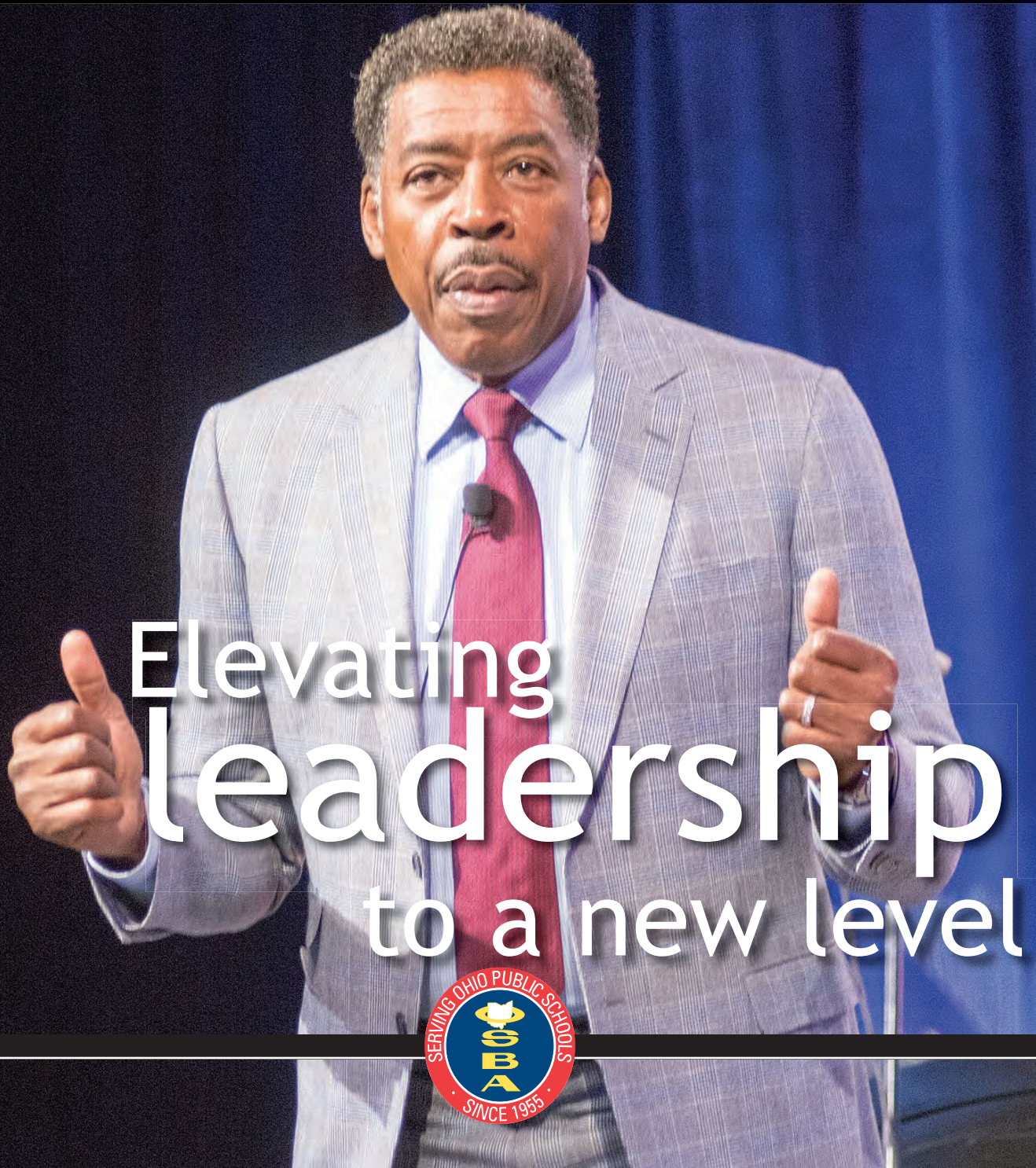


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JOURNAL

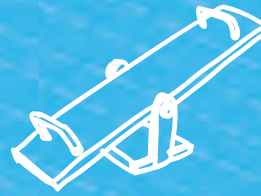
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Table Of Contents

JOURNAL

OHIO SCHOOL BOARDS ASSOCIATION

ON THE COVER

Learning, leading, succeeding p. 20



Capital Conference recap: “Ghostbusters” star and youth advocate Ernie Hudson speaks during the OSBA Capital Conference First General Session. — *photo by Gary Motz*

FEATURES

p. 40



General Session speakers spread hope and humor 24

Inspiring speakers encourage attendees to reach their fullest potential and help others along the way.

The pinnacle of dedication to public education 40

Five board members earn OSBA’s highest honor.

Student Achievement Fair overflows with talent 46

The event showcases outstanding student programs and performances.

NEWS

p. 32



Education policy group a valuable resource 18

Assembly OKs amendments, chooses 2017 president-elect 32

Challenging the status quo with ‘conscious leadership’ 34

Honoring years of dedicated school board service 44

Thanking those leading the way for public education 52

DEPARTMENTS

p. 3



Executive Outlook 3

According to Law 6

Management Insights 8

Boardmanship 10

Capital Insider 12

OSBA: Working for You 14

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JOURNAL STAFF

Gary Motz
Editor

Angela Penquite
*Managing Editor/
Layout and Graphics*

Scott Gerfen
Assistant Editor

Crystal Davis
Assistant Editor

Wanda Bloch
*Marketing and Trade Show
Manager/Advertising*

Jeff Chambers
*Director of Communication
Services*

Richard Lewis, CAE
Executive Director

Mission Statement

OSBA leads the way to educational excellence by serving Ohio's public school board members and the diverse districts they represent through superior service, unwavering advocacy and creative solutions.

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Ohio School Boards Association
8050 N. High St., Suite 100
Columbus, OH 43235-6481

(614) 540-4000
fax (614) 540-4100

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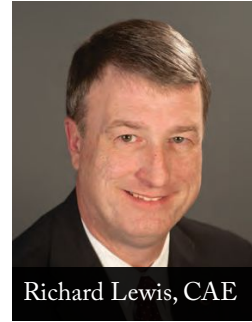
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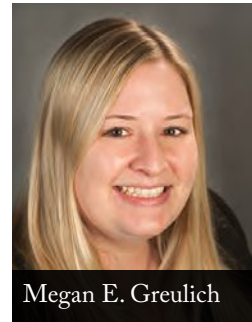
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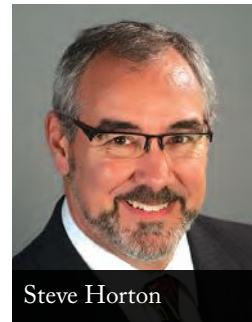
Richard Lewis, CAE



Megan E. Greulich



Kenna S. Haycox



Steve Horton



Damon Asbury



Strong connections

Meeting challenges with an enduring partnership

Richard Lewis, CAE, executive director

Ohio's public education leaders have always faced significant challenges. And the ever-changing landscape that constantly confronts school boards does not make the job any easier.

From the impact of poverty and shifting academic standards to the powerful push for privatization and intense competition of globalization, the threats to public education have never been higher. What's at stake is nothing less than the future of our children, communities and nation.

While new challenges constantly present themselves, some perennial ones remain. For example, Ohio's child-poverty rate rose to 23% last year — up from 18% in 2008. That's nearly 1 in 4 children living in households with incomes below the federal poverty level.

There is a strong negative correlation between academic performance and Ohio's poverty levels, a fact that we ignore at our peril. Districts that scored 70 or less on the report card performance index measure had an average of 82% of their students living in poverty. Districts scoring above 100 on the measure had only a 9.5% average poverty rate.

Even though all children can learn, the limited resources available in low-wealth districts creates an uphill climb for many. Add to that concerns about this school year being the third in a row with different tests and varying standards, and even the most casual observer can see the difficulties with our assessments and graduation requirements.

This is not meant to make excuses.

OSBA members will always strive to provide a world-class education to every student, and it remains OSBA's mission to lead the way through superior service and creative solutions. As education leaders, you focus on Ohio's children. Because of that, even amid entrepreneurial and politicized calls for school choice, Ohioans' choice is clearly public education.

With an eye on the future, OSBA wants to guarantee you have access to the services you need most.

OSBA is a very strong organization with a rich tradition of serving you. But to stay strong, we need your committed involvement. This association has never been — nor will it ever be — simply a staff in Columbus. OSBA represents the collaborative efforts of more than 700 school boards and nearly 3,500 board members. Its strength lies in remaining true to its roots as a member-driven organization.

OSBA's legislative platform comprises the collective insight of every board in the association. It is not propelled by any political party or agenda, nor driven by a personal vision. It was forged by the experience of your predecessors and preserved by the wisdom of your peers. The document guides your OSBA advocacy team throughout the year, a team that was a pivotal player in 2016.

The Federal Relations Network carried your concerns to Washington, D.C. OSBA's Board Member Cabinet conveyed the challenges facing school boards to many state agencies. Your legislative liaisons and lobbyists had a positive impact at the Statehouse. The influence of your legislative team, along with hundreds of engaged board members, was evident. You spoke up for public schools, and you were heard.

Throughout the year, OSBA was successful in defeating attempts by for-profit charter operators to weaken charter school accountability. The association stepped forward to put school board members' voices front and center while the state developed a new accountability plan under the Every Student Succeeds Act. We ensured policymakers knew your views on College Credit Plus and believe that will drive improvements to the program.

