

COUNCILGRAM

New Challenges; New Opportunities

Council Leaders' Vision: Strengthening Advocacy, Building Relationships and Expanding Regionally

Snapshot 2003 predicted a change in the superintendency: two-thirds of members plan to retire in the five-year period ending 2008. That change is now upon us. Last year, 80 NYS Superintendents retired; another 80 are forecast this year. The Council is acting and planning accordingly.

Our yearlong cohort program for new superintendents began in late July and continues through January. Topics range from the practical – the nuts and bolts of staying on top of a difficult and highly regulated enterprises – to the esoteric –

leading boards, communities, and faculty to improve student achievement.

The new superintendent program facilitates the transition not only to a new district, but to the position of the superintendency.

The Council has also developed a complete 'welcome wagon' program. First-time superintendents receive a full packet of information regarding Council professional development offerings, legal services, conferences and publications. Council staff and members of the House of Delegates from each region follow up with personal contacts. Our goal is to ensure that as soon as an educator accepts a superintendent position, they will feel welcomed by the Council, colleagues and peers.

Like many districts, the Council also uses organizational retreats for introspection and problem solving around issues facing the organization. The Council's

leadership – the Executive Committee, House of Delegates and Committee Chairs – work with staff to identify and address goals and plans for the coming years, often putting into place multi-year initiatives that are evaluated at subsequent retreats. Past topics include governance changes and access to Council leadership positions.

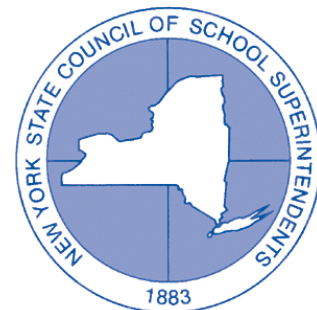
This year's retreat, held in Saratoga, narrowed quickly to four themes: fostering collegiality during this period of turnover and increasing isolation among superintendents; improving effectiveness

as children-centered education advocates; assisting superintendent-board relationships; and enhancing member involvement.

Supporting work with inexperienced boards or difficult board members. Along with the turnover in the superintendency, there appears to be a turnover in board members. All too often, this can lead to confusion with board members viewing their role as managers or as ombudsmen for district problems. When this happens, they are unable to work as goal-setting policymakers promoting student achievement. Retreat participants underscored the need for the Council and partner associations to devote more resources solving this problem, for new and veteran superintendents alike.

Advocacy also dominated discussions. Superintendents work in an increasingly high stakes environment that is becoming more hostile. The Council's advocacy has

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grown – from lobbying bills in the legislature to advocacy with the Regents, the State Comptroller and in the media. Still, as property tax pressures mount, it becomes more tempting to decry education's cost, rather than see it as an investment in our nation's future, as did a recent NYS Business Council study comparing school costs and NAEP results with little regard for the impact of poverty. The Council remains uniquely positioned as child-centered education advocates for funding and reform because our legislative agenda is scant on self-serving initiatives. At the same time, participants were emphatic that more must be done to portray the value of strong superintendent leadership.

Perhaps the strongest theme to emerge was regionalization of Council services. Our members are seeking a louder voice from the Council on regional issues, professional development less encumbered by geography, local assistance in improving superintendent-board relations, and help to ensure regional communities of superintendent colleagues do not erode during this period of high turnover. Participants encouraged the Council to consider developing formal and informal collaborations with regional partners to connect superintendents to one another, provide additional local support for new members of the profession, and offer professional development.

Some initiatives are already underway. We have been working with New York City through the Wallace Foundation funding to provide programs for Local

Instructional Superintendents concerning scheduling and emotional intelligence. Further collaborations through the New York State Education Department, seek to replicate on a statewide basis parts of New York City's Region I Project Lead Program. Existing Council initiatives such as mentoring and coaching will be integrated into a pilot program that will include Region I concepts.

Additionally, the Council has unveiled a complete professional development curriculum. In anticipation of the 175-hour continuing education requirement going into effect a year from now, the Council has produced a complete catalog of all its professional offerings – each of which will satisfy the new requirements. We are looking now at ways to provide some of these programs regionally.

We will continue building on these themes over the next several months. As with any paradigm shift, the move from a centralized Albany-based professional association to a regional network of partners and collaborators will take time and constant refinement, but the opportunity to provide more robust, targeted support to our membership is every bit as exciting as it will be challenging.

The Council was created *by* superintendents, *for* superintendents. We welcome members' thoughts, ideas and comments.

Gubernatorial Hopefuls Reveal Education Stripes

Political discussion and diatribe is heating up as summer wanes to fall. Rightfully so. In November, New Yorkers will

choose a new Governor and Attorney General as both races are without incumbents. And they will decide if Senator Clinton will have second term and whether Comptroller Hevesi merits reelection. All 212 Senators and Assembly members are up for reelection with the biggest question being how close a majority, if at all, Senate Republicans will retain.

One of the more significant events in all of this was last month's Democratic Gubernatorial candidate debate. Not exactly Lincoln-Douglas, but interesting.

Attorney General Eliot Spitzer and Nassau County Executive Tom Suozzi faced off. Media reports pegged it largely as a draw but noted Mr. Suozzi may have gained simply by being on the same stage as Mr. Spitzer who holds a commanding lead (by as much as 69 percent in a recent Siena poll).

Education discussions were sparse but some 'yes' 'no' questioning at the end was revealing. Candidates were asked "Overall, do you believe private schools are better than public?" Mr. Spitzer hesitated then answered, "Overall? Yes." Mr. Suozzi said no. A CFE-related question, though muddled a bit by the questioner, had Mr. Suozzi repeating a proposal for \$2.5 billion in additional aid for New York City schools. Mr. Spitzer suggested a range between \$4 and \$6 billion to resolve CFE. Both candidates then derided each other's numbers.

