?

Contact Director for Professional Development, Dr. Michele Balliet at mballiet@pasa-net.org or via phone at 717-540-4448.



“He who learns
but does not think is
lost. He who thinks
but does not learn is
in great danger.”

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What Will You Do To Simplify Your Life This School Year?



By Lynn Fuini-Hetten
Superintendent, Salisbury Township

As the demands on educational leaders continue to grow, finding ways to streamline our lives and reduce unnecessary complexity becomes increasingly vital. In the spirit of promoting a more balanced and serene lifestyle, we are excited to bring to your attention the annual observance of “National Simplify Your Life Week.”

This annual event, celebrated from August 7th to August 13th, encourages individuals to declutter their minds and surroundings, embrace efficiency, and make conscious choices that lead to a more fulfilling and less stressful existence.

As educational leaders, simplifying our lives not only benefits our personal well-being but also enhances our ability to make sound decisions and focus on what truly matters in our professional capacity.

Here are some valuable insights and practical tips I found online to share with you in this issue. Admittedly, some are easier said than done...

1. **Prioritize Mindfulness:** Take a few moments each day for mindfulness practices like meditation or deep breathing exercises. Mindfulness can improve focus, reduce stress, and increase overall well-being.

I really appreciate the Peloton mindfulness, but I have also tried the Calm app. You can even find some free exercises on YouTube!

2. **Optimize Your Workflows:** Identify inefficiencies in your daily tasks and seek ways to streamline them. Utilize technology to automate routine administrative processes, freeing up more time for strategic thinking and student-focused initiatives.

This summer, I reallocated Mondays to check-in meetings and school visits. I have a core team meeting, an operational team meeting, and then I blocked out the remainder of the day to visit schools.



I am hoping this will help make my time more efficient and help my colleagues get what they need to be productive for the week.

3. **Declutter Physical Spaces:** A clean and organized environment promotes clarity of thought. Take a few minutes to declutter your workspaces or common areas. A well-organized space fosters a sense of calm and increases productivity.

I spent a few hours tackling a bookshelf this week. All year, I add books and paper to the shelves, watching the piles grow. It was rewarding to clean and purge! I wish I had taken a before and after photo!!

4. **Set Clear Goals:** Help your staff set achievable and prioritized goals. Breaking larger tasks into smaller, manageable steps can prevent getting overwhelmed and keep everyone on track. We have spent some time working on goals this summer, aligning with our comprehensive plan.

5. **Encourage Work-Life Balance:** Promote the importance of work-life balance among your team members. Foster an organizational culture that values well-being and encourages individuals to take time off when needed.

Yeah, this is a tough one. But, it is really important we model this for our staff. This summer, I looked at our Act 93 team members' vacation absence balances and their planned vacations. If they didn't seem to align, I met with them and asked them what their plan was to take a vacation.

6. Learn to Say No: Many educational leaders face numerous demands on their time and resources. Teach your team the value of saying no to non-essential commitments and focus on activities aligned with your school's vision and objectives.

I have to get better at this one. By trade, we are simply givers. Sometimes, I give so much that my family does not get the same level of giving. I am thinking about this one!!

7. Foster Collaboration and Delegation: Encourage collaboration and empower your team to share responsibilities. Delegating tasks not only distributes the workload but also fosters professional growth among staff members.

I love to work with others! I am the first person to email my SAC group and ask someone else's opinion on a topic or sample work product. Google Docs has simply transformed the way we can work together to produce a higher-quality product.

I honestly believe together is better. How do you collaborate in your organization?

8. Unplug and Reconnect: Advise your staff to limit their screen time during non-working hours and reconnect with their hobbies, passions, and loved ones. Taking time away from technology promotes mental rejuvenation.

I have been intentional about not calling or texting after work hours. I know others also schedule emails to reduce the pressure to respond. What are your communication practices during off-hours, and how do those practices affect the team?

9. Reflect, Evaluate, and Celebrate Progress: Reflect on your daily routines and habits. Take time to talk with trusted colleagues or beloved family members about their perceptions of your practice.

Evaluate which practices enhance your well-being and which may be causing additional stress. Think about how those practices impact your personal and professional lives! Acknowledge and appreciate the efforts you are making in simplifying your lives and creating a more balanced work environment. By embracing National Simplify Your Life Week, we can promote healthier habits and a more harmonious workplace. As educational leaders, let's lead by example and inspire those around us to seek serenity and efficiency in their lives.