OSBA also took a leadership role in efforts to resolve issues surrounding the Ohio School Medicaid Program and continues to facilitate stakeholder meetings. We pressed for changes in House Bill (HB) 70 provisions related to **Youngstown City Schools** and academic district commissions.

Your lobbying team stressed the need for additional pupil transportation funding in the new budget; worked to secure passage of Senate Bill 208, providing some restoration of tangible personal property tax supplements cut in HB 64; and engaged with the Ohio Constitutional Modernization Commission to ensure it understood the importance of locally elected boards of

education and the need for an all-elected State Board of Education.



OSBA's customized services target school boards' specific needs.

OSBA's legal team also worked tirelessly throughout the year. Staff attorneys answered thousands of calls from members seeking legal information, saving districts tens of thousands of dollars in legal fees. The legal division developed a new web page providing background, guidance and links to documents that support diverse student learning. It issued electronic alerts on case rulings and hot topics.

The Legal Assistance Fund provided support in three cases of statewide significance on teacher evaluations, student searches and liability of school board members. That support is making a difference and contributing toward favorable judicial decisions that have a

very positive impact on you, your districts and your students.

To keep pace with an ever-changing world, your association staff constantly explores new services, internal programs and models of effectiveness and efficiency. These efforts go to the core of OSBA's unwavering commitment to be a sound steward of your district's dues and confidence.

OSBA continues providing valuable services like communications consulting, executive searches, policy development and labor relations assistance. In addition, over 3,000 individuals participated in OSBA board and professional development through the first 10 months of this year.

With an eye on the future, OSBA wants to guarantee you have access to the services you need most. We have expanded our expert assistance on transportation, school finance and strategic planning. Our partnership with Public Finance Resources Inc., a team of outstanding Ohio school treasurers and finance experts, has provided enormous assistance to school boards.

OSBA's strategic planning team has helped dozens of boards chart a course for the future. These boards are focused

on goals that demonstrate high levels of district governance, and they trust OSBA to help them define and plan for success.

OSBA is made even stronger by its collaboration with its longtime partners, the Buckeye Association of School Administrators (BASA) and the Ohio Association of School Business Officials (OASBO). Our partnership with these organizations is one of our most valuable assets.

To meet the demand for pooled purchasing, OSBA and OASBO partner with CompManagement to operate Ohio SchoolComp, the state's largest and most stable workers' compensation pool. This program has achieved savings of \$33.75 million in addition to \$11.7 million in premium refunds to Group Retrospective Rating participants.

OSBA, BASA and OASBO collaborate with the Ohio Schools Council to operate Power4Schools, an electricity purchasing program for schools that has saved members \$45 million. We are expanding that program into new markets across the state through an agreement with IGS Energy that complements the services we already offer in First Energy Corp. territories.

OSBA continues to expand outreach



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efforts to ensure collaboration with individuals and organizations shaping public education's future. Our relationships with groups sharing our goal of a strong education system are ever-increasing as we participate with scores of committees and task forces.

We continue to work closely with the Ohio Department of Education. Our outreach to higher education has included initiatives with the State University Education Deans and private teacher education colleges to improve teacher preparation.

When the National School Boards Association looks for leadership in education or association management, it looks to Ohio. OSBA staff members regularly present sessions at the NSBA Annual Conference and several more chair national committees. Ohio school board members serve on the NSBA Board of Directors, Legislative Action Center and Council of Urban Boards

of Education — a reflection of Ohio's commitment to public education at the federal level.

OSBA's officers — **Eric K. Germann, Lincolnview Local (Van Wert) and Vantage Career Center; Denise Baba, Streetsboro City; and Ed Penrod, Logan-Hocking Local (Hocking) and Tri-County Career Center** — have done an outstanding job leading OSBA and deserve a special salute. Your Board of Trustees and the association's many other committees also are very dedicated and committed. They continually evaluate themselves, seeking opportunities for improvement. They practice strong, ethical fiscal oversight to ensure compliance with the highest standards.

I also must acknowledge OSBA staff members — the finest association staff in the nation. They travel throughout Ohio, devoting evenings and weekends on behalf of you and your schools. They are talented and dedicated people

serving the association with passion and teamwork. They believe in you and your mission and are proud to serve you.



OSBA pooling programs and other cost-cutting services save members millions of dollars annually.

As we review the past year and look to the future, take pride in the collective accomplishments of school boards and OSBA. Your association is — and always will be — by your side as you strive to provide the best for your students and communities. Together, we are making a difference in millions of lives. ■

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Protecting students

Ohio's opioid epidemic and the schools

Megan E. Greulich, staff attorney

It should come as no surprise that Ohio is dealing with an opioid epidemic. Overdose reports seem constant.

In August, Cincinnati reported 174 overdoses in six days. In late September, Chillicothe first responders received 11 overdose calls in nine hours. A day later, Columbus reported 27 overdoses in 24 hours, and two individuals were transported to the hospital twice in the same day for heroin overdoses.

The opioid epidemic discussion goes beyond heroin use and includes fentanyl, a synthetic opioid, and improper opioid pain medication use. Unintentional fentanyl-related drug overdoses have increased exponentially over the past few years.

However, while overdoses are increasing, the percentage of prescription opioid-related deaths in Ohio is declining. Lawmakers have focused on changes that prevent opioid use and related deaths.

Opioid abuse prevention

The declining rate of prescription opioid-related deaths can, in part, be attributed to Ohio's efforts to reduce the availability of opiate prescriptions. The state has done this by working with law enforcement and medical professionals to establish prescriber guidelines and encourage use of the Ohio Automated Rx Reporting System (OARRS), which allows prescribers to determine a patient's medication history prior to prescribing an opiate. These efforts have reduced the amount of opioid prescriptions given to patients and subsequently available for abuse.

Formed in January 2011, the Governor's Cabinet Opiate Action Team (GCOAT) has been instrumental in creating opioid-prescribing and OARRS-use guidelines. In January 2014, Gov. **John R. Kasich** and first lady **Karen W. Kasich** also launched Start Talking! This statewide youth drug prevention initiative provides useful resources for parents, educators and students.

Many schools have wondered if it is wise to procure and administer naloxone for emergency situations.

Additionally, Ohio has invested millions of dollars to support court programs aimed at pushing opioid abusers into treatment rather than jail. Law enforcement often offers treatment in exchange for information about a drug's origin. Sending an overdosing drug user to treatment benefits the user and allows law enforcement to gather drug supplier information to prevent future sales, overdoses and subsequent deaths.

During a three-day summit in August, Ohio led the Regional Judicial Opioid Initiative, a group of nine states working together as a united force to attack the opioid epidemic. Officials from Ohio, West Virginia, Pennsylvania, Michigan, Illinois, Indiana, Kentucky, Virginia and Tennessee attended the summit, where Kasich and Ohio Supreme Court Chief Justice **Maureen O'Connor** spoke. The

group will work together to achieve eight agreed-upon goals and reconvene for a summit next year.

Another part of the conversation is the use of naloxone, the opioid antidote that reverses overdose effects. The Ohio Department of Health created Project DAWN (Deaths Avoided with Naloxone) to provide information and resources on naloxone's use and distribution. Find more information at <http://links.ohioschoolboards.org/23061>.

Legislation also has expanded naloxone's availability and use. Passed in 2014, House Bill (HB) 170 allows "family members, friends and other individuals" to obtain naloxone. HB 4 gave pharmacists the ability to furnish naloxone in 2015. This year, HB 170 provided civil liability to peace officers administering naloxone.

The most recently proposed legislative changes appear in Senate Bill (SB) 319, which, among other things, would expand liability-limiting language to include "service entities" such as schools. It also expands liability protections for procurement and use of naloxone by family members, friends and other individuals to include both criminal and civil liability. OSBA will provide more updates on SB 319 as it progresses through the legislative process.

Naloxone in schools

Many schools have been left wondering if it is wise to procure and administer naloxone for emergency situations in the current statutory landscape. Ohio Revised Code (RC) 2925.61 provides criminal prosecution protection for

“a family member, friend or other individual who is in a position to assist an individual who is apparently experiencing or at risk of experiencing an opioid-related overdose” when that individual, acting in good faith, procures and/or administers naloxone.

For criminal liability protection to apply, the family member, friend or other individual must do *all* of the following:

- obtain naloxone by prescription from a licensed health professional, an individual authorized by a physician to personally furnish naloxone or a pharmacist or pharmacy intern who’s authorized by a physician or the board of health to dispense naloxone without a prescription;
- administer naloxone to an individual who is apparently experiencing an opioid-related overdose;
- attempt to summon emergency services as soon as practicable, either before or after administering the naloxone.

RC 2925.61 is what most school districts are using when they choose to procure naloxone and have it on hand. Districts should keep in mind that while this provision allows them to procure naloxone and provides criminal liability protection, there is no civil liability protection under the current statute.

As a result, districts hoping to procure and administer naloxone in case of accidental overdose should work with board counsel to develop written procedures for handling, storing and administering it. Board counsel also can walk districts through other important considerations like insurance implications or the increased liability associated with any potential side effects of naloxone administration.