They may not be that far apart on dollars. The courts have pointed to a range between \$4.6 billion and \$6.3 billion in operating funds as necessary for the City but have never said how much should come from state versus City sources. With regular school aid and City contributions factored in, Mr. Suozzi might reach the lower end of the court specified range. Conversely, it wasn't clear whether Mr. Spitzer's range included City contributions or whether it might represent the cost of reform encompassing the whole state, not just NYC.

Given Mr. Spitzer's substantial poll lead, some of his other positions are worth mentioning. He supports charter schools but raises concerns about the fiscal impact on schools. He has also voiced support for tax credit for parents paying private school tuition and mayoral control of schools (*NY Daily News*, 7/16/06). He calls for a targeted expansion of the STAR program to provide more relief to middle income property tax payers. For more information go to (www.spitzer2006.com).

Republican candidate John Faso, while trailing Spitzer by as much as 50 percent in some polls (*Journal News*, 8/2/06), is nevertheless grabbing headlines.

Most significantly he called to end public pensions, replacing them with 401(k)-like plans. Union animus toward the idea was as strong as right wing conservative support. As much as such an idea might save money, it seems unlikely to gain traction in the current Albany environment.

Faso derided the Spitzer property tax plan (*Newsday* 8/2/06) saying it would increase taxes more than \$2,000 on average by 2010. Faso's plan claims to seek an overall average reduction of more than \$1,000 in that same time. (2010 is a full election cycle away.)

Faso also called for school mandate relief and a cap on total property tax increases at the lesser of four percent or inflation. Nearly identical proposals met legislative rebuke every year the current Governor proposed them.

The bottom line – with three months to go, all the candidates have concluded they need to address property taxes and overhaul education. School reform rhetoric is often easier than reality. Time will tell which candidates make the top of the November ballot and which ideas will succeed.

NYS Forced to Fix Standards for ELL Students

New York needs to change how it tests English Language Learners – by January. NCLB requires language arts proficiency of all students. In New York, those with limited proficiency had been measured using the New York State English as a Second Language Achievement Test (NYSESLAT). Recently, the Federal Department of Education found the exam inappropriate for all English Language Learners. Those who entered the country within the last year could use it but all others must use the ELA exam.

The Federal order (explained in an August 4 memo from the Deputy Commissioner) will affect approximately 90,000 students in grades three through eight. New York must administer the ELA exam to students who, as of January 3, 2007, have been enrolled in school in the US for one year or more. The double testing of these students will likely be controversial. A meeting is being held later this month in Washington where this issue and possible alternatives will be discussed.

Contracting for Services NOT Made Easy

Schools constantly look for ways to ease fiscal pressure. Contracting services can be cost effective and educationally beneficial. However, a recent Commissioner's decision limits districts ability to achieve efficiency and sound educational practice.

Framework

Last year, the Commissioner was asked to determine whether BOCES could contract with a for-profit employment agency to provide per diem substitutes. Erie 2 BOCES contracted with Kelly Services, Inc. (KSI) to recruit, select, hire and assign per diem substitute teachers. Erie 2 had great difficulty finding substitutes and turned to KSI, which was well known for its cost-effective ability to secure qualified employees.

The Commissioner voided the arrangement. He held Education Law §1950 barred BOCES from contracting with a for-profit entity (*Appeal of Sweeney* (44 Ed. Dept. Rep 176 (see also *Councilgram* May 2006))). The case did not determine whether school districts, unencumbered by the restrictions of §1950, are equally limited.

The School District Scenario Appeal of Woodarek, (44 Ed. Dept. Rep. ___ (No.15422) (July 7, 2006)) answered that question – for now. The Ellicottville CSD entered into an identical contract with Kelly Services, Inc. to assist with the costly and labor intensive process of securing per diem substitutes from a shallow pool. KSI promised expertise, efficiency and cost savings. The Ellicottville Teachers Association President challenged the arrangement claiming it was impermissibly contracting 'instructional services.'

The Commissioner agreed and again voided the contract. The decision concluded only the district was authorized to provide instructional services and the contract effectively allowed KSI this ability.

Several factors were cited in reaching this conclusion: per diem substitutes remained employed by KSI, not the district; substitutes could not have sole custody of a child; substitutes could not supervise more than one classroom simultaneously; and, substitutes could not administer

student medications. The decision also questioned the superintendent's ability to control instruction provided by subs. One example was a substitute requested for a full day who was then not needed all day. In that case, the Commissioner claimed the superintendent would not be able to let the substitute leave early.

These limitations brought the Commissioner to conclude KSI, not the district, controlled the employment and therefore were impermissibly providing instruction.

Analysis

It's unclear whether the holding and rationale will hold up if appealed. Legally, school districts are not encumbered by contract limitations imposed by §1950. Education Law §1709 authorizes boards to manage and control the educational affairs of a district. Commissioner's regulations require the superintendent to retain control and authority over substitutes (8 NYCRR §80-5.4). Case law authorizes districts to contract with search firms and employment agencies. The KSI arrangement meets these requirements.

Factually, the decision relies on tenuous assertions. The examples relied upon are not relevant - the district did not request substitutes to administer medication, oversee more than one classroom or drive students home. When substitutes were not needed for a full day they were let go without KSI's prior consent. Reassignments (within certification areas) often took place. Ellicottville retained full control over the curriculum, direction and supervision of substitutes. The examples relied on in the decision seem hypothetical rather than tied to the facts of the case.

Finally, it merits note that the decision may not fully grasp the nature of the work contracted for. KSI provides temporary staffing solutions. They screen, interview and maintain records of qualified candidates. In the case of school employees, credentials are ensured. The school district retains control of instruction, curriculum design and related implementation issues. The temporary nature of the work necessitates candidates remain Kelly employees. By suggesting formal employ-



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ment with KSI bestows curriculum control on it misinterprets the relationship and manner of business at issue.

