

COUNCILgram ▶

FALL LEADERSHIP SUMMIT EDITION 2019 / VOLUME 9 / NEWSLETTER ISSUE 2

UNIVERSAL KINSHIP, REDEMPTION, AND THE HEALING POWER OF UNCONDITIONAL LOVE ARE KEY MESSAGES OF 2019 FALL LEADERSHIP SUMMIT KEYNOTE

By Holly J. McKenna, Administrative & Communications Assistant, The Council

For more than 30 years, Gregory Boyle, founder of Homeboy Industries in Los Angeles, has been sharing his message on universal kinship and redemption and how the healing power of unconditional love reminds us that no life is less valuable than another.

Boyle brings that message to our 2019 Fall Leadership Summit "Connecting with ALL Kids" Sept. 22-24 in Saratoga Spring as our Monday morning keynote speaker and afterwards will sign limited, complimentary copies of one of his top selling books about compassion.

Homeboy Industries dates its beginnings to 1988 and is now the largest gang intervention, rehabilitation and re-entry program in the world. It is a community of kinship in which those seeking to leave the gang life behind can find hope and receive support to redefine their lives.

In essence, Homeboy helps former gang members discover and inhabit their true selves.

Boyle started Homeboy Industries as a Jesuit priest from 1986 to 1992 when Boyle served as pastor of Dolores Mission Church, then the poorest Catholic parish in Los Angeles and the highest concentration of gang activity in the city.

During this time, Boyle witnessed the devastating impact of gang violence on his community during the so-called "decade of death" that peaked at 1,000 gang-related killings in 1992. In the face of law enforcement tactics and criminal justice policies of suppression and mass incarceration as the means to end gang violence, Boyle and his parish and community members adopted what was a radical approach at the time: treat gang members as human beings.

Homeboy Industries employs and trains former gang members in a range of social enterprises, as well as provides critical services to thousands of men and women who walk through its doors every year seeking a better life.

Homeboy Industries services high-risk, former gang-involved men and women with a host of free services and programs and has opened several social enterprises that serve as job-training sites. They include: tattoo removal, workforce development, solar panel training, educational services, mental health services, domestic violence, legal services, case management and substance abuse.

In addition to giving the keynote address at our Fall Leadership Summit on what he calls radical kinship, Boyle will also sign complimentary copies of his 2010 New York Times-bestseller *"Tattoos on the Heart: The Power of* CON'T / 2




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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 875 members with numerous professional development opportunities, publications and personal services, while advocating for public education and the superintendency.

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Victor, NY
Salary Regionally Competitive

Location.....Westfield CSD
Westfield, NY
Salary..... Up to \$150,000

District Superintendent of Schools
Location.....Onondaga Cortland
Madison BOCES
Liverpool, NY
Salary.....Commensurate

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Personnel & Administration
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Location.....Central NY School
Boards Association
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Assistant Superintendent
of Curriculum & Instruction
LocationNewburgh Enlarged City SD
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Salary Open

Assistant Superintendent for Business
Location.....Minisink Valley CSD
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School Business Official
Location.....Rondout Valley CSD
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Location...Cayuga-Onondaga BOCES
Auburn, NY
Salary..Commensurate with Experience

SUMMIT KEYNOTE... CON'T FROM / 1

Boundless Compassion” in our exhibit hall. Special thanks to Premier Silver Partner BenchMark for sponsoring both his session and book signing.



Tattoos have a major connection to Homeboy Industries and gang life: “No entity on the planet removes more tattoos than Homeboy Industries. At Homeboy Industries, laser tattoo removal is provided to individuals whether enrolled in the Homeboy program or community clients,” as quoted on their website: <https://homeboyindustries.org>

The tattoo removal service is a free service for trainees in the Homeboy program, members of the Los Angeles community and minors who have gang-related or

visible tattoos located on the hands, neck or face. This is an important service because these tattoos can keep people from getting jobs.

As of this writing, there are 30 volunteers who have done 3,000 tattoo treatments to 950 clients using four laser machines.

Here is Homeboy’s YouTube Channel which features videos on its tattoo removal efforts and many other initiatives to improve the lives of former gang members and others in the LA community: <https://www.youtube.com/user/JobsNotJails>.

This year, Homeboy also released its Streetwear Collection in partnership with The Change Crowd and Studio9D8, with a majority of the proceeds going to support Homeboy’s mission of hope.

Homeboy Industries has become a blueprint for over 250 organizations and social enterprises around the world, from Alabama and Idaho, to Guatemala and Scotland. The Global Homeboy Network is a group of like-minded organizations committed to impacting the lives of those in their communities.

Earlier this year, he went to a festival in Ireland to share his message. Here is a story in the *Irish News*: <https://www.irishnews.com/lifestyle/faithmatters/2019/02/07/news/fostering-a-community-of-tenderness-and-kinship-1545013/>

“What if we ceased to pledge our allegiance to the bottom line and stood, instead, with those who line the bottom?” Boyle asks people who visit Homeboy’s website to get them involved and support its mission.

The website gives visitors transformational stories introducing them to people who have been helped by Homeboy. For example, “Meet Valentino, today we want to celebrate and highlight Valentino Avila as he just got his driver’s license! As a Trainee, Valentino has been in and out of Homeboy Industries’ doors for the past few years and is recently making amazing strides.”

For his work, Boyle has received the California Peace Prize and been inducted into the California Hall of Fame. In 2014, the White House named Father Boyle a Champion of Change. He received the University of Notre Dame’s 2017 Laetare Medal, the oldest honor given to American Catholics.

We look forward to welcoming Boyle to our 2019 Fall Leadership Summit and hearing his powerful message and sharing it with others. He will speak at 8:45 a.m. on Monday, Sept. 23rd at the Saratoga Hilton. Registration is still available for the 2019 Fall Leadership Summit.



TURNOVER AT THE TOP

MaryEllen Elia Stepping Down as Commissioner of Education

By Robert Lowry, Deputy Director, The Council

State Education Commissioner **MaryEllen Elia** stunned the Board of Regents last month by announcing at the end of the Board's July meeting that she will resign, effective August 31.

The Regents had no advance notice of the Commissioner's intentions. Regents' Chancellor **Betty Rosa** said the announcement, "obviously caught us all off guard." But there had been rumors and speculation—as there were for roughly half of Richard Mill's 14-year tenure as Commissioner.

Long Island Regent **Roger Tilles** told *Newsday*, "We were all very, very surprised." He praised her for her visibility in his region, for "talking and listening more than any commissioner I know," and for her work on several projects. He added, "However, in recent months there have been several differences of opinion with the Regents, both in substance and process. I assume this contributed to her decision. But she wasn't forced out—that's for sure."

Commissioner Elia said she would be joining an organization that specializes in turning around troubled schools and district, but did not name the group.

As of August 5, the Regents had announced no plans for how they will go about finding the next Commissioner. THE COUNCIL will call for a process that includes consultation with superintendents and other stakeholders. While the search unfolds, Executive Deputy Commissioner **Beth Berlin** will serve as Acting Commissioner, as she did following the resignation of John King in late 2014. In announcing that decision, Chancellor Rosa and Vice Chancellor **Andrew Brown** also said that, "As leaders of the Board of Regents, we will take a more active role in the activities of the Department during this time of transition and the work of the Department will continue as usual."

Commissioner Elia's departure comes with the Department having experienced recent departures of multiple high-level leaders: **Jhone Ebert**, senior deputy commissioner for education policy; **Ira Schwartz**, associate commissioner for accountability; **Renee Rider**, associate commissioner for school operations and management services; **Alison Bianchi**, Counsel; **John D'Agati**, Deputy Commissioner for Higher Education; and **Angelica Infante-Green**, deputy commissioner for P12 instructional support. The last position has been filled by the promotion of former Albany Interim Superintendent **Kimberly Young Wilkins**, leaving vacant her prior position as assistant commissioner for school reform and innovation.

