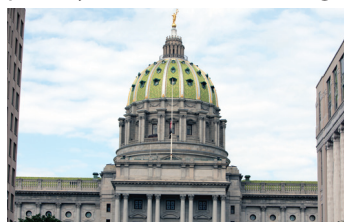


HISTORIC INCREASES TO PUBLIC EDUCATION HIGHLIGHT 2022-23 STATE BUDGET

Governor Tom Wolf signed a \$45.2-billion budget into effect on July 8. The 2022-23 budget includes a historic increase in funding for public schools including \$856.1 million in subsidy increases and \$260 million in additional grant funding.

"Since I took office, Pennsylvania's students and families have been my top priority. We have made long-overdue investments in the people of Pennsylvania, including better education



for all, safer communities, and a brighter future," Gov. Tom Wolf said in a statement released after the budget was signed into effect. "Securing \$1.8 billion for education in this budget furthers these efforts and results in a historic \$3.7 billion in investments my administration has made in education at all levels over the last eight years. I'm extremely proud of what we have accomplished."

Legislators also passed several changes to the school code, including adjustments to the Keystone Exam requirements, certification requirements for out-of-state applicants, access to CTE programs and co-curricular activities, and more.

PASA leadership held a briefing to break down the education-related budget items and the school code bill.

You can watch the video by [clicking this link](#).

OTHER KEY INFORMATION:
[PASA Briefing](#) (PPT)
[Overview of the School Budget Code](#) (PDF)

OTHER KEY INFORMATION:

[PASA Briefing](#) (PPT)

[Overview of the School Budget Code](#) (PDF)

See State Budget, page 3

SUPERINTENDENT OF THE YEAR RECAP

PASA honored its 2022 Superintendent of the Year, Palisades School District's **Bridget O'Connell**, recently at Lehigh University.

The award recognizes outstanding individuals on the frontiers of educational leadership. The program is dedicated to the potential and promise of education in a democracy -- that every child deserves to benefit equally from the rich advantages of quality public education. Dr. O'Connell was one of 50 state Superintendents of the Year recognized during the AASA National Conference on Education earlier this year.

"Receiving the recognition as the Pennsylvania Superintendent of the Year for 2022 remains an incredibly humbling experience because while my name is on the plaque this recognition is based on the efforts of many," Dr. O'Connell said. "Since the announcement in November, I have had the opportunity to speak at a variety of conferences and trainings and as I think back on those remarks, the common themes are relationships, teamwork and communication. These traits have never been more essential in public education than over the past two years."



Dr. Jay Burkhart, PASA Board President and Dr. Mark DiRocco, PASA Executive Director present Dr. Bridget O'Connell with the 2022 Superintendent of the Year Award.

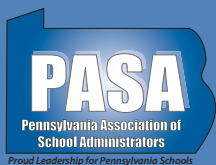
Under Dr. O'Connell's leadership, student achievement, academic recognition, and a focus on the whole child have been a hallmark of the district's schools. The district's high school students score consistently high on AP exams, with 52 students earning distinction as AP Scholars in the past two years.

Dr. O'Connell also led a district-wide effort to focus on college and career readiness by developing multiple pathway programs for students focused on coursework and hands-on experiences that allow students to reaffirm their college and career interests or help them make decisions in other directions.

See SOY Recap, page 4

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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.

FROM THE EXECUTIVE DIRECTOR DR. MARK DIROCCO

A WIN FOR PUBLIC EDUCATION IN EXTRA INNINGS



The state budget went into extra innings on July 1, when the legislature and the governor could not come to a financial agreement by June 30. All the talk of an early budget agreement began to fade in mid-June and spiraled into threats of an impasse over the Fourth of July holiday. As usual, there was unexpected drama and last-minute requests that kept the deal from getting done on time. However, unlike in the past few years, the governor and his team were able to convince the legislature to make some truly significant investments in public education. With this budget, Governor Tom Wolf cemented his legacy as a true champion of public education.

I have written in the past that to adequately fund our public schools, the legislature would have to provide \$400 - \$500 million in basic subsidy over a period of six to eight years as outlined in the Costing Out Study and the PILCOP Study.

This is the first time since those studies were released that the General Assembly has appropriated a subsidy increase that will make a difference in sustaining public education in our Commonwealth with a historic \$525 million increase in Basic Education Funding. PASA thanks both the Governor and the General Assembly for this long overdue and needed funding for our children.

Additionally, the \$225 million level up allocation will go a long way in helping our most underfunded school districts finally begin to receive the resources they need to meet the challenges of educating their students after decades of underfunding.

We applaud this effort and believe it will make a fundamentally positive difference for many children attending schools lacking the most basic resources.

The special education subsidy increase of \$100 million is double that of last year's increase and will help offset one of the most significant drivers of local school district budget increases annually. As special education costs continue to soar, these funds show a commitment by the state to help local school districts meet the federal and state requirements of serving special needs children.

Finally, it was impressive to see a \$100 million allocation for school safety grants and a \$100 million allocation for mental health grants. These are critical issues in our schools and resources are desperately needed to address the multitude of concerns in keeping our students and staff safe as well as providing mental health resources for the overwhelming need for these services.

As with any budget process, there was some give and take to get to the finish line. While we are extremely grateful for the more than \$850 million in new subsidies and \$200 million in grants, we are concerned about some of the aspects of the School Code Bill that was passed in conjunction with the budget. The school code bill is one of the most voluminous in history with dozens of new requirements for school districts. Many of the new requirements are helpful and can be seen as positive developments for our schools. However, we are concerned with some troubling items.

We were disappointed that the new charter school regulations were discarded as part of the agreement leaving this albatross of an issue weighing heavily on our school districts. We were also disturbed to see a massive increase in the EITC and OSTC programs of \$115 million, which was an obscene 41% increase. These tax credits and scholarship programs take money from the general fund that could be used to support public education instead of unaccountable non-public education schools and programs. However, we realize that there are always unpleasant compromises in any negotiation process and believe that overall, this budget was a win for all the public education students across the Commonwealth. We thank all our PASA members who contacted their legislators throughout the spring and during June to advocate for this budget. Your voice was heard!