Kelly Services, Inc. is appealing both decisions. In *Sweeney*, higher courts may consider BOCES' ability to jointly employ a for-profit entity. If they do, a KSI-like arrangement could be permitted since BOCES are authorized to employ per diem substitutes and KSI would simply be deemed a co-employer, not the primary one as the lower courts held. *Woodarek* could also be overturned if appellate courts focus on the lack of statutory prohibitions and the inaccurate factual analysis relied on below.

Until the cases are finally resolved, superintendents must bear in mind the limitations on contracting. Despite operational and cost efficiencies, the Commissioner and courts will narrowly permit contracts for instructional services. Depending on the final outcome, a legislative solution may be warranted.

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The most-up-to-date breaking news and pertinent information sent directly to your inbox!

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LEGAL NOTICE:

SUPERINTENDENTS – Have us Review Your Contract

Protect yourself by having the Council review and analyze your contract. Whether you are about to negotiate a new agreement, renew an existing agreement or simply want to have your current contract reviewed, the best time to adopt refinements is long before retirement or friction with the board erupts.

The superintendent employment agreement is highly nuanced. Statutory restrictions and voluminous case law strictly regulate contract terms. Audits and TRS rules mandate specific provisions. We regularly review contracts prepared by the most seasoned, competent attorneys that contain flaws that can undermine the contract's validity or fail to maximize retirement earnings.

A Council review avoids this. We review over 200 superintendent contracts per year and specialize in remaining abreast of new legal and professional developments. All members are entitled to free contract review, even if you are represented by another attorney or have a contract in place. Our review can reassure you that your contract is sound and maximizes your benefits.

Please contact the Council directly to schedule your review and speak with Douglas Gerhardt, Esq. or Pattie Hans (518) 449-1063.

New York's AASA Governing Board Participated in the Summer Board/Leadership Conference



New York's AASA Governing Board representatives participated in the Summer Board/Leadership Conference

July 27-28 in Washington, DC. Region 7 representatives included: Robert Dillon, Clark Godshall, James Langlois, Judith Johnson, Clifford Moses, Diane Reed, and Candee Swenson.

President David Gee passed the gavel to incoming President **Eugene G. White**, Superintendent of the Indianapolis Public Schools. Your representatives approved the operating budget; reviewed plans for the March Conference in New

Orleans, LA; debated a multitude of policy and position statements; and approved positions regarding HS Reform and the Reauthorization of ESEA.

The NY team met with Legislative staff in the offices of Senator's Schumer and Clinton. Talking points were shared towards improving: Medicaid reimbursements; eliminating unfunded and under-funded requirements; E-rate; level funding for Title 1 and decreasing IDEA commitments. The 2006-07 legislative and AASA resolutions are available on the AASA.com web site.



National Conference on Education™

**Hosted by AASA
New Orleans, LA
March 1-4, 2007**

www.aasa.org/nce

Less than 18 months after Hurricane Katrina, AASA will proudly host the 2007 National Conference on Education in the heart of New Orleans.

In the wake of Katrina in September 2005, superintendents in the Gulf States lost homes, school buildings, staff, principals, teachers and students. School leaders, many of you included, took in children who lost their schools, homes and in some cases, everything.

These superintendents, acting as shepherds, providers and leaders, represent the best of our profession. In their spirit, we are going to New Orleans in celebration, unity of purpose, strength and, of course, leadership.

Each month throughout the rest of the calendar year, we'll bring you more information about speakers, topic sessions, tracks and the special projects that are being planned now for us in support of our colleagues and their schools. Here's what some of our colleagues are saying about this unique conference:

I am attending the AASA National Conference on Education because of the outstanding keynote speakers, for the opportunity to network with colleagues from across the country, and to support the City of New Orleans.

Jerome Colonna, Superintendent, Beaverton, OR

I have been a superintendent for eight years and I have NEVER missed our National Conference. It is the best opportunity that I have for professional development on such a grand and meaningful scale. It is also a great time to network with colleagues and friends from across the nation. I plan on attending the 2007 conference in New Orleans for those reasons and to show support for educators and others from the region so devastated by storms last year.

John Sullivan, Superintendent, Meriden, CT

As superintendents it is critical that we continue to learn about contemporary leadership ideas and effective school districts. It will be also important next year to lend our support to the children and educators of the Gulf Coast by attending the AASA National Education Conference in New Orleans.

Daniel A. Nerad, Superintendent, Green Bay, WI

**Visit the AASA website to see videos of today's downtown activity in
New Orleans at www.aasa.org/nce**

J. Briggs McAndrews Winner of the Distinguished Service Award



The Distinguished Service Committee, composed of the current and past presidents of the New York State Council of School Superintendents, named J. Briggs McAndrews the 2006 Distinguished Service

Award winner. The

award recognizes superintendents who have made significant contributions to advance the work of The Council. As superintendent of Niskayuna, Briggs served as faculty of the Superintendent's Academy and was instrumental in helping develop and redesign much of the curriculum. He was actively involved in the development of two new Academy programs including Instructional Leadership and Reflections on Leadership. Briggs also helped to develop and write the curriculum for the Pathways to Leadership program for aspiring superintendents. He taught the Academy programs in various regional locations over several years while serving as an active superintendent.

Upon retiring, he became The Council's first Superintendent-in-Residence, creating and implementing a year-long cohort program for new superintendents, supporting new superintendents through their first several years, starting the Superintendent's Resource Bank, and initiating a Superintendent Rounds professional development effort. In addition to his paid service, Briggs dedicated hundreds of days of uncompensated service to The Council's efforts, designing and implementing Leadership for Student Achievement – an innovative collaboration between NYSCOSS, BOCES, and New York University.