In a statement, we said, "We are saddened by the news that Commissioner Elia is stepping down and grateful for her leadership of our education system during a period of transition." We added,

She took over at a time when our schools were engulfed by controversies over testing, standards, and teacher evaluations. Her willingness to engage with the field in charting course adjustments was what we needed at the time. Commissioner Elia has always been attentive to concerns raised by our organization and by superintendents across our state.

In our annual survey conducted the summer that she became Commissioner, we found that 96% of the state's school superintendents said that controversies over state policies were having a negative effect on their district's schools.

The Board of Regents was going through a transition when MaryEllen Elia was chosen as Commissioner in May 2015. Four of the 17 members had been first elected by the Legislature just two months before and three more have turned over since her appointment.

It is quite likely that the Regents now in office would have chosen another candidate to lead the Department had they joined the board in time. Now they will have that opportunity.

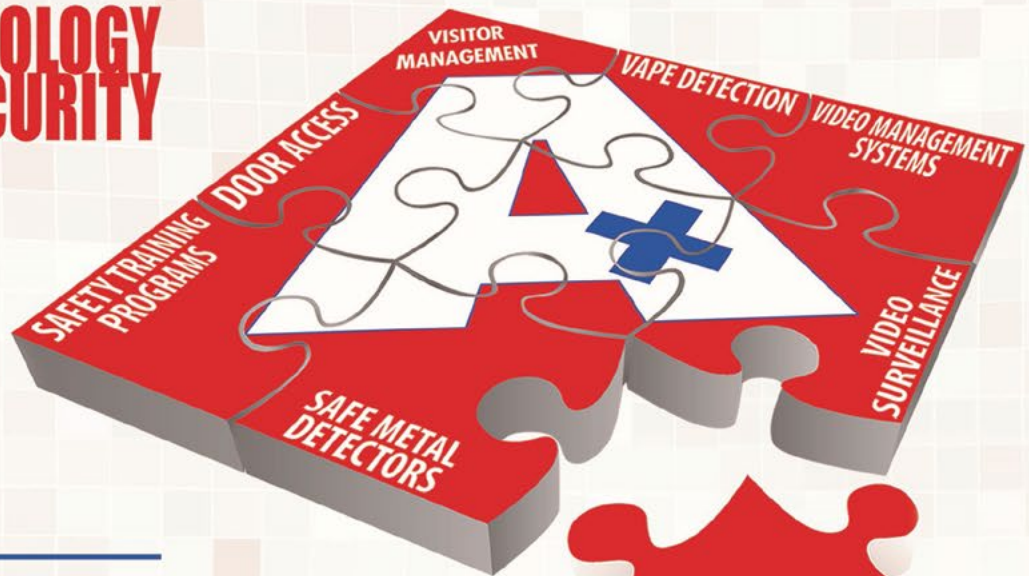


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ITHACA DIVERSITY SYMPOSIUM OFFERED IMPACTFUL PROFESSIONAL DEVELOPMENT FOR EDUCATORS

By Holly J. McKenna, Administrative & Communications Assistant, The Council



Hundreds of educators from across New York State gathered in Ithaca recently for our second Diversity Symposium of Thought Leaders: Cultivating Excellence and Equity presented by THE COUNCIL'S Commission on Diversity and Inclusivity.

Two years ago, the Commission was established to cultivate diversity, among members and to reflect equity in the superintendency of underrepresented populations through workshops to strive for these goals.

Currently, the Commission offers a leadership summit over the summer and several regional sessions throughout the year

thanks in part to our signature partner Utica National Insurance Group. Additional partners supporting the Commission's work include Campus Construction Management, Tetra Tech, Discovery Education, Generation Ready, TST BOCES, and Ithaca City Schools District.

Nearly 400 people attended the Diversity Symposium which included several keynote sessions with well-known speakers and seven breakout sessions on topics of equity and inclusion throughout the two days. The speakers included Commission Co-chairs, **Luvette Brown**, Ithaca, and **L. Oliver Robinson**, Shenendehowa, and educators Zaretta Hammond, Bettina Love, Dena Simmons and Sean Eversley Bradwell. Networking time was built in through receptions and ample group time during the program.

The program provided an opportunity to discuss best practices and research on evolving our schools and communities to meet the challenges of diversity and opportunities for cultural inclusivity.

Hammond is a national education consultant and author of "Culturally Responsive Teaching and the Brain: Promoting Authentic Engagement and Rigor for Culturally and Linguistically Diverse Students." During her opening keynote "Every Student a Powerful Learner, Not by Chance but by Design," Hammond talked about why getting students "ready for rigor" is essential to teaching and education, not just raising test scores.

In a packed Ithaca High School auditorium, Hammond drove home her point about the need for culturally responsive teaching to create school systems which reduce the predictability of who succeeds and who fails, she said.

Hammond electrified the crowd with her discussion about leading to learn and asking educational leaders to examine what is their intention when teaching and interacting with students as well as their implicit bias toward students of color. She called on the educators to look at how their curriculum includes everybody's history including the good and the bad parts and how that inclusion supports mental health and lessens the negative feeling of "other."

The breakout sessions covered a range of topics that continued the conversation to diversify educational leaders and provide more opportunities for all children to learn and excel.

In their session, "Hiring for Excellence-Anti-Bias Hiring Practices," L. Oliver Robinson and Elizabeth Wood, deputy superintendent, Shenendehowa, discussed ways to seek out culturally proficient individuals who actively promote the highest level of achievement for every student.

Another popular breakout session was "STEM as an Equalizer," presented by Cindy Moss and Sara Peters from our Premier Gold Partner Discovery Education who shared how

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CALENDAR OF EVENTS

- September 22-24, 2019
2019 Fall Leadership Summit
Saratoga Springs, NY
- October 10-11, 2019
Thought Leadership Summit
Chautauqua, NY
- November 14-15, 2019
Women's Initiative
Cooperstown, NY
- December 13, 2019
Diversity Regional Workshop
New York City

Check www.nyscoss.org/EducationalOpportunities for additional programs and registration details!



DIVERSITY SYMPOSIUM... CONT' FROM / 5

engaging all types of learners can decrease the achievement gap and attract a diverse group of students in the STEM pipeline.

There was a session called “Gen Z Ready: Teaching and Learning with a New(er) Generation of Students” presented by Nicole Eversley Bradwell, interim vice president for enrollment and director of admissions at Ithaca College. Bradwell had attendees explore and share the major characteristics of this diverse, tech-savvy generation and the impacts on educational approaches to promote diversity and inclusion.

Tuesday morning's first keynote speaker was Bettina Love, an award-winning author and associate professor of educational theory & practice at the University of Georgia. “We Want to Do more Than Survive: Abolitionist Teaching” is part of the title of her book on moving beyond what she calls the educational survival complex to fight for an educational system and world where all students are thriving.

Sean Eversley Bradwell, the director of Ithaca College's Center of Inclusion, Diversity, Equity and Social Change (IDEAS) and vice president of the Ithaca City School District Board of Education, in his session called “The N-Word:



Origins, Ownership and Impact of Language,” discussed how the origin of words like the N-word and language dictate our usage and our actions.

Bradwell then moderated a panel discussion on the additional impacts of language with Brown, Hammond, Love and Simmons, director of education at the Yale Center for Emotional Intelligence. She supports schools throughout the nation and world to use the power of emotions to create a more effective and compassionate society.