IN NATIONAL NEWS:

Keep Kids Fed Act signed into law: President Joe Biden recently signed the Keep Kids Fed Act into law. The bipartisan bill extends waivers through the summer to allow meal deliveries and grab-and-go options for students. Universal free school meals, however, will not continue. Families will be required to apply for free and reduced-price meals to determine eligibility—a pre-pandemic standard.

The bill also extends supply chain flexibilities and higher than pre-pandemic federal reimbursement rates (and increase of 40 cents for lunch and 15 cents for breakfast) through the 2022-23 school year.

The **U.S. Department of Agriculture** also announced an additional \$1 billion in funding to schools to support the purchase of American-grown foods for their meal programs.

Link: <https://www.npr.org/2022/06/23/1106760802/school-meal-waivers-passes-house-june-30-deadline-senate>

U.S. Supreme Court says Maine cannot exclude religious schools from taxpayer-funded “tuitioning programs when no nearby public school is available:

Justice Sonia Sotomayor said in her dissent in *Carson v. Makin* that she feared the court’s earlier decisions were “leading us to a place where separation of church and state is a constitutional slogan, not a constitutional commitment. Today, the Court leads us to a place where separation of church and state becomes a constitutional violation.”

Writing for the majority, Chief Justice John Roberts said Maine’s program “promotes stricter separation of church and state than the federal Constitution requires.”

The tuition program is not neutral, he said, because “the state pays tuition for certain students at private schools — so long as the schools are not religious. That is discrimination against religion.”

Learn more by reading: [“Supreme Court OKs use of public money for religious education” \(From nbcnews.com\)](#)

PASA SUMMER HOURS

Through September 2, the PASA office will be open from 8 a.m. – 4 p.m. Monday through Thursday and from 8 a.m. to noon on Fridays. The Executive Director is available by phone anytime at (717) 514-8718.

The U.S. Supreme Court sided with a public-school football coach in *Kennedy v. Bremerton School District*—a decision that blurs the separation of church and state in public schools:



“The decision is likely to expand the free speech rights of public-school teachers and other government employees because the court ruled that Kennedy’s speech was private and on a matter of public concern. Under the standard established in 2005’s *Garcetti v. Ceballos*, speech by government employees is not protected if it is made “pursuant” to their “official duties.” Since the court rejected Bremerton’s claim that Kennedy’s speech was part of his official duties, other school districts will have to exercise caution in claiming that speech on matters of public concern—a much broader category than religious speech—is part of an employee’s official duties and thus punishable, particularly when the speech occurs outside of the classroom.

The majority clearly feared that the government could use “excessively broad job descriptions” to undermine the rights of government employees.”—Joshua Dunn on the U.S. Supreme Court’s ruling in *Kennedy vs. Bremerton School District*

Learn more by reading: [“The First Amendment’s Establishment Clause Doesn’t Suspend Free Speech and Free Exercise Rights, Supreme Court Rules](#) (From Educations Next)

STATE BUDGET

continued from page 1

Here's a look at the key numbers in education.

\$856.1 million in subsidy increases including:

- \$525 million BEF (7.7% increase)
- \$225 million Level Up Supplement (125% increase)
- \$100 million Special Education Funding (8.1% increase)
- \$6.1 million CTE Subsidy (6.2% increase)

\$260 million in additional grant funds including:

- \$100 million for School-Based Mental Health through the Ready to Learn Block Grant via PDE
- \$100 million through a new General Fund Appropriation for School Safety and Security via PCCD
- \$60 million Pre-K Counts (25% increase)

Other Significant Increases:

- \$19 million Head Start (27.5% increase)
- \$124 million Pupil Transportation (24% increase)

Public School Funding:

- \$5 million for service to non-public schools (4.4%)
- \$115 million EITC (41% increase)

LESSONS FROM THE LINKS

BY DR. JAY BURKHART, 2021-22 PASA PRESIDENT



There are times in our lives when we have a conversation with a colleague, a friend, a family member or even a stranger that when it is over you think, I never thought of it that way. I am willing to estimate we have all had that happen multiple times in our lives. In fact, I am fairly certain we have had such an epiphany when we

have talked with our colleagues at some of the conferences we have attended together. It is always nice and beneficial to have another person's perspective.

I do want to apologize for the second sports reference in the newsletter in as many months, and I promise this will be my last such reference. With that being said, I would like to share the following with you. Recently, my wife and I were golfing with our son. During this particular round of golf, and I will not mention my score, my wife and I were talking with our son about a myriad of topics. He is a college sophomore and has a great deal of passion and insight on some of the topics we were discussing. One of his favorite topics was about the internship he hopes to secure for next summer. We also talked about his coursework, both in the past and for the future in the fall. And, we also had several conversations about the events happening around the world and in our country. I find his perspective to be refreshing since he looks at topics in ways I would not consider.

As our time progressed on the golf course, we discussed conflict and how we can resolve it in a respectful and peaceful fashion. Our son went on to tell stories about how some of his friends deal with conflict and/or division amongst themselves. He thought it is interesting how since some of his friends at college were developed over his freshman year, their relationships were still new and that could change how they approached their differences. He went on to tell us sometimes a simple text or Snapchat can be sent and the issue is behind everyone and they move on. There are times with the conflict isn't directly addressed and left to it's own resolution or never really addressed. It is all dependent upon what the topic or conflict may be about and/or the relationship of the people involved in the conflict. We all can respect people have different feelings about different topics.

