

COUNCILGRAM

Shock and Awe!

State Budget Negotiations Take a Strange Twist

Negotiations over the state budget have taken the strangest turn since the last time the Governor and Legislature attempted to enact a budget — since last year, in other words. But although each year's budget deliberations are unique unto themselves, this year's effort has turned out to be wholly unlike anything witnessed in more than a decade.

With only one dissenting vote, the two houses of the Legislature passed a bill to delay statewide school district budget votes from May 20th to June 3rd. A veto by the Governor was assured but the Legislature's action was clear testimony that they have finally gotten the message that late state budgets hurt schools, especially when state aid cuts are on the table. Delaying the vote was an attempt to assure that school districts would be able to factor additional state aid into local budget decision-making.

Concern over the timing of school district budget decisions appeared to be one of the primary factors driving the Legislature toward resolution of the budget. While war in Iraq began to wind down, Albany's atmosphere detonated. The Governor criticized Legislative leaders for seeking to make allegedly unaffordable and irresponsible additions to his proposed budget. Legislators, in turn, denounced the Governor for being inflexible in negotiations.

A day after passing the bill to delay school budget votes, Assembly Speaker Sheldon Silver and Senate Majority

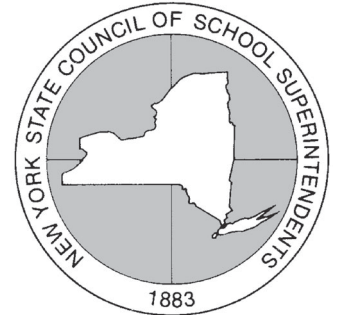
Leader Joseph Bruno announced that they had "agreed to agree" on a budget that would add a total of \$1.9 billion in spending to the Governor's plan. They planned to work out the details of the agreement over the ensuing two weeks and begin passing actual budget bills beginning on April 28th.



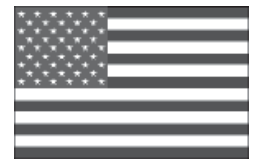
The anticipated timing of state budget passage reflects an attempt to accommodate school district timelines, as proposed to be revised through the vote delay bill. A wild card is posed by the threat of vetoes from the Governor — both the bill to delay school budget votes and additions to his budget.

Speculation was widespread that the Legislature would attempt to override vetoes. Given constitutional and practical timelines, the earliest an override of the budget vote delay bill could be attempted is April 28th, the date the Legislature returns to Albany from its Easter/Passover break. If budget bills were passed early that same week, and the Governor used the full 10 days allowed under the state constitution to act upon the Legislature's product, overrides might be attempted during the week of May 12th. Under the timeline envisioned by the school budget vote delay bill, property tax report card data would be due to the State Education Department by May 14th.

Legislative overrides of Governor's vetoes have been very rare in New York State. They require concurrence of two-thirds the members of each chamber of



**OVER 100 YEARS OF
EDUCATIONAL LEADERSHIP**



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NEW YORK STATE COUNCIL OF SCHOOL SUPERINTENDENTS

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the Legislature. More than half the last century passed without a successful override. Governor Cuomo completed three terms without a single override, Governor Pataki has had only one veto overridden in more than eight years in office.

The precedent for this year may be 1980, when the Legislature overrode then Governor Carey's vetoes of many budget items. That experience also attests to the scale of the Legislature's challenge. The Governor exercises a line-item veto over the budget; each line which the Legislature seeks to restore requires a separate over-ride vote. In 1980, 160 separate votes were taken to restore funds vetoed by Carey. Holding two-thirds majorities of both houses together for so many votes is a daunting prospect.

More recent parallels have come in 1991 and 1998. In the first year, Governor Cuomo vetoed more than a billion dollars in spending but ultimately agreed to a restoration of roughly a third of that sum. In contrast, comparable vetoes by Governor Pataki went unchallenged in 1998. He suffered no apparent political harm, coasting to easy re-election later that same year.

In any event, although the Legislative leaders announced agreement on the overall parameters of a budget, details on what they agreed to were scarce. It was widely reported that \$700 million would be added for education, and generally assumed that figure represents the state fiscal year cost of restorations totaling around \$1 billion over the 2003-04 school year.