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**PASA is honored to welcome
New Story Schools as a Platinum sponsor.**

For more information on New Story Schools, visit:

www.newstoryschools.com

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State News:



Shapiro Promotes PA Schools Universal Free Breakfast Program In Western PA Visit

Gov. Josh Shapiro visited Penn Hills Elementary School in Allegheny County to promote the funding for a new program that will provide universal free breakfast for all K-12 public school students in Pennsylvania... According to a release from the Shapiro administration, the 2023-2024 state budget includes a \$567 million increase in basic education funding for Pennsylvania school districts and a \$46.5 million increase to provide the universal free breakfast to Pennsylvania public school students.

Read the rest of the story: [“Shapiro Promotes PA Schools Universal Free Breakfast Program In Western PA Visit”](#) (from Politics PA, 8/9/23)

PA Department Of Education Reduces Wait Time For New Teacher Certification

The Pennsylvania Department of Education will be reducing the wait time for new teachers to receive their certification. An educator can now expect their certification to be processed by approximately 10 weeks. Certification for in-state Level I will be processed in two to four weeks and in-state Level II certification will be processed in four to six weeks. Educators seeking add-on certifications will be processed in one to three weeks and emergency certificates will be processed in two to four weeks.

Read the rest of the story: [“PA Department Of Education Reduces Wait Time For New Teacher Certification”](#) (from NPR, 8/1/23)

House Democratic Leaders Rally In Philly Against School Vouchers: ‘What Are They Going To Do For The 99% Left Behind?’

As Pennsylvania’s budget impasse drags on, House

Democratic leaders visited South Philadelphia High School Monday, calling for more investment in deteriorating public school buildings — and less focus on private school vouchers. After a tour from Philadelphia school district officials pointing out boilers at the end of their lifespans, asbestos-containing floor tiles, and a temperature-control system that requires overheating some classrooms to compensate for inadequate heating in others, House Majority Leader Matthew Bradford (D., Montgomery) said the high school reflected “the impact of literally decades of disinvestment in public education.”

Read the rest of the story: [“House Democratic Leaders Rally In Philly Against School Vouchers: ‘What Are They Going To Do For The 99% Left Behind?’”](#) (from, The Philadelphia Inquirer, 7/31/23)

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**PASA is honored to welcome
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For more information on Imagine Learning, visit:

www.imaginelearning.com

National News:

4 Ways Schools Are Rethinking Building Design

Schools investing in campus upgrades are putting more emphasis on spaces that encourage student engagement, allow flexibility for changing enrollments, and ensure student and staff safety, according to experts in school architecture. Before new spaces are built or existing areas reconfigured, however, there's a lot of planning between school officials and designers about how best to maximize a district's desires with what is practically and financially possible.

Read the rest of the story: [“4 Ways Schools Are Rethinking Building Design”](#) (from K-12Dive, 8/8/23)

Schools Skip Simple Ways To Build Trust In School Police, Research Finds

Even as more schools hire law enforcement, many skip simple steps to share information about the deputies and school resource officers stationed in their hallways—like making available basic information about the officers and their roles available on their websites, recent research finds. The oversight misses an opportunity to inform the public about the officers and, potentially, help build trust and inform debates about equity and school safety, said Chris Curran, an associate professor of educational research and policy at the University of Florida.

Read the rest of the story: [“Schools Skip Simple Ways To Build Trust In School Police, Research Finds”](#) (from EducationWeek, 8/4/23)

How To Enact An AI Policy In Your K-12 Schools

As K-12 leaders plan for the return to school, many should consider the need for a policy on artificial intelligence. AI conversations are being had in ed tech circles, with experts and thought leaders discussing the technology as it advances. At this year's Consortium for School Networking conference in March, panelists discussed ChatGPT and its place in schools. At ISTE Live 23, presenters urged schools to have an AI policy in place, adding that it's better to have a policy that can be revised than to have no guidance.

Read the rest of the story: [“How To Enact An AI Policy In Your K-12 Schools”](#) (from, EdTech, 7/20/23)



Ed Dept Updates Guidance On Special Ed Noncompliance

The U.S. Department of Education's Office of Special Education Programs announced updated policy guidance Monday that it said will help states with timely identification and correction of district's noncompliance with early intervention services for infants and toddlers and K-12 special education services. The announcement was made at OSEP's Leadership and Project Directors' Conference, held in Arlington, Va., and in guidance and a Dear Colleague Letter.