Briggs' compensated contributions were significant, but his uncompensated contributions were extraordinary. As proud as The Council's leadership is to recognize those extraordinary contributions, we are sad to see Briggs' leave The Council team. In June, Briggs indicated that he was planning to leave the Council's paid service once completing his three year employment agreement July 1.

The Council's leadership has already begun working on a job description for Briggs' successor and will conduct a search during the fall. We wish him both congratulations and our most encouraging thoughts.

SNAPSHOT Survey Deadline Extended to September 15th, 2006

This spring, we sent copies of the Snapshot survey to all superintendents. Nearly 375 have been completed. However, our previous response rates have been significantly higher. We are asking anyone who DID NOT ALREADY COMPLETE THE SURVEY to please fill one out and return it to the Council by September 15th, 2006. The Snapshot is our number one planning and advocacy tool. We use the data to speak with media and the legislature about the importance of the superintendency and the changes taking place. We use it internally to plan how best to serve you, our members.

Your help in completing this survey directly impacts our ability to represent your interests in the Legislature, at the Teachers Retirement System, with the Commissioner, and with the Comptroller.



Monday Concurrent Sessions

How a Professional Learning Community Responds When Kids Don't Learn

Special Session with Keynote Speaker Rick DuFour
Pre-Registered Ticketed Event \$40

*The mission statement of most schools asserts all students can and should learn. The nagging question that confronts those schools, however, is "what happens when they don't learn?" This session uses the powerful video, **Through New Eyes: Re-examining the Culture of Your School**, to help you see school from a new perspective - the perspective of a student. Participants will be asked to contrast the traditional school response when students experience initial difficulty in their learning with the systematic response of a professional learning community.*

The 21st Century Interactive Collaborative Classroom

Jean Parr, Superintendent, Beacon City
Charlie Symon, Assist. Superintendent, Beacon City
Andrew Ziemba, Logical Choice Technologies
Experience the 21st Century Interactive Collaborative Classroom! Using an interactive whiteboard and award-winning lesson-design software, we will examine sample lessons and exercises from a range of subject areas and grade levels that help students maintain focus, make teaching more effective, and learning truly enjoyable!

"The Professional Victim Syndrome: A Research Study of Contemporary School Superintendent Issues and Resiliency Factors"

Peter R. Litchka, Assistant Professor, Loyola College
Walter S. Polka, Associate Professor, Georgia University
This is a follow-up session to our Mid-Winter Presentation: Hear about quantitative and qualitative insights, and analyses relating to on-going research about superintendents who have displayed specific behaviors that contributed to overcoming trauma associated with being a "professional victim." Learn how leaders maintain their dignity, visionary focus, professional resilience and personal integrity during times of chaos, and ultimate survival.

Financial Lifestyle Management Before and After Retirement

Edward Milliken, Past Council President (Retired)
Anthony Spatafore, CFP, NYS Financial Planning Network
Come learn about planning strategies to reduce taxes, maximize your retirement income and understand contract design and pension options.

Creative Financing: Meeting the Challenge – Providing Educational Environments for the Next Generation

Buffalo City Schools Contact, TBA
Hans Kullerkupp, AIA, Principal / Cannon Design
Roland Coleman, II, Associate Principal / Cannon Design
Gene Partridge, Exec. Vice President / LP Ciminelli
School districts are faced with the challenge of continually reinvigorating their physical and intellectual capital in a period of diminishing public dollars. Individuals and corporations in New York State are resistant to increased tax burdens, therefore, alternative methods of financing for capital projects must be found.

Smaller Learning Communities: A Dynamic Place for Teaching & Learning. A Model for Reform.

Frank Greenhall, Superintendent, Warwick Valley CSD;
Joseph L. Natale, Director of NYSSBA's Advisory Solutions (Retired); Marijane Reinhard, Asst. Supt. for Curriculum & Instruction, Warwick Valley CSD; Randy Barbarash, HS Principal, Warwick Valley CSD; Chris Fox, Asst. HS Principal, Warwick CSD
Creating smaller learning communities (SLC) in high schools can improve student learning and increase student achievement. Teaching and learning are at the heart of the SLC. This session will provide information on the concepts and experiences of restructuring a high school into small learning institutes (SLI). It will focus on the teaching process, student learning and the leadership role as part of the SLI model. The 3 R's – Rigor, Relevance and Relationship – are incorporated into the framework for reform that provides for an interactive classroom environment and teaching/learning experience.

District Budgets Get a Charge from Optimal Energy Usage

Robert Schoch, Dir. of Bus. Admin., Council Rock School District (Pennsylvania)

Ron Mesaros, ARAMARK Education

In times of tightening school budgets and rising energy costs, Council Rock School District needed to be as innovative and efficient as possible with their district resources. Learn from Council Rock how their decision to implement a comprehensive operationally based energy program has proven to yield great returns, i.e. over \$600,000 savings within the first six months.

Strategic Marketing for School District Investments

Joseph F. Coleman, Retired Superintendent, LaFayette
Kathleen Tavarone, Retired Director of Pupil Personnel Services, Cortland City

Over the past several decades, Boards of Education and School District Administrators have been frustrated by the educational needs of students outpacing the fiscal support from the New York State Budget. This workshop provides guidelines for successful steps to increase the investment of elected officials, State Education staff and the community in supporting your school district's needs.

Integrating Response to Intervention (RTI) into your Academic Intervention Services (AIS) plan

Superintendent TBA

Thomas Reap, President, Centris Group (Former Director of Pupil Personnel Services)

How can you incorporate Response to Intervention (RTI) into your school district's Academic Services (AIS) plan? Learn about best-practices, simple techniques for leveraging the RTI model and integrating them into New York State Academic Intervention Services plans. Get practical tips and hear case-studies from colleagues. Hear about tracking and management tools for AIS NYS requirements and RTIs that will save time and contribute toward improved outcomes.

