

COUNCILGRAM

Education Summit Raises Historic Challenge

In October 1957, the Soviet Union's successful launch of the first man-made earth satellite served as a catalyst for an urgent effort to improve the nation's science and engineering capacity. Orbiting overhead every 90 minutes and broadcasting at 20 and 40 MHz, Sputnik made America's loss of technological superiority impossible for even ordinary citizens to ignore. The "space race", culminating with the Apollo moon landings, reached an urgency that at times bordered on hysteria but eventually yielded many collateral benefits including a renewed focus on math, science, and engineering, and an economy firmly grounded in innovation and invention.

Now researchers from fields as disparate as economics and engineering demonstrate that our nation again faces an international technological deficit. The National Academies reported that China and India will educate some 600,000 and 350,000 engineers respectively (to the United States' 70,000), who will work for one-fifth to one-tenth the domestic wage. The steady influx of foreign students which masked this growing deficit dropped off markedly with restrictive post-9/11 immigration policies. Given Thomas Friedman's argument in *The World is Flat* that any job that can be broken down into components can be performed just as easily overseas, the implications for American math and science education are clear: the American workforce can't compete on volume or on price, so we must compete on quality and innovation. Yet, many potential innovators are prevented from contributing — they are trapped in educational institutions that will leave them unprepared to pursue

higher education in math, science, or other disciplines.

Without the evidence circling overhead, urgency among policymakers and the public has been slow to build. However, last week's Education Summit sponsored by the Regents and Commissioner Mills issued a compelling warning to the nearly 700 education, higher education, business, and policy leaders in attendance. Kati Haycock of the Education Trust showed that while the performance gap between whites and children of color (and between children of means and those in poverty) has been closing, it is still wide. In New York, 136 high schools have graduation rates below 70 percent and they serve largely poor and minority students.

There is a growing sense of convergence around the destructive economic impact of weaker educational achievement for students in poverty and of color. Last month, papers presented at a Teachers College symposium illustrated losses in tax revenue from high school dropouts exceeding \$50 billion annually and lost income to the economy approaching 1.6 percent of Gross Domestic Product (GDP). Public assistance and crime add tens of billions of dollars in costs to government spending which could be ameliorated by lowering the number of high school dropouts. Moreover, dropouts are only half as likely to have employment with health benefits or pensions, imposing an additional drain on public institutions like Medicaid and Social Security.

The trends are clear, according to a presentation to the Regents by economist Anthony Carnevale last November: the proportion of jobs not requiring at least a high school equivalent education



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State News

NEW YORK STATE COUNCIL OF SCHOOL SUPERINTENDENTS

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will drop from 31 percent to 9 percent in the next 15 years. As a result, if we fail to increase graduation and college-going rates, by the year 2020 there will be no American workers (and a commensurate glut of high school dropouts for whom there is no work), driving businesses to look overseas. Together, the labor force shortfall and the dropout glut will result in a 40 percent drop in the US standard of living, according to Summit moderator David Gergen (a veteran of both the Clinton and first Bush administrations) claimed, just this point, the Summit's closing speaker, IBM Executive Vice President Nicholas Donofrio, stunned the audience by ominously observing during questioning that while IBM had committed to New York and the US "at present", if our education system didn't produce the workers the company needed, "we have other plans."

"If an unfriendly foreign power had attempted to impose on America the mediocre educational performance that exists today, we might well have viewed it as an act of war." The linkage between education and national security is hardly a new argument nor a fair one (the quote comes from the 1983 *Nation At Risk* report), but it has recently been gaining momentum. The barriers to high school graduation that confront millions of impoverished students are already a drag on the US economy that threatens crippling consequences for our standard of living in the not too distant future. It's not too great a leap to assert that the

performance gap and the economic calamity that gap will exacerbate could eventually become a national security issue.

In February 2001, the US Commission on National Security report "Road Map for National Security: Imperative for Change" made five recommendations. The first was the security of the homeland. The second was "recapitalizing America's strengths in science and education" where our lagging investments in basic research and education pose "a greater threat to U.S. national security over the next quarter century than any potential conventional war that we might imagine." Technological superiority was the foundation of our post-Sputnik economic success; it becomes even more critical as our nation's manufacturing economy shrinks and our knowledge economy grows.

There are tremendous implications for the high school educational system to be sure, but the *Nation at Risk* report didn't get the criticism quite right. The "mediocre" performance of the system as a whole is actually the average of two systems at the extremes: one, a high performing system largely serving the affluent and the other an under-resourced system serving children in poverty. The only way to address the labor force shortfall is to increase graduation and college-going rates for children who would otherwise not have gone to college. The only way to advance our technological superiority is to encourage women and children of color to pursue math and science in far greater numbers (currently this workforce is 82% white and 75% male).