Read the rest of the story: [“Ed Dept Updates Guidance On Special Ed Noncompliance”](#) (from K-12Dive, 7/24/23)

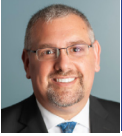
Enrollment, Funding, Supply Chain Issues Throw Wrench Into School Construction Projects

In addition to demolishing withered facilities, schools are finding themselves taking a sledgehammer to something else in light of the pandemic: building improvement plans themselves. Supply chain issues, labor shortages, changing enrollment patterns and funding sources are throwing a wrench in districts' efforts to revamp buildings, said Richter and school district business experts.

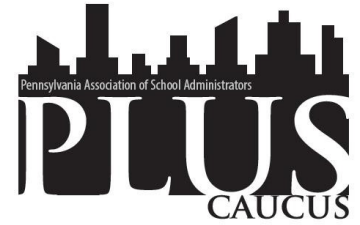
Read the rest of the story: [“Enrollment, Funding, Supply Chain Issues Throw Wrench Into School Construction Projects”](#) (from K-12 Dive, 8/2/23)

PLUS Caucus of PASA

Tabula Rasa to Start 2023-24



By Dr. Christopher Dormer
PLUS Caucus Chair



Earlier in my career, I was a Biology teacher at Upper Darby High School in Delaware County. We ran block scheduling which meant my time with students for the full course of study was double periods for half of each school year.

As a science teacher, it was wonderful to have time to present information, knowledge, concepts, and skills each day and for students to have time to experience different opportunities and modes of learning to fit their individual needs and styles. While we were able to make the most of those opportunities to do the “deep dive”, the pace was still frantic based on the old science standards. And don’t get me started on trying to overcome the impact on students when they missed one day due to absence, or worse multiple days in a row.

It was difficult, to say the least. I didn’t mention that my classes were all 10th graders, who acted like 3rd semester freshmen when I had them in the first semester, and were responsible, mature young adults when I had them in the second semester. I still remember those days fondly, balancing academic rigor with all the challenges of child development.

Given all of those circumstances and challenges, I made a point to celebrate what I intentionally would make an important day at the start of the second and fourth marking periods, respectively. We would celebrate “Tabula Rasa” Day. “Tabula Rasa” is Latin for “clean slate.” We

would purposefully and intentionally talk about a fresh start for the new marking period, continuing what was working, replacing what wasn’t, and celebrating that everyone had an “A”, at least for the day. It was never lost on me how much better most students performed after giving them this clean slate and a fresh start.

So as we are about to begin the 2023-2024 school year, I think we all can benefit from “Tabula Rasa”. The last few years have been so very stressful and straining on our schools, our students, our staff, our communities, our Boards, and all of us trying to lead. I, for one, am working with my team on bringing a message of acceptance and belonging to life each day. We will strive to offer everyone a clean slate and a fresh start. We will invite everyone to come as you are, with what you’ve got, in the place you are, in the time you have, so we can make the most of our time together.

I wish everyone a happy and healthy start with sustained greatness throughout the year!

Christopher Dormer is the proud Superintendent of Schools of the Norristown Area School District in Montgomery County. He is the President of the Pennsylvania League of Urban Schools (PLUS) Caucus of PASA and also serves on the PASA Board of Governors and the PASA Professional Development Committee.

Writing Out Loud

The Difference We Can Make By Creating 'Standing-Ovation' Moments



By Adam Kulikowski
Director of Communications



When a sellout crowd at Citizens Bank Park roared to life on August 4, it wasn't for a big hit or key out by the home nine.

No, as the Philly faithful rose to their feet, they cheered loudly for a player who had done little to create that moment on the field this season.

Two nights earlier, Phillies shortstop Trea Turner—a player who has been regarded as one of the top players in Major League Baseball and one who the Phillies just inked to an 11-year, \$300-million deal—committed an error that likely cost his club a victory against division rival Miami. The moment was symbolic of the struggles he's faced throughout the season—batting an uncharacteristic .235 and among the leaders of the league in errors in the field.

He'd heard an array of boos for weeks from a Philadelphia crowd known to rarely hide their displeasure.

Anyone who watched his post-game interview after he made that costly error knew this was a man who was mentally and emotionally knocked down.

Enter Jack Fritz—a Philly radio producer who rallied fans to give Turner a standing ovation at his next plate appearance in Philadelphia.

I have to admit. At first, I thought the moment wouldn't feel authentic.

I couldn't have been more wrong.

