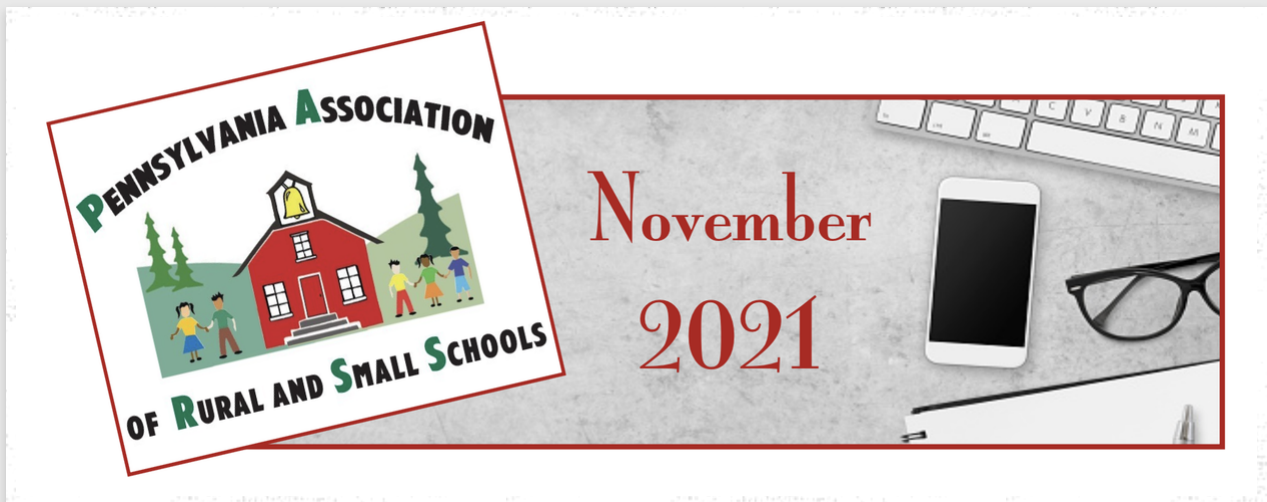


PARSS eNews

A PENNSYLVANIA EDUCATION NEWS BLAST



Dear PARSS Members,

We're days away from opening arguments in Pennsylvania's historic school-funding lawsuit. After seven years of fighting for fair education funding, Pennsylvania's students will finally have their day in Commonwealth Court on Friday, November 12. PARSS will provide updates throughout the entire trial for those unable to attend. Remember, the Harrisburg courtroom is limited in size, so if you can't be part of the gallery, you can also livestream the action via a link available at www.fundourschoolspa.org.

In other news, PARSS membership has swelled to 185 school districts and 20 Intermediate Units. With 205 members, PARSS has now hit an all-time high. I salute Dr. Joseph Clapper for his enthusiasm, hard work, and dedication to boost our membership numbers. Dr. Clapper has been a great addition to our team, and I cannot thank him enough for his contributions and expertise.

We have received more than 65 applications from member schools vying for \$20,000 in PARSS grant monies. The grants were created to support after-school and competitive programs, as well as academic programs dedicated to technology and the arts. The grants have been assigned to a third party for review and selection. Winners will be announced through the superintendents' offices.

Our annual conference is slated for May 4-6, 2022. We are currently working on the program and will share details as soon as all the logistics and plans are finalized. Stay tuned and save the dates!

As we approach Thanksgiving, I want to encourage you to keep it simple, just like these words from poet William Wordsworth. "Rest and be thankful" sums up my plans and my advice to you all. I hope you all find the peace and quiet to reflect on your blessings and reserve time to reconnect with family and loved ones.

On behalf of myself, Joe, Jon, Woody, and Ashley, we want to wish you a very Happy Thanksgiving.

Sincerely,

Edward Albert, Ed.D.



2022 PARSS Conference

MAY 4-6, 2022



PENNSYLVANIA ASSOCIATION
OF RURAL AND SMALL SCHOOLS

www.parss.org

Save The Date!

Wyndham Garden Hotel at
Mountain View Country Club

CONFERENCE DETAILS COMING SOON!








**DO YOU KNOW OF A SCHOOL
DISTRICT THAT IS NOT A MEMBER
OF PARSS?**

If so, we ask that you reach out to the superintendent
and tell them just how important it is to join us!

**The More
Members in
the Choir...
The Louder We
Sing!**



**PLEASE WELCOME OUR NEWEST PARSS
MEMBERS!**

Bermudian Springs School District	Fort Cherry School District	South Middleton School District
		
Trinity Area School District	Waynesboro Area School District	West Middlesex Area School District
		
	Westmoreland Intermediate Unit 7	
		

CLICK HERE TO SEARCH JOB POSTINGS IN PARSS DISTRICTS!

KEY LEADERSHIP BEHAVIORS DURING TOUGH TIMES

According to author Mark Hanna, leaders who are most effective during tough times have six routine behaviors in common:

- They talk about organizational values and directions.
- They talk about the organization's performance.
- They spend informal time with employees.
- They support programs that help employees improve their skills.
- They mentor one or more employees.
- They recognize high performance.



**SHOW GREAT LEADERSHIP
IN TOUGH TIMES BY BEING
OTHERS-ORIENTED.**



According to Hanna, these transformational leaders can lead organizations to high levels of motivation and performance despite stressful and challenging times for the organization and employees.