One of the Summit's chief

Continued from page 2

aims was to engage each of the institutions of the University of the State of New York (USNY) in the effort to close the achievement gap. At the Summit, the Commissioner, the Regents, and the District Superintendents moderated table discussions with representatives from the K-12 education system, public and private higher education, libraries and cultural institutions, and licensed professions. The goal was to foster shared, measurable commitments to closing the achievement gap through cross-institutional collaboration.

The next step is far more difficult: identifying and addressing the impediments to achieving more than merely incremental progress in closing the achievement gaps and raising the proportion of students pursuing math and science. Showing the wide range of performance among even high poverty schools, Kati Haycock illustrated that much of the disparity is driven by structures that contrary to common wisdom, are not, out of schools' control altogether, but rather extremely resistant to change. Accountability, governance, resources, and poverty can and must be addressed and urgently.

The societal forces that have shaped basic aspects of our current system equilibrate to a static inertia that will be hard to overcome. Yet there is no time to lose: *every child that could potentially fill that labor force shortfall is already in preschool*. Shirley Jackson, President of Rensselaer Polytechnic Institute in Troy, called this "The Quiet Crisis: America's Economic and National Security at Risk." There is little time to delay and dire consequences for failure. What remains to be seen is whether this crisis is too quiet to inspire America to urgently rise to the national challenge and whether the momentum started at the Summit can overcome today's inertia. Unlike Sputnik, success will not be evaluated by whether a man walks on the moon, but by how many of today's preschoolers eventually walk from college campuses with diplomas in hand.

Kati Haycock's Presentation

<http://www2.edtrust.org/NR/rdonlyres/1AC0F70F-B2B1-412F-B413-2297E67D41C7/0nygaphaycocknov2005.ppt>

Teachers College Symposium

www.tc.columbia.edu/symposium

Anthony Carnevale Report

<http://acrnetwork.org/ViewDoc.aspx?ID=600076>

Shirley Jackson (RPI President) Speech

<http://www.rpi.edu/homepage/quietcrisis/ps050304-kennedy.html>

A Council Friend Moves On . . .

Steve Sanders, Assembly Education Chair to Retire

Steve Sanders, the longest serving chair of the Assembly Education Committee, surprised Albany by announcing his decision to retire effective January 1. Mr. Sanders underwent heart bypass surgery last spring, but he reported his health is very good and ascribed his decision to personal and family considerations.



The Council will miss him. Mr. Sanders was a tireless public servant who can take pride in such stellar achievements such as helping to launch Universal Prekindergarten, improving New York City school governance, and raise school aid by record amounts. He was generous in giving attention to concerns raising by superintendents and NYSCOSS staff. He will be hard to replace.

Election Results — More Turbulence In Store?

Election Day 2005 brought generally discouraging news for Legislative leaders: their proposed constitutional amendment to the state budget process was soundly rejected by voters; Republicans lost ground in local races in many regions of the state; and Democrats were shut out of the New York City mayor's office for the fourth successive election. The results were a mixed bag for Governor Pataki: voters concurred with his positions on the two statewide ballot propositions (*against* the amendment; *for* the \$2.9 billion transportation bond act), but his party's losses in the state and elsewhere had to be discouraging.

Much of the commentary on the budget reform amendment — pro and con — was off the mark. Business groups railed against a power grab by profligate Legislators, while good government groups claimed the proposal would bring greater openness, accountability and predictability to state budget-making.

A December 2004 Court of Appeals decision gave Governors a dangerous degree of power to force change in permanent laws through provisions attached to appropriations. Unchecked, this power could ultimately be used to the detriment of any interest, including business.

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The New Cost of Donning and Doffing

In an election-day decision, the US Supreme Court determined the Fair Labor Standards Act (29 USC §201 *et. seq.*) (FLSA) (as amended by the Portal to Portal Act of 1947) required employees to be paid for the time spent walking from areas where protective clothing is ‘donned’ and ‘doffed.’ The court stopped short of expanding mandatory payment for time spent waiting to put on required work clothes. Because the FLSA applies to school districts which employ some with required dress, superintendents should note possible implications of the holding.

For the past 50 years, employers have been required to pay workers for the time spent putting on and taking off (protective) clothing that is an integral and indispensable aspect of their primary work activity. So long as robing and disrobing takes place directly before or after the work shift, employees must be paid for the time (see, *Steiner v. Mitchell*, 350 US 247 (1956)).

In *IBP, Inc. v. Alvarez* (Sup. Ct. Docket 04-1238 (November 8, 2005)) slaughterhouse workers required to wear hard hats, ear plugs, aprons, boots, etc. sought payment for the time it took to walk between the changing and work areas of the plant as well as for time spent waiting to change clothes. The Barber Foods and IBP, Inc. (owned by Tyson Foods) employees* argued the walking and waiting time was “inextricably linked to the” changing process and that failure to provide compensation violated the FLSA. The companies claimed that the history and purpose of the act compelled excluding this time from payment.