Simmons did the final keynote and interactive session entitled “Confronting Impostor Experiences with Emotional Intelligence and Culturally Responsive Practices.” She asked attendees to teach students to love themselves and expose students to role models from marginalized backgrounds.

“This year's symposium was the most impactful professional development event of my career,” Brown said. “I will be reflecting on the conversations and learning for months. Beautifully, I've heard from dozens of educators that they had a similar positive experience as well.”



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SNAPSHOT 2020: IMPORTANT SURVEY LAUNCHED THIS FALL

By Holly J. McKenna, Administrative & Communications Assistant, The Council

Planning for Snapshot 2020, THE COUNCIL's latest *Snapshot of the Superintendency*, is underway and a link to participate will be sent to superintendents on **Tuesday, October 1**, just one week after our 2019 Fall Leadership Summit.

The survey will be open for two weeks and the deadline to complete it is **Tuesday, October 15**.

Snapshot is a series of surveys which summarize the latest data on personal, contractual, retirement, and educational issues related to the superintendency. *Snapshot* is now published every five years and there are mini-*Snapshots* in between the primary study every five years.

Snapshot 2020 will be put together by a committee of superintendents and others with the help of our Signature Partner K12 *Insight* which supports THE COUNCIL's membership, aides in the electronic distribution of the *Snapshot* survey and organizes the data that will be used in the research study. K12 contributors assist with the committee and survey.

Chaired by **Bob Ike**, Palmyra-Macedon, the committee includes the following members: **Phyllis Harrington**, Oceanside; **Bill Heidenreich**, Valley Stream Central HS District; **David O'Rourke**, Erie 2 BOCES; and **L. Oliver Robinson**, Shenendehowa.

Council staff who are contributing are: **Gregory Berck**, Assistant Director for Governmental Relations & Assistant Counsel; **Jacinda Conboy**, General Counsel; **Charles Dedrick**, Executive Director; **Dena Gauthier**, Senior Graphic Designer; **Robert Lowry, Jr.**, Deputy Director for Advocacy, Research & Communications; **Holly McKenna**, Administrative & Communications Assistant; and **Theresa Wutzer Moore, CMP**, Associate Director and Director of Marketing & Communications.

"When it comes to success, there is no substitute for the power of strong relationships. That's especially true when it comes to the relationships that school district superintendents build with their boards," said Suhail Farooqui, CEO of K12 *Insight*. "These latest *Snapshot* surveys represent a great way for New York school board leaders and superintendents to understand and talk about common challenges affecting the superintendency, from education to contracts to retirement. K12 *Insight* is pleased to partner with THE COUNCIL in conducting this important and meaningful research."

The committee is primarily responsible for the design, development, and writing of the *Snapshot*. Committee members possess expertise in research design and methodology as well as professional writing for publication. Members of the committee attend meetings and contribute to the design, development, and writing of the document.

There will be about 100 questions on the survey and it will take 20-30 minutes to complete. The survey is anonymous to Council representatives and all information will be kept confidential and under control of THE COUNCIL. No data will be reported/disaggregated in a personally identifiable way.

Results from this survey will be presented next summer and will support the work of Council staff in negotiating on behalf of superintendents. The information will also help THE COUNCIL staff respond to inquiries from reporters and policymakers regarding issues affecting superintendents.

The survey includes a descriptive analysis and questions about personal characteristics, recruiting and sustaining growth of school leaders, leadership teams, contractual data, retirement and recommendations about emerging trends.

"The *Snapshot* is a major resource for us and for our members," said Lowry. "We use the results in planning programs, in making presentations, and in responding to reporters and policymakers. It gives us a sense of the challenges our members are coping with and how the profession is changing."



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EDUCATION TRENDS IN SWITZERLAND MIRROR THOSE IN THE UNITED STATES

By Past President Lorna Lewis, Plainview-Old Bethpage

What does it feel like to be a part of an event focused on harnessing the power of communication to make meaningful global changes? Inspirational, uplifting and life changing are some of the descriptors I would use to describe the experience of the Global Leadership Summit sponsored by Premier Diamond Partner EF Tours, in partnership with THE COUNCIL.



A group of four fortunate New York State Superintendents – myself; [Bo Wright](#), Rush-Henrietta; [Lori Caplan](#), Watervliet; and [Angelina Maloney](#), Brunswick; received scholarships from THE COUNCIL that allowed us to participate. Other colleagues from the state used professional development funds to participate in the experience as well. Together, we joined colleagues from Ohio in exploring all aspects of the history and culture of Switzerland.

From the moment we touched down in Geneva, we knew that this was going to be an experience of a lifetime. Our first stop was at the Red Cross Museum where we saw up-close artifacts to support their historical work in

support of the needy around the world. At the Rolex Learning Center at the École polytechnique fédérale de Lausanne (EPFL) <https://www.epfl.ch/en/>, we experienced the impact of architecture on learning as we explored a building designed without walls to encourage productive work through collaboration.

It was then off on a train to Zermatt, a municipality in Southern Switzerland, to make the climb up to the Matterhorn, a mountain of the Alps. We had to give way to the mountain goats making their morning trek down the mountain as we boarded the cable cars for the most spectacular views of the snow-covered peaks. The trip continued to Lucerne, a compact city in Switzerland known for its preserved medieval architecture, and a quick pass through Lichtenstein, a German-speaking, principality between Austria and Switzerland.

At the EF headquarters in Zurich, a global center for banking and finance, we were able to contrast our educational system with that of the Swiss. Their focus was on preparing multi-lingual learners for jobs that do not currently exist. They stressed the importance of nurturing skills of adaptability and teaching for multiple career pathways possibilities. It was interesting to see that the educational trends they identified to guide their work were similar to those we also identified here in the United States including:

- Demographic Shifts
- Equity
- Technology
- Student Engagement
- Social-Emotional Learning
- College and Career Readiness
- Role of the Teacher



There was a lively discussion on how we could proactively use these trends to create more relevant experiences for the learners we serve.

Then it was off to Davos, a town in the Swiss Alps, where we were greeted by a team of EF partners with thunderous applause as we walked through a wall of high-fivers to welcome us to the most amazing experience. About 2,000 educators and students from all over the world convened to have meaningful conversations about effective communication.

There were several teachers of the year participating, including the Arkansas teacher of the year from Little Rock, who happened to be African American (change has come to America). We heard from keynoters Clint Smith, a poet and fighter for equality; journalist Ann Curry; student activists, including Parkland's Dave Hogg, and violinist extraordinaire Kai Kight who asked the students, "When it comes to your life, are you writing the music or are you playing notes handed to you by others?" Every message was meant to empower and create cognitive dissonance to drive action.

The students were charged with working in groups to create a project to address meaningful communication for global changes. Educators had the opportunity to visit rooms to watch "creative juices flow" as the students collaborated



ON THE MOVE...

APPOINTMENTS

Rebecca Dunckel-King

8/19, Lowville Academy CSD

Douglas McQueer

7/29, Hammond CSD

David Ziskin

8/19, Hamilton-Fulton-Montgomery BOCES

INTERIMS

John Donohue

7/19, Ticonderoga CSD

Dennis Ford

7/19, Victor CSD

Scott Osborne

7/19, Chazy UFSD

Susan Todd

7/19, Morristown CSD

Lisa Weber

7/19, Suffern CSD

Donna Jones

7/19, Patchogue-Medford UFSD

RETIREMENTS

Jody Manning

6/19, Onondaga-Cortland-Madison BOCES

Laura Marlow

8/19, Northern Adirondack CSD

John McDonald

7/19, Ticonderoga CSD

Stephen Shafer

8/19, Franklin-Essex-Hamilton BOCES

Cheryl Steckly

7/19, Lowville Academy CSD

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EDUCATION TRENDS... CON'T FROM / 8

with their newly-made friends from around the world. We were then tasked to judge the projects, knowing that the final one selected would be on display in the Nobel Museum for one year. When we saw the final 10 projects selected, we all agreed that this was an experience we had to replicate in our own districts.

