

THE COUNCILgram

JANUARY 2012 / VOLUME 1 / NEWSLETTER ISSUE 1

EXECUTIVE EDUCATION PLANS:

Governor's State of State Calls for Education Commission and Evaluation Changes

By Robert N. Lowry, Jr., Deputy Director, The Council



Andrew Cuomo kicked off his second legislative session as Governor with a rousing "State of the State" address outlining an agenda to build on the impressive accomplishments of his first year.

The speech's passage on education was brief and short on specific proposals, yet generated more reactions than most other areas.

The Governor announced he would appoint a commission on education to recommend reforms in key areas, including teacher accountability, student achievement and management efficiency.

The Governor said, "We need a meaningful teacher evaluation system. The legislation enacted in 2010 to qualify for *Race to the Top* didn't work." He added, "We must make our schools accountable for the results they achieve and the dollars they spend."

Who Advocates for Students?

Part of what sparked attention to the Governor's education plans was the rhetoric which preceded the proposals.

In his first year, the Governor said he had learned an important lesson: in education, every group has a lobbyist except students. So he declared he would be taking on a second job this year, "lobbyist for the students."

That rhetoric prompted grumbles across the education community, understandably. Professionals working in schools – teachers, counselors, principals, superintendents – chose their careers to make a positive impact on the lives of children. School board members are also committed to giving their communities the best schools possible.

All that said, it would be a welcome development to have the state's chief executive examining state actions from the perspective of how they do or might affect students.

Teacher Evaluations – The Spark for the Commission?

There is reason to speculate the commission was a late addition to the State of the State: had it been in the works for a longer period, the Governor likely would have announced its members, or at least a chair. CONT / 2

See The Council website and the EdVantage Blog at www.nyscoss.org for the latest news on the State Budget and Teacher and Principal Evaluations!

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The New York State Council of School Superintendents is a professional and advocacy organization with over a century of service to school superintendents in New York State. The Council provides its more than 800 members with numerous professional development opportunities, publications and personal services, while advocating for public education and the superintendency.



STATE BUDGET CON'T FROM / 1

If launching the commission was a late decision, a holiday week controversy over teacher evaluations may have been an instigating factor.

“*In his first year, the Governor said he had learned an important lesson: in education, every group has a lobbyist except students. So he declared he would be taking on a second job this year, “lobbyist for the students.”*”

On December 27th, Education Commissioner John King warned that he would suspend federal School Improvement Grants to 10 districts if they were unable to submit satisfactory plans for teacher/principal evaluations by the start of the new year. Before the deadline, New York City Schools Chancellor Dennis Walcott announced that he was breaking off negotiations with his teacher union, largely over how evaluation appeals should be resolved. In a New Year’s Eve news release, the Governor urged both sides to return to the table. But ultimately, Commissioner King confirmed that he would suspend grants to all 10 districts due to failure to submit evaluation plans consistent with the state’s new requirements.

Nearly all districts, not just those receiving SIGs, are encountering difficulties resolving evaluation plans. More time to work out local procedures is a common request from district leaders. But more time to do what and by when? Amending the law to promote wider implementation, as the Governor would have his commission recommend, is an alternative. But one factor impeding progress now is the uncertainty created by the teacher union’s legal challenge to evaluation regulations. The prospect that the law might also be amended would add more uncertainty to local deliberations.

The Commission – Who? What? When?

Media reports suggest that the Governor envisions a commission comprised of outsiders. That would be a disappointment. It should include people who can speak authoritatively to what is and is not working in New York schools now, and why. It would also be a mistake to presume everyone serving in the schools now is wedded to the status quo.

While school leaders object to the Governor’s rhetoric, many concur with his bottom-line supposition: the status quo is unsustainable, the state needs a conversation to resolve how schools can produce the learning students need with the resources taxpayers can provide. A commission is a vehicle for creating wide and sustained focus on that question.

One complication for a commission is how to work with the \$700 million in promises the state has made to Washington in its *Race to the Top* grant. The need to follow through on those promises could foreclose some changes the commission would otherwise seek. At the same time, SED and the schools are running at full steam now to meet RTTT commitments. Commission proposals should not just pile more on to their “to do” lists.

Race to the Top commitments arising from SED designs point to a dynamic with broader implications. In his speech, the Governor defined public education as a “priority mission” for state government. But it is one priority where governors’ influence is constrained, because the Education Department is an independent entity, led by a Board of Regents elected by the Legislature. As a consequence, the Governor has both less formal authority and less staff capacity in education than in other policy areas. At least for a time, a commission boosts the Governor’s capacity to affect education policy.

It is also unclear when the Commission will be asked to report.

Other Initiatives

The Governor offered only one immediate and specific policy proposal affecting schools, renewing his call for a Tier VI in state retirement systems which would reduce employer costs for pensions over the long-term.

Hopes that he might advance a broader agenda to lessen cost pressures were put on hold. The Governor acknowledged local authorities need mandate relief, but said he would look to the yet to be constituted Mandate Relief Council created by the tax cap bill to hold hearings and make recommendations before the end of the legislative session. That timeline suggests any actions would come too late to be factored into school budgets for 2012-13.

Whatever the Governor has in mind for an education commission or for mandate relief, his proposed state budget for 2012-13 will have more immediately ascertainable consequences for schools. That proposal is due by January 17.

