

## Calendar Highlights

*MHSSC Executive Committee Meeting*  
Newburgh Ramada Inn  
September 15, 2004

*Mentoring Sessions for New Administrators*  
Newburgh Ramada Inn  
9/30/04, 11/9/04, 12/14/04,  
1/13/05, 2/9/05, 3/15/05

*Awards for Excellence in Teaching, Administration, School Board Service, and Support Staff Service*  
Anthony's Pier 9  
October 14, 2004

*Concurrent Workshops for Support Staff Members*  
▶ *Paraprofessionals, Aides, Monitors, and other support staff members*  
▶ *Education Secretaries*  
▶ *Teaching Assistants and Classroom Aides*  
Anthony's Pier 9  
November 2, 2004

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## **MHSSC**

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## **New Category for Awards for Excellence**

Bank of America, SUNY New Paltz, and MHSSC will honor the recipients of the 2004 Awards for Excellence in Teaching, Administration, School Board Service, and Support Staff Service on Thursday, October 14, 2004.

Friends, colleagues, and family members are invited and encouraged to join the award winners at this prestigious dinner at Anthony's Pier 9 in New Windsor. Last year, over 800 individuals attended this recognition ceremony to acknowledge the award winners from the Hudson Valley. Registration forms

were mailed to the office of the superintendent in early September.

This year's award winners are listed below.

## **Legislative Brunch**

MHSSC joins area county school boards associations and the law firm of Donoghue, Thomas, Auslander & Drohan in sponsoring a hospitality suite at the Hyatt Regency Hotel during NYSSBA's convention in Buffalo. The convention will be held October 21-24, 2004.

Voting delegates will meet in the suite at 7:30 AM on Friday morning (10/22/04) for a continental breakfast and a discussion of the proposed resolutions.

All attending area superintendents and school board members are invited to visit the suite

during the posted hours.

We hope you plan to join us for refreshments, relaxation, and important networking opportunities.

In early October we will send announcements to our districts giving the suite's location and hours of operation.



*MHSSC Research Director  
Terrence Olivo*

*Looking back...*

*The following median salaries were reported in a 1973-74 MHSSC study:*

*Chief School Officer  
\$31,000*

*Assistant Superintendent  
for Business - \$25,750*

*High School Principal  
\$23,500*

## MHSSC Committees

President Edward McCormick appointed members of the study council's 2005 nominating and budget committees at the December executive committee meeting. The Budget committee will be chaired by council treasurer, Joseph Zanetti (Tuxedo). Members include Eileen Casey (Monticello), Christopher Como (Dutchess BO-CES), Jason Friedman

(East Ramapo), Mark Lewis (Bresster), Dean Robert Michael (SUNY New Paltz), Joseph Natale (Warwick), Marilyn Pirkle (Rondout Valley), Mark Silverstein (Hawthorne-Cedar Knolls), Ronald Smalls (So. Westchester BO-CES).

Nominating Committee members include Eileen Casey, Marilyn Pirkle, Ronald Smalls,

and Joseph Zanetti.

President Edward McCormick will sit on both committees as ex-officio. The committees are scheduled to meet in early spring and make their recommendations to the executive committee at their March meeting.

MHSSC members will vote on the 2005-06 proposed slate of officers and budget at the annual meeting on April 13th.

## November 2nd SS workshops

Building on our 2003-04 program for new administrators, this year MHSSC is offering a series of 6 mentoring sessions for new school administrators. The Newburgh Ramada Inn will host the meetings from 4:45 pm until 7:00 pm.

In recognizing the need for mentoring opportunities for new school leaders, MHSSC is presenting this series in cooperation with SUNY New Paltz School of Education/Department of Educational Administration.

The seminars are designed to give the new administrator an opportunity to discuss school leadership issues with accomplished school administrators and expert

school attorneys. In an interactive, informal environment, our presenters will share their insights, experiences, and guidance with those in attendance.

Each meeting will focus on a different topic. Our first meeting of the 2004-05 school year is on September 30th and will address employee observations and evaluations. Edward J. Sarzynski, an experienced school law attorney from the firm of Hogan, Sarzynski, Lynch, Surowka & DeWind, LLP, will review the requirements for conducting observations and drafting evaluations. He will share sample evaluation documents including the Holt-Doyle letters.

On November 9th, we will continue discussing

this topic with a panel of experienced school administrators.

Effective discipline strategies is the program topic for our December 14th seminar, and in January we will review Section 75 and 3214 hearings. In February we will focus on building morale with veteran teachers, new teachers, and non-instructional staff members. Our final seminar for the 2004-05 school year will be held in March and will address practical leadership strategies in supervising a building.

Be sure your new school leaders take advantage of this important mentoring experience. Notices were mailed in early September.

## Leadership for the Millennium

By Robert Michael, Dean of Education, SUNY New Paltz

Years ago, there was a famous song that asked a simple question, "Where have all the flowers gone?" Today in education, employers while singing the same tune are asking a different question, "Where have all the leaders gone?" Boards of education are often heard lamenting about both the quantity and quality of its applicant pool especially for the position of Superintendent of Schools.

The New York State Council of Superintendents indicates that approximately fifty per cent of their membership has less than five years of service and the rapid turnover of school superintendents is expected to continue. Yet, despite this rapid turnover, the aver-

age age of a school superintendent is increasing.