Understanding the New IRS 403(b) Regulations. "The Impact on Your District"

Superintendent TBA

Don Goldstein, District Manager, New York, AIG Valic
The new IRS 403(b) compliance regulations for the public school marketplace represent the largest change in over 30 years for school districts across the country. Learn what impact the new law will have on your district and how your district can conform to the new regulations.

Using a Web-Based Student Management System to Analyze District Performance and Improve District to Home Communication.

Sheldon Karnilow, Superintendent, Half Hollow Hills
Rich Spina, Custom Computer Specialists

Learn how administrators and teachers are using automated data analyses techniques to assess the quality of instruction. Using today's web based technology, a district can quickly and easily obtain data to help analyze performance at the district, teacher and student level. See how teachers can identify areas of strengths and weaknesses in their curriculum to refine their lessons to improve student learning. Learn how an automated data cube analysis tool can help a district assess student data and help improve student performance.

Developing and Supporting Balanced Leadership

Joan Thompson, Superintendent, Hendrick Hudson CSD
Renee Gargano, Deputy Superintendent, P/NW BOCES
Robert Roelle, Superintendent, Ossining UFSD

Marilyn Terranova, Superintendent, Carmel CSD
The Putnam/Northern Westchester BOCES has developed and begun implementing The Center for Educational Leadership in order to develop and support school leaders. Four principles have distinguished the Center's programs and helped make them successful: (1) school district leaders involved in the selection of promising program candidates; (2) partnerships with universities that make program access economically feasible; (3) program structures and supports that recognize the demands faced by students working full time in public education; and (4) inclusion of successful practitioners on the faculty to anchor the programs in the reality of actual school leadership.

Early Intervening Services - Reducing Special Education Referrals with a Response to Intervention Model: A Neuroscience Perspective

Connie Russo, former Dir. of Spec. Educ., Massapequa
Karen Kemp, Director of Grant Initiatives, Cohoes;
Sponsored by Scientific Learning

This presentation will cover the characteristics of 'at risk' students in need of intervention prior to special education evaluation as it pertains to new IDEA regulations (published by US DOE August 2006.) Early Intervening Services requirements and components of a Response to Intervention Model for determination of specific learning disabilities will be reviewed. The effectiveness of specific neuroscience based strategies and programs used in RtI Tiers will be included.

Monday Concurrent Sessions (Cont.)

Electronic Commerce Trends and Opportunities in K12 Education

Superintendent TBA

Tom Webb, Office Depot, Inc.

This presentation will provide a foundational overview of how e-commerce tools work, the systems available for utilization of e-commerce and tips on how districts are using e-commerce and web based applications to increase efficiency in their organizations.

Just for the Kids-New York: A Web Resource to Support Improvement

Janet Angelis, Director, Just for the Kids- New York
Kristen Wilcox, Researcher, Just for the Kids- New York
A new web-based resource is now freely available to New York schools and districts seeking to improve student performance. Just for the Kids-New York provides a set of web-based tools that enable schools to compare how they are doing to similar schools, find out what high-performing elementary schools do differently than average performers, and use a self-audit to help target areas most likely to result in student gain. This session will offer a live demo plus an opportunity to work directly with some of the tools.

Stabilizing your Long-Range Fiscal and Facilities Plan with EXCEL

Tod Eagle, Educational Planner, The Thomas Group (Retired Superintendent)

Rick Timbs, Municipal Financial Planner, The Thomas Group (Retired Superintendent)

Overview of topics that every superintendent should know with regard to putting together a long range fiscal and facilities plan using EXCEL funding.

“Embracing the Challenge: Preparing Today’s Students for Tomorrow”

Timothy McElheran, Superintendent, Victor CSD
Dawn Santiago-Marullo, Director of Special Programs and Fine Arts, Victor CSD
Mary Balme, Asst. Supt. for Inst., Monroe I BOCES
Our high-velocity, rapidly changing world calls for school leadership that is proactive and responsive. After reviewing some of the major factors affecting the future of our country in a global economy and sharing insights gained from a recent trip to China, the presenters will share successful leadership strategies for raising awareness and building consensus among staff and community members to raise academic achievement through continuous improvement and community involvement. New York State academic initiatives and strategies addressing global competitiveness will also be addressed.

Tuesday Concurrent Sessions

Study Councils: School Improvement Practices Validated by the Research

Jeff McLellan, Capital Area School Development Association; Joe Del Rosso, SCOPE; Susan Doyle, Mid-Hudson School Study Council; Sandy Trento, The Study Council at Syracuse University; Bren T. Price, Western New York Educational Service Council
The Study Council Alliance of New York State is composed of six regional study councils affiliated with major colleges and research universities across the state. A mission of the study councils is to use current research in developing school improvement strategies to bring to the field. This session will highlight several of these initiatives offered in various regions of NYS.

The World is Flat: Are Today’s High School Students Being Prepared to Walk on It?

Robert MacNaughton, Superintendent, Ramapo CSD
This presentation will highlight Tom Friedman’s major points by using a thought-provoking, visually stimulating, “Cliff Notes” version of The World is Flat. By contrasting his perspective of what has flattened the world with the history of education in the United States, participants will ask the question, how can Friedman’s point of view impact decisions affecting curriculum and instruction? Walk away with concepts and resources that can provide strategic direction for your districts in order to prepare students to compete in the global community.

Tuesday Concurrent Sessions (Cont.)

Introduction to nySTART

Martha Musser, Coordinator Information and Reporting Services, State Education Department

The presentation will highlight the reports available to administrators, teachers and other professional staff through the State's new electronic reporting tool, nySTART, summarize the required uses of nySTART, and provide time for the audience to ask questions.