The moment in real time felt genuine—because it was. Philly fans care deeply about their teams and their players.

We ride the emotions just like they do—cheering

passionately in the highs and expressing our displeasure in the lows. Win or lose. Success or failure. We care.

In the week after the ovation, Turner hit .370/.393/.741 with two home runs and eight RBI. For those who don't follow baseball, that's pretty, pretty, pretty good!

His body language improved as well. The difference was unmistakable.

It got me thinking about the moment and how an outpouring of support lifted a ballplayer from despair. That moment reset his mental state. Reinforced the support that likely always existed, but could be lost when one struggles.

We all know someone who could be struggling through their own Trea Turner-esque season.

Imagine for a moment the effect a standing ovation-type moment might have on a teacher navigating a difficult classroom—a struggling student or a member of your administration team who is navigating a challenging school community.

The powerful moment—an injection of confidence—a “we have your back” moment—can be a game-changer to one's mental health.

As we embark on a new school year—and a new beginning in your district, consider how you might create “standing ovation” moments to uplift your staff, students, fellow administrators, and school communities.

Who knows, you just might hit a home run when someone needs it most.



By Ann McMullan
Project Director, CoSN



CoSN Digital Equity Dashboard:

[CoSN recently launched a Digital Equity Dashboard](#) to assist school districts and communities in leveraging data to address digital equity challenges. This new tool integrates a variety of national data sets into a comprehensive dashboard that sorts the data by county, school district and zip code.

Through this data analytics process the CoSN Digital Equity Dashboard provides school leaders with timely and valuable data for their critical work in addressing digital equity concerns.

“Previous research by CoSN found that although most students returned to school last year following remote learning, there was more internet traffic on the school network from outside of school hours than during school hours,” said Keith Krueger, CEO of CoSN.

“Home access is critical to bridge the Homework Gap, especially for low-income, disproportionately Black and Hispanic students.

This tool will give school leaders actionable information about where the problem exists.”

The [Digital Equity Dashboard](#) offers school districts multiple ways to maximize data when making decisions about equity. For example, school leaders can examine data to identify how many households within their district boundaries do not have internet access.

The Dashboard enables users to compare internet upload and download statistics in order to address the issues involved in equitable access to high-quality broadband. Additionally, the Dashboard provides data related to health, educational attainment, income and other

demographics, thereby enabling school leaders to correlate specific outcomes to levels of internet access.

The Digital Equity Dashboard was developed in partnership with [Innive](#) and with support from [Dell Technologies](#), and [Google](#).

Interested in learning more about how school districts and communities can effectively use the CoSN Digital Equity Dashboard? CoSN provides informative free video tutorials at cosn.org/dedashboard.

And be sure to visit the [CoSN Digital Equity](#) website for more tools and information on leading for digital equity.

CoSN/AASA EmpowerED Superintendents edLeader Panel Series:

The CoSN/AASA EmpowerED Superintendents edLeader Panel Series has concluded its fifth year of monthly broadcasts which look at technology innovations through the lens of Superintendent Leadership. Season 6 will launch in September 2023. This series is co-hosted by [AASA](#) and [CoSN](#) in partnership with [edWeb.net](#).

The EmpowerED Superintendents edLeader Panel Series is graciously sponsored by [ClassLink](#). If you missed previous live broadcasts you are welcome to access recordings as well as podcasts of many of the broadcasts at <https://home.edweb.net/supers/>.

CoSN Membership:

If you, your school or district would like more information about joining CoSN or getting more involved with CoSN, please contact membership@cosn.org.

New members elected to PASA Committees

PASA is honored to announce the latest additions to its Professional Development, Elections, and Innovative Teaching and Learning committees.

Appointments are made each year by the PASA Board of Governors President with the help of the Executive Committee. This year, we had a large number of highly qualified candidates—a testament to the great work being done in public schools across the Commonwealth.

Congratulations to all those who will be joining a committee for their three-year term. A complete list of members (new or renewed members are highlighted in red) is below.

Elections Committee:

Chair: Dr. Jay Burkhart, South Western

Dr. Eric Becoats, William Penn

Dr. Michael Donnelly, Palisades

Ms. Lynn Fuini-Hetten, Salisbury Township

Mr. Matthew Link, Northern Lehigh

Dr. Daniel Nerelli, Chichester

Dr. David Reeder, Berlin Brothers Valley

Mr. Chistian Temchatin, Kutztown Area

Matthew Vannoy, Conneaut Area

Innovative Learning & Teaching Committee:

Chair: Dr. David Christopher, Cumberland Valley

Dr. Peter Aiken, Central York

Dr. Kristen Barnello, West Chester Area

Dr. Scott Hand, Radnor Township

Dr. Jill Jacoby, Allegheny I.U. 3

Dr. Bradley Landis, Montgomery Co. I.U.