We were about to complete our round of golf as we approached the last hole when our conversation began to circle back to some earlier topics. As we waited for the green to clear on the final hole we took note of the group. The golfers were involved in what appeared to be a competition throughout the time we were following them. It was evident to us as they were deliberate with each shot and made sure they were as accurate as possible. Each putt was carefully measured and the green was read for what break the ball may or may not take. Such a match can often lead to a longer round of golf, but we were in no hurry and were unaware of the lesson we would learn at the conclusion of their match.

Our son is aware of the stress and or anxiousness a competitive environment can create among those involved. We have all more than likely each been involved in a competition of some type where the people may have allowed their passion or emotions get the better of them. Similar to how college sophomores may react or the way adults may react when they have a disagreement with someone.

Eventually the match did conclude and the people involved picked up their golf balls and acknowledged the competition was over. As is customary in golf, the gentlemen involved in the match each removed their hats and extended their hands to shake the hand of their competitor. Everyone took a moment to express their gratitude for the competition. As they completed their exchange of pleasantries, my son turned to my wife and me and simply stated: "Wouldn't it be nice if we all treated each other like we do at the end of a golf match?"

Out of the mouths of the youth.... Lesson learned.

SOY RECAP

continued from page 1

Palisades also developed online learning options years in advance of the pandemic and countless extracurricular opportunities, initiatives that have served as a model for countless districts statewide and nationally.

"Throughout her career, Dr. O'Connell has demonstrated notable success as an education leader, someone who is focused on making a positive impact on the community, staff, and most of all, the students in her school district," PASA Executive Director Mark DiRocco said. "Her determination to provide high-quality opportunities for ALL children has earned the district numerous awards and recognitions and continues the district's forward-thinking determination to do what is best for kids. That focus on students has inspired her leadership in public education, a belief in collaboration in all endeavors, and an unrelenting pursuit of continuous improvement and excellence to ensure that ALL students reach their potential."

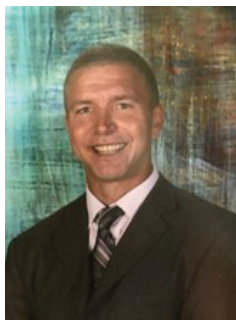
Dr. O'Connell leverages social media, traditional media, videos, and in-person methods to reach and proactively engage with all stakeholders, efforts that have garnered support from parents and the community. She likewise is committed to professional leadership in Pennsylvania and nationally, serving on the Governing Board of AASA®, The School Superintendents

Association, the PASA Board of Governors, and the PASA Advocacy Committee. She has also delivered in-person and virtual presentations for the numerous PASA programs and professional forums.

Finally, Dr. O'Connell makes advocacy for public education a hallmark of her leadership. She regularly corresponds with state legislators, maintains a legislation and advocacy webpage on the district's website, and hosts annual legislative dinners with the district's state representative to discuss current issues facing public education.

PASA is now accepting nominations for the 2023 Superintendent of the Year. Deadline to submit a nominee is July 22. For more information, visit www.pasa-net.org/soy.





WHICH IS MORE IMPORTANT IN MAINTAINING WELL-BEING - EXERCISE OR NUTRITION?

BY DAVID McDEAVITT

Allegheny-Clarion Valley School District Superintendent,



Research shows that exercise and a well-balanced diet can reduce chronic diseases, decrease adipose tissue (stored body fat), and are part of a well-balanced lifestyle that leads to good health and longevity (Anderson and Durstine, 2019). However, not all of us have the time or effort to exercise and prepare low-fat nutritional meals every day. Even though research was limited two decades ago, there is enough evidence in randomly controlled studies that show exercise and a well-balanced diet do prevent chronic diseases, and yet many people are not able to do both (Prentice et al. 2004). When one only has time to participate in an exercise program or to prepare well-balanced nutritional meals, which one would be more important?

The history of exercise dates back to prehistoric times; it was well known that physical activity was incorporated into celebrations that were performed after a successful hunt, and these activities were important for their cultural. From 2500 - 250 B.C., China encouraged daily physical activity since it was recognized that physical inactivity was associated with certain diseases. Centuries later fitness in the United States became popular during the National Period from 1776 - 1860 due to the influence by the European Culture, but fitness was not part of the educational system until after the Civil War in 1865 (Dalleck & Kravitz, 2002).

Nutrition is similar to exercise, but yet very different in its history. Food and nutrition have been studied for centuries, but modern nutritional science is new. The first vitamin was chemically defined in 1926 and nutrition has advanced significantly in the past two decades. Nutritional science has mainly focused on disease prevention and supplementation, but recently has expanded into optimal diet composition (Mozaffarian et al., 2018).

It would be difficult to examine all current research that has been published on exercise and nutrition in order to determine which is more important to our well-being. Although from my personal experience while attending undergraduate school at Slippery Rock University in the early 1990's and studying Health and Physical Education I had first-hand experience with both.

During this time, I became involved in exercise and found out early that hard work in the gym results in increased muscle and strength gains. During my freshman year while taking a general nutrition class, I also learned how to enhance my nutritional intake to make better gains in the gym. In retrospect, a college-aged student might be able to outwork a poor diet, but with age and a slower metabolism, this is not the case. Koehler & Drenowatz show that health benefits of exercise and nutritional planning has the potential to produce greater benefits when compared to strategies focusing solely on one or the other for adults (2019).

Focusing on a detailed exercise and nutrition plan that works for one's lifestyle is more beneficial. For example, one may develop a plan to focus on a daily calorie deficit of 50 percent from exercise and 50 percent from nutrition. This approach shows that one will spend more time and energy exercising, but in return, you will not need to limit caloric intake nearly as much. In fact, one study of combining exercise and calorie restriction was the best way to achieve weight loss. Furthermore, combining an exercise plan and a well-balanced nutrition plan showed five times more lost weight compared with using exercise alone (Davidson, 2021). It would be best to combine exercise with a good nutritional plan will help you achieve a meaningful and sustainable approach to well-being.

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Learn together...
Grow together...
Lead together!