Retirement Planning

Joseph Natale, Former Chair NYSCOSS Retirement Committee (Retired)

Sheila Gardella, NYS TRS

Kris Lanchantin, Girvin & Ferlazzo

The Council and the Retirement Committee have invited several retirement experts to speak to you about retirement planning. A representative from NYS TRS will be on hand to explain what to expect from the State Retirement System and an attorney from Girvin & Ferlazzo will speak about contractual issues.

Giving Back to the Profession: Educorps - A Volunteer Force of Retired Educational Leaders

Charlotte Gregory, Executive Director of Educorps

Educorps members are a volunteer group of retired school superintendents and BOCES District Superintendents committed to helping on-the-job leaders achieve success. Presenters will review various types of assistance, the level of confidentiality for private matters and anticipated trends for future work, statewide, of the Educorps organization. Tap the experience and expertise of this volunteer group.

The Grades 5-12 Literacy Specialist: What do they know and how can they be used in middle and high school classrooms?

Margaret Sheehy, Assistant Professor, University at Albany; Lalena Demarco; Alison Greene and Meg McElroy; Lauren Defilippo; Cheryl Norris and Cassandra Gronlund

The Grades 5-12 literacy specialist is a new teaching position in New York; thus, schools often do not know what specialists know or how they can be used. Often it is assumed that 5-12 literacy specialists do what elementary specialists do; this is an incorrect assumption that leads to making poor use of some of the most knowledgeable literacy experts in schools. Learn about this position in more detail.

Endangered African American Male Students – Why Care?

Special Session with Keynote Speaker Eric Cooper, National Urban Alliance

Sponsored by the African American Superintendents Open to All

Keynote Speaker, Eric Cooper will participate in a more intimate discussion directly following his main presentation on Tuesday morning. Please join us for this provocative panel discussion.

Creating Success for All Young Adolescents

Superintendent TBA

Steve Hoelscher, Director, Middle Start

In some middle-grades schools, students failing to achieve at high levels is not only a common occurrence, but is often also an expectation. This session will introduce participants to strategies for helping schools establish the high expectations and high-performance classroom environments needed for all students to succeed. By adopting a philosophy and set of instructional and assessment practices that are grounded in the belief that every child, given enough time and support, can reach higher levels of achievement, school communities can create cultures of excellence, eliminate failure as an option, improve teaching and learning, and raise student achievement levels across all sub-groups.

Preparing to Make Tenure Decisions: Making the Law Work For You

Douglas E. Gerhardt, Esq., Legis. Counsel, NYSCOSS

Jeff Honeywell, Esq., Girvin & Ferlazzo

New York's arcane, cumbersome tenure laws are not likely to change any time soon. Still, there are ways superintendents can prepare for tenure decisions within the present statutory construct. The two attorneys will offer perspective and guidance leading up to tenure decisions. Having worked both sides of the due process issue (for management and labor) they are well versed in the nuances to be considered.

Welcome New Superintendents

The Council welcomes all new superintendents. This list represents superintendents appointed between January 1 through August 14, 2006. We like to publish the names of new superintendents in the Councilgram each month; if we have missed your appointment please call us and we would be happy to include it in our next publication.

Susan Agruso South Country CSD
Jason A. Andrews Windsor CSD
Marilyn Barr Clyde Savannah CSD
Maurice H. Barry Ogdensburg City Schools
Scott Bischooping Livonia CSD
Lynda Bookhard Schenevus CSD
Diana C. Bowers Hamilton CSD
Grace Brindley Miller Place UFSD
Karl Brown Bainbridge-Guilford CSD
Charles S. Cardillo Manhasset UFSD
Harold A. Coles Abbott UFSD
Sandra Cooper Sidney CSD
Gordon Daniels Franklin CSD
Lori DeCarlo Randolph Academy
David Dimpleby Hilton CSD
Tom Dolan Franklin Square UFSD
Maureen Donahue Friendship CSD
Michael Drahos Morrisville-Eaton CSD
Judith A. Elias Smithtown CSD
Eric D. Ely Schenectady City Schools
Lynn Frisco Alden CSD
Mary Kay Frys Johnson City Schools
Tom Gallagher Wheatland-Chili CSD
Renee Garrett Deposit CSD
Richard Hirt Locust Valley CSD
James D. Hoffman Fonda-Fultonville CSD
Clark Hulst Newcomb CSD
Robin Jones Brushton-Moira CSD
Debra Kaplan D obbs Ferry UFSD
Doug Kelley Middleburgh CSD
James Kettrick Indian River CSD
Charles T. Kremer Cattaraugus-Allegany-
Erie-Wyoming BOCES

William Larrow Moriah CSD
Helen Anne Livingston Chester CSD
Terry S. MacNabb Waterloo CSD
Judy May Belfast CSD
Daniel McCann Hendrick Hudson CSD
Judi McCarthy Hinsdale CSD
Kevin McGowan Warsaw CSD
James McKenna Mattituck-Cutchogue UFSD
Patrick Michel Monticello CSD
Josephine Moccia Averill Park CSD
Brian Monahan Haverstraw-Stony Point CSD
Frederick J. Morgan Adirondack CSD
Sherri Morris-Schiebel Brookfield CSD
Ann Orman Penn Yan CSD
Jean P. Parr Beacon City Schools
Bernard P. Pierorazio Yonkers Public Schools
David E. Quattrone Bronxville UFSD
Diane Ramos-Kelly Valhalla UFSD
Lynn M. Roy Madrid-Waddington CSD
William Russell Owego-Apalachin CSD
Janice Sandbank Brewster CSD
Gregory Sanik Stamford CSD
Mitchell J. Schwartz East Ramapo CSD
Brian Sherman Schoharie CSD
Marilyn Skermont Utica City School District
Craig Tice Marcellus CSD
Susan E. Todd Heuvelton CSD
Melody Troy Cambridge CSD
Michael Wetherbee Wayland Cohocton CSD
Carol A. Zygo Herkimer CSD

Join us at the Fall Conference for the New Superintendents Institute and Welcome Reception. See your conference flyer for more details.