With the loss of federal Education Jobs Fund allocations, the advent of the tax cap, continuing surges in pension and health costs, an \$805 million state aid increase would not go far. But it would be a far stronger starting point than what schools have experienced in any of the last three years.

For more information regarding The Council’s advocacy services, please contact Robert N. Lowry, Jr., Deputy Director at (518) 694-4879 or boblwry@nyscoss.org.

Reminder: Watch for Bob Lowry’s Budget Analysis in February!

NEW COUNCILGRAM NEWSLETTER DESIGN INTRODUCED

By Theresa A. Wutzer, Associate Director, The Council

Welcome to the new *Councilgram* newsletter! We have listened and made changes to the content and design of our newsletter. After reviewing survey comments from our members and using these ideas to build our staff retreat, we concluded that the purpose of our newsletter was to:

- provide a “Professional Voice” for our members;
- help our members connect with each other;
- build connections to outside organizations;
- be professional, energetic, and engaging.

We also wanted to honor our past but still move forward with our new design so we maintained *The Councilgram* name but added our new tagline – *Connecting the School Leadership Community*. We also moved away from more time sensitive articles and incorporated LEAF, Inc. into our newsletter in a more significant way.

In the overall design, you will see two predominant colors – our Council blue and LEAF, Inc. green. This is to signify the strong connection between LEAF, Inc. and THE COUNCIL while maintaining their separate identities. We also wanted to incorporate more imagery to make it reader-friendly and interesting.

In addition, we have created an editorial calendar for the year; reorganized popular sections of the newsletter; added contact information for staff; incorporated Strategic Partners in a more significant way; and invited our members and guests to write articles on significant educational topics. We also have created a “newsletter within a newsletter” by adding a specific section dedicated to the work of LEAF, Inc.

During this process, we also researched new production, print and mail options and are now able to produce a four-color newsletter at half the cost. We will continue to provide this online as well via our website.

We hope you enjoy all of the changes to *The Councilgram*. Watch for our new communication tools, including a website design in the coming months!



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A robust virtual managed learning environment (VMLE), tens of thousands of state standards-based lessons, and tremendous support. Everything you need to succeed.



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VACANCIES

Babylon UFSD

Student Enrollment..... 1,700
 Salary \$Competitive
 Hazard, Young, Attea & Associates
 www.hyasearch.com
 847-724-8465
 office@hyasearch.com
 Reply By 2/1/12

Carthage CSD

Student Enrollment..... 3,500
 Salary \$145-\$155,000
 Jay Boak
 20104 State Route 3
 Watertown, NY 13601
 315-779-7010
 placlair@boces.com
 Reply By: 2/17/12

Chenango Forks CSD

Student Enrollment..... 1,600
 Salary \$120-\$140,000
 Allen D. Buyck
 Broome-Tioga BOCES
 435 Glenwood Road
 Binghamton, N.Y. 13905-1699
 607-766-3802
 abuyck@btboces.org
 Reply By: 2/17/12

Clarkstown CSD

Student Enrollment..... 9,200
 Salary \$Competitive
 Charles Fowler
 Carol Choye
 Howard Smith
 www.leadschools.us
 (800) 975-1730
 leadschools@aol.com
 Reply By: 3/2/12

Lowville Academy & CSD

Student Enrollment..... 1,400
 Salary \$120-\$140,000
 Jay Boak
 Jefferson-Lewis BOCES
 20104 State Route 3
 Watertown, NY 13601
 315-779-7010
 placlair@boces.com
 Reply By: 3/1/12

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Please check The Council's website for vacancy information that we may have been received after this month's publishing deadline.

www.nyscoss.org/vacancies

IMMUNITY FOR SCHOOL OFFICIALS

By Jacinda Conboy, Esq., General Counsel, The Council

As we start a new year, I thought it would be appropriate to kick off January with the positive aspects of the law as opposed to the negative. That is why the various immunities afforded to schools and school officials came to mind.

There are a variety of immunities available for school officials including qualified immunity, governmental immunity, and statutory immunity under the Social Services Law. Generally, the law protects school officials from making reasoned, good faith judgments.

Qualified Immunity

Qualified immunity protects a "state actor" from liability in civil suits where the individual's conduct does not violate clearly established statutory or constitutional rights of which a reasonable person would have known. Thus, qualified immunity will protect a decision of a school official in the civil rights arena if that school official made a decision in good faith, that was objectively reasonable and if such official should not have reasonably known that he or she had violated the civil rights of another.

Governmental Immunity

Governmental immunity provides protection from tort liability where a discretionary decision is made (unless there is a special duty to act). "As a rule, municipalities are immune from tort liability when their employees perform discretionary acts involving the exercise of reasoned judgment." *Pelaez v. Seide*, 2 NY3d 186, 193 (2004); *McLean v. City of New York*, 2009 NY Slip Op 2449, 3 (NY 2009).