Take advantage of the numerous professional learning programs PASA is offering for school administrators in 2022!

See the list on page 11



A WELCOME AND A GOOD-BYE

BY ADAM KULIKOWSKI

My wife loves to remind me how I've inherited my Dad's gift to talk, so I'll do my best each month in this space to keep it short!

I wanted to take a moment to formally introduce myself—for me this is a wonderful new beginning after more than 13 years at the Pennsylvania Coalition Against Rape (PCAR) where I led their

communications department—and thank Barbara Jewett for all she has done both for PASA over the last 25 years and personally for me as I begin to understand more intimately the lay of the land in education.

While we come from different backgrounds, I learned quickly that the members of PASA and I share a common passion for the success, health, and well-being of the children in our communities. Over the last 13 years for me, that meant working with a network of sexual assault centers throughout the Commonwealth at PCAR to promote their services such as free counseling to victims of sexual abuse and prevention efforts which often included developing resources to help them better connect with schools and other organizations in their communities. My colleagues and I developed a website, safesecurekids.org, to help parents and caregivers teach children about healthy relationships, consent and boundaries and I provided media support and guidance when our centers required assistance navigating difficult situations in their communities.

Like all of you who have dedicated your lives to helping children grow and succeed in life know, that the work is both rewarding and challenging. No one does it alone. So I hope to be another resource in your toolbox as you navigate the challenges you face each day leading your districts. Whether that is simply ensuring that you have what you need to participate in our trainings and events, offering media strategy support—or even connecting your district with trauma experts so children who may need help after they have experienced abuse receive the support they need. I'm here to support your work.

My arrival marked the end of a wonderful tenure at PASA for Barbara who retired on July 1 and undoubtedly is basking in the sun—or perhaps more likely if you know Barb longing to go somewhere colder—right now.

One of the many reasons my time so far at PASA has felt so welcoming was because of her.

She shepherded me through the last three weeks of her tenure at PASA—painting the lay of the land, pointing out obstacles, and doing what it seems she does best—teach.

I couldn't be more thankful. She easily could have ridden off into retirement and left the new guy to figure things out, but instead, she came to the office every day with her agenda and a long list of items she knew I would need to learn to be successful.

It's easy to understand why she's been a critical part of PASA for nearly 25 years.

It's an honor to receive the baton—picture a heavily detailed binder of daily tasks—from Barbara. She's left

large shoes to fill—ones that won't soon be forgotten. From all your friends at PASA—and the new guy who is grateful he got to know and work with you, even if it was for a very short amount of time—we wish you the very best in retirement.

To everyone who will read this column and the news we share each month in *The Flyer*, I look forward to providing you with any support you may need—and hopefully meeting in person soon.

COMMUNICATIONS TIP OF THE MONTH

From the smallest movement of your hands to the way you stand, **body language** is a powerful form of nonverbal communication that most of us express and interpret without thinking twice. But understanding body



language and learning how to better present yourself can **improve** your daily interactions. While body language covers a wide range of human expression, the most crucial aspects are **posture, eye contact, and personal space.**

POSTURE: When you hear the term body language, you may think about how you hold your body, or **posture**. The influence of posture cannot be understated, especially because the way you hold yourself can completely change the course of an interaction. We **instinctively** read body language cues and react based on what we see, regardless of the other person's actual feelings. Stay aware of how you carry yourself, or you could give off the wrong impression.

EYE CONTACT: When speaking with someone face to face, one of the fastest ways to build a personal connection is through **eye contact**, which is simply looking someone in the eyes during an interaction. Good eye contact shows you're paying attention, helps you read facial expressions, and often makes you feel and appear more confident.

Although eye contact is a key component of healthy interactions, it doesn't always come naturally to everyone. If you make poor eye contact, people may assume you're insecure, bored, or lack the self-confidence to look at them, even if you don't truly feel this way.

PERSONAL SPACE: **Personal space** is a simple yet critical part of body language. It's roughly a 4-foot (or 1.2-meter) radius around someone, although it can vary depending on the person. Typically, only family and close friends step within this area, so unless you share a close relationship with the other person, stand around 4 to 8 feet (or 1.2 to 2.4 meters) away as you converse with them.

Understanding the various aspects of body language can make all the difference in how people perceive you and how you perceive them. Be aware of how you present yourself, and you can say a lot without speaking a word.

— The Power of Body Language as published by GCFGlobal

MANAGING THE RISKS: A SEVEN-PART WEBINAR SERIES



Superintendents face many difficult challenges serving as schools' chief education officers. This is particularly true during a time when education works to recover and rebuild from over two years of disruption from a global pandemic.

Knowing upfront the recent issues that superintendents and school leaders are facing and the common missteps to avoid can prevent serious mistakes to your future leadership success. Whether you are a new superintendent or a seasoned veteran, the updates and discussions presented by the panel of experts in this series will benefit all.

Register to attend the newly developed PASA Webinar Series "Managing the

Risks", built specifically to assist school leaders gain perspective and knowledge to be successful!

Each Webinar is scheduled 11:30 a.m. – 1:00 p.m., including time for participants to ask questions and share experiences in breakout room discussions on the topics presented! Come listen and learn!

[CLICK HERE TO REGISTER FOR THE FULL WEBINAR SERIES](#) (as listed below)

Best Value: Investment: Members \$245; Non-members \$345

Tuesday, August 2

School Safety: Prevention and Preparedness

About this session: Topics include threat assessments, trauma-informed planning, required safety trainings, communication strategies for staff, families, and community, required security drills, and crisis response teams.

Facilitator: Dr. Scott Kuren, Director Office of Safe Schools, PA Department of Education, and panel of other state agency members

Investment: Members: \$49; Non-members: \$69

[Click here](#) to register.