The Supreme Court sided with the employees. Applying the standard set in *Steiner*, any activity that is “integral and indispensable” to a “principal activity” was held to be a “principal activity” covered and compensable under the Act. The Court

found no difference between walking from a locker room to a production area and traversing an assembly plant floor during the work day. Both are compensable. The Court was unwilling to take the next step and extend the workday to time spent waiting to put on the first piece of required gear. This was too removed from the principal activity.

This first decision by the Roberts’ Supreme Court is likely to have a considerable financial impact on large production and manufacturing industries. Implications for schools are equally possible. For example, school food service or buildings and grounds personnel may wear safety/protective gear. If the time required to don such attire is more than *de minimis* and inextricably

tied to the employees’ principal activity, compensation could be an issue. Compensation and dress code are mandatory subjects of bargaining under New York State’s Taylor Law (Civil Service Law Art 14). Thus, payment would not be automatic. Rather, the duty to bargain is implicated and negotiations would need to commence.

IBP, Inc. v. Alvarez is a significant decision impacting labor and employment law. The extent to which it will apply to school districts will differ with size, type of employees hired and the nature of work performed. Superintendents should consider the applicability of this new ruling and discuss implications with the school attorney.

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Footnotes

* The Supreme Court consolidated two decisions from different Appellate Courts of Appeal which were in conflict on the same issue.

Next month

• **Pension Nuances — Rules You Should Know**



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Good News from Our Members...

Liverpool CSD Helps Katrina Victims in Mississippi

Over the last few weeks, the Liverpool CSD community has been busy raising funds, purchasing school supplies and filling approximately 1,200 backpacks for the youngest victims of Hurricane Katrina.

In September, Mobile County Public School System Superintendent Harold Dodge requested help from fellow members of the American Association of School Administrators, of which Liverpool Superintendent Jan Matousek is a member. Part of Dodge's request to fellow administrators was the need for backpacks and school supplies for the many students impacted by Katrina.

Soon the District and its employee bargaining units established a fund at the Liverpool Schools Federal Credit Union to collect donations that would help purchase backpacks and supplies, as well as pay for the shipment of the backpacks to Mobile on October 17.

For two weeks, students and staff from the entire district raised money and either purchased or brought in school supplies for the backpacks. Many backpacks included special messages or pictures from students.

Central Square CSD Superintendent Earns Chamber of Commerce Community Service Award

Dr. Walter J. Doherty, entering his tenth year as Superintendent for the Central Square CSD, has been presented with the 2005 Fort Brewerton Greater Oneida Lake Chamber of Commerce Community Service Award. Dr. Doherty received this award during a special dinner held in his honor on October 8, 2005. Earlier this year, Doherty received the 2005 Vocational Service Award presented by the Oneida Shores Rotary Club of Central Square. Walter is an active member of NYSCOSS and serves as a member of the House of Delegates.

A Harmonious BOCES District

Three Jefferson County Superintendents (Bob Ike, Belleville Henderson; Susan Whitney, LaFargeville; and John Slattery, Thousand Islands) will be singing Handel's *Messiah* with the 125 member Northern Choral Society in Watertown the first weekend in December. The fourth, Donnalee Dodson of Lyme, would also be participating but for a graduate course commitment.

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More News of Note...

Vince Coppola Retires; Bren T. Price Now Leads Western New York Study Council

After seven years as the Executive Director of the Western New York Education Services Council (WNYESC), Dr. Vincent Coppola retired on November 4, 2005. Under his direction, WNYESC grew and flourished into a broad-based educational service organization. Dr. Coppola will continue as a Superintendent Search Consultant.

Bren T. Price will replace Dr. Coppola as Executive Director. Mr. Price has worked with WNYESC as its assistant director, leadership mentor, consultant and special projects coordinator for the last three years.

School Health Index Mini-grants for Physical Activity & Nutrition Improvements

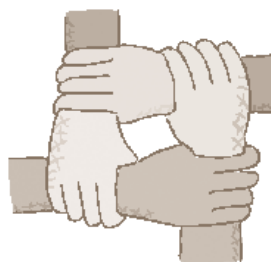
The Center for Disease Control (CDC) Foundation and Division of Adolescent and School Health have announced an exciting grant opportunity for elementary schools in selected states to improve the health of school children by increasing physical activity and nutrition programs for children.

CDC is offering mini-grants to support physical activity or nutrition-related activities. Full application due January 17, 2006.

Further information and application information available via the American School Health Association at www.ashaweb.org.