Wellness & Leadership

*Darleen Michalak, Erie 1 BOCES and Chair,
NYSCOSS Wellness Committee*

“Fruits and Veggies – Are 5 a Day Enough? Or, Does More Matter?”

Since the early 1990’s, some variation of the “Strive for 5” slogan has been taught to students and recommended by health proponents as well as those in the produce industry. But recently, under the United States government’s latest food guidelines, five fruits or vegetables a day may not be enough. The Produce for Better Health Foundation (PBH) agrees that more fruits and vegetables are needed on a daily basis. The PBH is a non-profit group whose mission is to help create a healthier America. PBH chairs the National 5 a Day Partnership consisting of governmental agencies, non-profit organizations and industry. They oversee the nation’s largest public and private nutrition education program. Next year, the BPH will launch a new campaign to focus on the consumption of more fruits and vegetables than the previously recommended “5 a day” and unveil a new message “Fruits and Veggies – More Matters.”

If that’s the case, then we need to start eating more fruits and vegetables now. What better time than in the summer, when there is an abundance

of fresh produce. Fresh produce, nutritionists say, provide the most nutrients and benefits. Numerous websites are available containing charts identifying the nutrients in various fruits and vegetables. Here are a few for your review and consideration:

- www.healthalternatives2000.com/fruit-nutrition-chart.html
- www.askdrsears.com/html/4/T045300.asp
- www.cdc.gov/NCCDPHP/DNPA/

Don’t forget that “smoothies” are a great way to have some additional fruit and/or vegetables added to your diet especially in the summertime. All you need to do is toss together a few ice cubes, a container of yogurt, a cup of juice (orange and grape work well), along with a cup of your favorite fruit into the blender for a few minutes. For those desiring a really healthy beverage, just add a teaspoon of wheat bran to add some fiber into your diet. Who knows? You may get so much energy from these fruits and vegetables, you’ll sign up for the 5K Walk/Run at the The Council’s fall conference next month. Hope to see you there!

The 2006 Raymond R. Delaney Annual Memorial Scholarship Winner Announced

Focused; driven to provide rich opportunities for students and willing and able to focus the collective efforts of a group on what is good for children are words former colleagues use to describe characteristics of Raymond R. Delaney, the person whose name we honor each year when The Council awards its annual scholarship. This year’s scholarship winner is Donna M. Watson, Director of Curriculum and Instruction in Schodack CSD. Donna said she embodies many of these same characteristics as she enters into her 14th year in education. She remains intensely committed to her own personal and professional growth as she advances in her career.

Donna began her career as a Teacher of English Language Arts in the Watervliet Junior-Senior High School after graduating with a B.A. and M.A. in English from the State University of New York at Albany in 1993. She then went on to become the

Director of Curriculum and Instruction at Watervliet City School District until 2004. During that same time, she also completed a Master of Science and a Certificate of Advanced Study both in Educational Administration and Policy Studies (EAPS); at SUNY Albany. Donna moved into her current position while also providing consulting services to the NY State Education Department as a trainer for teachers using the English Language Arts. She is currently enrolled in the EAPS Ph.D. Program at SUNY Albany.

Throughout her academic career, Donna has achieved very high honors and has been the recipient of several scholarships honoring her work. It is with great pleasure that The Council can continue to honor Donna with the award of the Raymond R. Delaney Annual Scholarship to be presented during Monday’s lunch at our Fall Conference in Saratoga this September.

Vacancies

Superintendencies

Dansville CSD 1,725 \$115-125,000
Jennifer Lewis
Genesee Valley BOCES
80 Munson Street
Le Roy, NY 14482
jlewis3@gvboces.org Reply By: 9/29/06

Frontier CSD 5,500 \$145-165,000
Vincent Coppola
WNY Educational Service Council
University at Buffalo
222 Baldy Hall
Buffalo, NY 14260
paulson2@buffalo.edu Reply By: 9/8/06

Grand Island UFSD 3,250 \$140-150,000
Donald A. Ogilvie
Erie 1 BOCES
355 Harlem Road
West Seneca NY 14224
dogilvie@e1b.org Reply By: 8/25/06

Monroe 2 BOCES 43,000 Up to \$156,344
Joseph Marinelli, Search consultant
131 Drumlin Court
Newark, NY 14513
jmarinel@monroe2boces.org Reply By: 8/25/06

Norwood-Norfolk CSD 1,158 \$90-110,000
Linda R. Gush, District Superintendent
St. Lawrence-Lewis BOCES
PO Box 231, 139 State Street Road
Canton, NY 13617
kmorgan@sllboces.org Reply By: 8/25/06

Salem CSD 730 \$115-120,000
John Stoothoff
1153 Burgoyne Avenue, Suite 2
Ft. Edward, NY 12828-1134
jstoothoff@wswheboces.org Reply By: 10/6/06

Seaford UFSD 2,700 \$200-210,000
Vincent Coppola & Thomas Ramming
WNY Educational Service Council
University at Buffalo
222 Baldy Hall
Buffalo, NY 14260
paulson2@buffalo.edu Reply By: 9/22/06

Other NYS Administrative Positions

(Contact District For Further Information)

Principal: Beacon City SD. 3,700.
Reply By: ASAP. \$Competitive
parr.j@beaconk12.org

Asst. Supt. for Instruction: Cornwall CSD. 3,200.
Reply By: ASAP. \$112-118,000
trehm@ccsd.ouboces.org