Wednesday, August 31

Professional Ethics and the Educator Discipline Act

About this session: Topics include an introduction to the educator discipline system; Pennsylvania's Code of Professional Practice and Conduct for Educators; the Model Code of Ethics for Educators; duties of school entities under the Educator Discipline Act; reporting educator misconduct, including mandatory and permissive reporting under the Educator Discipline Act, how to make a report, protections for those who report, and the consequences for failing to report; and strategies for preventing educator misconduct.

Facilitator: Shane F. Crosby, Executive Director and Legal Counsel, Professional Standards and Practices Commission, Commonwealth of Pennsylvania

Investment: Members: \$49; Non-members: \$69

[Click here](#) to register.

Tuesday, September 13

Complex Student Issues: Avoiding Ethical and Legal Issues

About this session: Topics include student discipline and investigations; student enrollment; special education; student rights, such as speech, FERPA; and addressing diversity, equity, and inclusion.

Facilitator: Andy Faust, Attorney, Sweet, Stevens, Katz & Williams LLP

Investment: Members: \$49; Non-members: \$69

[Click here](#) to register.

Thursday, October 20

Record Retention, Right to Know, Board Conflict of Interests, and Litigation Holds

About this session: Topics include records and information that must be maintained; record retention schedules; the differences between use of school district provided and personal equipment; information that can be obtained from and cautions to take when using personal equipment and with district equipment; information that can be requested from phones, computers, etc.; the redacting of information; RTKL requests, current issues and trends; managing

board communications; board conflict of interests/ethics; and litigation hold procedures.

Facilitator: Gareth D. Pahowka, Attorney, Stock & Leader

Investment: Members: \$49; Non-members: \$69

[Click here](#) to register.

Tuesday, November 15

Fiscal Responsibilities – Managing Revenues and Expenditures

About this session: Topics include understanding your district school finance position, demographics, and trends; appropriate use of funds and prior board approval, etc.; donations and gifts; and appropriate allocation of local, state and federal funds.

Facilitator: Hannah Barrick, Executive Director and PASBO Staff

Investment: Members: \$49; Non-members: \$69

[Click here](#) to register.

Wednesday, December 13

The Pennsylvania Public Official and Employees Ethics Act – Compliance and Potential Unintended Violations

About this session: Topics include Ethics Act compliance and unintended consequences, parameters surrounding the acceptance of gifts in the form of objects, tickets, meals, travel, lodging, conference perks, etc. from vendors and the disclosure of them will be reviewed. Learn the cautions, reporting obligations, thresholds, potential exposure, and consequences.

Facilitator: Mary Fox, Executive Director, State Ethics Commission

Investment: Members: \$49; Non-members: \$69

[Click here](#) to register.

Wednesday, January 18

Red-Flags and Salvaging your Career when Board Relationships Go South

About this session: Topics include Board-Superintendent relationships and "red-flags" that require Superintendents' awareness; importance of contract language, requirements for the appointment of Superintendents, renewal and non-renewal of contracts, separation agreements, buy-outs and severance payments, solicitor's role, retirement benefits, and considerations when a board member(s) behaves inappropriately and/or the relationship between the Superintendent and School Board deteriorates.

Facilitators: Dr. Sherri Smith, Director of Professional Development, Virginia Montgomery, General Counsel, and Linda McKay, Deputy General Counsel, PA Association of School Administrators

Investment: Members: \$49; Non-members: \$69

[Click here](#) to register.

THE VERDICT IS IN: ADVOCACY STILL WORKS!

BY STEPHEN RODRIGUEZ, PLUS PRESIDENT



When I started writing this article, it was going to be a great reminder to educational leaders that we need a group of caring people around us to be watchers of our mental health because we don't always do a good job seeing the signs of

exhaustion, depression, or stress. While that is an important issue, for my mental health, I need to express some thoughts in the wake of this historic budget that was passed a few days ago.

I am sure you are seeing and digesting the economic impact of this 2022-2023 school year budget. Others more eloquent than I, we will talk about the positive effect this can and will have on our many communities. And yes, this is a long time coming, so I want to take a moment to reflect.

More than six years ago when I became superintendent and leaned hard into the work of advocacy, I quickly realized what an uphill battle it can sometimes be. After all, we had just passed a fair funding formula, the Governor fully supported education, and who doesn't love the local school and football team? But nothing changed fast-- if at all. However, with many partners and a lot of time, we continued the work of advocacy, relationship-building, and telling our story. Even when year after year, budget after budget, urban and more diverse schools received very little increase, and to be fair, no District received much of an increase. But we had a great executive director in Mark DiRocco who made our presence known in Harrisburg and some of us went the extra mile organizing and participating in legislative panels, rallies, and workshops throughout the state. The League of Urban Schools (PLUS) held the very first collaborative statewide press conference event in December 2019, and I remember thinking, "surely this will have a major effect", but nothing changed immediately. Very soon after that, the pandemic began and we all found ourselves being advocates. Contact with legislators and community leaders no longer became

a choice. We received federal money to help us through masks, transportation dilemmas, and staffing shortages but up to and including a few weeks or even days ago, it was entirely possible that this year might be like others, with a slight increase in state funding but not much of a difference-maker.

At the end of last year's budget, I was quoted as saying that the Level Up Funding and increases given to schools were an excellent "first down" for our students and a great start. This is more than a first down, I would say even "more than a touchdown!" We have made excellent progress and it is due in no small part to Advocates for Education who gently, but relentlessly fought for public education with our legislators and in our communities. Again going back six years, I remember board members, community members, and even legislators telling me that advocacy won't work, the system is too complex, the problems are too big, and people's minds will never change. But we must take time to reflect. We didn't get here overnight and we didn't get here by sticking our heads in the sand. We got here through the advocacy efforts of a large group of people who care about public education. Ladies and gentlemen the verdict is in. Advocacy still works. So if you've been on the sidelines, it's time to get in the game because the work is far from over!