If true, that sum would fall

short of complete restoration of all the Governor's proposed education cuts. It *could*, however, accommodate full restoration of BOCES Aid (\$134 million), Public and Private Excess Cost Aid (\$123 million), Transportation Aid (\$123 million), Universal Prekindergarten (\$201 million), and Class Size Reduction (\$136 million) and to fund Building Aid costs not covered in the Executive Budget (\$118 million), for example. A question mark is what other costs would need to be accommodated within that figure: Teacher Centers? Experimental Prekindergarten? State Education Department operating budget restorations? Targeted grants to schools?

One major concern is whether adequate funds will be available to steer into operating aid to help heavily state aid-dependent poor districts and New York City. A second concern is how these and other spending restorations will be paid for. Will the revenues hold up over the course of the state fiscal year? Will they deliver a sustained boost to state coffers, so that the budget for next year — an election year — might be resolved with less trauma?

New York's legislative process is characterized by a heavy reliance on delay and brinkmanship. Those involved do not always appreciate that not everyone leaves every decision to the last moment, nor should they do so. School district leaders are well-advised to move forward according to existing legal requirements, but be prepared to make sudden changes as the Albany picture comes into clearer focus, hopefully in the first half of May.

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May 3rd March for Public Education

Impossible to guarantee in advance, the timing of the May 3rd March on Albany for Public Education is shaping up as fortuitous. If the Legislature follows through on the timelines sketched above, the date will fall during the period when budget additions are before the Governor, making the march an opportunity to show opposition to potential vetoes of education funding. Still, the march is intended not only to address immediate concerns, but also to demonstrate deep and wide support for public education that impacts the thinking of Legislators next year and beyond.

March organizers report that more than 25,000 people are registered already, and more than 800 buses are expected to descend on downtown Albany that day. To register or get more information, see <http://www.marchforpubliceducation.org>.

Bill Watch

NYSCOSS tracks numerous bills throughout the legislative session and makes a practice of speaking out on as many as possible. A few are of particular note and worth mention here.

Contingency Budget Relief: A.8023 (Sanders)

Prior to the Easter/Passover break, legislation was introduced and reported from the Assembly Education Committee that would provide relief to districts forced to adopt contingency budgets. This bill would exempt from contingency budgets the following items: insurance costs (including health insurance), utility costs, retirement payments, and costs associated with early retirement incentives. NYSCOSS estimated that NYSTRS and health insurance increases alone are likely to drive district spending up more than 2 percent per district statewide (excluding the Big 5). Energy costs are up to 20 percent higher than last year. This bill would provide considerable relief.

DS Salary Cap: S.4452 (Kuhl)

Senator Kuhl introduced a bill to increase the cap on BOCES district superintendent salaries. The bill would allow an increase up to 6 percent above the salary cap of the previous year or 98 percent of the Commissioner's 2002-03 salary, whichever is less. The bill would also prohibit a DS from holding more than one contract at a time. The

Senator's introduction of this bill is a positive step toward addressing this inequity. The Council was disappointed in the Governor's veto last year and this bill seeks to carefully address issues noted in the veto. We will be advocating the bill strongly with the hope of seeing it passed along with the state budget.

Court Case of Interest

"Let My People Go" might be the more appropriate name for a recent decision involving the layoff of five certified teaching assistants by the Board of the Oneida-Madison BOCES. The teaching assistants protested their termination, claiming they were not least senior in their tenure area. The BOCES argued the terminations were permissible and consistent with its longstanding policy of classifying positions within tenure areas by position and subject.

The Commissioner disagreed. The decision states that the Board's action was inconsistent with the plain reading of Part 30.8(d) of the Commissioner's regulations. This section places all teaching assistants within the same special subject tenure area — teaching assistant — and therefore, it was held that teaching assistants do not hold tenure in special tenure areas.

The BOCES filed an Article 78 appealing the Commissioner's decision — and won. The court focused on Education Law §3013 which holds that this section only applies to teachers and that "An interpretation of the law which includes teachers assistant (*sic*) is inconsistent with the plain wording of the statute." Based on this, the court determined the Commissioner's actions were not an appropriate exercise of authority. Since the decision, NYSCOSS has learned that a notice of appeal has been filed — the first step to taking the case to the next level.