Mid-Winter Conference

Achievement, Character & Culture



January 22-24, 2006
The Desmond, Albany

Schedule Mid-Winter Conference 2006

Sunday, January 22

Pre-Conference Workshops

- 9 a.m. - 3 p.m. • Dimensions of Leadership
- 9 a.m. - 3 p.m. • Instructional Leadership
- 1 p.m. - 4 p.m. • New Superintendents Institute

12 - 6 p.m.
Conference Registration

1 - 3 p.m.
House of Delegates' Meeting

4 p.m.
Exhibits Open

4:30 - 6 p.m.

General Session
Welcome and Awards
Speaker: *Sara Lawrence-Lightfoot*

6 - 7 p.m.
All-Conference Reception

Monday, January 23

6:45 a.m. - Run/Walk in the Sun

7:30 a.m.
• NYSCOSS Committee Meetings
• New Superintendents' Breakfast

8 - 9 a.m.
Continental Breakfast in Exhibit Areas

9 - 10:30 a.m.
General Session
Speaker: *Mike Schmoker*

10:30 - 11 a.m.
Visit Exhibits/Coffee Break

11 a.m. - 12 p.m.
Concurrent Sessions

12 p.m. - 1:30 p.m.
Recognition Luncheon

1:30 p.m.
Exhibits Open

1:45 - 2:45 p.m.
Concurrent Sessions

2:45 - 3:30 p.m.
Afternoon Break/Visit Exhibits
Prize Drawing at 3:15 p.m.

3:30 - 4:30 p.m.
Town Hall Meeting
Speaker: *Commissioner Richard Mills*

4:30 - 6:30 p.m.
Visit Exhibits
NYSCOSS Committee Meetings

5:30 p.m.
All-Conference Reception

6:30 p.m.
Dinner on Your Own

Tuesday, January 24

7:30 a.m.
New Superintendents' Breakfast

9 - 10:30 a.m.
General Session
Speaker: *Senator Stephen M. Saland*

10:30 - 11:30 a.m.
Concurrent Sessions

11:30 a.m. - 12:30 p.m.

Hot Topics

12:30 p.m.
Closing Luncheon
Speaker: *Deputy Commissioner James Kadamus*

Support the
Pathways to Leadership
Scholarship for Women & Minorities

and take advantage of an opportunity
to win original artwork for your school
with

The Art for Leadership Raffle

You now have a chance to own an
original painting created by artist
Erik Wahl during his keynote pre-
sentation at the Fall Conference:



**The Statue of
Liberty**



**Dr. Martin
Luther King, Jr.**



Albert Einstein

NYSCOSS is offering \$5 chances to
own one of these paintings
through *The Art for Leadership Raffle*.

You can purchase raffle tickets by
stopping at registration anytime
during the conference up until 3
p.m. on Monday, January 23. The
raffle will take place after the prize
drawing on Monday afternoon.

Leadership Preparation

If you are thinking about becoming a superintendent, or know someone who shows great promise for effectively leading a district, consider *Pathways to the Superintendency* — a full-day session exploring the nature of the superintendent's role and the pathway to securing a superintendency.

The day includes discussion of a pertinent case study, leadership information and the superintendent's role, the search process, and remarks and experiential input from veteran superintendents.

The workshop will provide answers to the questions that may be holding skilled educators back from taking steps toward a position as a district leader.

The program will be held on December 2 at the Hilton Garden Inn in Albany, New York.

If you are or know of an aspiring superintendent, give NYSCOSS a call and we will forward registration information to you or the individual you have identified.

Success for New Leaders

On December 2, 2005 NYSCOSS will host a full-day *New Superintendents Success Seminar* in Albany, New York at the Hilton Garden Inn. NYSCOSS encourages all new superintendents to accept this opportunity to meet other new superintendents and spend time with veterans who remember what it was like to be in your shoes.

The morning will be spent discussing ethical decision-making, the superintendent evaluation process, instructional leadership strategies, legislative advocacy and valuable roundtable sessions with experienced superintendents. The program will feature a discussion with Commissioner Richard Mills in the afternoon.

You need not have attended any of the previous new superintendent sessions to attend this one. All new superintendents are welcome.

For more information call NYSCOSS at 518/449-1063.

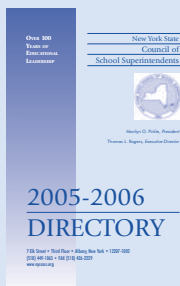
Instructional Leadership

We hope that you will consider joining us for the *Instructional Leadership Academy*. With all of the activities, issues and responsibilities inherent in the superintendency today, nothing is more important than the superintendents' role as the instructional leader of the district.

This Superintendents Academy offering, scheduled to take place in four locations across the state in December, provides structured opportunities to both reflect and interact with colleagues in the area of instructional leadership. There are few offerings where you can find this wealth of information, interaction and professional expertise at such a low cost.

The program will take place on December 2 in Albany, Central NY, and Western NY and December 9 on Long Island. The cost is \$125.

We look forward to your participation. If you have any questions, contact Kelly Masline at the Council at 518/449-1063.