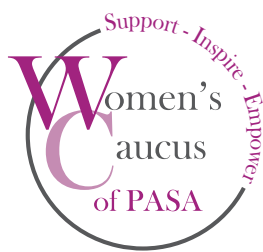
ADVOCACY & INFORMATION UPDATES:

- Visit our "State Budget" page to learn more about the 2022-23 PA budget and school code bill and how each will affect school districts across the Commonwealth.
- PASA released an E-alert on June 20 urging school leaders to let their legislators know about the benefits of additional funding for their district—including the impact of inflation, staffing shortages and transportation costs.
- The PASA Legislative Committee wrapped up its weekly meetings until the legislative body is back in session in September.
- It's PASA membership renewal season! Please take a moment if you haven't already to update your membership by September 30 to continue receiving vital legislative updates, analysis, and support for your district. Your membership can be renewed [on our website](#). Once a renewal is placed, an invoice will be issued if you are paying by check. No Purchase Order is needed to complete this process. A confirmation will be sent once payment is processed.

PASA will continue to keep you in-the-know with additional updates through our weekly Education News update, Alerts and the *PASA Flyer*. You can also follow our Facebook and Twitter pages for breaking news and additional content.

THOUGHT FOR THE DAY

"Sometimes we know what we need to do in a situation but are reluctant to follow through because we are seeking to avoid confrontation or conflict. While it may be easier to avoid the uncomfortable situation, by doing so we may be invalidating our own value of integrity." – Learn more by reading "[Ethical Leadership—A Personal Exploration](#)" by Dave Eberwein, superintendent/CEO, School District 63, Saanichton, British Columbia.



TAKE A MOMENT TO ENJOY SUMMER AND CARE FOR YOURSELF

BY TINA KANE, WOMEN'S CAUCUS PRESIDENT



Summertime - how sweet the sound and appeal of one 10-letter compound word is to educators after successfully completing a long school year. Over the past school year, teachers, staff, and administrators navigated COVID-19 mitigations strategies, managed controversy over wearing face masks, offered vaccine clinics for our school communities, worked diligently to provide clean and healthy environments for learning, creatively distanced students within carefully configured places for students to eat, and delivered and provided instructional lessons that were engaging and worthwhile to students.

Most schools opened with restrictions surrounding wearing masks, distancing, and isolation/quarantines. As the year went on, those restrictions were gradually lifted and for some Districts, by the end of the school year, schools looked more like our pre-COVID lifestyles. As we made the transi-

Too often, educators care for others, at their own expense. Self-care should be a priority. Finding time for your own needs is beneficial to your overall health and the care you can provide others.



tion back to our lifestyles prior to COVID, the laughter, enjoyment, and comradery reemerged in our schools.

The sprint to the school year finish line is full of end-of-the-year assessments, special events, and traditional ceremonies. The culmination of which is summer vacation. With the summer solstice officially beginning the summer, consider a few summertime suggestions to approach your summer months to better improve your mind, body, and spirit.

The first suggestion is to take the time for Self-Care. Too often, educators care for others, at their own expense. Self-care should be a priority. Finding time for your own needs is beneficial to your overall health and the care you can provide others.

Next is to Slow Down. The fast pace of a regimented schedule is productive, but after a while can cause fatigue and burnout. Allow yourself to find an appropriate pace to manage your daily routine. Remember, "slow and steady wins the race".

Another important part of your life to consider is prioritizing Sleep. Sleep is a necessity to allow our bodies to properly regulate and function. Insufficient sleep can contribute to the development of illness and disease. Seek and find methods that assist you with better sleep such as wearing a soft sleep mask, avoiding distractions, maintaining a sleep schedule, and being mindful of what you eat or drink before bedtime.

Summertime provides more daylight hours, which allows us to See the World. Pennsylvania's 67 counties offer so many wonderful ways to enjoy nature such as hiking state parks, seeing magnificent mountain ranges, visiting historic battlefields, boating on lakes, enjoying beautiful gardens, rock climbing, taking a hot air balloon ride, learning more about U.S. history, or appreciating a waterfall. Allowing ourselves to see the world and appreciate the outdoors and nature in Pennsylvania can nurture our bodies and minds.

No matter your age, find ways to Seek out Fun. Whether you enjoy athletic events, concerts, gathering with loved ones and friends, binge-watching a series on your streaming station, reading your favorite author's new book, or simply making time for yourself, finding the fun is good for the spirit.

Helen Keller said it best, "Keep your face to the sunshine and you will never see the shadows." By focusing on the opportunities, the summertime has to offer and considering a few of these summertime suggestions, you will Strengthen your mind, body, and spirit for the start of the new school year.

SAVE THE DATE

Southeast Women's Caucus Annual Fall Dinner

November 16

Maggiano's Restaurant, King of Prussia

Featured Presentation:

Dr. Colleen Lelli, Cabrini University

"Creating Trauma-Sensitive Schools:

The Importance of Mental Health Awareness
and Positive School Climate"

REGISTRATION TO OPEN IN JULY

SAFER COMMUNITIES ACT EXPANDS ACCESS TO HEALTHCARE, MENTAL HEALTH SERVICES IN SCHOOLS

It's with great excitement to share the legislation AASA helped write and have introduced was signed into law as part of the bipartisan gun legislation known as the Safer Communities Act. We are thrilled that the policy we have long championed to improve and expand access to mental health services, as well as all healthcare services in schools, will now become a reality.

AASA spent the past decade urging the Centers for Medicare and Medicaid (CMS) to dramatically revisit their guidance on how districts claim and bill for Medicaid-reimbursable healthcare services. Frustrated about the inaction by multiple federal administrations, in 2019 we [issued a report](#) urging Congress to force CMS to issue new guidance on the program that would streamline the paperwork requirements for districts.

In March, President Biden announced his administration would take steps to revise the program and reduce operational barriers to participation. For the last few months, we have been meeting actively with CMS and our conversations with staff led us to believe there was hesitation to make the bold, transformative changes to the school-based Medicaid program that would dramatically streamline the paperwork for districts and reduce the administrative burden on districts.