Both New York State Courts and the District Courts in the Second Circuit found that reasoned decisions such as hiring decisions, securing and assisting an individual after a fall, and supervising employees, are all discretionary decisions. *Mon v. New York*, 78 NY2d 309, 314 (NY 1991) (evaluating and making hiring decisions are discretionary); *Sayers v. City of New York*, 2007 US Dist LEXIS 24286 (EDNY Mar. 21, 2007) (how best to secure plaintiff and assist him after the fall were discretionary in nature); *Ejchorszt v. Daigle*, 2007 US Dist LEXIS 24433 (D Conn Mar. 21, 2007) (generally, supervising employees is such a discretionary activity).

Social Services Law

As I set forth in the December 2011 *Councilgram*, Social Services Law § 419 provides immunity to any official who makes a good faith report of abuse or neglect.

Conclusion

The rule to be taken away from all of this is to make well-reasoned decisions based in good faith. While such decisions will not insulate School Officials from lawsuits, it will serve as an effective defense and perhaps will give Superintendents and other School Officials some confidence that the law intends to protect good, well-reasoned decision making.

For more information regarding The Council's legal services, please contact Jacinda H. Conboy, Esq., General Counsel at (518) 449-1063 or jacinda@nyscoss.org.



Reminder: Remember to sign up for Legal Level II services through your membership!

AND THEY'RE OFF . . .

By Kyle McCauley Belokopitsky, Esq., Assistant Director for Government Relations, The Council

And so begins the official start to the 2012 Legislative Session, with the Governor's State of the State Address. On Monday, January 9th, legislators returned to Albany to begin their 62 scheduled days in session. Over the past months, your advocacy team alongside the Legislative Committee chaired by Neil O'Brien, Port Byron and Patricia Sullivan-Kriss, Hauppauge; the House of Delegates, the Executive Committee and Council Officers have been planning and working towards a productive and successful advocacy year.

THE COUNCIL is excited to bring some new and exciting changes to our advocacy program and thank you for your input and participation in this process; from your survey answers, to your discussions at summits and institutes and in meetings around the state.

In February, we will launch THE COUNCIL'S *Leadership in Education Action Network*. A grassroots web-based advocacy tool that will enable you to send e-mail messages directly to members of the Legislature, Board of Regents, Education Department, Governor's Office and Congress, with just a click of a button. This tool gives us an easy way to immediately inform you of developments in both Albany and Washington and encourage you to take action.

Our next goal is to launch a Facebook page and Twitter account, so we'll be able to provide you with minute by minute action from the Capitol. We will let you know when each of these tools is up and running and how to access them via our listserv.

This year, we are also asking all superintendents to commit to come to Albany for one day during the legislative session. THE COUNCIL and Legislative Committee need your help in telling "the story." Members of your legislative committee alongside THE COUNCIL'S advocacy staff will be leading groups of superintendents in Albany visits, discussing issues such as tax cap, APPR, state aid, special education, mandate relief and regulatory reform. If you would like to volunteer for a Capitol visit day, please

contact us as soon as possible, as visits will begin in late-January and continue through the end of June. It's our hope to have a weekly superintendent presence in Albany.

Based upon your feedback, we transformed our Winter Institute and Lobby Day to have a greater emphasis on advocacy and look forward to your continued participation and involvement. Please mark your calendar for these sessions.

- **Sunday, March 4 at 4 p.m.**
Producing the Learning Our Children Deserve with the Resources Our Taxpayers Can Afford
- **Monday, March 5 at 11:15 a.m. & 1:30 p.m.**
Lobbying 201: How to Take Your Advocacy to the Next Level
- **Monday, March 5 at 3 p.m.**
An Armchair Discussion with the Educational Advocacy World
- **Monday, March 5 at 6 p.m.**
Economic & Fiscal Outlook for the State and Schools Presentation and Dinner
- **Tuesday, March 6 at 7:30 a.m.**
Lobby Day Breakfast Kickoff
- **Tuesday, March 6 at 10 a.m.**
THE COUNCIL'S Annual Lobby Day

As always, we thank you for the work that you do in representing and supporting your students. Together, we will make a difference in the lives of children.

For more information regarding The Council's advocacy services, please contact Kyle McCauley Belokopitsky, Esq., Assistant Director of Government Relations at (518) 694-4874 or kyle@nyscoss.org.



VACANCIES CONT FROM / 4

Merrick UFSD

Student Enrollment..... 1,725
Salary \$Competitive
SCHOOL LEADERSHIP, LLC:
Charles Fowler,
James Tolle, Kathy Weiss
Online only: www.leadsschools.us
(800) 975-1730
leadsschools@aol.com
Reply By: 2/27/12

Peru CSD

Student Enrollment..... 2,007
Salary \$125-\$165,000
Craig King
CVES
P.O. Box 455
Plattsburgh, NY 12901
(518) 536-7312
king_craig@cves.org
Reply By: 3/2/12

Schenevus CSD

Student Enrollment..... 370
Salary \$105-\$120,000
Nicholas J. Savin
District Superintendent
Otsego Northern Catskills BOCES
2020 Jump Brook Road
PO Box 382
Grand Gorge, NY 12434
607-588-6291 Ext. 141
efinocan@mail.oncboces.org
Reply By: 2/17/12

Wantagh UFSD

Student Enrollment..... 3,600
Salary \$Competitive
SCHOOL LEADERSHIP, LLC:
Charles Fowler,
Albert Inserra, Robert Parry
Online only: www.leadsschools.us
(800) 975-1730
leadsschools@aol.com
Reply By: 2/27/12

Whitney Point

Student Enrollment..... 1,525
Salary \$110-\$135,000
Alan D. Pole
C/O Castallo & Silky
4514 Whistler Circle
Manlius, NY 13104
polead@yahoo.com
Reply By: 1/27/12

TRAINING FOR LEAD EVALUATORS OF PRINCIPALS:

A Professional Development Program on the New APPR Requirements in New York State

By Robert B. McClure, Superintendent In Residence & Kelly O. Masline, Assistant Director, The Council

As you know, school districts are required to implement a new Annual Professional Performance Review (APPR) for teachers and principals under section 3012-c of Education Law and Section 100.2 (o) of the Commissioner's Regulations.