In an effort to preserve local control and decision making, NYSCOSS has requested the Commissioner not pursue this case further. School districts and BOCES have wide latitude with respect to hiring employees. Communities expect and trust districts to hire the best and brightest — and they do. Far less discretion is afforded when it comes to terminations and layoffs. Judge Kavanagh's decision agrees that some discretion is permitted and that, in the case of Oneida-Madison BOCES, it was exercised correctly. The Council urges that local control in these matters not be eroded.

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IN MEMORIUM

Leo A. Soucy, 76, died Monday, April 7, 2003, in Albany. An educator for most of his life, Leo was awarded an A.B. from Suffolk University in 1949, and Ed.M. from Boston University in 1953, and an Ed.D. from Syracuse University in 1966. He was the recipient of a Fulbright Grant and a Ford Foundation Scholarship.

Leo retired in 1982 from the NY State Department of Education as an Assistant Commissioner with prior service as District Superintendent of Cayuga County BOCES, and as Superintendent at Union Springs CSD. He held teaching positions in West Newbury, Newburyport and Haverhill, MA. In 1980, Leo served as a member of the NYS Commission for the Olympics at Lake Placid.

Longtime colleague Ray DeFeo remembers Leo as "an excellent District Superintendent and a fine Assistant Commissioner. He made significant contributions to the excellence of New York State's educational programs while he was in office and was held in high esteem by his colleagues. He served in the State Education Department with a group of outstanding educators. Among them were Commissioner Ambach, Dr. Joseph Blaney, Dr. Bud Spillane, Dr. Maria Ramirez and several others. Leo was a giant in New York State's educational system and we will miss him."

Leo is survived by his wife, Marilyn Welch Soucy, children David, Karen and Douglas and step-children Mark, Michael, and William.

John Delaney Commended for Handling of Hazing Situation

An editorial in *The Ithaca Journal*, on March 10, 2003, commended Trumansburg Superintendent John Delaney for his handling of a hazing incident that occurred last fall. Trumansburg is collectively looking at the issue of bullying behavior as a community issue that emerges in student-to-student relationships, adult-to-youth relationships and in adult-to-adult situations.

Delaney was applauded for his reluctance to embrace simple solutions to complex problems. The article states, "...the effort by this school system is educating an entire community. Trumansburg's method of handling what normally is an embarrassing and disconcerting incident should be a model for other school systems."

Michael J. Osnato Accepts Position at Seton Hall University

Michael J. Osnato, former superintendent of Pearl River CSD and current superintendent of Montclair Public Schools in Montclair, N.J., has accepted an offer from Seton Hall University to become a member of the faculty and direct the statewide Institute of Education Leadership, Research and Renewal.

During his tenure as superintendent of Pearl River, the National Malcolm Baldrige Quality Award program asked Osnato to pilot their award for the field of education. He perhaps is the only superintendent to have won this award in multiple states. Also to his credit, while in Montclair, he received the honor of being named the New Jersey State Superintendent of the Year for 2002.

NYSCOSS '03-'04 Officers Named

The NYSCOSS Nominating Committee is pleased to announce the following slate of officers for the 2003-2004 year:

- President..... James N. Mills, Newfane
- President-Elect William J. Brosnan, Northport-E. Northport
- Vice-President Marilyn O. Pirkle, Rondout Valley
- Treasurer Diane Reed, Honeoye Falls-Lima
- Past-President..... David Paciencia, Taconic Hills

Inductions will take place at the Fall Conference Luncheon on Monday, September 22, 2003, in Saratoga Springs, NY.

“Thank You” for Exceptional Support

Diamond Sponsors Provide Additional Support to Council Members

The Council’s Corporate Support program provides NYSCOSS with funds that help us to provide our members with free legal services, lobbying and professional development programs. There are a handful of companies that go above and beyond the highest level of sponsorship. Please join the Council in thanking these organizations for their exceptional support.

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Pearson Digital Learning (formerly Electronic Education)
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Turner Construction Company
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Law, Youth and Citizenship Award

NYS Bar Association and NYSED Seek Nominations

The Law, Youth & Citizenship Program of the New York State Bar Association and the NY State Education Department is accepting nominations for the New York State Bar Association’s Law-Related Education Distinguished Service Award.