District officials should remember that under current statutes, first responders have greater liability protections than school districts relying on RC 2925.61. If a district is concerned about accidental opioid overdose and looking

for ideas that don’t involve procuring and administering naloxone, it is wise to meet with first responders to discuss recommendations, alternatives and emergency response times. Districts also may want to consider including procedures for dealing with accidental opioid overdoses in their school safety plans.

In the meantime, districts should remain

aware of the changing legal provisions and available resources created through Ohio’s efforts to address and conquer the opioid epidemic. ■

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For more information, contact **Cheryl W. Ryan** at (614) 540-4000 or (800) 589-OSBA.

The impact of Ohio's medical marijuana law

Kenna S. Haycox, policy consultant

House Bill (HB) 523, which went into effect Sept. 8, established Ohio's medical marijuana program. The new provisions allow a registered patient, on the recommendation of a physician, to use medical marijuana to treat a qualifying medical condition.

The bill outlines qualifying medical conditions and the process to petition the State of Ohio Board of Pharmacy to add conditions. The following forms of medical marijuana are permitted: oils, tinctures, plant material, edibles, patches and any other form approved by the pharmacy board.



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Contact **Van D. Keating**, director of management services, at (614) 540-4000 or (800) 589-OSBA for more information.

The bill prohibits any form or method considered attractive to children, as specified in rules adopted by the pharmacy board. Smoking or combustion of medical marijuana is specifically prohibited; however, vaporization is allowed. There also is a process to petition the pharmacy board to add other forms of consumption.

The bill requires the pharmacy board and Ohio Department of Commerce to adopt rules for the program's implementation no later than one year from the bill's effective date, and they must take all necessary actions to ensure the Medical Marijuana Control Program established in HB 523 is fully operational within two years of the bill's effective date. While we are waiting on the program implementation rules, there are steps you should consider taking now to address HB 523's impact on your district's operations.

Until the program is operational, patients cannot legally acquire medical marijuana in the state, and physicians here cannot recommend it. However, HB 523 established an affirmative defense to a criminal charge of knowingly obtaining, possessing or using marijuana and a criminal charge of knowingly using or possessing marijuana drug paraphernalia for patients or the parent or guardian of a patient who is a minor. The affirmative defense can be raised if the patient has received medical marijuana in accordance with HB 523's statutory provisions. Because of this language, individuals may already be using medical marijuana obtained outside Ohio.

Knowing this, it is even more important to be aware of your options for addressing medical marijuana in

your district. The bill provides several employer-friendly provisions impacting your district. Nothing in HB 523:

- requires an employer to permit or accommodate an employee's use, possession or distribution of medical marijuana;
- prohibits an employer from refusing to hire, discharging, disciplining or otherwise taking adverse employment action against a person with respect to hire, tenure, terms, conditions or privileges of employment because of that person's use, possession or distribution of medical marijuana;
- prohibits an employer from establishing and enforcing a drug-testing policy, drug-free workplace policy or zero-tolerance drug policy;
- interferes with any federal restrictions on employment, including U.S. Department of Transportation rules;
- permits a person to commence a cause of action against an employer for refusing to hire, discharging, disciplining, discriminating, retaliating or otherwise taking an adverse employment action against a person with respect to hire, tenure, terms, conditions or privileges of employment related to medical marijuana;
- affects the authority of the administrator of workers' compensation to grant rebates or discounts on premium rates to employers participating in a drug-free workplace program in accordance with rules adopted by the administrator.

In addition, medical marijuana is now included in the workers' compensation testing requirements.

While there are clear provisions for HB 523's impact on employment practices, the same is not true for school districts and student use of medical marijuana. Many considerations are tied to this, including requirements of the federal Drug-Free Campus and Schools Act, and that marijuana is an illegal substance under federal law. In addition, HB 523 requires anyone possessing medical marijuana or the paraphernalia or accessories specified in pharmacy board rules to be either a registered patient or registered caregiver.

So what does all this mean for you? First, understand the clear options for how to address this issue as it relates to personnel. Districts should consider extending drug-free workplace policies to include medical marijuana if they do not want to allow for its use, possession or distribution in the workplace.

When considering policy revisions, districts also should look at their

negotiated agreements to see how drug testing and use and possession are already addressed. Also, be aware of the new workers' compensation testing language and how it may impact your employees who test positive as part of a workers' compensation claim.

As you address medical marijuana use, remember that your decisions on policy revisions, as well as potential discipline for violation of updated policies, should be based on the employee's use of medical marijuana. These decisions should not be based on the underlying condition for which an employee seeks to possess and use medical marijuana. As for what to do to about student use, stay tuned.

Another important step you can take now is to become involved in the rule-making process. The first set of draft rules impacting cultivators has been released by the commerce department. HB 523 provides that cities and townships may

adopt regulations to prohibit or limit the number of retail dispensaries.

A cultivator, processor, retail dispensary or laboratory shall not be located or relocated within 500 feet of a school, church, public library, public playground or public park. The rules will specify if a license holder may remain in operation or must relocate or have his or her license revoked if one of these entities opens within 500 feet of his or her premises.

Because of the language tied to schools, districts are encouraged to review these rules and see how they may impact their community. Districts also should be prepared to review and comment on the additional rules proposed by the commerce department and pharmacy board.

Watch for more information from OSBA as it continues to monitor the rule-making process as well as any additional guidance. ■

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Improving interactions

Want to communicate better? Just listen

Steve Horton, school board services consultant

Why is communicating so difficult? We may think we are speaking the same language, but are we really?

I think of Irish playwright and commentator **George Bernard Shaw**, who said, “England and America are two countries divided by a common language.” Even though we speak the same language, our cultural differences are so significant we often do not understand each other.

Communicating begins with understanding, but there is so much to understand. So, it shouldn’t be any wonder that board work is challenging, exasperating, frustrating and, too often, downright infuriating. Each person brings to the table personal values, passions and, yes, agendas that define board members and often separate them.

All of us are complex. How many

moods do each of us have that shape the way we interact with each other and respond to any given situation? How much do we know about our fellow board members? Whether you are a veteran board member who is working with new people or joining a board for the first time, you likely aren’t entirely accurate if you are making assumptions about another’s motives or desires.

I recently recounted the number of times I made an assessment — either from a distance or an initial encounter — about someone. I eventually came to realize I was off base. This raises two conflicting emotions for me. One is the shame in how many times I was willing to pass judgment without knowing the other person. On the other hand, I have, in many situations, come to know a person who is far different from my first impression or what I may have heard from others.

I take joy in the positive changes I have experienced in working relationships when I take the time to get to know and appreciate others. It is a good feeling to go from a difficult working relationship to a pleasant one.

Perhaps the biggest communication challenge for any board is that it just doesn’t listen very well. Author **Stephen R. Covey** presents a very common scenario for all of us: “Most people do not listen with the intent to understand; they listen with the intent to reply.”

How true this is for me. Think about what Covey said when you are listening to someone. Make a mental check when you find yourself thinking about your response. You may be amazed at not only how often you are checking yourself but also how quickly you are mentally hitting the response button.

I read a true statement not long ago: If I am thinking about what I am going to say, I am not really listening to you. If I am not really listening to you, why should I expect you to listen to me?

According to author **Deepak Chopra**, “It takes a little bit of mindfulness and a little bit of attention to others to be a good listener, which helps cultivate emotional nurturing and engagement.”

The truth is, human beings are creatures of habit. For most of us, our interactions are driven by our needs, as much as anything, and engrained by years of practice. Just thinking about how well we understand each other and listen to each other is a big step toward better communication. ■



THINK BIG!

When you are ready to help your district move forward, OSBA School Board Services can help. Choose the planning option that meets your district’s specific needs:

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For more information about planning options offered by OSBA School Board Services, go to www.ohioschoolboard.org/school-board-services. To schedule a session, contact OSBA at (614) 540-4000 or (800) 589-OSBA.

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What will change in 2017?

Ohio legislature: A look ahead and a look back

Damon Asbury, director of legislative services

The 131st General Assembly has completed its two-year term of 2015 and 2016. We just finished a period sometimes referred to as the lame-duck session.

The session is often marked by feverish and hurried activity, as legislators in both chambers and from both sides of the aisle rush to complete work on as many bills as possible before reaching the “drop-dead” date of Dec. 31. This also is a time where compromise and political tradeoffs dominate — and a time when surprises often emerge.

Any bills that have been introduced since January 2015 but not yet passed by both chambers will die by that date. These bills do not carry over into the next General Assembly, which opens a new two-year term in January. As such, these bills will need to be reintroduced if they are to have life in the next legislative term.

On the November ballot, all 99 seats in the Ohio House and 16 of the 33 Ohio Senate seats were up for election or re-election. Republicans gained a seat in each chamber and now hold a 24-9 edge in the Senate and a 66-33 advantage in the House. So Republicans will continue to hold their supermajorities in the House and Senate.

Due to the way that legislative district maps have been drawn, not many of the General Assembly races were considered to be competitive contests. There are distinct differences among the legislative districts based on geographic, demographic and economic factors specific to the particular district and — more importantly — political factors.

Some district maps have been drawn to favor Democratic candidates, while others have been drawn to favor Republicans. Since the current districts were drawn by the Republican majority, those maps served to sustain the lopsided GOP majorities in both chambers in the recent elections. Despite calls from many quarters to change this situation, no action has yet been taken.

Many important issues will face the candidates fortunate enough to be elected to serve in the 132nd General Assembly.