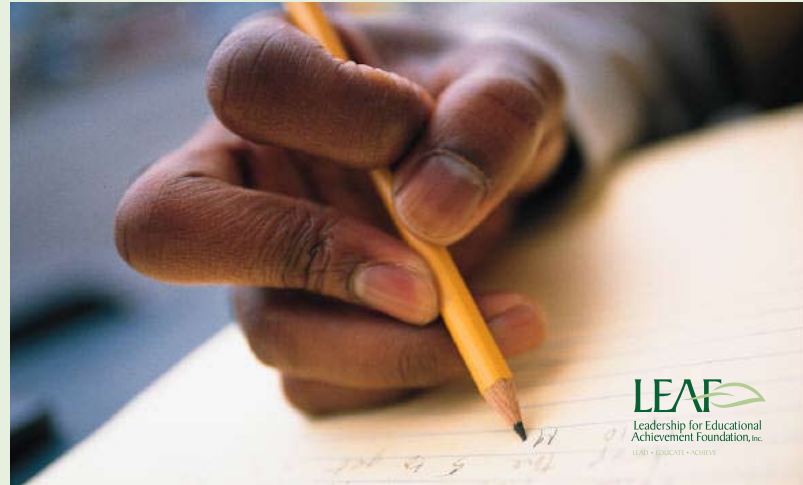
LEAF, Inc. is offering a number of training opportunities throughout the 2011-12 school year that collectively address each of the nine required elements specified in the new regulations (see requirements below). LEAF is offering these training sessions based on requests from superintendents across the State who expressed interest in having their state-wide professional organization, The New York State Council of School Superintendents (THE COUNCIL), provide high quality, timely options that could be used toward "lead evaluator" certification. Sessions will include rich opportunities for participant sharing, reflection and practice, in addition to providing a wide variety of suggested activities for districts to incorporate into their leadership practice back home.

The following article provides a description of programs that: 1) have already been offered; 2) provide opportunities for "catching up" if you have missed a session, and 3) provide future opportunities for deeper understanding and skill-building related to the required training elements. Please note that all training opportunities are specifically focused on evaluation of principals.

Initial Two-Day Session

A two-day training program was held in three locations in October and early November on the principal evaluation system that featured Dr. Joseph Murphy of Vanderbilt University and Dr. Robert McClure, Superintendent-in-Residence, THE COUNCIL. The program shared rich opportunities for participant sharing, reflection and practice in addition to a wide variety of suggested activities for districts to incorporate into their leadership practice. They discussed the research base upon which principal evaluation systems must be constructed (ISLLC and others); various vehicles/methodologies that districts can use to collect information relevant to the evaluation of principals; research-based principal evaluation practices and procedures that ensure quality and accuracy; and provided awareness training on each NYSED approved principal practice rubric.

If you missed this session but are interested in the information covered, replication of the initial two-day training regionally or for individual districts is available upon request.



Future Opportunities

Dr. Joseph Murphy and Dr. Robert McClure will be offering a one-day follow-up session on March 3rd at the Desmond Hotel and Conference Center in Albany, just prior to THE COUNCIL's Winter Institute. The one-day session entitled, "*Productive Evaluation Practices: Measuring & Supporting Principal Success and Professional Growth; Understanding & Managing Change*," will focus on a deep analysis of the evidence used to determine principal effectiveness related to school improvement goals. Research-based skills for conducting formative and summative evaluation conferences will be presented, discussed and demonstrated, along with information on change theory and its application to the school improvement process. Participants will engage in exercises and activities based upon their school improvement plans. This is a continuation of the initial 2-day training held in the fall but although recommended, previous participation is not necessary to participate in the March 3, 2012 event.

In March, Dr. Giselle Martin-Kniep, President, Learner-Centered Initiatives & Founder/President, Communities for Learning: Leading Lasting Change™, will continue to offer training on the required elements through a one-day workshop and follow-up webinar on *Measuring Principal Effectiveness*. The program will be held in Syracuse on March 13 and on Long Island on March 19, 2012. This session will concentrate on how to measure the impact of a principal on school improvement initiatives. It will deepen understanding of evidence-based evaluation by providing examples of information, data and artifacts that demonstrate progress related to school improvement goals designed to improve the conditions that influence teaching and learning. The follow-up webinar will be held on March 27, 2012. CONT / 7



LEAF will continue to provide training through one-day workshops and webinars on the other required elements throughout the late winter and spring. We are in the process of organizing a session on *Evaluating Principals of English Language Learners and Students with Disabilities*. Additional information will be available in February 2012.

