

PARSS eNews

— A Pennsylvania Education News Blast —



Dear PARSS Members,

This year parents, students, and administrators hoped to get back to a normal school year. All that changed, however, when on August 31, Pennsylvania's Acting Secretary of Health signed an order requiring face coverings be worn in all school entities. Sounds like we're back to more challenge and confusion with routine school days postponed once again.

Many of you endured stressful board meetings recently as various school boards voted to ignore mask mandates, which put you, the superintendent, in a difficult position. As you know, when you were sworn in, you pledged to uphold mandates. Obviously, this has become a quandary for some of you working with boards that passed resolutions *not* to uphold mask mandates. We at PARSS recognize your dilemma, but urge you to follow the pledge you swore to as a superintendent.

My hope is that one day soon we can work together with our legislators to resolve this crisis so you can be the full-time instructional leader you were hired to be in your district. We at PARSS are here to support you anyway we can while you begin another demanding year. Many of you have reached out to talk or to get advice, and I encourage many more of you to take advantage of the consultation services we provide on this and all other school-related issues.

In other business, you should be aware that our lawsuit has now been pushed back to November 12, and we will be front and center in the fight for fair and equitable funding. We will keep you apprised of the court case as information becomes available .

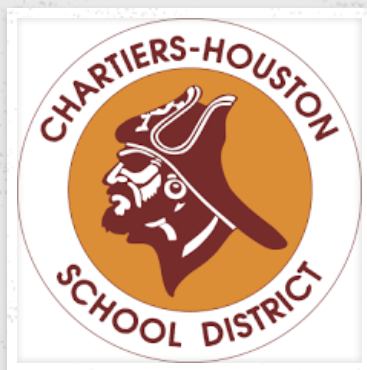
Last item: be sure to take time for your mental and physical health. You are a person with a great many responsibilities who is also a role model in your school and community. Please take time to get away from the job once and awhile so you can be there for others, fresh, fit and prepared.

I hope the current storm comes to a quick ending so you can get back on track to serve your district, students, and staff.

Sincerely,

Edward Albert, Ed.D.

Please WELCOME Our Newest PARSS Members!



**Charters-Houston
School District**



**Millersburg Area
School District**



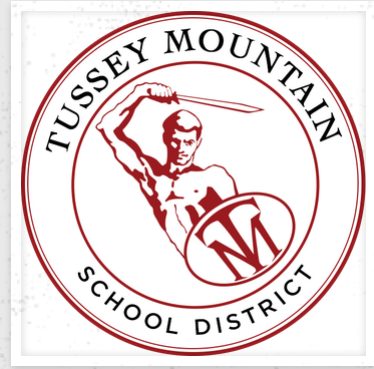
**Riverview
Intermediate Unit
6**



**Southern Columbia
Area School
District**



**Southmoreland
School District**



**Tussey Mountain
School District**

2021-22 PARSS Memberships are Due!

**A special thank you to our members who have
already paid for their 2021-22 membership!**

*If you have questions about membership, feel free to reach
out to Dr. Joseph Clapper, Assistant Executive Director, at
jclapper@parss.org.*

**REMINDER! Payment of
Membership Dues should be sent to:**

Jon Rednak
1508 Emerson Drive
Mount Joy, PA 17552



**Congratulations PARSS 2021 National
Blue Ribbon School Award Recipients**



**Cambria Heights
School District:
Cambria Heights
High School**



**Everett Area
School District:
Everett Area High
School**



**Fort LeBoeuf
School District:
Fort LeBoeuf High
School**

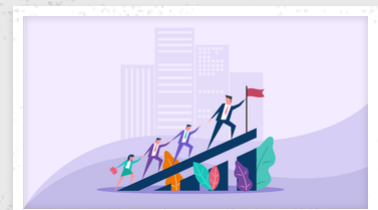
**SAVE
THE
DATE!**

**PARSS
Conference
May 4-6, 2022**

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

Six Characteristics of Leaders People Want To Follow

As leaders, we face a myriad of expectations for our time, attention, and actions. We easily become caught up in the activities, demands, and pressures each day brings and forget what is important to others in our leadership.