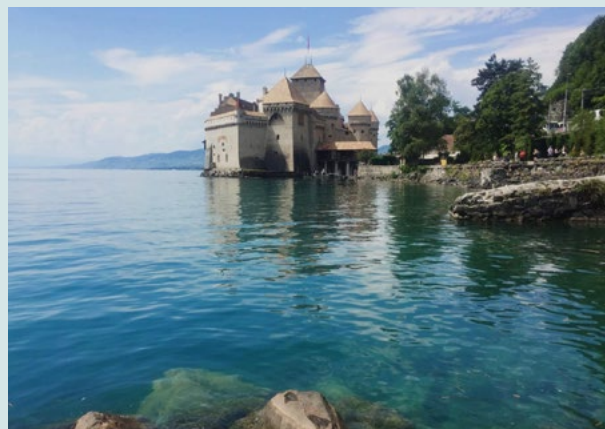
Our Tour Director, Conny Cossa, left us with a memorable quote as we spoke about the current state of the world, "We don't need to disagree less, we need to disagree better." Wise words to take us into this new election season and the new school year.

We cannot say enough of our team from EF Tours - Michele Ahouse, Jim Mc Dermott and our tour director, Conny. They planned each moment of this special experience to perfection. I encourage you to take advantage of this opportunity of a lifetime that THE COUNCIL and LEAF, Inc. in partnership with EF Tours, will again be providing members of THE COUNCIL in 2020. The topic will be the Impact of Sports and Wellness and visit both Davos for the Global Leadership Summit, as well as Northern Italy.



A PERSPECTIVE: INTERNATIONAL TRAVEL EXPANDS HORIZONS & CULTURAL AWARENESS

By Angelina Maloney, Brunswick



I didn't know that I needed to travel to Europe. I have always been supportive, yet cautious of student travel. As a leader for the last 15 years, I never prioritized international travel for myself. For years, I have spoken to school boards about the value and importance of travel for the students in my charge, yet failed to take my own advice.

This winter, while sitting at my desk looking out the window at the gloomy upstate weather, I took a leap and

applied for THE COUNCIL's scholarship for professional leadership travel with EF Tours. I sent it and continued with my work. I was pleasantly surprised when I was selected to join my colleagues from across our state and from Ohio to learn about Switzerland. This opportunity has been life-changing for me, both personally and professionally.

EF planned an amazing 10-day tour for the leaders on this trip. My expectations for the learning and enrichment on this trip were far exceeded. Switzerland is a gorgeous and fascinating place that I never imagined I would get to see. I will always treasure my memories of the colors of the beautiful landscape of this country.

Tour guides brought us to some of the most beautiful and historic places with an engaging narrative. Not only did I learn about Swiss culture and language; I learned about

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A PERSPECTIVE... CON'T FROM / 9

American History as well. My eyes were opened to how Europeans speak multiple languages easily yet in America we fail to prioritize the early integration of world languages so that our students can be conversational. I was embarrassed to say that our school system is woefully behind our European counterparts on educating our students to be global citizens.

We explored churches and learned how to engage in basic conversation in a foreign tongue. I tried new foods and was awestruck by the worldly mindset of people that I interacted with throughout my trip. My trip also included a global leadership summit, attended by thousands of students and educators, as the culmination of this adventure.

To say I was invigorated is an understatement.



In addition to my own learning, I learned firsthand about EF, the global company that many of my teachers and students used to travel. I am now more confident than ever in the safety and experiences of my students after working with them on this trip. I had the opportunity to tour the EF headquarters and meet with the international staff that plans and manages trips. As a leader, I am now more committed than ever to ensuring a global mindset throughout my District and student/teacher travel.



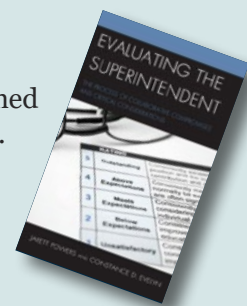
Before I had even returned home, I was mentally planning my next trip abroad. This trip opened my eyes to a world that both me, and more importantly, many of the students in my district have not had the chance to truly grasp. I am now more committed than ever to incorporating the ethos of service learning into my student body. Specifically, I hope to instill the value added on these learning tours, such as the social emotional growth that can come from expanding your horizons, the cultural awareness you gain being around a language and lifestyles that differ from yours.

So, at the beginning of the summer, I didn't know that I needed to travel this way, in fact, I didn't prioritize it. Now, my invigorated self understands that this will help me to be the leader that my students deserve.

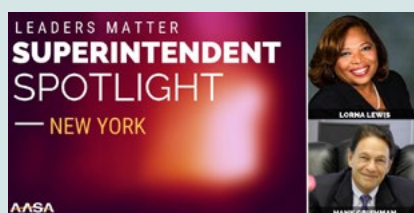
HAVE YOU HEARD?

Congratulations to **Constance Evelyn**, Valley Stream, and co-author **Jarrett Powers** on their newly published book "Evaluating the Superintendent," which was unveiled at our Diversity Symposium in July in Ithaca.

Don't forget to check out **Roberto Padilla's** cover story in School Administrator's August issue titled "Courageous Conversations, Concrete Action" which identifies inequities in school practices at Newburgh Schools, moving from rhetoric to action. Here is a link: <http://www.pageturnpro.com/AASA/91024-August-2019/index.html>. Here is a video he is featured in: <https://youtu.be/tKAtaepiljk>.



Culinary graduate Megan O'Toole represented **Capital Region BOCES** and New York State on the national stage at the SkillsUSA competition in Kentucky during National Culinary Arts Month. She will attend SUNY Schenectady this fall.



Congratulations to **Lorna Lewis**, Plainview-Old Bethpage, and **Hank Grishman**, Jericho, for being featured in the AASA, The School Superintendents Association, Leaders Matter program. <http://aasacentral.org/2019/07/23/ny/>

Kudos to **Richard Loeschner**, Brentwood, and his district's fifth grade student, Pablo Herrera, who was a winner at the National Spanish Spelling Bee. Check out this Newsday story: <https://www.newsday.com/long-island/education/brentwood-student-wins-national-spanish-spelling-bee-1.34460389>

THE FOUR BURNING QUESTIONS TO ASK TO DEVELOP A RESPONSIVE STRATEGIC PLAN

By Andrea Goetchius, Associate Partner, Signature Partner Education Elements

Close your eyes and imagine your most recent strategic plan. Where is it? Is it in a binder, tucked away in your office bookshelf covered in a thin layer of dust? Does it take five clicks to get through in your maze of a district website? Do you remember what its tenets were? And more importantly, is it embedded in the hearts and minds of staff, students, and families in your district?

In his latest book *The NEW School Rules*, Education Elements CEO Anthony Kim and his co-author Alexis Gonzales-Black describe: “We labor over these plans—sometimes over the course of 12 to 24 months—dreaming up the path ahead and detailing the resources we’ll need...Unfortunately, once we’re set to go, we find the situation has changed before we’ve gotten started. Technology programs or platforms may have changed or been discontinued. People have changed...and the new team isn’t up to speed. Policies have evolved and buy-in has dropped off.”

With many strategic plans in New York expected to expire in 2020, we recommend asking yourself the following four questions to develop a more responsive strategic plan:

1. What did you learn from your previous strategic plan?

On a piece of paper, sketch the timeline and process of your last strategic plan. Include who was involved, the vision and purpose of the team, and how decisions were made. Then map out how you executed on your plan. Which initiatives took off most rapidly and why? What gained the most traction in your community? You might even consider if your plan was bold enough. Did you take a firm stance on certain beliefs or values? Was the language student-centered and family-friendly?