Dr. Thomas Lesniewski, Punxsatawny Area

Dr. Randal Lutz, Baldwin-Whitehall

Dr. Joseph Mancuso, Eastern York

Mr. Phillip Martell, River Valley

Dr. Noreen O'Neill, Chester County I.U.

Dr. Peggy Schooling, Penn State Study Council

Dr. Andrew Surloff, Quaker Valley

Dr. Kristin Szewczyk, I.U. 1

Dr. Brian Troop, Ephrata Area

Professional Development Committee:

Chair: Dr. Francine Endler, Central Intermediate Unit

Dr. Christopher Dormer, Norristown

Dr. Nathan Van Deusen, South Eastern

Dr. Jodi Frankelli, Palmerton Area

Dr. Terrance Furin, St. Josephs University

Ms. Niki Harvey, Avon Grove

Dr. Jacquelyn Martin, Keystone Central

Dr. David McDeavitt, Allegheny-Clarion Valley

Ms. Heather McMahon-Vargas, Ridgway Area

Ms. Cindy Mierzejewski

Dr. Bryan O'Black, Shaler Area

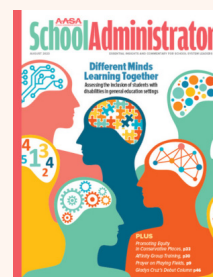
Dr. Kevin O'Donnell, South Middleton

Ms. Amy Pfender, Upper St. Clair

Ms. Christina Steinbacher-Reed, BLAST I.U. 17

In the August Issue of School Administrator Magazine:

This month's issue focuses on assessing the inclusion of students with disabilities in general education settings and promoting equity. Articles include: Assessment of Inclusive Practices; 'A Desire To Do Things Differently'; The Delicate Handling of Equity Work in Conservative Communities and more.



Quotes:

“While not often referenced in the literature, the relationship with the district’s chief financial officer is also essential in this conversation, expanding it to a three-way partnership.

—Chris Kennedy, Superintendent, West Vancouver School District in “The School District’s Triangle of Success”

“It is a fact that school support and a positive workspace are significant considerations in teacher retention and job satisfaction. Pay is important to teachers, but if they experience consistent support from their administrators and parents, they are more likely to stay.”

—Michael McFalls, Former Superintendent and field supervisor for Lamar University in Beaumont, Texas, in “Retaining New Teachers by Strengthening Their Induction”

“We must create adults who can operate in that world, not in the world that we older adults grew up in. In that coming world, we will want healthy adults who responsibly raise their children, engaged citizens who can participate in democracy, and skilled workers who can contribute to an ever-changing economic environment—regardless of their identity or race.”

—Graig Meyer, Chief Operating Officer, The Equity Collaborative, and Jamie Almanzan, Founder and Principal Consultant of The Equity Collaborative, in “The Delicate Handling of Equity Work in Conservative Communities”

“As leaders, we must recognize and support all learners, not most. All learners must have a safe space to talk about their issues or perspectives, knowing that we support and care about them and their futures.”

—Gladys Cruz, AASA President in “Inclusion as the Sum of Us”

PASA Calendar



September:

September 4:

PASA office closed in observance of Labor Day

September 7-8:

Board of Governors' meetings

September 12:

Managing the Risks: Navigating Bias-Related Incidents

September 13-14:

First session of PASA's 2024 Cohort of the AASA Superintendent Certification Program

September 27-28:

New Superintendents' Academy Series (Part 1)

October:

October 16-18:

PASA/PSBA Fall Conference (Poconos)

October 20:

Assistant Superintendents/Supervisors Summit

November:

November 8:

Annual Meeting/Awards of Achievement Reception and Board of Governors Meeting

November 16-17:

New Superintendents' Academy Series (Part 2)

November 23-24:

PASA office closed in observance of Thanksgiving

December:

December 6-7:

Second session of PASA's 2024 Cohort of the AASA Superintendent Certification Program

December 13:

Assistant Superintendents/Supervisors Summit follow-up Webinar No. 1

December 25:

PASA office closed in observance of Christmas holiday

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