The Nine Training Requirements

According to the Commissioner's regulations (30-2.9) the substance of the training needs to cover nine training elements. The training requirements include:

1. NYS Teaching Standards and the ISLLC, 2008 Leadership Standards;
2. Evidence-based observation techniques;
3. Application and use of the student growth and value-added growth model;
4. Application and use of State-approved teacher/principal rubrics;
5. Application and use of any assessment tools you intend to use (e.g. portfolios, surveys, goals);
6. Application and use of any State-approved locally developed measures of student achievement you intend to use;
7. Use of the Statewide Instructional Reporting System;
8. The scoring methodology used by the department and/or your district;
9. Specific considerations in evaluating teachers and principals of English language.

Other: While not listed as a training component, districts will need to ensure inter-rater reliability for both their teacher and principal evaluation systems.

Reflective Leadership Development Tool (RLDT)

The RLDT is an ISLLC-based tool that adds focus and depth to conversations around the leadership needed to ensure continuous improvement at the school and district level. It can be applied to individuals or to an entire leadership team to identify strengths and areas for focused growth. It could be incorporated into the evaluation of principals or simply used as a guide to focus ongoing leadership development. The RLDT was given to participants in the initial LEAF 2-day training and is free to superintendents upon request.

Subscription Service

To support you and the work of your leadership team, LEAF will be providing a subscription service that will offer you a wide array of training activities and opportunities that can be incorporated into your district's ongoing leadership development agenda. You can use these activities right in your district as part of your cabinet meetings and/or administrative support group sessions throughout the school year and during the summer. You may also wish to participate regionally by partnering with nearby districts or through BOCES. The subscription includes 8 issues yearly at the cost of \$250.

Reminder: Sign up for March 3 APPR Training.
Go to [www.nyscoss.org/pdf/upload/March 3 APPR.pdf](http://www.nyscoss.org/pdf/upload/March%203%20APPR.pdf)

For More Information

The *Training for Lead Evaluators of Principals* brochure, along with registration information for the March 3rd workshop, "*Productive Evaluation Practices: Measuring & Supporting Principal Success and Professional Growth; Understanding & Managing Change,*" was mailed to all superintendents in early January.

For more information on any of the programs regarding LEAF, Inc., please contact Kelly Masline, Senior Associate Director of The Council & Director of LEAF, Inc. at kelly@nyscoss.org or (518) 694-4880; Vreneli Banks, Programs and Resource Development Associate at vren@nyscoss.org or call (518) 694-4875; or Robert B. McClure, Ed.D., Superintendent In Residence, The Council, at mcclure@nyscoss.org or (518) 694-4881.

The Educorps Discount:

Districts whose BOCES are members of Educorps will receive a 10% discount on all APPR programs and services offered between January 1 and June 30, 2012.

To find out if your BOCES is a member of Educorps, contact Kacey Feldman, Program Associate, at kacey@nyscoss.org or (518) 694-4875.

CHILD NUTRITION: A Key Component to Student Achievement and a Healthy School Environment

By Rachel Hye Youn Rupright, MSW, Child Nutrition Program Specialist, Hunger Solutions New York

Health and wellness has always been a key component to student achievement in schools. However, school nutrition and the federal child nutrition programs have particularly been in the spotlight recently. The federal *Healthy, Hunger Free Kids Act* passed last year; Michelle Obama's "*Let's Move Campaign/HealthierUS School Challenge*" to end childhood obesity is in full swing; and proposed nutrition standards for school meals will be released in the coming months. In addition, a changing economy caused many families to turn to free or reduced-price school meals. School nutrition has been gaining attention, no doubt due to its proven positive impact on students and potential for doing more to benefit the greater school environment.

Low-Income Students and Child Nutrition

By operating federal entitlement programs such as the School Breakfast Program, National School Lunch Program, and Summer Food Service Program, we believe that school districts are an essential part of the solution to bolster student nutrition and alleviate child hunger.

The economy has affected families in a variety of ways, including finding new options to ensure their children have access to affordable, good nutrition. For many of these students, school meals might be the most consistent and nutritious food they will eat each day.

Shine with School Breakfast

Even though students qualify for free or reduced-priced school meals, they are not necessarily eating breakfast or lunch. For example, less than one in three students qualified to eat for free or at a reduced-price are actually eating school breakfast. This is usually due to conflicting bus schedules, limited time to eat, stigma, or that the cafeteria is too noisy and overwhelming for some students.

Numerous studies prove the benefits of eating breakfast, specifically eating breakfast at school. School breakfast improves student academic performance and behavior; supplies students with essential nutrients for positive growth and curbing obesity; and causes fewer school nurse visits due to headaches or stomachaches .

Recognizing both the unmet need and the benefits of eating school breakfast, many school districts have voluntarily adopted new ways to serve breakfast, such as:

- Delivering breakfast to the classroom for students to eat in the classroom;
- Setting up 'grab and go' stations where students pick up their breakfast in a high traffic area (such as a lobby or hallway) and eat in the classroom or the cafeteria; and/or

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CHILD NUTRITION: CON'T FROM / 8

- Serving 'second chance breakfast' where the cafeteria stays open for older students to eat during their early scheduled study halls or other academic classes.