Term limits also had an impact on who ran and who won. In the Ohio House, 25 of the seats were open due to term limits, with 10 of those seats served by Democrats and 15 by Republicans. In the Senate, seven of the 16 seats were similarly open. Five of the open seats were held by Republicans and two by Democrats.

Leadership roles will remain largely unchanged, with one exception — that of the Senate president, where the incumbent, Sen. **Keith Faber** (R-Celina), is term-limited. Republicans in that chamber selected Sen. **Larry Obhof** (R-Medina) as the new Senate president. Sen. **Joe Schiavoni** (D-Boardman) will continue to serve as senate minority leader.

In the House, Rep. **Cliff Rosenberger**

(R-Clarksville) will retain his role as speaker and Rep. **Fred Strahorn** (D-Dayton) will remain House minority leader. Rep. **Kirk Schuring** (R-Canton) will replace Speaker Pro Tempore **Ron Amstutz** (R-Wooster), who is term-limited.

On the education front, Sen. **Peggy Lehner** (R-Kettering) and Rep. **Andrew Brenner** (R-Powell) are likely to continue serving as education committee chairs in their respective chambers.

In other races, three of the 10 Senate seats were uncontested. Elected to those seats were Sen. **Troy Balderson** (R-Zanesville), Sen. **David Burke** (R-Marysville) and **Matt Huffman**, a former House member who ran as a Republican from Lima. In House races, nine Democrats and 13 Republicans ran unopposed.

It is not unusual to see term-limited members of the House seek a Senate seat, while the reverse operates for term-limited senators looking for a House seat. This year, four long-serving senators ran for House seats, and all were victorious. They are Faber, the current Senate president; Senate Financial Institutions Committee Chair Sen. **Jim Hughes** (R-Columbus); Senate Majority Whip Sen. **Tom Patton** (R-Strongsville); and Senate Public Utilities Committee Chair Sen. **Bill Seitz** (R-Cincinnati).

Current House members who won Senate seats were Rep. **Lou Terhar** (R-Cincinnati), Rep. **Stephanie Kunze** (R-Hilliard) and Rep. **Sean O'Brien** (D-Bazetta). Former Democratic House member **Vernon Sykes** of Akron won the Senate seat being vacated by term-

limited Sen. **Tom Sawyer** (D-Akron).

These individuals will assume junior roles in terms of seniority, but their former leadership positions will create an interesting power dynamic to watch in the upcoming session.

Several current and former school board members ran for General Assembly seats. It is encouraging to see board members seek to expand their support for public education by running for legislative offices.

South-Western City Board of Education President **Cathy Johnson** lost to Republican Rep. Kunze in the race to replace Sen. Hughes. Another South-Western City school board member, **Lee Schreiner**, lost his House bid to Republican **Laura Lanese**, a city council member in Grove City.

Former **Cincinnati City** Board of Education member **Catherine D. Ingram** defeated Cincinnati Republican **Matthew Wallert** for a House seat, while **Winton Woods City** Board of Education member **Jessica Miranda** lost her House race to incumbent **Jonathon Dever** (R-Cincinnati).

Five new members were elected to the State Board of Education in races that saw two incumbents retain their seats while one lost. Among the new State Board members is **Linda Haycock, Shawnee Local (Allen)** board president. Haycock has been very active with OSBA during her seven years on the Shawnee Local board, having served with the association's Federal Relations Network, Board Member Cabinet and Delegate Assembly.

The other new State Board members are: **Meryl Johnson**, District 11; **Antoinette Miranda**, District 6; **Nick Owens**, District 10; and **Lisa Woods**, District 5.

In another State Board development, District 3 member **A.J. Wagner** resigned his seat Nov. 18 because he is moving out of the state. Gov. **John R. Kasich** will appoint his replacement.

Many important issues will face the candidates fortunate enough to be elected to serve in the 132nd General Assembly. The first priority item will be the biennial budget bill. This will be the governor's final budget proposal and will serve in many ways as a legacy statement.

Ohio Office of Budget and Management Director **Timothy S. Keen** has already signaled this will be a tough budget, with the state facing the possibility of lowered revenues over the next two years. State officials have been directed to submit budgets at no more than 90% of their current levels. It is not clear at this point how this will affect school foundation funding, but it is reasonable to anticipate relatively flat funding for the biennium.

Other education topics likely to draw legislative attention in the coming year will be reporting and accounting for enrollment in online charters and monitoring charter school performance. OSBA will be actively involved in the budget process as well as striving to keep and strengthen the transparency and accountability for charters promised by House Bill (HB) 2.

What has been the significant legislation passed by the 131st General Assembly, and what implications does it have for public schools? It is only fair to consider the work of the current state legislature from the vantage point of the good, the bad and the ugly. In keeping with the current report card mentality, I offer the following grades and assessments of the most important education-related legislation.

School funding — B

There was overall improvement, including increased funding levels and some additional funds for low-wealth districts. There also was an effort to offset the fiscal impact of Kasich's veto of legislation that restored some tangible personal property tax funds. However, funding disparities remain a stumbling block for equity, and charter school and voucher deductions continue to reduce

funding to traditional schools.

Charter school accountability/transparency — B

A solid accountability plan was developed and improved transparency. But full implementation remains a question, because monitoring enrollment and academic performance for online schools must be improved.

Unfunded mandates — D

The addition of College Credit Plus, along with charters and vouchers, create significant deductions from state funding for traditional public schools.

Creation of the Joint Education Oversight Committee — A-

Establishing this committee is a step forward as it presents an excellent forum for a long-term strategy for public education.

Youngstown plan/academic distress commission — F

This is perhaps the worst example of complete disregard for the legislative process: no notice; no opportunity for opposing testimony; passage in one day; complete change of purpose of HB 70; and the elimination of authority of elected officials in school districts under academic distress.

Student health and safety directions — B+

These included initiatives to reduce student testing; funding to test for lead in water and make necessary repairs; addressing immunizations; enhancing access to EpiPens and inhalers; and supporting financial literacy and CPR training.

OSBA looks forward to working with the incoming 132nd General Assembly on the biennial budget and many other pieces of legislation that will be vital to the ongoing success of Ohio public education. OSBA also encourages its members to stay involved and let their legislators know what impact the decisions made at the Statehouse will have on their districts, schools and students. ■



What OSBA membership is doing for you

Scott Gerfen, assistant editor

For 61 years, OSBA has been dedicated to meeting the needs of school board members and the districts they serve. The benefits that come with your membership are intended to prepare you for successful boardmanship. However, your entire district's management team receives many services in return for your membership dues.

OSBA is *your* association, and it has a well-established reputation for service and advocacy on behalf of public education. Being a member continues to be a smart investment for your district.

Today the association membership includes more than 700 school boards and nearly 3,500 board members

representing Ohio's local, city, exempted village, career center and educational service center districts.

While OSBA has changed significantly over the years, it remains true to helping you, the local school board member, be successful.

Advocacy

Every day the association advocates for its membership and on behalf of public education. OSBA does this through Statehouse testimony, publications, webinars, workshops and more. The association keeps a high profile at the state and federal levels, where OSBA lobbyists meet with legislators and regularly inform them of association positions.

OSBA's Division of Legislative Services has helped shape the course of public education through its advocacy this year. Following are some of the most significant efforts:

- Protected the newly implemented charter school accountability provisions in House Bill (HB) 2. OSBA has been successful in defeating several attempts by for-profit charter operators and poorly performing charter school sponsors to weaken charter school accountability.
- Spearheaded local engagement and oversight during implementation of the Every Student Succeeds Act. The association has taken a front seat to help ensure local school board members' voices are heard as



Education leaders meet with state Rep. Gary Scherer (R-Circleville), second from left, at the March 16 OSBA State Legislative Conference in Columbus. Legislative advocacy is one of the many benefits of OSBA membership, and the association hosts many events like this throughout the year to connect members with their legislators.



Ohio develops a new accountability plan for local districts.

- Engaged in legislative debate on Ohio's College Credit Plus program. To provide a successful postsecondary education option for Ohio students, local districts need to be included in the conversation about students' college readiness and the additional costs associated with college textbooks.
- Continued to press for changes to the HB 70 provisions related to **Youngstown City's** academic distress commission requirements. These changes included organizing and participating in a community meeting in Youngstown and working with the OSBA Urban School District Advisory Network to draft and secure an OSBA Legislative Platform resolution addressing the issue.
- Engaged with the Ohio Constitutional Modernization Commission to ensure that it heard directly from school board members about the role and importance of locally elected boards of education and the need for an all-elected State Board of Education.

OSBA also promotes public education through the association's public awareness campaign, Stand up for Public Schools. The campaign showcases the value and successes of public schools.

Every year, Ohio public schools are among the best in the country, earning national recognition, winning prestigious awards and displaying models of efficiency and achievement. Too often, however, Ohio public schools receive attention for their challenges, not successes. While these challenges are real — including poverty, funding uncertainties and ever-changing mandates — it's clear public schools are thriving in Ohio and across the nation. To see more about the campaign, visit www.standupforpublicschools.org.

Legal support

The year-round support OSBA attorneys provide to members and their

districts helps them understand their responsibilities in a complicated legal environment. The legal team does this by answering thousands of calls from members seeking information about school law issues and new and emerging legal developments. This saves school districts tens of thousands of dollars in legal fees.

The association also instituted a legal hotline to better assist members. The hotline can be reached during business hours at (855) OSBA-LAW.