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PURPOSE:

To recognize a New York educator who has made an outstanding contribution to law related education and whose programs: 1) foster understanding of the values of our legal and judicial systems; 2) inform and educate students as to the roles in society of the law, the courts, the law enforcement agencies and the legal profession; 3) stimulate a deeper sense of individual responsibility, instruct students to recognize responsibility and instruct students to recognize their duties, as well as their rights; 4) encourage effective law-related education programs in their schools and communities; and 5) increase communication and understanding among students, educators and those involved professionally in the legal system.

ELIGIBILITY:

Any K-12 public or nonpublic school educator in the State of New York who has: been active in law related education for at least three years; participated in the development of materials and programs, or made other important contributions that have an impact on students and others and that are recognized at the local and state levels; voluntarily given his/her time and resources in support of law related education, such as serving on planning

committees, reviewing materials and programs and responding to requests for assistance; and not previously received this award.

ENTRY RULES:

1. All entries must be submitted in typed format.
2. Entries may be submitted by applicant or nomination.
3. One original plus four copies of information are required per nominee.
4. Each application must include the following:
 - a) Cover letter
 - b) Resume of applicant (max. of 1 pg)
 - c) Summary of law related activities (max. of 1 pg)
 - d) Letters of support (max. of 5, may be handwritten or typed). Letters of support should include educators, students and community resource persons.
 - e) Documentary materials such as newspaper articles, teaching outline, examples of resource materials utilized, pictures of events and/or a bibliography of law-related educational materials developed by applicant. No video tapes.
 - f) Four copies of nominating materials to allow easy dissemination to the selection committee.
5. Be sure to identify the nominee as an educator.

DEADLINE:

Entries must be postmarked no later than June 16, 2003. Send nominations to: Law, Youth & Citizenship Program; LRE Distinguished Service Award; c/o New York State Bar Association; One Elk Street; Albany, NY 12207.

Speakers Slated for Fall Conference 2003

“Brain Research: New Approaches to Learning”



Mel Levine

Dr. Mel Levine is a professor of pediatrics at the University of North Carolina Medical School and the director of the university's Clinical Center for the Study of Development and Learning. Dr. Levine's major research interests are focused on learning processes and the specific dysfunctions that impede the education of many children and adolescents. Throughout his career Dr. Levine has been actively involved in the design and validation of new diagnostic instruments and training programs that integrate neurological, behavioral, developmental, and health findings in children with learning difficulties. He is the cofounder and co-chair of *All Kinds of Minds*, a nonprofit institute that develops products and programs to help parents, teachers, clinicians, and children address differences in learning.



Christian Moore

Mr. Christian Moore shares his experiences overcoming many of life's obstacles, including the challenge of being an individual with severe learning disabilities. He is a Licensed Clinical Social Worker, with an M.S.W. from Brigham Young University where he was the recipient of the Joseph N. Symons Family Social Worker of Promise Award. He currently works with at-risk adolescents with conduct disorder and learning disabilities. Mr. Moore's leadership with the *WhyTry* organization has led to the development of an innovative program for at-risk youth. His message is one of hope combined with a formula for achieving opportunity in life.



Paula Tallal

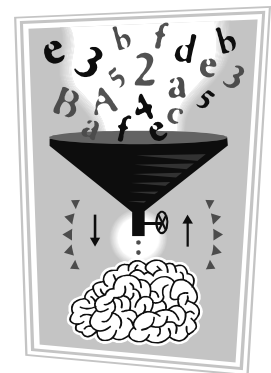
Paula Tallal has won substantial acclaim for her ground breaking work on the neurobiology of speech, language and reading in normal and disordered development. Her innovative research has led to the development of computerized programs, now in wide use, that have helped thousands of people overcome speech and learning disorders. Dr. Tallal's many honors include being named Board of Governors Professor of Neuroscience. She is co-director of Rutgers-Newark's Center for Molecular and Behavioral Neuroscience.

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Call for Concurrent Session Proposals

The Fall Conference, scheduled for September 21-23, 2003 at the Saratoga City Center, will focus on the theme: *“Brain Research: New Approaches to Learning.”*

Concurrent sessions offer members a chance to share their best practices with colleagues. Please send proposals, including title, presenter, a brief description of content and audiovisual equipment needs to Tina Hogle (tina@nyscoss.org) before **June 2, 2003**. Proposals will be reviewed by the Conference Committee and selections made in early summer.



New Superintendents' Development

Program Offers Strategies for Success in the First Three Years

NYSCOSS is pleased to offer the New Superintendents' Leadership Program: *Success in the First Three Years*, to be offered in Albany on Friday, May 30, 2003.