2005-06 NYSCOSS Directory

The 2005-06 NYSCOSS Directory of Chief School Officers is on its way! Each district will receive one copy of the directory. Additional copies are available for purchase by completing the order form enclosed with the complimentary copy. Look for your Directory to arrive by mail in late November.

Member News

Appointments

- Charles Cardillo** Manhasset, 11/28/05
Was Deputy Superintendent at Sachem
- Harold Coles** Abbot, 09/19/05
Was Director of Pupil Personnel Servs. at Greenburgh 7
- Philip D'Angelo** Skaneateles CSD, 1/1/06
Currently is Superintendent at Warsaw
- Robert C. D'Angelo** Holley CSD, 9/1/05
Was Superintendent at Belfast
- Joseph DiLorenzo** Monroe-Woodbury, 12/26/05
Was Superintendent of Port Jervis City
- Maureen Flaherty** Massapequa, 9/12/05
Was Superintendent in Holmdel, NJ
- Brenda Myers** Groton CSD, 12/12/05
Currently Deputy Supt. at Broome-Delaware-Tioga BOCES
- Kraig Pritts** Tully CSD, 1/1/06
Currently is Superintendent at Deposit
- Sally Rojek** Broadalbin-Perth, 3/1/06
Currently Assistant Superintendent at Braodalbin-Perth
- Sherri Morris-Schiebel** Brookfield, 11/28/05
Was guidance counselor and Int. Principal at Brookfield
- Mitchell Schwartz** East Ramapo, 1/1/06
Was Deputy Superintendent at East Ramapo
- Marilyn Skermont** Utica City, 1/06
Was Director of Special Programs in Utica
- Whitney Vantine** Cold Spring Harbor, 8/8/05
Was Superintendent of Lewiston-Porter

Retirements

- John Falco** Schenectady City, 1/2/06
- Jason Friedman** East Ramapo, 1/1/06
- Glenn Goodale** Fonda-Fultonville, 6/30/06
- Daniel Lowengard** Utica City, 12/06
- Bob Munn** Broadalbin-Perth, 3/1/06

Join the NYSCOSS ListServ



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

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

Celebration of Teaching and Learning

Features Education Experts and Town Hall Meeting with Tom Brokaw

Thirteen/WNET New York and WLIW21, the public stations of the New York, New Jersey, and Connecticut tri-state area will be presenting the *Celebration of Teaching and Learning*, an event saluting the nearly 300,000 educators in the Tri-state area. The Celebration is to take place at Pier 94 in New York, March 24-25, 2006. The event features professional development for teachers with leading experts in education, a town



meeting with Tom Brokaw, and the best of Thirteen's Educational Programming. Speakers include Geoffrey Canada, Milton Chen, James Comer, Roger Farr, Kathleen Leos, Donna Alvermann, Sally Shaywitz, Dorothy Strickland and Harry Wong. For more information, contact Ronald Thorpe, Vice President and Director of Education at Thirteen/WNET - 212.560.4900 or Thorpe@thirteen.org or refer to the website www.thirteencelebration.org

Nominations Sought for NYSCOSS Awards

Friend of the Council and Appreciation Awards Presented at Mid-Winter Conference

Each year at the Mid-Winter Conference, NYSCOSS presents several awards including **Friend of Council** and **Appreciation** awards.

The Friend of the Council Award was created in 1996 to recognize non-members of NYSCOSS for their exemplary

efforts on behalf of the Council and its initiatives. These are awarded to those individuals who have worked closely with the organization and support superintendents across the state.

The NYSCOSS Appreciation Award is given in recognition of an active member's efforts on

behalf of the Council and its initiatives. Individuals can be nominated by a colleague or someone else working in the field of education.

Please contact NYSCOSS if you know a colleague or associate deserving of one or both of these awards.

Wellness

& Leadership

Supporting Wellness Within the District

Mary Ann Kermis, Spencerport CSD, NYSCOSS Wellness Committee Member

Wellness is a term used often by school districts, but how is it actually put into practice?

The author shares information about how her district supports the practice of wellness.

At Spencerport Central Schools, we are concerned about the wellness of both our students and staff. For staff, we have been able to provide several workshops on the topic of stress management and wellness. These courses have helped faculty work on techniques such as time management, organization skills, prioritizing tasks and personal commitments, and learning to say "no" when handling too many things at once. The workshops also covered several different forms of exercise and relaxation techniques including humor in the workplace, yoga, jazzercise, progressive relaxation, and meditation.

We feel that one of the benefits of these kinds of activities for our staff is an impact on academic achievement of our

students. We expect our staff to be models for the students in the classrooms. When teachers feel that they are healthy, well-organized and the demands placed on them are not too great, they are able to demonstrate confidence in their teaching and in the way they carry themselves in the school. These teachers are also more likely to get involved in extra-curricular activities with students through athletic coaching, clubs, and other student activities. This involvement fosters positive relationships between our students and the adults which creates an environment with better communication in the classroom and a healthy atmosphere for learning. These relationships will directly effect student achievement which is our ultimate goal.