In addition to the hotline, the Division of Legal Services travels to districts; provides customized workshops; facilitates the Ohio Council of School Board Attorneys; and oversees OSBA's Legal Assistance Fund (LAF).

LAF has participated in significant statewide litigation involving member boards of education since 1977 by harnessing the collective power of small contributions. This year, LAF supported three new cases involving teacher evaluations, student searches and the liability of school board members. For more information about joining LAF, visit <http://links.ohioschoolboards.org/24927>.

Money-saving programs

OSBA remains dedicated to endorsing select cost-saving programs for its members. The association also seeks out programs that add value to your district. Here are just some of the annual savings provided by OSBA endorsed programs.

- By participating in the Ohio SchoolComp program, the largest workers' compensation pool in the state, member districts saved nearly \$33 million.
- The electricity purchasing program, Power4Schools, has saved members \$45 million.
- OSBA's property, fleet, liability and violence coverage and school safety and security programs help schools save money while keeping students safe.
- OSBA's partnership with BuyBoard, an online purchasing

cooperative program, saves time and money. It features a competitive bidding process that allows districts to get volume discounts via web-based shopping.

Professional development

Whether you're a new board member or a seasoned veteran, there are always new leadership skills to explore.

OSBA provides members with one of the nation's premier education conferences — the OSBA Capital Conference and Trade Show. More than 9,000 public education stakeholders attend this annual event in Columbus, where over 550 vendors take part in the



We can help you reach agreement

OSBA's bargaining consultation services offer your district comprehensive representation services during negotiations and/or traditional and alternative bargaining styles.

Bargaining consultation clients receive:

- low-cost service fees;
- flexible rates;
- experienced negotiators;
- statewide experience.

For more information on how bargaining consultation can work for your district, contact OSBA's management services division at (614) 540-4000 or (800) 589-OSBA.



OSBA Trade Show, the nation's largest education trade exhibition. This year more than 90% of Ohio public school districts attended the conference.

Along with the Capital Conference, the association provided nearly 75 workshops and webinars this year. These sessions were attended by almost 3,000 board members, administrators and other personnel. OSBA also offers customized workshops for specific district needs.

The training doesn't stop there. Every spring, OSBA's Board Leadership Institute offers a two-day training event designed *by* and *for* board members. The sessions always cover a diverse range of topics, including general boardmanship, governance, leadership, labor relations, policy and school law matters.

Get a head-start on your workshop and webinar planning for 2017 by visiting www.ohioschoolboards.org/workshops.

Technology

OSBA continues to provide forward-thinking solutions that revolutionize the way school boards do business.

The Capital Conference App was updated this year so users could sync personalized schedules and notes across multiple devices. Many of OSBA's endorsed programs feature updated technology, including paperless governance solutions, an online safety compliance program, online purchasing and online payment programs for school fees.

OSBA also has created the Electronic Search Online Application Process to modernize executive searches.

The Achiever tool, an internet-based assessment test, helps districts screen and select candidates. Beginning in January, the OSBA Division of School Board Services will offer a new avenue for team building through expanded use of the Achiever. In addition to

superintendent and treasurer searches, the tool can be used for board leadership development and staff recruitment and retention.

Online services, such as web conversion of policies and the Policy Development Quarterly e-newsletter, also ensure members are receiving the most up-to-date information.

New for members this year is OSBA's Virtual Transportation Supervisor program, which provides districts transportation guidance at an affordable cost. It also offers networking opportunities for school administrators responsible for student transportation.

Take advantage of *all* the resources OSBA has to offer. Visit www.ohioschoolboards.org to learn more. You might see a program, workshop or service you didn't realize was part of your membership. We stand ready to assist you and your district. ■

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Call the OSBA Division of School Board Services to begin energizing your board today.



Ohio School Boards Association
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www.ohioschoolboards.org



Education policy group a valuable resource

Jennifer Hogue, lobbyist

The Ohio Education Policy Institute (OEPI), formed in 1997, is a not-for-profit research arm of the education community. The institute serves as a resource for education stakeholders and helps address school district needs statewide.

OEPI's mission is to help school districts by providing research, analysis and expertise on school funding by sharing continuously updated information on education policy, tax policy and other issues affecting public education.

OEPI also is a valuable resource for Ohio public policy experts. The institute successfully provides credible and insightful information, helping policymakers and educators make important decisions.

The institute plays a critical role during the state budget process, serving as the “go-to” organization for policymakers. It was instrumental in analyzing the state budget for fiscal years 2015-16 and is poised to do the same for upcoming budget deliberations. The institute is committed to ensuring public schools are kept up-to-date on fast-paced legislative changes.

In addition to the ongoing work around local revenue sources, OEPI consultants continue to analyze Ohio's state school-funding formula for ways to address the needs of *all* districts. Consultants conduct research on various education challenges faced by districts that have a connection to the available resources or lack sufficient resources. OEPI addresses key education issues by:

- Examining how the state school-funding formula distributes funds adequately and equitably. Every new school-funding formula may affect districts differently.
- Analyzing achievement disparities among students who are economically disadvantaged and their wealthier counterparts that continue to plague districts around the state.
- Researching expenditure patterns across Ohio's school districts, including the expenditure-per-equivalent-

pupil measure computed by the Ohio Department of Education.

- Analyzing a local tax base's changing composition, including the shift over time from business to residential taxpayers and recent rapid increases in a tax base's agricultural component.
- Studying ongoing efforts to undermine school districts' local tax base such as the continued phase down of public utility and business tangible personal property tax replacement payments that create challenges for those districts most reliant on the lost tax base.

All of these issues and more create the need for ongoing research. OEPI can help.

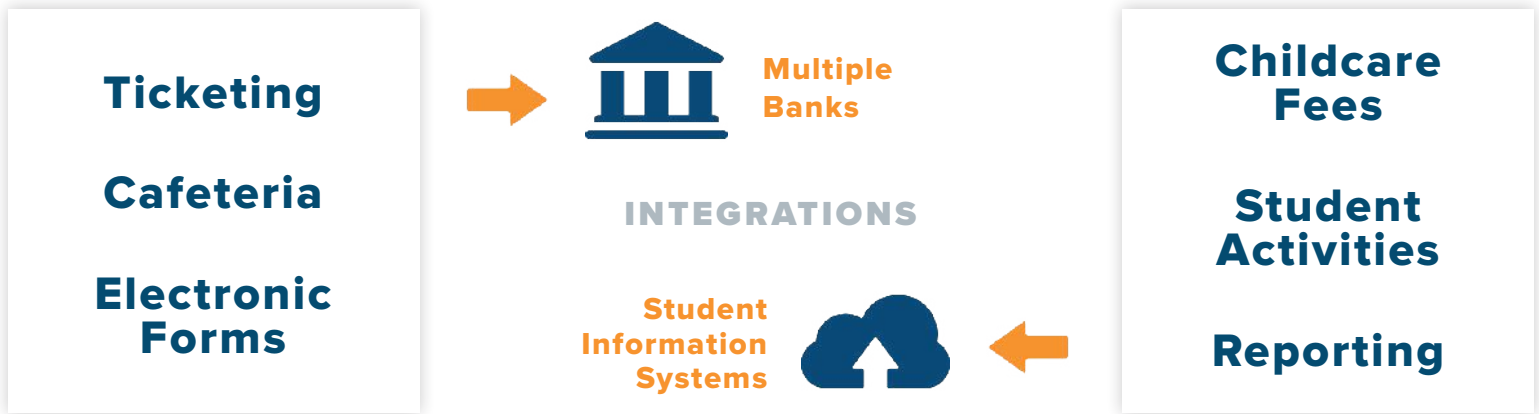
OEPI is funded by dues from members, ranging from school districts to statewide education organizations. These funds provide the resources necessary for OEPI experts and consultants to conduct research, analyze data and provide resources for solutions to state policy issues. Thanks to the expertise of the consulting firm Howard Fleeter & Associates, this nonprofit research group is known as the premier school-funding and educational public policy resource in Ohio.

OEPI benefits members by publishing relevant studies, articles and reports for use by school districts, the media and public. Another major benefit of the institute is its ability to respond quickly to legislative proposals and comprehensively evaluate the long-term effects of existing law.

OEPI membership is open to any school district or organization. Members are provided quarterly newsletters, briefings and special case studies on tax issues and school funding in Ohio.

For more information on OEPI and membership opportunities, visit www.oepiohio.org or contact OEPI President **Barbara Shaner** at (614) 325-9562 or barbara@oasbo-ohio.org. ■

Product Platforms



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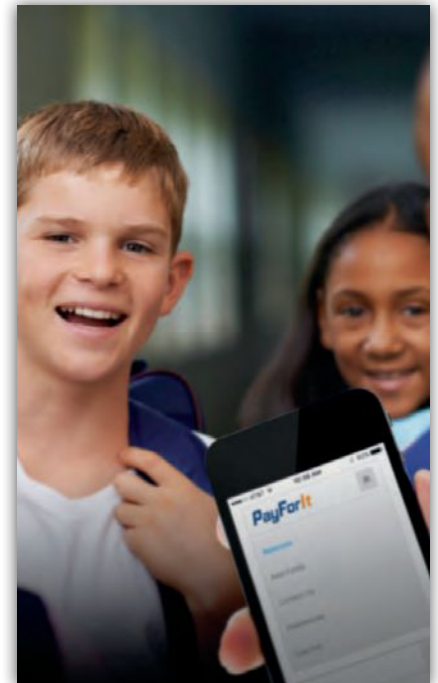
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More Information:



Learning, leading,



succeeding

*Gary Motz,
editor*

Another successful OSBA Capital Conference and Trade Show is in the books. The 61st annual event brought 9,214 public education leaders to the Greater Columbus Convention Center Nov. 13-16 for the nation's second-largest education convention.