Supervisor of Secondary Math: Harrison CSD. 3,500.
Reply By: ASAP. \$116,000 minimum
hr@harrisoncsd.org

Director of Special Education: Marcus Whitman CSD.
Reply By: ASAP. \$Competitive
ocook@mwcsd.k12.ny.us

Dir. of Pupil Personnel Services: New Paltz CSD. 2,300.
Reply By: ASAP. \$82-90,000
mkajkowski@newpaltz.k12.ny.us

Dir. of Pupil Pers. Services: North Merrick UFSD. 1,320.
Reply By: ASAP. \$Negotiable
dfeller@nmerrick.org

HS Dean of Students: Pine Bush CSD. 1,987.
Reply By: ASAP. \$89,805
sbutler@pb.ouboces.org

Chief Financial Officer: Rochester City SD. 38,300.
Reply By: ASAP. \$Competitive
www.hyasupersearches.com

Chief Standards/Accountability: Rochester CSD. 38,300.
Reply By: ASAP. \$Competitive
www.hyasupersearches.com

Principal (multiple positions): Rochester C SD. 38,300.
Reply By: ASAP. \$Competitive
www.hyasupersearches.com

Asst. Director of Children's Services: Rockland ARC.
Reply By: ASAP. \$Negotiable
jobs@rocklandarc.org

Elementary Principal: Shenendehowa CSD. 9,600.
Reply By: 9/22/06. \$100,248-118,934
colgdian@shenet.org

High School Principal: Shenendehowa CSD. 9,600.
Reply By: 10/6/06. \$106,645-125,465
colgdian@shenet.org

Chief School Officer Appointments

Maurice H. Barry...Ogdensburg Enlarged City SD, 07/01/06
Asst. Superintendent for Instruction and Personnel

Scott Bischooping Livonia CSD, 07/01/06
Director of Curriculum

Ronald Buggs Eden CSD, 01/01/06
Junior/Senior High School Principal

Terry Carbone Lockport City SD, 09/01/06
Dir. of Research/Development and Dir. of Elem. Education.

Lynn Fusco Alden CSD, 08/14/06
Was Dir. of Curriculum/Instruction in East Aurora UFSD

Patterson Green (A) Sharon Springs CSD, 07/10/06
Principal

Peter J. Hallock..... Raquette Lake UFSD, 09/01/06
Superintendent in Piseco Common SD

Bonnie J. Hauber Deposit CSD, 07/01/06
HS Principal in Maine-Endwell CSD

Richard Hirt Locust Valley CSD, 03/01/06
Was Interim Superintendent

Rexford A. Hurlburt Jr. .. Unadilla Valley CSD, 01/01/06
Was Interim Superintendent

Jack Jordan (I) Onteora CSD, 06/01/06

James Kettrick Indian River CSD, 07/17/06
HS Principal

A. Jay Kilcoyne (I) Norwood-Norfolk CSD, 07/01/06

John Lorentz Farmingdale UFSD, 08/09/06
Was Assistant Superintendent for Business

Terry MacNabb Waterloo CSD, 07/05/06
Was Executive Principal in Liverpool CSD

Michael Maina (I) Seaford CSD, 08/01/06

Douglas McQueer Hammond CSD, 07/01/06
Assistant Principal

Carl Militello Carthage CSD, 08/14/06
Was Superintendent in Dunkirk City SD

Barbara Peters Tonawanda City SD, 09/09/06
Asst. Superintendent for Curriculum and Instruction

Brian Sherman Schoharie CSD, 07/19/06
Principal in Indian River CSD

James Short Plattsburgh City, 07/05/06
Superintendent in Norwood-Norfolk CSD

Susan E. Todd Heuvelton CSD, 07/01/06
Co-op Education Coordinator and Sp. Programs/Sp.Ed.

Vincent Ziccolella (I) Yorktown CSD, 07/25/06

Kids Safe Online – NYS Poster Art Contest



Kids Safe Online has developed a poster art contest to show how you can use your computer or internet safely. The contest is open to all New York State students in fourth and fifth grades. Every elementary school can submit two winners from the school: one from the 4th grade and one from the 5th grade. Poster entries must be received via hard copy or electronically by NYS Office of Cyber Security and Critical Infrastructure Coordination (CSCIC) no later than noon on Wednesday, September 20, 2006. For more information and contest rules see www.CSCIC.state.ny.us

Retirements

- Roger W. Adams Indian River CSD, 07/16/06
- George Batterson Tonawanda City SD, 08/31/06
- David DeLoria Livonia CSD, 06/30/06
- Bruce T. Fraser Lockport City SD, 10/21/06
- John Williams Sewanhaka CHSD, 08/30/06

Happy Birthday

Paul Emerson Vogan, first president of the NYS Council of School District Administrators formed in 1968, turned 96 on June 15, 2006. He and his wife, who is 93 ½, live in an assisted living facility in Orchard Park, New York near their oldest son Robert. Happy Birthday Paul.

The NYS Council of School District Administrators became the New York State Council of School Superintendents in 1982.

CALENDAR

2006

Superintendents Academy Programs

New Superintendents Success Seminar/ Orientation

August 27-28..... Albany
September 24 Saratoga Springs
(pre-conference) Fall Conference
December 8..... Albany
January 24 Albany
(pre-conference)..... Mid-Winter Conference

Pathways to the Superintendency for Aspiring Leaders

December 8..... Albany

The Council's Events Calendar

Fall Conference

September 24-26 Saratoga Springs

Leadership for Student Achievement

1st Session Begins October 20 NYC

Mid-Winter Conference

January 21-23, 2007 Albany



Please Note:

The Annual Golf Tournament will **not** take place at this year's Fall Conference. It will return Fall 2007.