First, second and third year superintendents are invited and encouraged to meet with colleagues for a discussion with emeritus faculty of the Superin-

tendents' Academy and Commissioner Richard Mills. The program, running from 10:00 a.m.-3:00 p.m., will provide the opportunity to discuss current issues in the superintendency and share practical and successful strategies.

Topics that will be discussed are: the school board/superintendent relationship; school budget preparation; bond issues; student

achievement and long range planning. Presentations will be followed by small group discussions. The program will end with a discussion about leadership.

The \$35 registration fee will cover the cost of breakfast and lunch. Additional information will be mailed in the near future.

Dimensions of Leadership

Human Resource Leadership is Focus of Spring Program

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The spring 2003 strand of *Dimensions of Leadership* focuses on the empowerment of people, understanding their desires, concerns, strengths and limitations, and providing them with psychological support when needed. It also emphasizes the importance of creating opportunities for involvement, collaboration and true collegiality.

This program is designed to

enhance the skills of superintendents, deputy and assistant superintendents and is a rare opportunity to reflect on professional practice.

The program runs from 9:00 a.m. to 3:00 p.m. Tuition is \$145, which covers instruction, materials, refreshments and a working lunch. Materials include an Academy notebook, mailed to each new participant upon paid

registration. Those who registered for earlier sessions of Dimensions of Leadership will receive inserts for their Academy notebooks.

Sites

May 23	Capital Region BOCES Putnam-Northern West. BOCES
June 6	Erie I BOCES Onondaga-Cort.-Madison BOCES Schuyler-Chemung-Tioga BOCES Western Suffolk BOCES

Aspiring School Leaders Sought

Council's Program Encourages Educational Leadership

Hosted by experienced superintendents in four locations throughout the state, the Aspiring Superintendents' Program is a one-day workshop which features information and discussion about the superintendency, financial leadership, the superin-

tendent/school board relationship, resumes/credentials and the interview, and professional and personal challenges of the position.

Thanks to all who nominated individuals for this program. Registration materials have been

sent to nominees. Deadline for registration is May 12, 2003.

Programs will take place at the following times and locations:

May 29 - Albany and Long Island
May 30 - Rochester and Harriman

Summer Institute at Harvard *Impressive Slate of Speakers Set for July Program*

The Summer Institute at Harvard will take place July 20-23, 2003 in Longfellow Hall at Harvard University, Cambridge, MA. Following a long tradition of excellence, this program will feature an impressive lineup of speakers.

Tom Hehir served as director of the U.S. Department of Education's Office of Special Education Programs from 1993-1999. As director, he was responsible for federal leadership in implementing the Individuals with Disabilities Education Act (IDEA). In 1990, he became associate superintendent for Chicago Public Schools. He works at the Educational Development Center in Newton, Massachusetts as a Distinguished Scholar working on a variety of projects involving school restructuring.

Lois Hetland works directly with Howard Gardner at Project Zero, which focuses on the design of performance-based assessments, education for understanding, and the use of multiple

intelligences to achieve more personalized curricula, instruction, and assessment.

Janice Jackson is a faculty member at Boston College. She has expertise in the areas of curriculum development, ELA and literacy, multicultural education and issues of diversity, school reform, shared leadership around instructional practice, organizational change and conflict resolution. Prior to working for Boston College, she worked directly with Thomas Payzant in the Boston Public Schools and during his tenure as the U.S. Secretary of Education.

Susan Moore Johnson studies and teaches about teacher policy, organizational change, and administrative practice. A former high school teacher and administrator, she has a continuing research interest in the work of teachers and school reform. Currently, Johnson and a group of advanced doctoral students are involved in "The Project on the Next Generation of Teachers"



SUMMER INSTITUTE
AT HARVARD



which examines how best to recruit, support, and retain a strong teaching force in the next decade.

Ellie Drago-Severson is a teacher and qualitative researcher who is passionate about school leadership for adult development, supporting teachers and other school leaders in their professional development, and transformational learning across the lifespan. Drago-Severson's work centers on bridging research and practice.

Lee Teitel teaches courses in leadership, organizations, and organizational change at the University of Massachusetts at Boston, where he is an associate professor and where he has, for the last seven years, directed the Educational Administration Program. He is currently one of the co-directors of the Massachusetts Coalition for Teacher Quality and Student Achievement.