Another way we are supporting wellness and the goal of student achievement is with our Family Support Center. This Center allows us to create a wraparound approach to student wellness and academic achieve-

ment. The Family Support Center offers a variety of services to residents in the district including parenting classes, family therapy, support groups and referral services. These services help identify issues that have an impact on the wellness and academic achievement of a particular child and create a group approach to help support that child and family to meet their needs.

This group includes the family, school counselor, Family Support Center therapist, teachers and others who are important to the child's success. The group examines ways to create a comprehensive plan to help the child succeed in school and ultimately be more productive and successful at home and in the community. With this approach we are able to focus on a child's strengths to help them succeed.

In these ways, the district provides students and faculty a wellness approach to improving academic achievement and removing barriers to learning.

National Convention

Make Your Reservations Now!

There is still time to make your housing reservation for the 2006 AASA National Conference on Education.



The 2006 convention is scheduled from February 23-26, 2006 and will be hosted in San Diego, CA. NYSCOSS has reserved a block of rooms at the beautiful *Marriott Coronado Island Resort*.

The deadline for housing reservations is December 15, 2005.

You can easily make reservation on-line by going to Marriott.com/sanci and clicking on *check rates and availability*. You will be asked to enter a *group code (nysnysa)*.

The New York State reception is scheduled on Friday, February 24 from 6:00-7:30 p.m. at the Marriott Coronado Island Resort- poolside.

Website Seeks Proposals

DonorsChoose provides needy students with resources that public schools may lack.

Through this not-for-profit web site, teachers are asked to submit project proposals for materials or experiences their students need to learn. These ideas become classroom reality when concerned individuals, called Citizen Philanthropists, choose projects to Fund.

If a donor funds the proposal, DonorsChoose will purchase and deliver what is requested. Please note that teachers do not receive any monies.

DonorsChoose is currently serving all public schools in **New York City** and several

other sites across the nation. Look to the DonorsChoose website at www.donorschoose.org for information.



New York State TRS Pre-Retirement Planning Seminars

NYSTRS has announced its series of statewide pre-retirement seminars for fall 2005. The day long seminars feature presentations and discussions on NYSTRS benefits, retirement incentives, Social Security, financial planning, adjusting to retirement, legal considerations, and other retirement-related topics. The purpose of the program is to focus on the questions and concerns that are important to those preparing for retirement. They are open to active NYSTRS members age 45 and older. Spouses/companions are also invited to participate.

L.I.-Hauppauge:	December 1, Islandia Marriott
Tarrytown:	December 2, Westchester Marriott
Syracuse:	December 7, Holiday Inn (Syracuse/Liverpool)
Buffalo:	December 8, Millennium Airport Hotel
Rochester:	December 9, Radisson Hotel Airport

For more information on sites and dates, check out the Retirement Planning page of the NYSTRS web site at www.nystrs.org. Look for the link to their Pre-retirement Planning Seminars. To make a reservation, telephone the Retirement System in Albany at 1.800.356.3128, ext. 6180 and specify the seminar you wish to attend.

State News *continued from page 3*

Conversely, the proposed contingency budget was a train wreck waiting to happen. The amendment would have provided that if a real state budget were not in place by the start of the fiscal year, a contingency budget would spontaneously become law "without further action by the Legislature or the Governor." But it did not assign anyone the duty of actually drafting the contingency budget and it gave contrary instructions on how that task was to be completed. The amendment's defeat probably spared Legislators and citizens from an embarrassing spectacle.

This year's election results offered few encouraging signs for New York State Republicans. On Long Island, Democrats won control of the Suffolk County Legislature for the first time since 1976 and brought down Nassau County's 30-year incumbent Republican DA. Democrats also took control of the county legislature in Ulster County and gained seats in Dutchess, Erie, Oneida, Orange, and Schenectady Counties and won other high profile races in Majority Leader Joseph Bruno's home district. How these trends might affect the operations of the State Senate Republican majority is one of Albany's most popular topics for speculation.

A prominent bright spot for the GOP was Michael Bloomberg's sweeping re-election as New York City Mayor, thwarting Democrats' hopes of regaining the highest office in their traditional stronghold. Some Republican leaders encouraged the Mayor to consider a run for the Governor's mansion. For now at least that seems very unlikely.

A reversal of President Bush's plummeting fortunes would surely help Republican prospects. His late campaign stop for Virginia's Republican gubernatorial candidate is thought to have backfired, aiding the Democrat by spurring more Democrats to turn out. Among New Yorkers, a Quinipiac survey reported that only 29 percent of New Yorkers approve of his performance and the low ratings are pretty much uniform across regions. -For example, only 32 percent of Upstaters gave him a favorable grade.