2. What do you want people to say about the process?

School districts traditionally “decide, then engage” with their stakeholders, taking away an important voice and ownership from the greater community. We believe the process is just as important, if not more, than the plan itself. In our most recent work with South Brunswick School District in New Jersey, the strategic planning core team held public forums and a planning night and administered student surveys and conducted empathy interviews in order to cull out the priorities of their community.

3. Do you need a neutral facilitator?

When done well, strategic planning is complex and at times, personal. Having a neutral facilitator can help focus the conversation, identify trends and summarize priorities. Consultants also have experience across multiple districts, so they come equipped with tried and tested protocols that lead to meaningful discussions.

4. What does your district do best?

We frequently hear staff lament that change in school districts can feel constant, overwhelming, and purposeless. By celebrating what your district is most proud of, you are communicating successes that your previous plan supported and showing what needs to be a continued priority. By staying grounded in what makes your community unique you can reassure your stakeholders that you plan to honor the values your community holds dear.

Education Elements is a Signature Partner of The Council and a national educational consultancy helping education leaders solve their greatest challenges. They work with districts on instructional model design, competency-based education, strategic planning, leadership development, and professional development and coaching support. Reach out to Angela Kennedy-Toon at angela@edelements.com or Dana Britt at dana@edelements.com or call 609.741.9504 to continue the conversation! You can also go to www.edelements.com for more information.



ON THE MOVE... CONT / 12

NEW SUPERINTENDENTS

Brian Doelger

Superintendent of Schools
8/19, Shelter Island UFSD
Director of Professional
Personnel at Riverhead CSD

Christian Fisher

Superintendent of Schools
8/19, Newcomb CSD
Director of Curriculum &
Instruction at Newcomb CSD

James Knight, Jr.

Superintendent of Schools
7/19, Northern Adirondack
CSD
Middle School Principal
at Malone CSD

Kathleen Sottile

Superintendent of Schools
9/19, Floral Park-
Bellerose UFSD
Assistant Superintendent
for Curriculum & Instruction
at Sewanhaka Central
HS District

Eric Rosser

Superintendent of Schools
8/19, Poughkeepsie City SD
Associate Superintendent
for Student Service
at Buffalo City SD



Behavioral Disruptions: How does your District Compare? A Statewide Research & Survey Initiative

What Is It?

Districts in New York State and across the US are seeing a dramatic rise in disruptive behavior among their youngest students. Unfortunately, schools do not collect reliable data on the causes and the frequency of dysregulation, leaving anecdote and erratic reporting to guide interventions.

Our Research Initiative utilizes a **staff-level survey** to capture the severity and prevalence of behavioral disruptions across your district. Participants will receive a **custom report of their data**, complete with *New York and National Benchmarks*.

The goal is to provide **your district** with a deeper understanding of any gaps in your current approach to student interventions and **arm you with an action plan** to address specific challenges.



Participation Timeline

Complete Online District Staff Survey

BY SEPTEMBER 30

- EAB research team sends out online survey to participating NY districts
- Various district stakeholders complete survey
- Questions targeted at each participant group include:

Receive Individual District Report

DECEMBER 2019

- Survey participants receive individual report outlining:
 - Comparative data between all participating NY districts
 - Comparison between stakeholders within each district
 - Stakeholder perception about areas for immediate improvement

Host Implementation Strategy Session

SPRING 2020

- Participants can host EAB experts at their district to conduct an onsite workshop focusing on:
 - Review of district survey data
 - Tailored audit of existing practices
 - Targeted action plan with most relevant practices from EAB research



Teachers

- What behavioral disruptions occur in the classroom and how often?
- How does your school help you manage student dysregulation?



Counselors

- What programs and approaches are you using to support student self-regulation?
- What percentage of students need regular counseling services?



Administrators

- What are the current district policies on student discipline?
- What support services does the district provide to students?

How to Participate ?



To deploy the survey to your staff, we ask interested NY districts to:

- Commit to participation by **September 15**
- Email mfeger@eab.com for your survey link and to discuss implementation

WHAT OUR LATEST RESEARCH TELLS US ABOUT NY SCHOOL QUALITY

By Celia Anderson, Strategic Account Executive, Signature Partner K12 Insight

The end of the school year represents an important time for K-12 leaders to assess their schools' progress and understand areas for improvement for next year.

For most of the school leaders we work with at K12 *Insight*, school climate and quality is a perpetual area of focus.

This is especially true in New York. A major goal of the state's Every Student Succeeds Act (ESSA) plan is to recognize the role school environment plays in student academic performance and to develop initiatives to improve the climate of all schools.

But to make improvements, school leaders first need to understand student, parent, and staff perceptions around the quality of their schools.

In a recent presentation, my colleague Dr. Alisha Martinez, K12 *Insight's* Senior Director of Research and Business Analytics, shared key insights from our three-year national school quality benchmarking study of nearly a quarter-million students, parents, and school staff. In particular, Dr. Martinez highlighted important trends specific to New York schools.

Here are some critical conclusions she shared about NY districts around the five dimensions of school quality:

1. **Academic support:** The largest perception gap between students and staff had to do with the relevance of lessons. While 88 percent of participating NY teachers said they successfully show students how lessons relate to life outside of school, only 41 percent of NY students said the same.
2. **Student support:** Students, parents, and staff members were in large agreement that there is a teacher, counselor, or other staff member to whom a student can go for help with a school problem, including 87 percent of participating students and parents and 97 percent of participating staff members.
3. **School leadership:** When assessing customer service provided by principals and assistant principals in their school, 8 out of 10 participating parents and staff members strongly agreed or agreed school leaders are available, courteous, responsive. However, less than 65 percent of participating students said the same.
4. **Family involvement:** An area of particular strength in NY schools was the large level of agreement (92%) participating parents and staff members had with the item families and staff treat each other with respect.
5. **Safety and behavior:** Perceptions varied greatly when it came to how schools deal with school bullying. While more than 90 percent of participating staff members said they are responsive when students report bullying, only 55 percent of participating parents and 57 percent of participating students said the same.



For more information about this article, please contact Celia Anderson, Strategic Account Executive at K12 Insight at canderson@k12insight.com or 703.542.9635. K12 Insight is a Signature Partner of The Council and works with more than 30,000 school administrators to strengthen the relationships that power education. Their custom solutions combine technology, research and expert training to help school leaders build trust and drive positive change in their local communities.



**The basic needs of childhood are love and emotional connection.
Receiving these make us learn to feel worthy and lovable.
Connecting with ALL students is important for educational leaders.**

LEAF, INC. & THE COUNCIL PRESENT

CONNECTING with All Kids!



- > **September 22 – 24, 2019**
- > **Saratoga Hilton &
Saratoga Springs City Center**
- > **Saratoga Springs, NY**
- > **Follow Us! #NYSuptsFall**

Preview 2019 Fall Leadership Summit Education Sessions!

Additional sessions still being added.

Sunrise Café Roundtable Discussion Groups – In Brief Monday, September 23, 2019 / 7:45 – 8:30 a.m.