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Delaney Scholarship Nominations Sought *\$2500 Award Underwritten by Utica National Insurance Group*

The New York State Council of School Superintendents established an annual scholarship in 1983 to commemorate the centennial year of the Council. In 1990, the scholarship was re-named in memory of former NYSCOSS president Raymond R. Delaney. The scholarship is awarded annually to an individual enrolled in a graduate

study program through which a School District Administrator Certificate or Doctoral Degree may be earned.

Utica National Insurance Group serves as underwriter of the 2003 scholarship which will be awarded to one individual in the amount of \$2500.

Nominations may be made by any active member of NYSCOSS

or members of Departments of Educational Administration from any college /university offering an approved CAS or Doctoral Degree.

Nominations are due in the NYSCOSS offices no later than **May 14, 2003**. NYSCOSS will in turn notify the person who has been nominated. Completed applications must be submitted by **July 1, 2003**.



March For Public Education

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May 3rd

in Albany

**Program starts at 1 p.m.
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**I care,
I'll be there
May 3rd**

Reports on Charter Schools Released

Separate Study Finds Bullies and Victims More Likely to be Violent

Charter Schools in the News

On April 8, 2003, *The New York Times* reported on a University of California/Stanford study finding that charter schools rely heavily on young, inexperienced, uncredentialed teachers, and often do not have resources to provide instructional help that many of students need; suggests that many charter schools, particularly those serving minority-group students, and may be replicating problems of public schools, a new study has found. Professor Bruce Fuller warns of 'failed reform' charter schools, regarded by hundreds of thousands of families as an alternative to low-performing public schools, rely heavily on young, inexperienced, uncredentialed teachers and often do not have the resources to provide the instructional help that many of their students need.

The study, which was conducted by researchers at the University of California and Stanford University and draws on a national survey of charter school educators, suggests that some charter schools, particularly those serving low-income and minority students, may be replicating problems of the public schools they were intended to replace.

The Detroit News reported on April 15, 2003 that Michigan's charter academies — seen by some as a panacea for parents weary of failing neighborhood schools — don't fare any better

than traditional public schools on meeting federal testing standards.

A state report released Monday shows that 18 charter schools, or about 11 percent of those that serve elementary and middle school students, failed to meet student proficiency benchmarks on math and reading tests.

A similar percentage of traditional public elementary and middle schools also were on the list.

Charter school officials say their public school academies often take in students who were struggling in the traditional public schools.

"In every category, there are successes and those struggling," Gov. Jennifer Granholm said.

Child "Bullies" At Risk for More Violent Behavior, Study Finds

Children who bully other children are more likely to carry weapons and get in frequent fights, according to a study of more than 15,000 middle school and high school students nationwide. Victims of bullying are also, to a lesser extent, at risk for such violence-related behaviors.

The study buttresses the argument that bullying should not be seen as a normal part of growing up, but rather as a marker for more serious violent tendencies. Bullying was defined as saying or doing nasty or unpleasant things to another person, or teasing someone repeatedly.

Boys were more likely to be

involved in bullying and violent behavior than girls, the study found, but the overall trends held. Among girls who regularly bullied at school, for instance, 29 percent had carried a weapon in the previous month, compared with about 4 percent of the girls who didn't bully.

The study, published in the April issue of the *Archives of Pediatrics & Adolescent Medicine*, found that children who bully outside of school are at especially high risk for other violence-related behavior. Among such boys, 71 percent reported carrying a weapon; for those girls, 41 percent had carried a weapon.

Dr. Howard Spivak, director of Tufts University Center for Children and an expert on youth violence, said that the new findings underscore the fact that "kids involved in bullying are waving a red flag, and we need to pay attention to them."

He said that schools can't approach bullying simply as a discipline problem, but rather need to recognize the underlying emotional and behavioral issues that might make a child bully or susceptible to bullying. He said schools also need to systematically create an environment where teasing or picking on other children is no longer seen as normal or acceptable, the *Philadelphia Inquirer* reported on April 15, 2003.