After the tragedy in Uvalde, [we led a letter to Congress](#) signed by all the major K-12 education groups asking that they address the Medicaid reimbursement issue as a way of tackling the mental health crisis. We are happy to see our specific asks for the revised Medicaid guidance addressed in the law.

Specifically, the Safer Communities Act requires CMS to move quickly to update the rules governing school-based Medicaid programs to reduce the administrative burdens that are particularly acute for small and rural districts, opening the door for districts to bill for a variety of healthcare related services they perform every day for students and their families. For years, we have known there are numerous obstacles to obtaining appropriate Medicaid reimbursement for the delivery of healthcare services in schools. As a result, many districts that have high numbers of Medicaid-eligible children do not even attempt to participate in the Medicaid program.

As districts are faced with more children with critical health and mental healthcare needs and increasing demands for school personnel to provide those services, AASA has developed a specific policy solution that will enable more districts—large, small, urban, and rural, high-poverty and low-poverty—to participate in the Medicaid program.

Now, Congress has mandated that CMS recognize AASA's policy solution and allow districts to use a simplified, uniform billing process for direct and administrative healthcare services for direct services such as speech-language pathology, counseling, nursing, etc. as well as care-coordination, transportation, Medicaid enrollment, and other administrative services that they may already provide. In addition to this transformational policy shift, Congress also mandated the creation of a new technical assistance center to help districts maximize their Medicaid billing processes and ensure they follow federal requirements. Congress also granted every state \$1 million to operationalize the new billing flexibilities that CMS will issue, so states and districts can shift their programs to take

advantage of these new operational efficiencies.

At a time when we have an uptick in children who lack health insurance coverage and a surge in children coming to school with unaddressed mental health needs, there is an urgency to improve the reimbursement stream for school-based Medicaid programs so schools can deliver more services to more students. This new reimbursement model has the potential to benefit students and families, district personnel and administrators, states and other healthcare partners to ensure more efficient delivery of healthcare services to children in schools.

“ NOTEWORTHY QUOTES ”

[Why Understanding Principal Turnover is Important for Teacher Retention](#)

“What we also know is that when principals turn over, teachers also tend to turn over,” Bailes said. “A principal’s departure, for any reason, can instigate some of that instability. It can mean having to build new school culture, having to acculturate new professionals, get kids comfortable, get people acclimated to new curricula replacement.”

“Parents should know what their children are being exposed to in school, period,” the senators said. “And beyond that, they should have the opportunity to opt their child out of exposure to certain explicit curriculum and be provided with alternative options by the school. At the end of the day, parents – not the government – should have final say in how their children are educated.” –Senators Scott Martin and Ryan Aument on the Senate’s passage of SB 1277 and SB 1278

Note: PASA opposed both bills

“This bill is part of a hate-filled and coordinated campaign to stoke the culture war, divide Pennsylvanians, and distract from the real issues facing the commonwealth and our nation,” Reggie Shuford, executive director of the ACLU of Pennsylvania, said in a statement. “The state Legislature could be working to protect democracy and voting rights or addressing the myriad problems in the criminal legal system, among so many other issues. Instead, some legislators are attacking children to score political points. It needs to stop.” – Reggie Shuford, executive director of the ACLU of Pennsylvania on the PA Senate’s passage of HB 972

“This is a major issue across the country. Every time one of our African American teachers retires, my heart flops. It’s important for not only African American kids to see diversity, but all of our students to see diversity.” — Nina Esposito-Visgitis, the president of Pittsburgh Federation of Teachers on the need to improve teacher diversity

Read the full article, [“Pittsburgh Public Schools Looks to Improve Teacher Diversity”](#)

NEWS & ADVOCACY

In This Month's Issue of School Administrator

The July edition of School Administrator looks at how some schools in Arizona are leveraging the expertise of teachers to drive learner-centered growth; caring for the well-being of school leaders; what equity officers see as their challenges and more. Read the full [July edition](#).

SAVE THE DATE:

National Conference on Education

presented by AASA

When: February 16-18, 2023

Where: San Antonio, Tx.

Learn more at [AASA.org](https://aasa.org).

QUOTES

"Although we pay lip service to the social and emotional needs of children, the reality is that academic achievement is what we hold schools accountable for." AASA Executive Director Daniel Domenech, from "Our Imperative for 2025"

"If we are going to create a better experience for the students who attend our schools, it begins with creating a better experience for our teachers. We have seen happier teachers with a greater sense of belonging in our teaming models over the past year and a half." – Assistant Superintendent of Secondary Education in Mesa, Randy Mahlerwin from "The Next Education Workforce: Models in place in Arizona are leveraging the varying expertise of teachers to drive learner-centered growth"

"Women long have been expected to be defined by family first and then career. The deleterious effects of this belief are well-documented." —Jenna Mancini Rufo, CEO and chief consultant of Empowered School Solutions (from Just Call Me 'Doctor'")

Join AASA today and become part of a supported community of school leaders nationwide who advocate for public education. AASA, The School Superintendents Association, is the only national organization that represents and promotes the concerns of chief school administrators across the nation! **See the [AASA website](#) for details or contact the PASA office.**



COMING SOON...

Introduction to the Superintendency - *The First 100 Days*

July 27 (virtual)

Managing the Risks: A seven-part webinar series

August 2—School Safety: Prevention and Preparedness

August 31—Professional Ethics and the Educator Discipline Act

September 13—Complex Student Issues: Avoiding Ethical and Legal Issues

October 20—Record Retention, Right to Know, Board Conflict of Interests and Litigation Holds

November 15—Fiscal Responsibilities: Managing Revenues and Expenditures

December 13—The Pennsylvania Public Official and Employees Ethics Act—Compliance and Potential Unintended Violations

January 18—Red-Flags and Salvaging your Career when Board Relationships Go South

[Click here](#) to learn more about the full series and register.