- **Raising Your Security IQ**
Sponsored and presented by Premier Silver Partner Digital Provisions Inc.
Strand 2: Safety and Security
- **Preventing Behavioral Disruptions: Four Proven District Strategies**
Sponsored and presented by Premier Gold Partner EAB
Strand 5: Achievement, Individuality, Creativity
- **Student Mental Health and Wellness:
Addressing These Issues in the School Setting**
Sponsored and presented by Signature Partner Ferrara Fiorenza PC
Strand 1: Student Social and Emotional Wellness
- **Lessons Learned: Developing Next Generation Learning Environments**
Sponsored and presented by Premier Silver Partner KG + D Architects, PC
Strand 1: Student Social and Emotional Wellness
- **Non-Licensed Insurance Carriers and Capital Projects;
How Vulnerable is Your District/BOCES?**
Sponsored and presented by Signature Partner New York Schools
Insurance Reciprocal (NYSIR)
Strand 3: Safety and Security
- **Promoting Equity: Building Positive School
Climate to Support the Whole Child**
Sponsored and presented by Premier Silver Partner Panorama Education
Strand 2: Diversity and Equity
- **eSports in Schools**
Sponsored and presented by Premier Diamond Partner Microsoft
Strand 4: Student Engagement

Education Sessions – In Brief Monday, September 23, 2019 / 10 – 11 a.m.

New York State Education Department Round Table Discussions

Strands: Multiple

The State Education Department is committed to working closely with superintendents to develop and implement policies that will help meet shared goals of preparing all students for success in college, careers, and civic life. Senior Department staff will be hosting roundtable discussions on topics that will be critical to districts in the 2019-20 school year.

Restorative Practices: Systemic Implementation and Establishing Supportive Policies

Strand 1: Student Social and Emotional Wellness

What must be done to ensure that restorative justice is successful and not a passing fad in your district? This session identifies best practices for implementation and explores strategies for embedding restorative practices into policy and accountability systems.

Sustaining a Diverse and Culturally Responsive Teacher Workforce

Presented by Signature Partner WestEd

Sponsored by Signature Partner, and Title Sponsor, Utica National Insurance Group and The Council's Commission on Diversity & Inclusivity

Strand 2: Diversity and Equity

The racial, ethnic and cultural diversity of our K12 student population has increased exponentially over the last decade. Meanwhile, the diversity of our teacher workforce has remained white, middle-class and female. In this session presenters will share the research- and evidence-based rationale for prioritizing these goals and best practices.

CON'T / 15



*Thanks to our Fall Leadership
Summit title sponsor
Mosaic Associates Architects*

We invite you to CONNECT with colleagues, learn from education sessions, and have a little bit of fun by registering for our 2019 Fall Leadership Summit in Saratoga Springs this September.

REGISTER HERE:

<https://www.eiseverywhere.com/website/3645/>

Access to housing website through registration confirmation email.

10 – 11 A.M., CON'T

Legal Briefing #1 Update: Religious Exemptions, Immunization, Paid Leave, Child Victims*Sponsored and presented by Signature Partner Ferrara Fiorenza PC*
Strand 3: Safety and Security

Hear topics on elimination of religious exemptions from the immunization requirements for students and recent Commissioner of Education opinion(s) on medical exemptions; “Red Flag” reporting legislation; paid leave for voting and other election-related issues; Child Victims Act; APPR amendments; other topical developments from judicial and administrative proceedings.

How Newburgh Effected Transformational Change with One Simple Initiative*Sponsored and presented by Premier Diamond Partner The ECG Group*
Strand 5: Leadership Matters: Making Connections on Behalf of Students

Learn first-hand from how the Newburgh district used the concept of energy performance contracting as a strategic tool for comprehensive advancement, receiving close to \$30 million worth of needed building upgrades with zero taxpayer impact, and modernizing their facilities while reducing long-term operational costs for years to come.

Fostering Leadership Development Through Evaluations: Transcending a Process from Compliance to Meaning*Sponsored and presented by Signature Partner SuperEval*
Strand 5: Leadership Matters: Making Connections on Behalf of Students

In this workshop, we will explore the expectations of school leaders on a manager-leader continuum, the role of reflective practice in leadership development, and how superintendents can create the supportive conditions in their team to engage in continual growth as leaders while deliberately moving the evaluation process from compliance to meaning.

Access and the Digital Divide – Managing Your Investment*Sponsored and presented by Premier Gold Partner ClassLink*
Strand 4: Student Engagement

What tools every superintendent should be aware of and why, to “own” the discussion! Analytics and Return on Investment (ROI), are you getting the most out of our online material investment?

IDAs and PILOTs: How Economic Development Affects Your District*Presented by New York State School Boards Association*
Strand 5: Leadership Matters: Making Connections on Behalf of Students

Learn what industrial development agencies (IDAs) are, how they operate, what requirements they must follow and how they do, and don't, interact with school districts. Presenters will focus on payments-in-lieu-of-taxes (PILOTs) as financial incentives that IDAs offer and how they impact local revenue and school district budgets.

Education Sessions – In Brief**Monday, September 23, 2019 / 11:30 – 12:30 p.m.****Turn Those Difficult Conversations into Productive Ones***Sponsored by Signature Partner and Title Sponsor NYSIR*
Sponsored and presented by The Council's Women's Initiative
Strand 5: Leadership Matters: Making Connections on Behalf of Students

Communication is messy. Personalities clash, opinions differ, and emotions run high. Yet, communication is at the heart of everything we do in school districts. How can we diffuse those difficult conversations and go even further to turn them into productive ones? This session explores ways to prevent difficult conversations, identify when a difficult conversation is emerging, and employ effective strategies to turn these conversations around.

AASA Advocacy Session / Legislative Committee Update

Strand 5: Leadership Matters: Making Connections on Behalf of Students
Federal politics shape the policy debates which engage our school districts. This session will provide analysis and information on what is happening at the national level and how it will impact New York State schools.

School Safety/Security-Meeting Standards of the State & Your Community*Sponsored and presented by Premier Diamond Partner Tetra Tech Architects, Engineers, & Landscape, PC*
Strand 3: Safety and Security

Has your school district done all it can do to provide a safe and secure learning environment. In this interactive session, you will learn how to assess your district policies, plans, procedures, and facilities to establish a baseline from which you can create an actionable plan and budget.

News Literacy in the Digital Age*Presented by The Center for News Literacy*
Strand 5: Leadership Matters: Making Connections on Behalf of Students

Whatever assumptions we made about “digital natives” has to be rethought, as it becomes clearer every day that students require new skills and tools to help them navigate the confusing landscape of the internet and social media. In other words, they must learn News Literacy: the ability to use critical-thinking skills to judge the reliability and credibility of news and information, whether it comes via print, television, the internet or social media.

Engaging Students: Putting Curriculum & Instruction First

Strand 4: Student Engagement

What happens when you put curriculum and instruction first? In one of the poorest and most segregated urban communities in America, our team is creating an academic, engaged environment. Our graduation rate has increased almost 30 percentage points in three years, and we are now increasing students' literacy two years or more per year. Hear how we draw a straight line from curriculum development and specific instructional practices to engaged students.

A Holistic Approach and Academic Success for ALL Students*Presented by The American Dairy Association*
Strand 1: Student Social and Emotional Wellness

The session will focus on student-centered programs that impact children's lives in a healthful, productive manner through social justice and equity. Presenters will address the new provisions of Every Student Succeeds Act through discussions based on the non-academic aspects of education as resources in support of learning and healthy development.

Collaborating with Higher Education Programs for Student Success*Presented by Questar III BOCES*
Strand 5: Leadership Matters: Making Connections on Behalf of Students

Come learn from Tech Valley High School's experience creating a “early college” or “college in the high school” program that enables TVHS students to graduate with both a Regent's Diploma and an Associate Degree in four years. This allows TVHS graduates to reduce the cost of higher education and save time to baccalaureate degree completion.

LEAF, INC. & THE COUNCIL PRESENT

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Education Sessions – In Brief**Monday, September 23, 2018 / 1:30 – 2:30 p.m.****Speed Dating Session #1: What's New in Technology to Improve Safety in Schools from Strategic Partners****Strand 3: Safety and Security**

This “Speed Dating Session” provides our partners the opportunity to discuss new products and services that revolve around ways to improve K-12 education. Join this fun way to learn about innovative ideas related to helping students!