Overall attendance wasn't the only impressive number. More than 90% of Ohio's 711 OSBA member school districts participated in the conference. The Trade Show kept its top spot among American education conventions with 554 exhibitor booths offering thousands of goods and services to help school districts succeed. Throngs of attendees filled the three General Sessions where they were treated to the insights and inspiration of renowned keynote speakers.

Special events also were well-attended. More than 200 took part in the Nov. 14 Collaboration Connection lunch-and-learn event, which provided a relaxing format in which to network and share challenges and solutions. More than 450 attended the Nov. 15 Conference Luncheon.

The Early Bird Workshop, which helped kick off the conference on Nov. 13, hosted more than 100 participants. The OSBA Black Caucus dinner, held later the same day, drew more than 150. The Student Achievement Fair, one of the conference's most popular events, featured nearly 100 booths displaying exemplary student programs, along with five talented student entertainment groups and an art show.

Guided by the principle Leadership for Learning, the Capital Conference offered more than 150 learning sessions, workshops, seminars, information meetings, luncheons, networking receptions and other events. The learning sessions were shortened to one hour this year, which enabled conference organizers to offer 21 additional workshops and cover more topics.

The conference curriculum was organized into 21 categories of learning sessions covering a comprehensive collection of topics. The categories ranged from administration, board development, communications and legal issues to ESCs, rural and urban schools, finance and facilities, and human resources. There also were categories focusing on new board members; student achievement and instruction; technology; leadership development; and community relations.

Five Spotlight Sessions offered in-depth looks at critical issues. Topics in these extended sessions included: running a successful school bus operation; state-mandated public records training; student, educator and community members' perspectives on supporting learning among diverse students; an OSBA legislative update; and strategies for maximizing resources with urban, suburban and rural school district consortiums.

The three General Sessions were headlined by outstanding keynote speakers who shared an inspiring blend of insights, perspectives and experiences. They were:

- Nov. 14, activist and veteran TV and film actor **Ernie Hudson**, best known for his roles in the 1980s "Ghostbusters" movies;
- Nov. 15, "Breaking Bad" actor, Albuquerque, N.M., school board member and youth advocate **Steven**



OSBA Northwest Regional Manager Dr. Judy Jackson May chats with an attendee at the OSBA Region Resource Center, where attendees could learn more about their region's activities.



The Distinguished Gentleman of the Spoken Word, featuring students from Cleveland Municipal and East Cleveland City, entertain guests at the OSBA Black Caucus dinner.

Michael Quezada;

- Nov. 16, Emmy award-winning journalist **Leeza Gibbons**, known for her work on “Entertainment Tonight,” “Leeza” and “America Now.”

Please see “General Session speakers spread hope and humor” on page 24 for details on their presentations.

The Early Bird Workshop helped open the conference on Nov. 13. **Northmont City** Schools graduate and leadership consultant **Jeff Nischwitz** led 118 participants through this three-hour session with his presentation “Unleashing Your Authentic Leader.” For full coverage of the workshop, see “Challenging the status quo with ‘conscious leadership’” on page 34.

The first day of the conference also featured the OSBA Black Caucus dinner. The keynote speaker, Miami University professor Dr. **Rodney D. Coates**, discussed ways education can empower African-American students. Coates, director of the university’s Black World Studies program, specializes in the study of race and ethnic relations, inequality, critical race theory and social justice.

The dinner’s 152 attendees also enjoyed performances by

East Cleveland City’s Shaw High School Progeny jazz band, directed by **Randy Woods**, and the Distinguished Gentleman of the Spoken Word, featuring students from **Cleveland Municipal** and East Cleveland City and directed by **Honey Bell Bey**.

The annual gathering benefits the Leo Lucas Scholarship, which supports ethnically and culturally diverse seniors with funds for college. The program is named for the late **Leo A. Lucas**, founder of the caucus and a longtime **Dayton City** board member and educator.

The Nov. 14 Conference Luncheon was a lunch-and-learn event, the Collaboration Connection, which 219 people attended. The format for this luncheon, in its second year, is designed to promote collaboration and discussions among board members and administrators on ways to become better leaders and improve their districts. See “Over 200 enjoy conference’s Collaboration Connection” on page 37 for more on the luncheon.

Ohio State University football legend **Archie Griffin** highlighted the Nov. 15 Conference Luncheon. Griffin, a three-time All-American and the only player to twice win college football’s Heisman Trophy, followed up his

college career by playing seven seasons in the NFL with the Cincinnati Bengals.

His presentation, “The Three Ds of Successes,” drew 453 attendees. See “Inspirers’ taught Griffin to always keep striving” on page 38 for details of his talk.

The Annual Business Meeting of the OSBA Delegate Assembly — held annually at the Capital Conference — was conducted Nov. 14. Delegates approved amendments to the OSBA Legislative Platform; elected **Randy Smith, Forest Hills Local (Hamilton)**, as OSBA’s 2017 president-elect; and heard Executive Director **Richard Lewis’** annual report on the state of the association. For more on the Delegate Assembly’s action, see “Assembly OKs amendments, chooses 2017 president-elect” on page 32.

Organizers already have started planning for the 2017 Capital Conference and Trade Show. It will offer Ohio’s public education leaders the most extensive, high-quality training available at a very affordable cost.

And, you can do more than learn at the conference, you also can lead. That’s why OSBA encourages districts to share their expertise and accomplishments by applying to present learning sessions. You also can show off your students by nominating



A Trade Show vendor meets with an attendee visiting her booth, one of more than 550 in this year’s show.

innovative programs and talented performing groups for the Student Achievement Fair.

Watch OSBA’s publications, eAlerts and website for further information on these opportunities to participate. ■

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General Session speakers spread hope and humor



First General Session speaker Ernie Hudson signs an attendee's note pad following his Capital Conference presentation. A star of the 1980s "Ghostbusters" films and scores of other movies and TV shows, Hudson had to overcome many obstacles on his way to Hollywood.

Scott Gerfen, assistant editor

The OSBA Capital Conference and Trade Show strives to deliver not only premier professional development but also messages of hope, perseverance and inspiration that traditionally accompany the trio of General Session speakers.

Attendees this year heard about the accomplishments of three individuals who were driven by passions to reach their fullest potential and help others along the way.

Ernie Hudson, considered to be one of Hollywood's iconic working actors, shared his personal journey from the housing projects of Benton Harbor, Mich., where he was raised by his grandmother following his mother's death, to the big screen

as one of the Ghostbusters in the 1980s hit movies. Along the way, he had to reconcile the loss of his mother, the absence of a father and raising his sons as a single dad.

Steven Michael Quezada won a Screen Actors Guild Award for his role as Drug Enforcement Administration (DEA) agent Steve Gomez on the popular TV show "Breaking Bad." But the lifelong New Mexico resident also is well-known as an education advocate and elected member of the Albuquerque Public Schools Board of Education. His message focused on building confidence among young people. He has raised money for nonprofits dedicated to children and created a gang intervention theater program.

Award-winning TV journalist **Leeza Gibbons** has hosted numerous entertainment news and talk shows, from “Entertainment Tonight” to her award-winning daytime talk show, “Leeza.” She also has been a leading voice for the caregivers of those struggling with Alzheimer’s disease. Both her mother and grandmother died from the disease. Attendees heard about her mission to help caregivers through her nonprofit, Leeza’s Care Connection.

The speakers also shared their time after the General Sessions to meet with attendees, sign books and pose for pictures.

‘Source’ has the answer

Ernie Hudson landed on the Hollywood scene wearing a jumpsuit and backpack, armed to battle the supernatural in the 1984 hit comedy “Ghostbusters.” He reprised that role in 1989’s “Ghostbusters II.”

Today, Hudson has more than 200 film and TV credits on his résumé, including roles in “Oz,” “Law & Order” and “Desperate Housewives.” He is a recurring cast member on ABC’s “Modern Family,” plays **Lily Tomlin**’s boyfriend in the Netflix series “Grace and Frankie” and will appear in Showtime’s revival of “Twin Peaks.” He’s also part of the Epix network original series “Graves,” a political satire starring **Nick Nolte** as a disgraced former president trying to right his administration’s wrongs.

But the 71-year-old actor has fought his share of fears and hardships along the route to fame that put him on the big screen alongside his “Ghostbusters” co-stars, **Bill Murray**, **Dan Aykroyd** and **Harold Ramis**. During that journey, something he called “source” has provided the answers, Hudson told the audience at the First General Session.

“The universe works in amazing ways if we trust it, and we know we don’t have the answers,” he said. “There are things going on that we don’t understand. A lot of change is happening. But there is a greater power that pulls us all together and unites us. It’s there for all of us.”

Hudson’s struggles began the moment he was born to a mother living alone in the impoverished housing projects of Benton Harbor, Mich. Three months later, she died in a tuberculosis sanatorium. He never knew his father.

The mother Hudson grew to love was his maternal grandmother, **Arrana Donald**, who raised him, assured him of his importance in the world and told him it wouldn’t be the same without him.