Interestingly, the perceptions people have of our leadership have less to do with exactly what we do and more to do with how we approach people and our work. People often recall how they felt in their experiences with us long after they have forgotten what we said and did.

Experience and research point to six key behaviors that build and maintain confidence in and support our leadership. They are:

VISIBILITY : The more people see and have opportunities to interact with you, the more they tend to trust you.

TRUSTWORTHINESS : The more people hear you telling the truth, following through on commitments, treating others fairly, and taking responsibility when things go wrong, the more they are willing to invest in you.

RESPECTFULNESS : People want to feel valued. When they experience respect, the message is powerful. Whether being willing to listen or consulting with others when the situation involves them, showing respect is a powerful leadership message.

RESPONSIVENESS : When people present concerns, make requests, or ask questions, we do not always have to have complete and satisfying answers. Be certain people feel heard and receive a timely response.

APPROACHABILITY : This characteristic can be more challenging than others in that it involves intangibles such as perceived attitude and interest in others. Regardless, people want to feel as though they can talk to you without feeling dismissed and that you are genuinely interested in their lives, experiences, and interests.

MODELING : People want to see in our behavior the behaviors we ask them to practice. If we want employees to take risks, we need to be willing to take risks. If we want them to be constant learners, we must also be willing to learn. The more people can see us in the values, behaviors, and attitudes we ask them to practice, the more likely they will be to follow our lead.

Taking PRIDE in Your Leadership Approach



One of my mentors, early in my career, spoke to me about his belief in his leadership style. He called it PRIDE! Its components were simple to follow and implement during my 19 years as a superintendent.

They are:

Predictable – Being predictable is an essential leadership characteristic that underlies the trust and confidence that staff, Boards and community members develop under your leadership. When people you lead know they can count on you to listen, study, and respond in appropriate ways, they become more confident in your leadership style.

Respectful – When leaders are respectful of others, even when they disagree, good things may eventually emerge from the discourse. It's in the exploration of different perspectives and ideas that improvements and refinements occur. Being respectful of others in all situations creates the environment for successful outcomes for students and others.

Integrity – Integrity is essential. Telling the truth and doing what you say you will sounds easy, but all of us know it's sometimes hard to match our words and deed with complete integrity. Make sure your message to teachers, support staff, and others is the same as your message to the board. In our information-rich world, keeping one story straight is hard enough to do.

Defendable – Defendable decisions require clear processes and standards against which conflicting interests sometimes can be resolved. Keep a clear focus on students, their learning, and their character development. This focus requires defendable actions. Once a decision is made, tailor your expectations consistently and with integrity so defendable actions will be better understood.

Enthusiasm – Enthusiasm is contagious. Leaders must show enthusiasm to all of their constituencies. Issues and their timing are not always controllable, but even tough times require a focus on the important role education plays in developing future talent. Being enthusiastic for students and their development is fundamental to educational leadership.

Together these principles of **PRIDE** embody the kind of leader others will follow and who will create the climate for teachers, support staff and administrators to collaborate so students they serve can succeed!



Five Ways to Identify Potential Leaders

One of the key responsibilities of organizational leaders is to identify others who may have potential to lead. Sometimes these people are obvious. Other times, they are not. So, how can we increase the likelihood that we are identifying those who hold the greatest potential? Watch for people who demonstrate two or more of the following characteristics:



1. When there is a request for volunteers to take on a task or responsibility, they are quick to step forward.
2. They are active in organizations outside of the workplace and take on responsibility roles such as officers, coaches, instructors and guides.
3. When these people make suggestions or offer ideas, colleagues pay attention and are quick to accept them.
4. They follow through on assignments and produce quality work consistently.
5. When they make a mistake or misstep, they are quick to acknowledge and take responsibility, even if evidence of the mistake otherwise might not have surfaced.

Obviously, this list is not exhaustive or foolproof. However, the more of these characteristics you observe, the more comfortable you can be that these people are worth the investment of your time and coaching and deserving of opportunities to further develop their talents.



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Dr. Ashley Rednak, Conference Coordinator
Dr. Woodrow Sites, Emeritus Historian

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 parss.org

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