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A Legacy of Pride: A Future of Responsibility

Proposals Sought for 2004 National Conference on Education

AASA Call for Presentations

Each year thousands of school leaders attend AASA's annual conference to hear what's working in schools and districts across the country and learn new strategies for increasing their professional success and personal well-being. AASA invites you to submit a proposal to present a session to this important audience at the 2004 Annual Conference & Exposition. The conference theme is *A Legacy of Pride: A Future of Responsibility*. For more information, please go to the link:



[AASA Program Areas](#)
[Questions reviewers will ask when evaluating proposals](#)
[Information and guidelines for writing a proposal](#)

All proposals must be submitted online by **May 15, 2003**.

Grants & Funding Resources

With limited budgets, it is essential that school leaders make the most of available grants and funding resources. Since it is not always easy to find funding opportunities, AASA has compiled a list of education grant and funding resources. [Click on http://www.aasa.org/issues and insights/funding/.](http://www.aasa.org/issues_and_insights/funding/)

It's not too late to register!

The March Orientation was a big success so you won't want to miss your chance to be a part of the July or August program!



"This has been an extremely worthwhile experience."

"Alan November is inspiring!"

- Comments from 2002-03 program participants



A Bill and Melinda Gates Foundation State Challenge Grant for Leadership Development

More than a conference, NY TALKS will take school leaders through an unparalleled journey of exploring the powers of technology as a catalyst for organizational growth and student achievement.

Get a Palm Pilot & software with registration!



With educational technology expert **Alan November** and **Frances Hesselbein** of the Leader to Leader Institute.

Register Today for July or August!

March 10-11, 2003 — Brooklyn Marriott

July 7-8, 2003 — Rochester Convention Center

August 11-12, 2003 — Westchester Marriott

It's not too late!

Register at www.nytalks.org

Superintendencies

BEEKMANTOWN CSD
Craig King, District Supt. \$120,000-\$130,000
Clinton-Essex BOCES Enr: 2,105
P.O. Box 455 Reply by:
Plattsburgh, NY 12901 6/13/03

FALLSBURG CSD
Martin Handler, District Supt. \$105,000-\$120,000
Sullivan BOCES Enr: 1,450
6 Wierk Avenue Reply by:
Liberty, NY 12754-2116 4/28/03

SILVER CREEK CSD (REOPENED)
Richard G. Timbs, District Supt. \$107,000-\$125,000
Erie 2-Chautauqua-Cattaraugus BOCES Enr: 2,300
8685 Erie Road Reply by:
Angola, NY 14006 7/21/03

Other NYS Administrative Positions (Contact District For Further Information)

Dean of Students/Administrative Intern: Phoenix CSD.
Enr: N/A. By: 4/30/03. \$52,800.

Director of Career and Technical Education: Capital
Region BOCES. Enr: N/A. By: 5/9/03. \$85,000-\$95,000.
mkelly@gw.neric.org.

Director of Career and Technical Education: Orange-
Ulster BOCES. Enr: 1,700. By: ASAP. \$Competitive.

Director of Professional Development: Orange-Ulster
BOCES. Enr: 1,700. By: ASAP. \$Competitive.

Middle School Dept. Administrator-English:
Shenendehowa CSD. Enr: 9,200. By: 5/30/03.
\$Commensurate with state collective bargaining agree-
ment. colgdian@shenet.org.

Middle School Principal: Williamsville CSD. Enr: 10,700
(dist). By: 5/16/03. \$93,968.
nsweeny@williamsvillek12.org.

Middle School Principal: Watkins Glen CSD.
Enr: 1,450. By: 5/2/03. \$65,000-\$70,000.
sclark@mail.sctboces.org.

Middle School Principal: Port Washington UFSD.
Enr: 1,045. By: ASAP. \$Competitive.

Executive Director: NYPTA. 423 New Karner Road,
Suite One, Albany, NY 12205. jadams@adamscareers.com.

Business Official: Jamesville-DeWitt CSD. Enr: 900.
By: 5/9/03. \$75,000-\$87,000.

Middle School Principal: Jamesville-DeWitt CSD.
Enr: 900. By: 5/9/03. \$75,000-\$87,000.

Out-of-State Opportunities (Contact NYSCOSS For Further Information)

Superintendent: Independent School District 196,
Rosemount, Apply Valley & Eagan, MN. Enr: 28,500.
By: 5/9/03. \$Competitive. www.macnjake.com.

Superintendent: Lake Shore Public Schools, St. Clair
Shores, MI. Enr: 3,429. By: 4/25/03. \$Competitive.