He had a difficult time accepting life without a father, but his grandmother was there for him. Her insightful words soothed the boy and helped him move forward.

“I remember her sitting me down,” he said. “I was just a little

kid, and she said, ‘Baby, God is your father. We may never know who your earthly father is. We may never know that, but it’s not important. What’s most important is that God is your father.’”

You have to know who you are and who you belong to, she explained. She assured him he was unique.

Hudson took hold of that reassurance and became the first in his family to graduate from high school. From there, he joined the U.S. Marine Corps, but was dismissed three months later due to asthma. After moving to Detroit, he got married and soon realized that he, too, would be a father. He was working as a janitor and “out of ideas,” he said.

That’s when “source” returned. Early one morning, he heard a clear voice. “And that voice said, ‘Go downstairs and take the tube out of the back of the TV.’”

He did exactly that.

“A strange thing happened,” he said. “(My wife and I) actually started talking to each other. I realized this person I had married was really kind of smart. She read books. We started talking about what if and what if we did that and, all of a sudden, we started having these plans.”

Those plans included enrolling at Wayne State University where he took an acting class and first walked onto a stage at the Hilberly Theatre.

“Source” was, again, providing an answer.

“If I do my work, if I focus, if I don’t get so caught up in trying to figure it out, if I just let the universe take care of the rest, I will be fine,” Hudson said.

Attendees share conference experiences on Twitter

Using the hashtag #OSBACC, those who attended the 2016 OSBA Capital Conference and Trade Show used Twitter to share their experiences and connect with others at the event.

School board members, administrators and educators tweeted about what they were learning at the conference, and students and teachers highlighted their Student Achievement Fair projects. Trade Show participants used social media to attract attendees.

During the four-day event, OSBA’s conference tweets were viewed more than 53,000 times, retweeted more than 130 times and liked over 235 times. The hashtag #OSBACC was used more than 1,000 times in November.

From that time on, Hudson made most of his living as an actor. However, he didn't put his education aside. After establishing an actors ensemble at Wayne State to support black playwrights and performers, he earned a full scholarship to Yale University's master of fine arts program.

Hudson's big break into film didn't come until after he and his wife divorced. He was a single father raising his sons, and the acting jobs weren't paying the bills.

He decided it was time to move to Hollywood, where he moved in with his brother. After first being shunned by an agent, a chance meeting with a woman at a party turned out to be the break he was looking for. That woman's father was the first African-American to direct a major Hollywood movie — **Gordon Parks** — whose "Shaft" was one of the biggest box office hits of 1971.

Before leaving the party, Hudson left his photo on a piano at Parks' home. The director spotted it and thought Hudson would be perfect for a role in his new film, "Leadbelly."

"Source" had provided the answer yet again.

A kid with confidence can do anything

In grade school, Steven Michael Quezada admits he never felt

like he related to his teachers. Reading was a challenge and, most often, he just wanted to go outside and play.

By his junior year in high school, the actor who played DEA agent Steven Gomez on the critically acclaimed TV series "Breaking Bad," said he was "barely surviving" and teachers were passing him just to "get him through."

That all changed when he walked into a drama class and met his teacher, Quezada told the audience at the Second General Session

"The first day she passed out a script and gave everybody a part," he said. "Now, we were all involved and working together. It wasn't here's a book, read a chapter, take a test. It was, 'Hey, we're all going to do something together and be successful at it.'"

The class built sets and balanced budgets for performances. All of a sudden, math had a purpose.

"My life was changing," said Quezada, who went on to study theater arts at Eastern New Mexico University. "I was connecting to education in a way I had never connected before."

That moment has stuck with Quezada, who didn't want the

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same journey for the children in the neighborhood where he grew up. Alongside his acting career, he has made it a life mission to improve the lives of children and become actively involved in his community.

In February 2013, Quezada was elected to the Albuquerque Public Schools Board of Education, which oversees a \$1.3 billion annual budget. More recently, he endured a harsh campaign to earn a seat on the Bernalillo County Board of Commissioners. His school board term expires next year.

What he experienced in his drama class inspired him to reach out to some of the most troubled youth in his community — gang members. In the 1980s, he began going into the roughest neighborhoods in New Mexico. His goal was to create a gang intervention theater program that encouraged at-risk students to learn all aspects of theater arts and succeed academically.

“I would go to their house and knock on the door, and the mom would answer the door smoking a crack pipe,” Quezada said. “The dad was passed out from drinking all day on the couch. And I’m thinking, ‘How am I going to save this kid?’”

Partnering with the nonprofit Youth Development Inc. (YDI), whose mission is “to help children, youth and families achieve their full potential,” Quezada wanted to get educators to look at alternative teaching methods. His motives have never been about teaching but building confidence in a child who has absolutely no confidence at all.

He didn’t stop there. Through his late-night talk show, “The After After Party with Steven Michael Quezada,” he also has provided on-the-job training for future filmmakers, including students from the Digital Arts & Technology Academy in Albuquerque.

In advocating for alternative teaching methods, Quezada remains a supporter of school choice; however, he believes charter schools should be *public* schools of choice. His experience with school choice includes leading his district’s Public Academy for Performing Arts governing council.

“Leadership was so tremendously important for the success of the school ... and I brought in members who turned that performing arts school that was a D school into what was a year later an A school,” he said. “But I didn’t do it alone.”

Quezada also stressed the desperate need for mental health services in the nation’s schools. Budgets often leave no room for counseling or programs.

“We are not providing the wraparound services for them to even have a chance,” he said. “And when I talk about behavioral health, I’m talking about drug abuse, too. It’s not just happening in poor neighborhoods ... it’s happening in everyone’s neighborhood.”



Steven Michael Quezada, of the critically acclaimed “Breaking Bad” TV series, speaks at the Second General Session. Quezada also is a school board member in Albuquerque, N.M.

While Quezada is determined to help the most vulnerable children living in grim environments, he maintains a sense of humor. In fact, he started out in the entertainment business as a stand-up comic. The five-time recipient of the New Mexico Hispanic Entertainers Association Comedian of the Year Award has been performing stand-up since the late 1980s.

He demonstrated his comedic talent by sharing some humorous parenting moments with his four children. As punishment, he confiscated one of his daughter’s cell phones. When he went to return it a few weeks later, she was texting on another phone.

“I go, ‘What’s that?’ She goes, ‘My phone.’ I go, ‘What’s this?’” Quezada said, holding up the phone he took from his daughter.

“She goes, ‘That’s my *old* phone ... you weren’t specific.’

“If you want to ground kids, you don’t take away the phone, you take away the charger. That way, they can watch their life — percentage by percentage — leave them.”

Quezada, who grew up poor with four siblings, has been able to give his family a better life. In his new role as a county commissioner, he’s ready for the next step. He wants to revitalize neighborhoods, expand infrastructure and get more people working.

However, his motivation isn’t changing.

“If we can give kids confidence, if we can give kids choices, we can start changing things.”

Who do you think you are?

Like many young girls, Leeza Gibbons was fond of her collection of Barbie dolls. And like many young girls, she named them and sent them out into an imaginary world.

“My Barbies were reporters, and they were in charge of everything. They ruled the world,” the Emmy Award-winning journalist told the Third General Session audience. “I was very serious about this. When my Barbies were on assignment, they covered breaking news and world events. They had separate businesses that they ran and ran charities on the side.”

Her Barbies were named after the most pioneering news women of the time: **Barbara Walters** and **Nancy Dickerson**.

“When I was a freshman in 1976, Barbara Walters was making headlines for being the first female network anchor

of the nightly news,” Gibbons said. “It was a very big deal because she was making more money than the men.”

Gibbons went back to her journalism class in the suburbs of Columbia, S.C., and told her classmates she was going to do the same thing. Her classmates weren’t impressed. Some said, “Who do you think you are?” Others told her she’d likely never leave town, much less make millions of dollars like Walters.

When Gibbons returned home that day, her mother, **Jean**, offered encouragement while the two baked a cake, a family tradition that helped lift her spirits. Her mother always taught her to have a vision.

Her father, **Carlos**, taught her to stand up for what she believes in. He started out as a teacher and coach, then went on to become a school principal, district superintendent and South Carolina’s state superintendent of education. He also was vice president of the South Carolina Urban League.

It was a turbulent time growing up in the 1960s, as Gibbons heard her father talk about his support for school desegregation and the Voting Rights Act of 1965.

“That’s where I learned the strength that it takes to make unpopular decisions against popular people,” Gibbons said. “He inspired me to find my voice and hold people accountable for what they do.”

Gibbons took these lessons with her to her first job in Spartanburg, S.C., at CBS affiliate WSPA-TV. She took herself very seriously, interviewing the likes of the late U.S. Sen. **Strom Thurmond**, who served for 48 years. From there, her career took her to the Dallas/Forth Worth area and New



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Third General Session speaker Leeza Gibbons, left, meets with an attendee following her Capital Conference presentation.

York City's WCBS-TV.

"I learned what we all learn: that success leaves clues," Gibbons said. "I learned to follow other people who knew better than I knew. ... A teacher along my way told me if I could visualize my success and put it in front of me, that I was more likely to get it."

That success blossomed in 1984, when she joined "Entertainment Tonight" as a reporter and weekend anchor. She also hosted her own NBC syndicated talk show "Leeza," which ran from 1993 to 2000, and was the host and managing editor of "Extra" from 2001 to 2003.