New Superintendents' Academy Part 1

September 21-22 (PASA office)

Approved for 25 PIL/Act 45 hours

PA Summit for Assistant Superintendents & Supervisors

Oct. 14 (PASA office)

Southeast Women's Caucus Annual Dinner

November 16* (King of Prussia)

[*NEW DATE]

New Superintendents' Academy Part 2

November 17-18

Approved for 25 PIL/Act 45 hours

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.



Nominations Due July 22 Online

PASA NOW SEEKING NOMINATIONS FOR 2023 PA SUPERINTENDENT OF THE YEAR

PASA is now seeking nominations for 2023 Pennsylvania Superintendent of the Year.

The Pennsylvania award is part of the National Superintendent of the Year program, sponsored by First Student, AIG Retirement Services and AASA® The School Superintendents Association. The program pays tribute to the talent and vision of the men and women who lead the nation's public schools. This is the 36th year for the national award program.

CRITERIA

Each candidate for Pennsylvania Superintendent of the Year will be judged on the following criteria:

Leadership for Learning – creativity in successfully meeting the needs of students in his or her school system.

Communication – strength in both personal and organizational communication.

Professionalism – constant improvement of administrative knowledge and skills, while providing professional development opportunities and motivation to others on the education team.

Community Involvement – active participation in local community activities and an understanding of regional, national, and international issues.

ELIGIBILITY

Any Pennsylvania superintendent **who plans to continue as a superintendent** may be nominated. The program is designed to recognize the outstanding leadership of active, front-line superintendents. It is **not** recognition of service at retirement or a program to reward current state or national leaders.

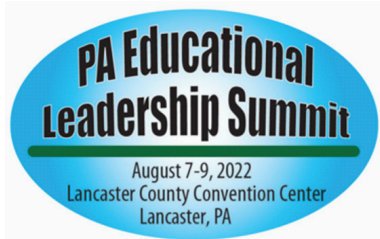
Additional criteria for Pennsylvania nominee eligibility include the following:

- The individual must be both a PASA **and** AASA member.
- The individual must have served as a sitting superintendent with a commission for **at least five years** and in his/her current district in Pennsylvania for **at least two years**.
- The individual must intend to continue serving as a superintendent in the year in which he/she will be the PA Superintendent of the Year.

NOMINATIONS

All nominations will be accepted **online only** via the AASA Superintendent of the Year [website](#) no later than **Friday, July 22**. Those seeking to nominate a Pennsylvania superintendent must first register on the AASA Superintendent of the Year website. (NOTE: Self-nomination is **not** permitted.) AASA will notify candidates of their nomination.

For more information, see the PASA website. Questions about the Superintendent of the Year application process may be directed to PASA at pasa@pasa-net.org.



REGISTRATION REMAINS OPEN

for school leaders and district leadership teams to learn, network and plan

approved for 40 PIL/Act 45 hours

(up to 40 additional hours available with Ed Camp registration)

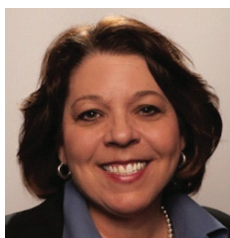
Keynote speakers, high quality breakout sessions, table talks on hot topics, Ed Camp and district team planning and job-alike sessions will provide practical ideas that can be immediately reviewed and discussed at the summit and utilized at the district level.

KEYNOTES

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



RUBY PAYNE



MURIEL SUMMERS

Sponsored by...



MEMBER NEWS

REGION 3

Dr. Janet Sardon became the superintendent of the district she once attended as a student. Dr. Sardon was unanimously approved as the new superintendent of West Jefferson Hills School District.

REGION 4

Dr. Debbie DeBlasio, superintendent of New Castle Area School District recently retired after 39 years as a teacher, assistant to the superintendent and superintendent in the district. She was the first woman in district history to hold the position, according to [New Castle News](#).

REGION 10

Dr. Sean Gildea became Glendale School District's superintendent on June 9. Gildea previously served as the East Allegheny School District's Director of Education.

REGION 15

Michael Gogoj was appointed as assistant superintendent at Carlisle Area SD on July 7.

REGION 23

Dr. Todd Bauer, a former assistant superintendent of the North Penn School District was sworn in as its new superintendent on July 1. Dr. Bauer shared his vision for the 13,000-member district [here](#).

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

PASA CALENDAR

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

JULY

27 New Superintendent's Academy Webinar

AUGUST

3-5 Managing the Risks: School Safety—Prevention and Preparedness
7-9 PA Educational Leadership Summit
13 Superintendent Licensure Exam Prep Session
31 Managing the Risks: Professional Ethics and the Educator Discipline Act

SEPTEMBER

5 *PASA office closed*
8-9 Board of Governors' meetings (PASA office)
13 Managing the Risks: Complex Student Issues: Avoiding Ethical & Legal Issues
21-22 New Superintendents' Academy Part 1 (PASA office)

OCTOBER

14 Summit for Assistant Superintendents and Supervisors
20 Managing the Risks: Record Retention, Right to Know and Litigation Holds
31-2 PASA/PSBA Fall Conference (Poconos)



For Educational Leaders, By Educational Leaders

PASA MENTOR COACHING PROGRAM

Our superintendents and assistant superintendents continue to be challenged in ways we never imagined possible. The pandemic related complexities above and beyond the "normal" requirements for leading a school district are overwhelming, especially to those who are just beginning their roles as superintendents or assistant superintendents. The support of an experienced current or former Pennsylvania-based superintendent can be especially beneficial to the new career superintendent or assistant superintendent's peace of mind, decision-making, and goal achievement.

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

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

For more information about PASA's program, visit our website at <https://www.pasa-net.org/mentor> or contact Dr. Sherri Smith at ssmith@pasa-net.org.