Breakfast in the classroom makes sure more students eat school breakfast, but also creates a financially healthier school food service budget. Since each school breakfast is government funded, more school breakfast served means more reimbursement dollars for schools. This additional funding can be used directly towards purchasing more whole grains, fresh fruit, and other healthier, but often more costly menu items.

This fall, the American Association of School Administrators (AASA) announced a grant funded by the Walmart Foundation to support breakfast in the classroom. Syracuse City SD and Brentwood UFSD are two of the four school districts nationwide participating in AASA's *Superintendent Leadership to Enhance the School Breakfast Program in Urban Districts*. Under this grant, superintendents and school communities are working together to increase their school breakfast participation by delivering breakfast to the classroom, setting up 'grab and go' stations, and using breakfast vending machines. While each school's model is unique to individual strengths and needs, the common denominator is that breakfast is incorporated into the school day, where students have enough time to eat. Implementation is expected January 2012.

Hunger Solutions New York serves on the national advisory group for this grant, with commitment from Action for Healthy Kids, the Children's Defense Fund, and New York State Council of School Superintendents.

How Can We Help You?

Hunger Solutions New York believes school districts are key partners and allies in ensuring that no student goes hungry. Therefore, we have numerous resources available to school districts in relation to the federal child nutrition programs. Visit us online to find tips on maximizing the return on free and reduced-price school meal applications, find breakfast in the classroom start-up guides, download summer food resources, read policy updates and reports, and sign-up for our Child Nutrition electronic newsletter.

Hunger Solutions New York, formed in 1985 as the Nutrition Consortium of New York State, is dedicated to alleviating hunger for all New Yorkers. Visit them online at www.hungersolutionsny.org.

“ School breakfast improves student academic performance and behavior; supplies students with essential nutrients for positive growth and curbing obesity ”

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CALENDAR OF EVENTS

- February 3, 2012 (Syracuse)
*Leadership for Student Achievement
Dr. Michael Fullan*
- March 3, 2012 (Albany)
*Productive Evaluation Practices:
Setting Goals, Measuring Progress
and Promoting Instructional Leadership
Dr. Joseph Murphy and
Dr. Robert McClure*
- March 4, 2012 (Albany)
*New Superintendents
Institute Session 5*
- March 4, 2012 (Albany)
*2nd & 3rd Year
Superintendents Institute*
- March 13, 2012 (Syracuse)
*Measuring Principal Effectiveness
Giselle Martin-Kniep*
- March 19, 2012 (Melville)
*Measuring Principal Effectiveness
Giselle Martin-Kniep*
- April 1, 2012 (Albany)
Cabinet Conference
- April 2-3, 2012 (Albany)
*Professional Learning
Communities at Work
Dr. Rick and Becky DuFour*

Hope is not a strategy.



Community engagement is.

Getting a school budget approved is never easy, and the new tax cap requirement is making it even harder. Blame politics or the economy, it's our children who stand to lose the most.

Districts that invest in community engagement have more support and greater resources. But engagement is not built overnight, and certainly not without a comprehensive plan. K12 *Insight* specializes in helping school leadership build a culture of engagement by offering greater transparency and collaborative decision-making. Give us a call and we'll show you how to build community relations by engaging year-round.



jleib@k12insight.com | (703) 956-6460 x313 | www.k12insight.com

JERICO'S HANK GRISHMAN SELECTED AS NEW YORK STATE SCHOOL SUPERINTENDENT OF THE YEAR

The New York State Council of School Superintendents (THE COUNCIL) selected Superintendent Henry “Hank” Grishman of the Jericho Union Free School District as the 2012 New York State School Superintendent of the Year.

Dr. Marilyn C. Terranova, President of THE COUNCIL and Superintendent of Eastchester Schools, said, “Hank’s selection recognizes his career of successful school district leadership serving diverse communities across our state, as well as his support for colleagues through wide-ranging contributions to THE COUNCIL’S work.”

Dr. Terranova added, “Hank recognizes that student excellence can only be achieved through collaboration with the community, parents, students, teachers, staff, administrators and the Board of Education.”

Hank became the Jericho superintendent in 1995. With a student enrollment of 3,200, Jericho was most recently ranked number 40 on the *U.S. News & World Report* list for Best High Schools for Math and Science, one of the few open enrollment schools listed in the Top 40.

Jericho also ranked number 76 in the latest “High School Challenge” listing published by *The Washington Post*, again ranking as one of the highest public schools nationally.

Council Executive Director, Dr. Robert Reidy, Jr., said, “Hank is an outstanding person, educator and child advocate. His statewide leadership has positively influenced the children of New York State.”

Hank has had a long and diversified career as a school district leader. He has served as superintendent of five New York districts over a span of 33 years. He began his work as a superintendent in 1978, leading the Sharon Springs Central School District in rural Schoharie County.

Hank began his career in education as an elementary and middle school mathematics teacher. His first administrative position was as an elementary school principal in Yonkers, where he grew up.

Since 1995, Mr. Grishman has served as the superintendent of the Jericho School District of Nassau County.

In his nomination letter, Jericho school board president Joseph Lorintz wrote “During his 17-year tenure as our educational leader, Hank has always far exceeded expectations in all of his responsibilities.”

