

# PARSS eNews

— A Pennsylvania Education News Blast —



Dear PARSS Members,

By this time your schools are up and running, and I'm guessing you've already experienced a few highs and ironed out a few kinks. As the weeks roll on, remember we're here to help you in any way we can and keep the snags to a minimum.

For example, we're aware that education is always under scrutiny, whether it be from your constituents or legislators. If you need support while providing information to either group, call us. That's why we're in business. Also, be assured that we're present in Harrisburg representing you and the best policies for the students we serve. The fair and equitable funding lawsuit was settled in early 2023, but there's a lot of work to be done to set the legal decree in motion. We're in the thick of it and will file reports with you as funding strategies and formulas evolve.

My objective is to succeed in our mission of doing what's right for our students. Let's prioritize collaboration. Let's emphasize helping each other. And keep PARSS close. If you need us, we'll be there.

Sincerely,  
Edward Albert, Ed.D  
Executive Director

# Congratulations To Our 2023 PARSS Scholarship Winners!

**Cambria Heights  
School District**



**Ian Hall**

**Chestnut Ridge  
School District**



**Caleb Bollman**

**Johnsonburg Area  
School District**



**Jacob Lobaugh**

**Penns Valley  
School District**



**Abbey Mingear**

**Redbank Valley  
School District**



**Cole Bish**

**Waynesboro Area  
School District**



**Alexi Mentzer**




# BREAKING NEWS!

**PARSS Membership has increased to more than 240 school districts and intermediate units. Thank you!**



Note: If you know of a neighboring school district that is not a member, please reach out to them and ask them to join. The more voices we have in the choir, the louder we sing!

**Please Help Us Welcome Our Newest  
PARSS Members!**

A. W. Beattie Career Center	Fannett-Metal School District	Minersville Area School District
		
Mount Carmel Area School District	Wilkinsburg Borough School District	
		

## What NOT To Do When Working With A New Board



Experienced Superintendents realize that changes in Board membership can often bring as much adjustment to the Board/Superintendent relationship as transitioning to a new superintendency. New relationships must be built, credibility must be established, and trust must be nurtured.



1. **Don't criticize the past.** Let go of any struggles you may have had with past Board members. Criticizing them and complaining about their impact on you gains nothing now. Similarly, if you are new to a position, resist any temptation to criticize your predecessor. Again, little if anything is to be gained. Rather, focus on current situations and how you can build success for the district.

2. **Don't neglect communication.** It may feel as if the Board is giving you a lot of space, but don't assume that silence is either confidence or permission. Provide regular updates on activities in which you are engaged, progress that you are making, and issues and challenges that you are facing. Not only will this communication keep the Board informed and comfortable with your work, it allows you to be certain that your focus is in alignment with Board expectations. Then as expectations shift, so can your focus.

3. **Don't surprise the Board.** Bad news is bad enough. However, when bad news comes as a surprise it can be disastrous! It can be unforgivable if the surprise bad news comes from a source other than you. If a problem is developing, give the Board the heads up. If the news media is going to report something negative, let the Board know ahead of time. You don't want Board members to surprise you, so be certain you don't surprise them.

4. **Don't try to change the Board.** Every Board has preferences for how it approaches issues, makes decisions, and manages meetings. Your preference may differ from the Board's but you are likely to be better off if you adjust your style and preferences to reflect the Board's rather than ask the Board to reflect yours.



We know that the first 90 days in a new position can set the tone and direction that may define our tenure long term. We need to be strategic as we establish our leadership and begin to determine direction. Research from Korn/Ferry, an international recruiting firm, indicates the most frequent mistakes made by leaders new to their position are:

• **Failing to establish strategic priorities.** If we neglect to establish priorities, others may set them for us.

• **Waiting too long to implement needed change.** Granted, some changes require study, analysis, and timing. The need for other changes often is obvious and expected. Failing to make these changes can send a message of lack of focus, courage, and insight and can undermine key support for our leadership.

• **Failing to spend adequate face time with employees.** People want to see and interact with new leaders personally. Lack of visibility can lead to speculation, suspicion, and cynicism. Trust is highly correlated to personal contact. Ignoring this part of the transition process can exact a high price on our leadership.

• **Getting sidetracked by distractions.** Most organizations have unresolved conflicts and issues that compete for the name and attention of new leaders. But, giving in to this type of pressure unnecessarily or excessively can lead to preoccupation with the past rather than engaging the future.

• **Hesitating to make tough decisions.** It may seem that doing extra study and giving added time before making a tough decision would be appreciated. Unfortunately, it can be read as unwillingness to be decisive and undermine confidence in our leadership.

[\*\*Click here to search job postings in PARSS Districts!\*\*](#)



# TEAM WORK

Coming together is the  
*beginning*

Keeping together is  
*progress*

Working together is  
*success*

## Board Officers

<b>Matthew Splain</b> President Otto Eldred School District Region 9	<b>Stephanie Keebler</b> Vice President Titusville Area School District Region 6	<b>Brian Bliss</b> Treasurer Solanco School District Region 13	<b>David Burkett</b> Secretary Everett Area School District Region 8 At-Large
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## Board of Directors

<b>William Henderson</b> Frazier School District Region 1	<b>Caroline Johns</b> Northgate School District Region 3	<b>Raymond Omer</b> West Middlesex Area School District / Reynolds School District Region 4	<b>Matthew Bennett</b> Union City Area School District Region 5
<b>Matthew Jones</b> Jeannette City School District Region 7	<b>Mark Bower</b> Rockwood Area School District Region 8	<b>Brian Griffith</b> Penns Valley Area School District Region 10	<b>Michael Zinoble</b> Juniata Valley School District Region 11
<b>Wesley Doll</b> Upper Adams School District Region 12	<b>Richard Mextorf</b> Hamburg Area School District Region 14 (22, 23, 24, 25)	<b>Nicholas Guarente</b> Big Spring School District Region 15	<b>Kenneth Dady</b> Mifflinburg Area School District Region 16
<b>Alanna Huck</b> Wellsboro Area School District Region 17	<b>Nathan Barrett</b> Hanover Area School District Region 18	<b>Mathew Button</b> Blue Ridge School District Region 19	<b>David McAndrew</b> Panther Valley School District Region 20, 21
<b>Robert Postupac</b> Western Beaver Area School District Region 27	<b>Tiffany Nix</b> Leechburg Area School District Region 28	<b>Shawn Fitzpatrick</b> Schuylkill Haven Area School District Region 29	<b>Scott Martin</b> Bentworth School District Region 1 At-Large
<b>David Lehman</b> Forest Hills School District Region 8 At-Large	<b>Vance Varner</b> Mifflin County School District Region 11 At-Large	<b>Lura Hanks</b> Greencastle-Antrim School District Region 12 At-Large	<b>Andrew Potteiger</b> Brandywine Heights Area School District Region 14 At-Large
<b>Francine Endler</b> Central Intermediate Unit 10			





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