However, these leaders also need to take care of their own emotional health and attitude. Hanna notes that it is not stress that kills us, it is our reaction to it. We can choose to treat the situation as a challenge to overcome or adversity to be managed, or we can allow it to overwhelm and destroy us. The choice is ours.



Seven Steps to Grow Your Leadership

As you think about the year ahead and ways to improve your leadership and ...relationships with those you supervise, consider the following seven actions.

First, **be credible**. Let those you supervise know that you trust them and want them to tell you what they are thinking and what you need to know.

Second, **find ways to challenge**. Challenging work can be a powerful motivator while boredom quickly can lead to diminished productivity and loss of enthusiasm.

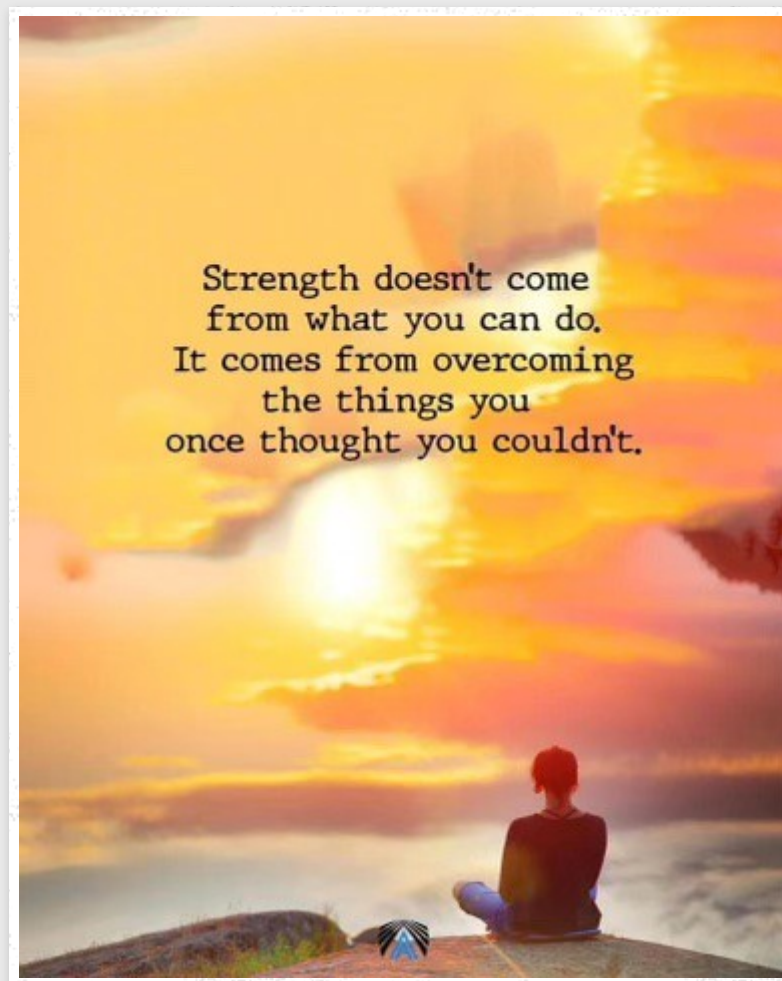
Third, **recognize good work**. People want to know that their efforts are appreciated and their accomplishments mean something. They also want to be noticed. Positive feedback can go a long way toward building loyalty and commitment to high performance.

Fourth, **recognize and address poor performance**. While it may sometimes be uncomfortable, giving negative feedback can be as important to good productivity as praise. The feedback needs to be objective, specific and timely.

Fifth, **keep communication flowing**. Be open with information. Be clear and direct. When possible, let people know in advance when something is about to happen.

Sixth, **build partnerships**. Ask for opinions and advice. Invite people to contribute in important ways. Give them opportunities to participate in decision-making whenever possible.

Seventh, **don't be afraid to say no**. It is not possible to give people everything they want; in fact attempting to do so likely will lead to false hope and later disappointment. Rather be clear about the reasons for saying no, and be willing to listen. Most people understand that sometimes you must say no. However they still want to be respected, listened to and informed.



Strength doesn't come
from what you can do.
It comes from overcoming
the things you
once thought you couldn't.

Becoming a Communicator- in-Chief



Great communicators never take communication for granted. They're constantly developing, advancing, and sustaining their message. They have an uncanny knack for adapting each message to a given audience or purpose without missing a beat. Great communicators are keenly aware of how much their words matter. To become a great communicator-in-chief, consider these seven secrets:

- **Make it sound easy.** Complicated subjects need to be simplified. When talking about issues like the budget or test data, keep it conversational.
- **Get close and personal.** Speak to groups as if they are individuals. Stand next to the crowd rather than above the crowd. Use pronouns like *us*, *we*, and *ours*.
- **Let silence do the talking.** When we're quiet it gives us a chance to hear the meaning behind the message of others. It also keeps us from saying things we later regret.
- **Read between the lines.** Sharpen your sense of situational and contextual awareness by paying attention to what is not said or heard. As a leader, you will find that people tell you what they think you want to hear.
- **Connect with words.** Never assume someone is ready to have a conversation with you just because you are ready to talk with him or her.
- **Use the rule of three.** Speech writers often rely on the rule of three to improve the cadence of a message and to emphasize key points a speaker is hoping to make. People can follow and remember three things.
- **Have a contingency plan.** A communicator-in-chief knows what to do when a message starts to go sideways. If clarity, sincerity, and expertise are not enough to keep your message upright, be ready to change on the fly.



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