- Signature Partner BBS Architects, Landscape Architects & Engineers, P.C.
- Premier Diamond Partner BCA Architects & Engineers
- Premier Gold Partner ClassLink
- Premier Silver Partner Digital Provisions Inc.
- Premier Silver Partner U&S Services, Inc.

Navigating the Cybersecurity Threat Landscape in K-12*Sponsored and presented by Signature Partner Core BTS, Inc.***Strand 3: Safety and Security**

With ransomware attacks becoming more sophisticated, the education sector is increasingly at risk. School districts handle an enormous amount of sensitive personally identifiable information making them a prime target for potential attacks. This session will cover trending cybersecurity concerns in schools and discuss how they can mount a proactive defense.

Let's Get the Roll Out Right This Time*Presented by Capital Region BOCES***Strand 2: Diversity and Equity**

Equitable distribution of resources and intellectual capital is essential to teaching and learning. The presenters will describe a statewide consortium that has developed a system and a platform for teachers and leaders to share resources, material, expertise, and professional development to roll out New York's Next Generation ELA and Math standards.

Book Study: Evaluating the Superintendent:**The Process of Collaborative Compromises and Critical Considerations****Strand 5: Leadership Matters: Making Connections on Behalf of Students**

As superintendents and governing boards, we've all too often seen the collective energy and excitement that surrounds the beginnings of a superintendency derailed by a lack of targeted attention by both the board and the incoming superintendent to questions what must be immediately answered even though the actual event is a year away. This session seeks to provide insights and practical strategies that superintendents and boards can use to build a meaningful and evidence-based evaluation framework.

Reducing Chronic Absenteeism by 10 to 15%*Sponsored and presented by Signature Partner InClass Today***Strand 1: Student Social and Emotional Wellness**

A mounting body of research links absenteeism to lower academic performance, lower attainment of critical social and emotional skills and lower high school graduation rates. Absenteeism is also tied to equity: students from low income districts are three times more likely to be chronically absent than their peers. One smart, simple, and inexpensive strategy is using “nudges,” an approach that aims to alert parents and caregivers when attendance becomes problematic.

Long Range Financial Planning, Debt and Levy Cap Capital Management*Sponsored and presented by Premier Gold Partner Bernard P. Donegan, Inc.***Strand 5: Leadership Matters: Making Connections on Behalf of Students**

Manage proactively your Capital Project impacts both from a budgeting and Levy Cap compliance standpoint. Learn techniques to integrate your new Debt Service with existing and falling off Debt Service. Overall Financial Planning as well as current Bond Market topics will be discussed.

Education Sessions – In Brief**Monday, September 23, 2019 / 3 – 4 p.m.****Speed Dating Session #2:****What's New to Improve Education from Strategic Partners****Strand 4: Student Engagement**

This “Speed Dating Session” provides our partners the opportunity to discuss new products and services that revolve around ways to improve K-12 education. Join this fun way to learn about innovative ideas related to educating students!

- Premier Diamond Partner EF Institute for Cultural Exchange, Inc.
- Premier Gold Partner zSpace, Inc.
- Premier Silver Partner Math and Movement
- Premier Silver Partner MIND Research Institute
- Premier Silver Partner Renaissance Learning, Inc.

Rural Issues Forum*Presented by Rural Schools Association of New York State***Strand 5: Leadership Matters: Making Connections on Behalf of Students**

Rural school districts in New York are being challenged like never before. Lack of statewide leaders from rural areas, lack of majority political leadership, population loss, economic recovery lag; you name it and rural schools are facing it. This session is being conducted specifically for rural superintendents and staff and is modeled after national and statewide forums intended to identify both challenges and proposed solutions for advancing rural education. Participant comments/testimony will be recorded for inclusion in a task force policy brief to state and national leaders urging needed reforms.

Student Crisis Intervention and Combating the Vaping Epidemic*Sponsored and presented by Premier Gold Partner A+ Technology & Security Solutions, Inc.***Strand 3: Safety and Security**

A student Threat Assessment Team identifies students of concern and assess their risk of engaging in violence or harmful actions. It is imperative to identify ways to intervene and get the student the help they need before anyone is injured and then manage the student going forward. This presentation will guide you through the current standards for intervention and management of a potentially dangerous circumstance.

An SEL GPS - The Story of a Journey**Strand 1: Student Social and Emotional Wellness**

This presentation illustrates one district's heartfelt journey through the implementation of Social Emotional Learning and the embracement of the five protective factors for success in school and life.

Climate Transformation through a Culture of Connection*Sponsored and presented by Signature Partner Thoughtexchange***Strand 5: Leadership Matters: Making Connections on Behalf of Students**

Crafting a positive school culture starts with connection. People are more actively involved in and take ownership over their district if they feel connected and heard. Learn how superintendents from across the state are connecting with students, staff, parents, and community members through genuine discourse.

Meeting Students' Needs:**Exploring University-School District Partnerships in TESOL****Strand 2: Diversity and Equity**

School-university partnerships hold great promise for meeting the needs of English language learners in public schools. The presenters describe a successful partnership between SUNY New Paltz and the Pawling Central School District. Key features of the partnership will be shared, including logistics, staffing, goals, and expectations.

3 – 4 P.M., CON'T

Communicating Your ESSA Story to Stakeholders*Sponsored and presented by Strategic Partner Forecast 5***Strand 5: Leadership Matters: Making Connections on Behalf of Students**

Learn how districts across the state are using data analytics and interactive dashboards to communicate their story related to the new ESSA school accountability measurements and the Division of Budget Transparency requirements. While both initiatives have specific reporting requirements, many are taking this opportunity to communicate their unique story to various stakeholders.

Education Sessions – In Brief**Monday, September 23, 2018 / 4:30 – 5:30 p.m.****Mini-Table Education Sessions**

1. Hear more from our Keynote Ignite Session Speakers:
 - Mike Nagler, Superintendent, Mineola UFSD
 - Oliver Robinson, Superintendent, Shenendehowa CSD
 - Roseanne Bayne, Assistant Superintendent, CiTi BOCES
2. Supporting Students Recovering from Concussion: Return To Learn

Educational Foundations, Working with your Community to Enhance Educational Opportunities for Students*Sponsored and presented by Signature Partner Ferrara Fiorenza PC***Strand 5: Leadership Matters: Making Connections on Behalf of Students**

Take advantage of your community to enrich student learning opportunities by starting an Educational Foundation.

Creating Inclusive, Safe, Schools with ADL Education Programs*Presented by The Anti-Defamation League - Albany***Strand 2: Diversity and Equity**

This session explains the various bias and bullying prevention programs that ADL has to offer to schools in order to create inclusive, safe environments free of bias, bullying and stereotypes. We will specifically focus on the No Place for Hate initiative; which schools can enroll in to build respectful school climates.

Values Matter - Changing the Culture of Education*Sponsored and presented by Premier Diamond Partner**Ashley McGraw Architects D.P.C.***Strand 4: Student Engagement**

Understanding why the values of educators and designers matter in changing the culture of education is an important part of the design process. By recognizing these changing dynamics, we can explore, identify, and embrace the fundamental values of all stakeholders in the redesign of educational delivery and the spaces that support it.

Teacher/Educator & Student Social and Emotional Wellness**Strand 1: Student Social and Emotional Wellness**

NYS published the Social Emotional Learning (SEL) Benchmarks for voluntary implementation on August 20, 2018. Schools throughout New York have built upon their existing programs to support student social and emotional wellness. Many of these efforts focus on designing district-wide efforts that assist teachers in incorporating SEL in their daily instruction. Research indicates that the stresses experienced by educators can negatively impact student social-emotional and academic learning.