Some accomplishments include:

- Successfully managing the district’s surging population – an almost 50 percent increase in student enrollment resulted in opening a new elementary school, and required voter approval of financing for a major expansion project at the middle/high school complex.
- Leading the successful integration of an increasingly diverse student population and their families into the school community: in the last 10 years, Jericho’s population has grown dramatically more diverse – from less than 10 percent other than white, to almost 40 percent.
- Under his leadership, special education services were expanded and reorganized in Jericho to better meet the needs of all students including implementing a co-teaching model, which raises the level of effective special educational instruction.
- New electives were added during his tenure including approximately ten new AP courses and a wide variety of electives in all curriculum areas. A representative list includes a four-year engineering sequence, Mandarin Chinese, virtual enterprise, tournament debate, sports medicine, Asian American literature, discrete math, multivariable calculus, facing history, forensics, and philosophy.
- School district relationships with Adelphi, Hofstra, St. Johns, RIT, Syracuse University, SUNY Old Westbury, C.W. Post, NYIT were facilitated by him which enables the students to garner college credit for high school courses.
- In an effort to keep both the board and community apprised of new courses and curricular enhancements, district administrators, teachers and students



GRISHMAN CONT FROM / 11

- conduct academic informational presentations at each board meeting, an effort that he started and was featured as best practices in the New York State School Boards publication. A joint council of PTAs was created in the district under his leadership, with representation from the six district PTAs. The council meets on a regular basis with central administration to discuss topics of interest, voice concerns and receive updates on future plans. Under his guidance, additional conference days, extended faculty meetings and significant investment in professional development activities have been added each year to keep faculty on top of emerging research and successful practices.
- All district schools are recognized as national Blue Ribbon schools.

Hank has received numerous prestigious recognitions that highlight his educational career and community commitment. Among his awards are:

- Nassau BOCES Partners in Education Award,
- Educator of the Year from the Korean Parents Association of Long Island,
- Distinguished Service from the NYS Athletic Administrators Association,
- Distinguished Service from the Council of Administrators,
- Jericho Athletic Association Community Service Award,
- and Friend of Education from NYSUT

He has also served as President and member of THE COUNCIL's Executive Committee; President and officer of the Executive Committee for The Leadership for Educational Achievement Foundation, Inc.; Member of the New York State Public High School Athletic Association, Inc., Central Committee; NYSPHSAA Section VIII, Chair Superintendent's Board; Governing Board Member of the American Association of School Administrators and President and current member of the Executive Committee of the Nassau County Council of School Superintendents.

As a member of the Executive Committee and an officer of the THE COUNCIL, Hank implemented and participated in a wide array of initiatives including but not limited to the introduction of legal services for all members of THE COUNCIL, the expansion of professional development opportunities, and the implementation of a successful strategic partnership program.

As the founding president of The Leadership for Educational Achievement Foundation, Inc. (LEAF, Inc.) the professional development arm of THE COUNCIL, Hank helped develop a Future Superintendents Academy, a year-long program dedicated to preparing outstanding state educational leaders for the superintendency. He also oversaw collaborative relationships with the LEAF Board to garner both public and private funding for a broad range of professional development initiatives.



Hank also played a leadership role in THE COUNCIL's support of state efforts to strengthen school financial accountability.

His service as a superintendent included leadership of these districts: Sharon Springs (1978–1982), Port Byron (1982–1987), Mohonasen (1987–1992), Plainview Old Bethpage (1992–1995), Jericho (1995 to present).

Hank and his wife Jill, a retired social studies and English teacher from the Wantagh School District, currently reside in Old Bethpage, New York. They have two married sons: Matthew, his wife Amie and their two sons who live in Rocklin, California; and Daniel and his wife Gillian and their three daughters who reside in Jericho, New York. As the New York State Superintendent of the Year, he now becomes New York's candidate for national superintendent of the year, to be awarded at AASA's National Conference on Education in Houston in February 2012. The Superintendent of the Year Award was established in 1988 by the American Association of School Administrators and is co-sponsored by ARAMARK Education and the ING Foundation.

SPOTLIGHT ON SUCCESS!

Congratulations to the **Eastchester Union Free School District** and **Superintendent Marilyn C. Terranova** for successfully passing a bond for almost \$12.8 million for the expansion and renovation of their Middle School serving grades 6-8 with a margin of victory of 96 votes. This was the third time that the district attempted to pass a capital project bond, although this was much smaller in scope than the two prior ones. Eastchester Middle School and High School are both over capacity and will continue to be so in the coming years, based on actual enrollment data. The school district is very appreciative that their community supported this bond and their desire to provide the best possible learning environment.

Congratulations to **Edward J. Reid**, retired superintendent of the **Owego Apalachin Central School District**, who was highlighted as a guest author for the *Oswego Alumni Association of the State University of New York Magazine* in the Fall/Winter 2011. Edward wrote an article titled *Woodbridge N. Ferris, Class of 1873: From Frontier Dweller to University Founder*. Edward was raised on a farm in Van Etten, less than 10 miles from Woodbridge Ferris' birthplace. To read this interesting article about the founder of Ferris State University, go to <http://oswego.edu/magazine/author/guest/>.