On The Regents Agenda

The State Board of Regents is now contemplating how quickly to implement the three course/three exam approach to high school mathematics recommended by the Math Standards Committee co-chaired by NYSCOSS past president Bill Brosnan (Northport-East Northport). The Committee recommended 2006-07 implementation; the Education Department has said it may be impossible before 2008-09. The NYSCOSS Curriculum Committee has supported the fastest possible implementation. The Department is now surveying schools to assess whether they are in fact ready to move ahead. A compromise will likely provide for two tests in 2007-08 — the old Math A and the new Algebra, designed to accommodate schools at both levels of preparedness.

Expanding high quality early childhood education has to be a key strategy in closing achievement gaps. The Regents are contemplating a new policy on early education, which would, among other pieces, mandate full-day kindergarten, lower the age of compulsory attendance to five and expand pre-kindergarten opportunities. Forcing high-performing, space-limited districts to build new classrooms for full day kindergartens is not an essential step, nor is it the best investment of public funds. Also, the Regents have been blitzed by an organized letter-writing campaign opposed to dropping the compulsory attendance age. Offering a limited parental opt-out and moving up the birthday deadline from December 1 to September or July might dispel some of the opposition.

In October, the Regents approved their 2006-07 state aid proposal. The action came two months earlier than usual as the Regents sought to assure their ideas could receive full consideration by the Governor's budget-makers. The proposal calls for a \$1.5 billion increase with a simplified foundation formula for operating aid again as its centerpiece. New elements are a guaranteed two percent minimum increase for all districts and the use of a single weighting for all students with disabilities in the computation of public excess cost aid.

Superintendencies

BAINBRIDGE-GUILFORD CSD 960 Alan D. Pole 6678 Cty Rd 32 Norwich, NY 13815 polea@dcmoboces.com	\$110-125,000	FONDA-FULTONVILLE CSD 1,553 Geoffrey H. Davis, District Superintendent HFM BOCES 25 West Main St. Johnstown, New York 12095 518 762 4634 gdavis@admin.hfmboces.org	\$120,000	Reply By: 12/31/05	Reply By: 12/15/05
BRUSHTON-MOIRA CSD 985 David J. DeSantis, District Superintendent Franklin-Essex-Hamilton BOCES P.O. Box 28 Malone, NY 12953 518-483-6420 djd@mail.fehb.org	\$90-110,000 Range	FRANKLIN CSD Alan D. Pole 6678 County Road 32 Norwich, NY 13815 polea@dcmoboces.com	303 \$95-105,000	Reply By: 11/18/05	Reply By: 12/16/05
CANANDAIGUA CITY 4,200 Vincent Coppola WNY Educational Service Council University of Buffalo 222 Baldy Hall Buffalo, NY 14260 716-645-2932 paulson2@buffalo.edu	\$155-175,000	HAMMOND CSD Linda R. Gush, Ph.D., District Superintendent St. Lawrence-Lewis BOCES PO Box 231, 139 State Street Road Canton, NY 13617 315-386-4504, ext.150 kmorgan@sllboces.org	\$90,000 plus	Reply By: 12/5/05	Reply By: 1/20/06
CARTHAGE CSD 3,000+ Jay Boak, District Superintendent Jefferson-Lewis BOCES 20104 State Route 3 Watertown NY 13601 315-779-7010 placlair@mail.boces.com	\$115-125,000	HONEOYE FALLS-LIMA CSD 2,784 Vincent Coppola WNY Educational Service Council University at Buffalo 222 Baldy Hall Buffalo, NY 14260 (716) 645-2932 paulson2@buffalo.edu	\$145-170,000	Reply By: 2/3/06	Reply By: 12/1/05
CENTRAL SQUARE CSD 5,100 Lucy Martin/William Silky Castallo & Silky PO Box 15100 Syracuse, NY 13215 lucy@talys.com or wdsilky@aol.com	\$Competitive	KESHEQUA CSD Lucinda Miner, Interim Superintendent Keshequa CSD P.O. Box 517, 13 Mill Street Nunda, NY 14517 lminer@keshequa.org	\$125,000	Reply By: 1/20/06	Reply By: 1/19/06
CLARKSTOWN CSD 9,500 George A. Goens Goens/Esparo, LLC P.O. Box 271740 West Hartford, CT 06127 gagoens@snet.net	No less than \$200,000	MADRID-WADDINGTON CSD 800 Office of the Superintendent Madrid-Waddington CSD PO Box 67 Madrid, NY 13660	\$Competitive	Reply By: 1/16/06	Reply By: 12/16/05
CLYDE-SAVANNAH CSD 1,065 Joseph J. Marinelli, Search Consultant Wayne-Finger Lakes BOCES District Superintendent 131 Drumlin Court Eisenhower Building Newark, NY 14513-1863 jmarinelli@wflboces.org	\$100-120,000	MILLBROOK CSD 1,200 John C. Pennoyer, District Superintendent Dutchess BOCES 5 BOCES Rd. Poughkeepsie, NY 12601 www.dcboces.org	\$Competitive	Reply By: 12/2/06	Reply By: ASAP