Superintendent: Ware School District, Ware, MA.
Enr: 1,358. By: 4/25/03. \$95-97,000.

Superintendent: Jackson Center Local SD, Shelby
County, OH. Enr: 590. By: 5/9/03. \$Competitive.

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the web site at
<http://www.nyscoss.org>
and click on
E-Mail Bulletin in the
bottom left toolbar.



Chief School Officer Appointments

Delia Bonenberger Cheektowaga, 9/1/03
Assistant Superintendent at Cheektowaga

Donald E. Gooley Germantown, 3/1/03

Charlotte Gregory ... *I.Ass't.*, Sullivan West, 2/25/03

Robert J. Hebert Northeastern Clinton, 7/5/03
Principal at Cattaraugus-Little Valley

Eva Joseph *I.*, Albany City, 4/1/03
Assistant Superintendent at Albany City

Ivan Katz Eldred, 9/1/03
Principal at Eldred

Randy Richards Stockbridge Valley, 7/1/03
High School Principal at Holland Patent

Jeanne F. Schultz Fisher's Island, 3/1/03
From Richmond, MA

Rolf Waters Harrisville, 7/1/03
Principal at Clifton Fine

I., Interim *A.*, Acting *Ass't.*, Assistant Superintendent

Retirements

Richard Kahn Harrisville, 6/30/03

Leslie B. Lewis Cheektowaga, 8/31/03

Connie Lorthridge Middle Country, 6/30/03

Candace D. Mazur Eldred, 9/1/03

Directory Changes



Please make the following changes to the NYSCOSS 2002-2003 Directory

Windsor CSD

fax: 607/655-3553

Putnam CSD

phone: 914/248-2300

fax: 914/248-2308

Germantown CSD

fax: 518/537-6283



Pillars of Pedagogy: Supporting Standards

Sponsored by the
Greece Central School District
Department of Curriculum
and Instruction

STUDENT LEARNING IS THE GOAL

Pillars of Pedagogy Institute to be Held

Third Annual Meeting will Focus on NY State Learning Standards

The Standards Institute will hold its Third Annual meeting entitled "Pillars of Pedagogy: Supporting Standards" from August 4-8, 2003 at the Rochester Airport Marriot. Educators from across the state are invited to learn strategies and techniques that focus on the NY State learning standards. Programs are open to K-12 instructional staff in all public and private schools and will

run daily from 8:30 a.m.-3:00 p.m.

Three day-long programs will feature 13 nationally known speakers in the areas of mathematics, counseling, ELA, German/Spanish/French languages, science, technology, social studies, health & wellness/physical education and the arts.

Cost is \$160 per person per day for registrations received prior to June 14. After that date, registration will be \$185 per person per day.

For more information or to make a reservation, teachers and administrators can visit the Greece Central Pillars of Pedagogy website at www.greece.k12.ny.us/pop, or call the Greece CSD Office of Prof. Development at 585/621-1000 x2412.

CALENDAR

2003

Instructional Leadership Academy

May 1 --- Putnam-N. West. BOCES

May 2 ----- S-C-T BOCES

May 8 ---- Western Suffolk BOCES

May 9 ----- Capital Region BOCES

Erie I BOCES

N. Country-SUNY Canton

O-C-M BOCES

Aspiring Superintendents' Program

May 29 ----- Albany

Long Island

May 30 ----- Rochester

Harriman

Success in the First Three Years

May 30 ----- Albany

Spring House of Delegates

Thursday, May 1 ----- Albany

Commissioner's Advisory Council

Friday, May 2 ----- Albany

Dimensions of Leadership

May 23 ---- Capital Region BOCES

Putnam-N. West. BOCES

June 6 ----- Erie I BOCES

OCM BOCES

S-C-T BOCES

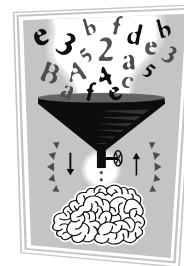
Western Suffolk BOCES

Harvard Institute

July 20-23 ----- Cambridge, MA

Fall Conference 2003

September 21-23 ----- Saratoga



**Brain Research:
New Approaches
to Learning**

Mid-Winter Conference 2004

January 11-13 ----- Albany

Fall Conference 2004

September 19-21 ----- Saratoga