Therefore, where should we look for new educational leaders. Some advocate alternative pathways for this position and look to the military and the corporate world to fill the void. I, however, believe that we must concentrate on what it takes to become an educational leader.

I believe that an educational leader must be able to: *Identify all the constituents and players in a school community. Focus everyone's attention on the same target. Identify the correct target. And travel directly toward that target.*

The focus of a school leader must be on student

achievement and he or she must always be willing to put "kids first." The leader must have both passion and desire to promote student improvement goals and ideas. He or she must be able to talk to and not down to diverse groups and often must continue to repeat the same message. Today's school leader must be able to use data to search for "root cause solutions" rather than "quick fixes" and must possess the energy to stick with a particular plan. All leaders who expect the best from their staffs and school districts must model appropriate and ethical behavior. And finally, both current and future educational leaders must have the common sense to keep the correct target in sight.

*Robert Michael*



## Executive Committee Member—Don Andrews

On election day, November 2nd, MHSSC will offer three concurrent full day professional development workshops for support staff members at Anthony's Pier 9 in New Windsor.

Education office professionals will be able to attend a program with an agenda that includes respect in the workplace, safety awareness, and health and wellness.

The first part of this program will focus on safety and security in the home and at the office. The next segment will address health and wellness for the busy person. The

final agenda topic will cover common courtesy, communication skills, and how to build successful relationships.

Teaching assistants and classroom aides will participate in a program that will focus on identifying learning strategies, helping to maintain a positive learning environment, and dealing with difficult students.

Agenda highlights for the paraprofessionals, aides, and monitors, include safety awareness and respect in the workplace.

The safety section of the workshop will cover

assessing potential problems, helping to create a safe school, dealing with the unruly, mandated reporting issues, and communicating in a crisis. The afternoon program highlights diversity awareness, how to manage your own words and actions, helping children achieve social success and effective communication skills.

NYS Police Community Outreach Officer Vic Pirtle joins educational consultants, Cindy Pierce Lee and Brenda McGuire in presenting and facilitating at these workshops.

Registration notices were mailed in September.

*To love what you do and feel that it matters - how could anything be more fun?*

*Katharine Graham*

**L**

*Many receive advice, only the wise profit from it.*

*Syrus*

## Annual School Law Conference

## Annual Meeting

Over 200 people attended MHSSC's annual school law conference this summer on the SUNY New Paltz campus. Traditionally held on the first Friday in August, this event marked our 49th year of providing a comprehensive, informative conference on school law. With sponsorship from the Westchester Women's Bar Association, MHSSC was able to offer CLE credit to attorneys attending this event.

Ed Sarzynski (Hogan, Sarzynski, Lynch, Surowka & DeWind, LLP) started our program with a thorough and up-to-date presentation on the significant decisions of the commissioner and new SED regulations affecting our schools. With his famous wit and humor, Jay Worona (NYSSBA General Counsel) spoke about the recent decisions of the state and federal courts. The final presentation of the conference was a mock section 3020-a trial. Gregory Guercio (Guercio & Guercio), John Gross (Ingerman Smith, LLP) and members of their firms enacted an abbreviated mock 3020-a disciplinary

*MHSSC Vice President Marilyn Pirkle with Law Conference presenters (left to right) Gregory Guercio, Jay Worona, and John Gross*

## MHSSC Executive Committee Members 2004 - 2005

President - Edward McCormick, Arlington, Dutchess BOCES  
 Vice President - Marilyn Pirkle, Rondout Valley  
 Treasurer - Joseph Zanetti, Tuxedo  
 Past President - Jason Friedman, East Ramapo

Donald Andrews - Wallkill, Ann Bogert - O/U BOCES, Anne Byrne - Nanuet, Eileen Casey - Monticello, Christopher Como - Dutchess BOCES, Lynn Cybulski - Wallkill, Alan Derry - Sullivan West, Vito DiCesare - Beacon, Matthew Frumess - Liberty, Debra Jackson - Bedford, Mark Lewis - Brewster, Michael Mahoney - Millbrook, Dean Robert Michael - SUNY New Paltz, Joseph Natale - Warwick Valley, Carl Onken, O/U BOCES, Mark Silverstein - Hawthorne-Cedar Knolls, Jan Volpe - Red Hook, Dodge Watkins - North Rockland, George Will - Roscoe, Peggy Zugibe - No. Rockland

### Ex-Officio Members

Steven Poskanzer - SUNY New Paltz President, Martin Handler - Sullivan BOCES, Robert Hanna - Orange/Ulster BOCES, James Langlois - Putnam/Northern Westchester BOCES, John Pennoyer - Dutchess BOCES, James Ryan - Rockland BOCES, Martin Ruglis - Ulster BOCES, Ronald Smalls - Southern Westchester BOCES

Honorary Member - William F. Moran

### Staff

Chris Bergner - Research Associate  
 Lynne Cruger - Assistant to the Director  
 Ed Stoddard - Legislative Director  
 Susan Doyle - Executive Director

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[www.newpaltz.edu/mhssc](http://www.newpaltz.edu/mhssc)  
 to learn more about us,  
 get calendar updates,  
 see our schedule of  
 events, and review our  
 newsletters.  
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 you can download  
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