CONT/18



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4:30 – 5:30 P.M., CONT'

Powerful Listening to Facilitate Student Learning and Results**Strand 5: Leadership Matters: Making Connections on Behalf of Students**

You have a Bachelors' degree, two Masters' degrees, and perhaps even a Ed D., can you ever recall being taught how to listen? Listening is the most widely used and least often taught skill. School system leaders, you, make hundreds, maybe thousands, of decisions daily. Listening is key to effective decision-making, and it is not easy.

Four Tips to Improve Student Learning and District Proficiency Results**Strand 5: Leadership Matters: Making Connections on Behalf of Students**

What do teachers REALLY need to increase district proficiency results? This session will help any teacher, leader, or district clear away all the distractions and focus on what really matters and learn how our entire region worked together to improve results.

Transdisciplinary Teaching and Learning:**A Systems Approach to Creating a Learning Lab Culture***Sponsored and presented by Premier Gold Partner Discovery Education***Strand 5: Leadership Matters: Making Connections on Behalf of Students**

The research is clear- building a strong learning culture requires a systems approach to professional learning. This session explores the why and how of implementing a blueprint for transdisciplinary teaching and through a comprehensive professional learning system.

CONNECTIONS FROM HOME

- Do you have a recently deployed graduate?
- Packing care packages for deployed troops is a way to show your support and appreciation for the service and sacrifices made by our military members.
- Join us at the 2019 Fall Leadership Summit and help us connect New York State soldiers with comforts from home.
- Bring donations, write a note, or pack a box! Watch your email for participation details!



Thanks to our title sponsor Mosaic Associates Architects for their support of this event.

**Social Media Details**

The hashtag for Fall is #NYSuptsFall

Twitter: @NYSchoolSupts

Instagram: nyschoolsupts

Like us on Facebook

<https://www.facebook.com/>

Educational Sessions – In-Brief**Tuesday, September 24, 2019 / 8:30 a.m. – 9:30 a.m.****Tackling Vaping Without Suspensions****Strand 1: Student Social and Emotional Wellness**

Learn about Greece Central School District's approach to combating the vaping epidemic. Rather than suspending, students are asked to navigate a three-phase hybrid program intended to educate and promote self-reflection.

Behind the Numbers: A Closer Look at School Funding Transparency*Presented by Capital Region BOCES***Strand 5: Leadership Matters: Making Connections on Behalf of Students**

Beginning with the 2018-19 school year, Education Law §3614 required school districts to annually submit a NYS School Funding Transparency Form to the Director of Budget. A November 2018 report by the Rockefeller Institute claims there are uneven distributions of state and local revenue among schools within the Big 5 school districts. The policy conversation has now shifted to emphasize how districts allocate state and local revenue to schools as opposed to the level of state aid they receive. Learn what the data says about revenue distributions applying the principles of the Rockefeller Report to other districts in the state.

Implications of 2020 State Plan for Career and Technical Education*Presented by CTE Technical Assistance Center of NY***Strand 5: Leadership Matters: Making Connections on Behalf of Students**

The Strengthening Career and Technical Education (CTE) for the 21st Century Act (Perkins V) went into effect on July 1, 2019. New York submitted a one-year transition plan in May 2019 and is currently developing a four-year state plan covering all the new requirements to submit to the USDOE in April 2020. The development of a new state plan for CTE is an excellent occasion to critically evaluate current efforts to improve CTE and determine if we are doing all we can to ensure our students have the knowledge and skills to be successful.

Maximizing Resources with Home-Grown Strategic Planning**Strand 5: Leadership Matters: Making Connections on Behalf of Students**

Strategic planning is critical to visioning and continuous improvement. It can also be financially daunting. During this session, presenters will share the "home-grown" strategic planning process used in Cato-Meridian by highlighting key decision points including timelines, effective communication techniques, inclusive stakeholder participation, maintenance of an aggressive schedule, and maximizing resources by collaborating with BOCES.

Intent vs. Impact: What You Say and Do, Really Matters**Strand 5: Leadership Matters: Making Connections on Behalf of Students**

Emotional Intelligence, Mindfulness and the Social-Emotional Signature practices all go hand in hand. In this session we will review the role of "Mindful Leadership Communication," in projecting who you really are as a leader.

Investing in Your Teachers and Students through National Board Certification**Strand 5: Leadership Matters: Making Connections on Behalf of Students**

Becoming a National Board-Certified Teacher is known to increase a teacher's impact on student learning, refine reflective practice and even alter a teacher's career trajectory. This session will support district administrators in ensuring that every student has access to accomplished teachers who have demonstrated their expertise through National Board Certification.

2019 FALL LEADERSHIP SUMMIT PRE-SUMMIT EVENT:

Queensbury High School Building Project Tour / Sunday, September 22, 2019 / 11 a.m. – 2 p.m.

Complimentary tour presented by the Queensbury School District and Signature Partner CSArch.

Pre-registration required. Lunch and transportation provided.

NEW FOR
2019!

Tour the new Queensbury High School building project where the Queensbury community helped established a vision for the future of the district over a three-year, multi-step educational legacy planning process.

Transportation provided between the Saratoga Hilton and the high school prior to Fall Leadership Summit Opening Keynote at 3 p.m.

- Coined the Legacy 2020 Capital Project, the redesign of Queensbury High School began in 2013 with a two-year planning process that set the stage for converting the rigid, mid-century school into a modern learning institution. Completed for the 2019-2020 school year, the tax-neutral, \$39.7 million project reorganized space to align and enhance educational programs and improve energy efficiency and school safety/security.
- Nestled in the foothills of the Adirondacks, the redesigned high school presents a refreshed yet familiar identity, featuring stone and wood materials and textures reminiscent of place, but modern in application. The new entrance, situated between a new community room and main office, serves as a gateway to redefined instructional and public zones. Centralized student space includes a new media center, gallery, and a comprehensive student support services suite to improve access to services like the High School Counseling Center, psychological and social services, and the nurse's office.
- The transformation reorganizes the building to define three interdisciplinary instructional communities: Humanities; STEM; and Fine/Performing Arts. Color coded, each community includes extended areas to enrich the student experience and improve collaboration and socialization. Each space is designed with flexibility in mind, featuring movable furniture that allows students to work in groups and teachers to shape their classrooms based on specific lessons.

Add this complimentary tour by selecting it as an option when you register for the 2019 Summit. If you have already registered for fall contact melanie@nyscoss.org and she would be happy to add this complimentary tour to your registration.

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NEW YORK STATE COUNCIL OF SCHOOL SUPERINTENDENTS

Charles S. Dedrick
Executive Director

**Councilgram Design
& Production Staff**

Theresa Wutzer Moore
Associate Director/Editor
518.694.4884
theresa@nysccoss.org

Dena Gauthier
Senior Graphic Designer
518.694.4886
dena@nysccoss.org

Vreneli G. Banks
Director, LEAF, Inc.
518.694.4875
vren@nysccoss.org

A complete staff list can be
found at www.nysccoss.org.

**2019 – 2020
Council Officers**

Kevin C. McGowan
President
Brighton

Robert R. Ike
President-Elect
Palmyra-Macedon

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Vice President
Oceanside

Martha K. Group
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NYC Dept. of Education

Mary Fox-Alter
Pleasantville

David P. O'Rourke
Erie 2-Chautauqua-
Cattaraugus BOCES

Roberto Padilla
Newburgh City

7 Elk Street, Third Floor
Albany, NY 12207
Ph.: 518.449.1063
Fax: 518.426.2229
www.nysccoss.org