

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

MHSSC

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2004 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.

Excellence in Teaching

Ruth Backenroth, Ulster BOCES
Sandra Crespo, Florida
Deborah Eiken, Monticello
Gregory Murin, Brewster
Edward O'Connor, Arlington
Danielle Raab, Lakeland
Marty Rafson, Clarkstown
Charles Rapalje, Newburgh

Excellence in School Board Service

Herbert Bauernfeind, Sullivan BOCES
Virginia Esposito, Pine Bush
Thomas Flynn, North Salem
Donald Greene, Ulster BOCES
Runston Lewis, Newburgh
Henrietta Lodge, Pawling
Robin Markovits, Middletown
Maureen Sheehan, Rondout Valley

Excellence in Administration

Bruce Cohen, Newburgh
Michael Cogliano, Washingtonville
JoEllen Gibbons, Kingston
Stanley Hersh, Monticello
Salvatore Letterii, Poughkeepsie
James Osborne, O/U BOCES
Victor Owen, Ulster BOCES

Excellence in Support Staff Service

Felice Amato, Ulster BOCES
Frank Blanchette, Clarkstown
Nancy Conklin, O/U BOCES
Maureen Krieger, Pine Bush
Judith McGowen, Monticello
Alicia Olsen, Middletown
Rosemary Pendleton, Spackenkill
Eileen Santucci, Newburgh
Gene Smith, Sullivan BOCES

MHSSC Co-Sponsors Hospitality Suite

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*

Terrence Olivo Named MHSSC Research Director

At the September executive committee meeting, Terrence Olivo was appointed Director of Research for our study council. His appointment is effective immediately.

In addition to coordinating the efforts of the council's research committee, Mr. Olivo will assist in the planning, execution, and editing of MHSSC's research and analysis efforts. This voluntary position is part-time and has a flexible schedule.

Respected as a vener-

able and august educator in the Hudson Valley, Mr. Olivo retired recently as Superintendent of Schools from the Monroe-Woodbury School District.

A previous president and executive committee member of our study council, Mr. Olivo has had an active and productive association with MHSSC for a number of years.

With genuine enthusiasm, MHSSC President Edward McCormick stated, "Terry Olivo has a

wealth of experience that will enable our study council to convert educational research into meaningful advocacy."

On behalf of the officers, members and staff at MHSSC, we extend a sincere welcome to Terrence Olivo, Director of Research. We look forward to working with him as we continue to provide essential services to the schools in the Hudson Valley.

Mentoring Seminars for New Administrators

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.

Reminder...

***MHSSC Research Fees are due in September.
If you have not already done so, please remit your payment today.***

Leadership for the Millennium

By David Gee, Ed.D., 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 one?" 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 average age of a school superintendent is increas-

ing. 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.

David Gee, SUNY New Paltz



Support Staff Workshops - November 2nd

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

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

Syrus

Annual School Law Conference August 2004

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 hearing. An entertaining and articulate assortment of lawyers/would be actors served as witnesses and hearing officers during this lively and informative session.

This important educational program received many positive evaluations from those in attendance. Numerous school board members, administrators, and attorneys noted the usefulness of receiving current and thorough information about school law.

Planning for next year's 50th annual conference is already underway as we prepare for a special celebration commemorating our silver anniversary.

*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 - Walkkill, Ann Bogert - O/U BOCES, Anne Byrne - Nanuet, Eileen Casey - Monticello, Christopher Como - Dutchess BOCES, Lynn Cybulski - Walkkill, 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
to learn more about us, get
calendar updates,
see our schedule of events,
and review our newsletters.*

*Remember, from our site
you can download
the notices and
reservation forms
for our programs.*