IN MEMORIAM

J. Bruce McKenna passed away on December 26, 2011 after a long illness. Bruce retired from Hampton Bays in 2003. He was a member of THE COUNCIL'S Executive Committee for nine years, serving as President in 2000. Those who knew Bruce will remember his zest for life, love of sailing and his sense of humor. Condolences can be sent to his long-term companion Barbara Fagan at 7 Arbor Club Drive, #7-1-08, Ponte Vedra Beach, Florida 32082.

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Stamford CSD

Clifford A. Moses

08/11
Gloversville City SD

New Superintendents

Matthew Calderon

Superintendent of Schools
01/12
Pembroke CSD
Principal at Pembroke CSD

Lori S. Caplan

Superintendent of Schools
01/12
Watervliet City SD
High School Principal at
Watervliet City SD

Lauren J. French

Superintendent of Schools
01/12
Gouverneur CSD
Middle School Principal
at Gouverneur CSD

Joseph Kardash

Superintendent of Schools
07/11
Colton-Pierrepont CSD
Business Administrator at
Colton-Pierrepont CSD

Casey Kosiorek

Superintendent of Schools
01/12
Byron-Bergen CSD
Elementary Ed Principal
at Le Roy CSD

Jason A. Smith

Superintendent of Schools
12/11
Lyndonville CSD
Principal at Elba CSD

Appointments

Martin Cox

Superintendent of Schools
02/12
Sodus CSD
Superintendent at
Fillmore CSD

Thomas J. Douglas

Superintendent of Schools
01/12
Bethlehem CSD
Superintendent at
Chenango Valley CSD

Paul Padalino

Superintendent of Schools
01/12
Kingston City SD
Superintendent at
Watervliet City SD

Retirements

Marie Blum

02/12
Canaseraga CSD

Jessica Cohen

07/12
Onondaga-Cortland-
Madison BOCES

Kenneth Hilton

06/12
Sullivan West CSD

Michael D. Tebbano

12/11
Bethlehem CSD

For more information regarding
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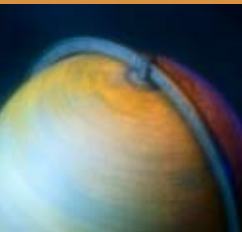
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DEVELOPING A WORLD-CLASS EDUCATION SYSTEM IN A NEW ECONOMIC REALITY

2012 Winter Institute & Lobby Day

March 4 – 6, 2012 – The Desmond Hotel & Conference Center, Albany, NY



Join us at the 2012 Winter Institute, *Developing a World-class Education System in a New Economic Reality*, as we focus on critical learning initiatives, hold key discussions, influence state officials, and share the best ways to advocate for your district.

Engaging Presentations

- **Hear from National Keynote Speakers:** Marc S. Tucker, President of the National Center for Education and the Economy on what it will take to match the best performing education systems and Charlotte Danielson, Partner, The Danielson Group on assessing effective teaching practices.
- **Discussion with the Commissioner of Education** Dr. John B. King, Jr. scheduled on Monday morning of the Institute.

Focused Discussions

- **Learn from our Featured Presentations:** Listen to updates on the APPR legislation; the latest in education law; analysis of the Governor's proposed budget; and development of a comprehensive RTI process.
- **Advocate for your School District:** Meet with your legislators on Tuesday during THE COUNCIL'S Annual Lobby Day and advocate for your schools.
- **Skill Building Sessions:** Choose from 17 different sessions on Monday.

Specialized Networking

- **Specialized Networking Events:** Engage with our Strategic Partners in our Marketplace of Ideas; or join our wellness events including a Zumba Dance Fitness program or 5K Run/Walk and meet fellow superintendents.
- **Sunrise Café Roundtable Discussions:** Participate in Monday morning table top discussions facilitated by fellow Superintendents and Strategic Partners.

Honor Your Colleagues

- THE COUNCIL will present our Appreciation Award and Friend of THE COUNCIL Award at our keynote kickoff.
- The Dr. Mary Barter Scholarship for Women and Minorities will be given to two deserving individuals during the closing ideas session on Tuesday.
- You'll also get a chance to hear from the New York Superintendent of the Year winner.

Enjoy Special Performances

- The Queensbury High School Madrigal Singers will perform during our opening session. Special thanks to Douglas W. Huntley, Superintendent, Queensbury for making this happen.
- Enjoy *The House Rules Band* during our opening reception in the Marketplace of Ideas. Formed in 2008, *The House Rules Band*, comprised of educators including a middle school technology teacher, retired middle school social studies teacher, graduate student from SUNY Oswego and a school superintendent will provide a mix of light rock, oldies, blues and country music. Special thanks to Randy C. Richards, Superintendent, Lake Placid for bringing together this unique group of educators.

Registration materials were mailed and are also available at www.nyscoss.org. Though you may have bundled and pre-registered for the Winter Institute, we still require you to complete and send in an attendee registration and housing form.

For additional information, contact Karen Dooley, Membership Services Coordinator, karen@nyscoss.org with registration questions or Caitlin Flint, Registration Specialist at (866) 374-6338 or Caitlin@sitesolutionsworldwide.com with your housing questions. You can also contact Joanna Douglas, Administrative Assistant, The Council at (518) 449-1063 or joanna@nyscoss.org.

Reminder: Housing Deadlines
are February 10, 2012