Superintendencies

MORRISVILLE-EATON CSD 900 \$110,000 range
 Jacklin G. Starks
 Madison-Oneida BOCES
 4937 Spring Rd. PO Box 168
 Verona NY 13478
 315-361-5510
jstarks@moboces.org Reply By: 11/30/05

PALMYRA-MACEDON CSD 2,150 \$125-145,000
 Paul W. Kenyon
 Director of Human Resources
 Palmyra-Macedon Central School District
 151 Hyde Parkway
 Palmyra, New York 14522
 315-597-3417
sally.borland@palmaccsd.org Reply By: 12/12/05

SOUTHERN CAYUGA CSD 1,000 \$105-125,000
 Dr. Lee Peters/Mr. Dan Porter
 PO Box 222
 Cortland NY 13045
 (607) 423-4679 Reply By: 12/2/05

WATERLOO CSD 2,000 \$120-140,000
 Dr. Lee Peters/Mr. Dan Porter
 PO Box 222
 Cortland, NY 13045
 (607) 423-4679 Reply By: 02/17/06

WATKINS GLEN CSD 1,350 \$108-120,000
 Anthony J. Micha
 SCT BOCES
 459 Philo Road
 Elmira, NY 14903
 607-739-3581
amicha@sctbooces.org Reply By: 11/23/05

WESTERN SUFFOLK BOCES 3,244 \$Compliance with law
 Gerard Dempsey
 P.O. Box 343
 Huntington Station, NY 11746
 631-549-4900 Ext. 220
JDempsey@wsboeces.org Reply By: ASAP

Out of State Superintendencies

Superintendent 1,918 \$100-115,000
Sanborn Regional School District (SAU #17)
search@nesdec.org Reply By: 11/30/05

Other NYS Administrative Positions (Contact District For Further Information)

Capital Region BOCES \$110,000
 Director of the Northeastern Regional Information Center
bnagler@gw.neric.org Reply By: 12/1/05

Ellenville CSD \$Competitive
 Assistant Superintendent for Curriculum & Instruction
 Apply on-line www.debooces.org Reply By: 1/31/06

LaFayette 970 \$65,000-80,000 Range
 School Business Official
mmondanaro@lafcs.cnyric.org
smunnell@lafcs.cnyric.org Reply By: 11/30/05

Middletown City 7,000 \$Competitive
 High School Coordinator of Literacy (K-8)
ekaplan@ecsdm.org Reply By: ASAP

Middletown City 7,000 \$Competitive
 House Principal
ekaplan@ecsdm.org Reply By: ASAP

New Paltz CSD 2,350 \$Competitive
 Director of Special Education
mkajkowski@newpaltz.k12.ny.us Reply By: ASAP

New York State Association of School Business Officials
 Executive Director \$Minimum \$130,000.00+ benefits
Gary_Valenti@bcsd.org Reply By: 12/12/05

Oxford Academy & CSD 965 \$65,000 +
 Primary School Principal
rsquier@oxac.org Reply By: 11/18/05

Shenendehowa CSD 9400
 Academic Administrator for Health & Physical Education
 \$Commensurate with STA collective bargaining agreement
colgdian@shenet.org Reply By: 11/18/05

Shenendehowa CSD 9,400 \$120-127,500
 Deputy Superintendent for Curriculum, Instruction,
 Support & Accountability
colgdian@shenet.org Reply By: 12/3/05

Springville-Griffith Institute 2,500 \$Based on Experience
 School Business Official
ktucker@springvillegi.wnyric.org Reply By: 11/23/05

CALENDAR

2005-2006

Superintendents Academy Programs

New Superintendents Success Seminar

December 2 Albany

Pathways to Leadership and the Superintendency

December 2 Albany

Instructional Leadership II

December 2 Albany, OCM

December 9 Long Island & Erie 1 BOCES

January 22 (pre-conference) Albany

Dimensions of Leadership- Political

January 22 (pre-conference) Albany

New Superintendents Success Seminar

January 22 (pre-conference) Albany

NYS COSS Events Calendar

Commissioner's Advisory Council

January 6 Regents Room, SED, Albany

House of Delegates Meeting

Executive Committee Meeting

January 22 (pre-conference) Albany

2006 Mid-Winter Conference

January 22-24 Albany

Executive Committee Meeting

March 2 Albany

Commissioner's Advisory Council

March 3 Regents Room, SED, Albany