She currently hosts the syndicated TV news magazine show "America Now" and the weekly TV news show "My Generation," for which she won a Daytime Emmy Award. In 2015, she won the NBC reality game show "Celebrity Apprentice," becoming the show's second female winner behind the late **Joan Rivers**.

"I always knew I was going to make it because I was hard-wired from a long line of positive thinkers," Gibbons said.

She would need those positive thoughts when her mother

was diagnosed with Alzheimer's disease and died in 2008. Gibbons' experiences led her to become a leading voice for issues facing caregivers. Her nonprofit, the Leeza Gibbons Memory Foundation, is aimed at those who care for loved ones with memory disorders.

With the more than \$700,000 she won on "Celebrity Apprentice," Gibbons opened Leeza's Care Connection in her hometown of Irmo, S.C. Creating the organization, which offers free services to help families facing Alzheimer's, was the fulfillment of a promise she made to her mother before her death.

"Life does have a way of putting us exactly where we need to be," Gibbons said. "And the question for all of us is, do we have what it takes to face our fear, to step forward and to move forward in our own best interests?" ■

Editor's note: The General Session sponsors were: Ernie Hudson — Ennis Britton Co. LPA; Pepple & Waggoner Ltd.; Ross, Sinclair & Associates LLC; and Walter Haverfield LLP. Steven Michael Quezada — Boenning and Scattergood Inc.; CompManagement Health Systems Inc.; Scott Scriven LLP; and Squire Patton Boggs (US) LLP. Leeza Gibbons — CompManagement.

Capital Conference highlights

► OSBA President Eric K. Germann, Lincolnview Local (Van Wert) and Vantage Career Center, and OSBA President-elect Denise Baba, Streetsboro City, lead the business meeting of the OSBA Delegate Assembly.

▼ Attendees and presenters collaborate between learning sessions.



▲ National School Boards Association President Miranda A. Beard, a board member at Laurel School District in Laurel, Miss., greets attendees during the First General Session.

► Workshop participants discuss programs that are increasing student achievement in their districts during a session led by Ohio Superintendent of Public Instruction Paolo DeMaria.





◀ OSBA Director of School Board Services Cheryl W. Ryan leads a learning session on successfully managing change.

◀◀ Attendees meet with vendors exhibiting in the Trade Show.

▼ Akron City board members Lisa Mansfield and Bruce Alexander cheer for the district's Miller South Rising Stars vocal group during the Student Achievement Fair.



▲ Kijuanna Russ, left, and Su Myat Aye share a laugh during a Spotlight Session. They presented at the "Supporting diverse student learning — student perspective" session.

◀ 2016 President's Award winner state Sen. Peggy Lehner (R-Kettering) addresses the First General Session.



Assembly OKs amendments, chooses 2017 president-elect

Scott Gerfen, assistant editor

More than 300 delegates gathered for the OSBA Delegate Assembly meeting at the 61st annual OSBA Capital Conference and Trade Show to select the next president-elect, adopt amendments and add a plank to the association's 2017 Legislative Platform.

Made up of representatives from Ohio public school boards, the Delegate Assembly establishes association policies and approves the OSBA Legislative Platform, among other responsibilities. The platform informs legislators, policymakers, the public and the media where OSBA stands on issues impacting public education.

Each OSBA member district is entitled to appoint one delegate to the assembly. The delegates met Nov. 14 at the

Annual Business Meeting of the OSBA Delegate Assembly in Columbus.

OSBA President **Eric K. Germann, Lincolnview Local (Van Wert)** and **Vantage Career Center**, presided over the session that recognized a number of OSBA past presidents and reviewed reports from the Credentials, Rules, Nominating and Legislative Platform committees.

The assembly elected **Randy Smith, Forest Hills Local (Hamilton)**, as the association's 2017 president-elect. His duties include serving on OSBA's Board of Trustees and Executive Committee and chairing the Legislative Platform Committee and Federal Relations Network.

Smith has been a member of the Forest Hills Local Board of Education for 12 years. He has served on OSBA's Southwest Region Executive Committee for nine years and was region president in 2012. He earned the OSBA Master Board Member award in 2007, a lifetime distinction, and has received multiple OSBA Awards of Achievement.

Smith currently serves on the OSBA Legislative Platform Committee and Federal Relations Network and previously was a member of the Board of Trustees and Executive Committee. He will become OSBA president in 2018, following his term as president-elect. Current President-elect **Denise Baba, Streetsboro City**, will become president Jan. 1.

"I look forward to learning from and supporting President Baba and President Germann," Smith told delegates. "The following year I look forward to doing my part to maintain the excellence and, hopefully, contribute positive leadership for the organization, the nearly 3,500 board of education members in Ohio and 1.8 million students in public schools we represent."

Delegates added a new plank to the school governance section of the platform that addresses shortcomings in the operation of academic distress commissions. The new plank



Ohio Superintendent of Public Instruction Paolo DeMaria addresses the OSBA Delegate Assembly at the Capital Conference.

supports legislation that:

- fully includes locally elected boards of education and district administration in the decision-making process;
- calls for the composition of the commission and review team to reflect the demographics (geographic, economic and social) of the school district;
- provides transparency in the way district commissions are formed and chaired;
- provides a transparent understanding of the goals and purpose for the work of the district commissions;
- provides clear accountability measures for the commissions, districts and CEOs appointed to the district in collaboration with the locally elected board of education;
- places a focus on student achievement;
- provides supplemental or additional funding for implementation of commission work;
- places an emphasis on identifying and seeking the input of community services agencies.

The new academic distress commission plank *opposes* legislation that allows for the exclusion of the locally elected board members from the discussion and work of the commission.

In other business, delegates approved amendments *supporting* legislation that:

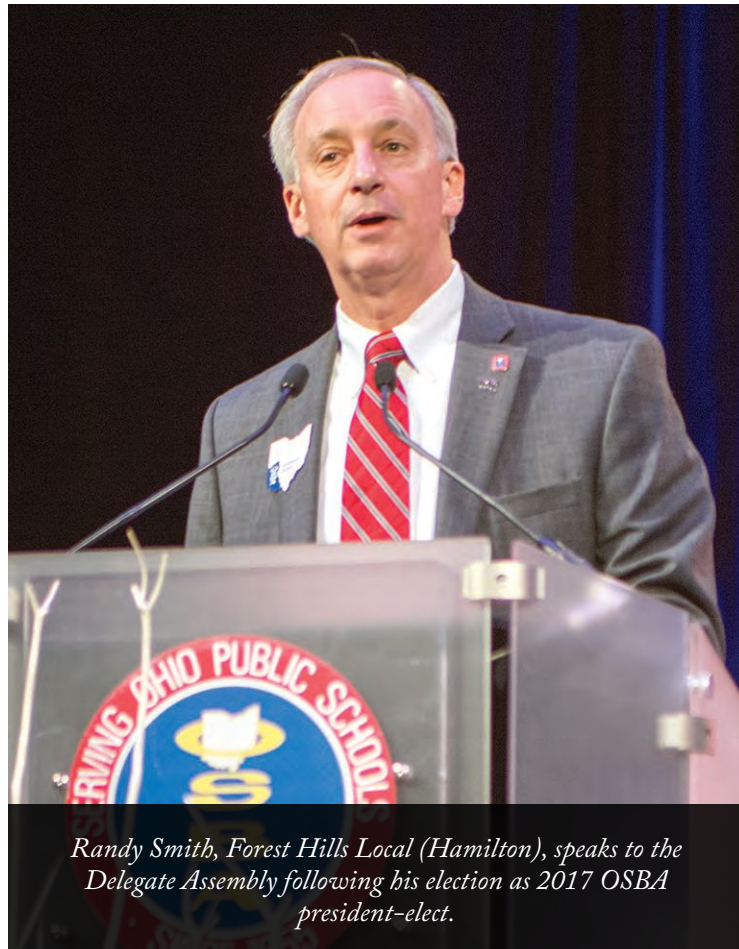
- repeals state law, Ohio Revised Code 3313.534, so that the discipline of students can be dealt with individually in a way that is appropriate to their age, gender, mental health condition, emotional development and special educational needs while appropriately protecting the school's educational environment;
- provides for no appointed board members to the State Board of Education;
- directs any and all funds returned to the state by charter schools to traditional public schools of residence.

Delegates approved amendments *opposing* legislation that:

- prevents the advancement of a student to the next grade level and graduation based solely on state assessment results;
- would adopt the similar student measure;
- does not include all students in the baseline beginning in kindergarten and continuing through grade three.

In his report to delegates, OSBA Executive Director **Richard Lewis** talked about the challenges facing Ohio public schools, including the achievement gap between rich and poor districts and the varying testing standards and graduation requirements.

He also pointed to OSBA successes in beating back efforts to weaken charter school accountability and engaging with



Randy Smith, Forest Hills Local (Hamilton), speaks to the Delegate Assembly following his election as 2017 OSBA president-elect.

the Ohio Constitution Modernization Commission about the importance of having locally elected boards of education and the need for an all-elected State Board of Education.

“As one of the countless waves that make up the sea of public education, OSBA will be with you every step of the way,” Lewis said. “Your association will join you facing the future head-on and blaze a new trail, so that at the end of our time together we will look back on our work and know that we were all part of something much, much greater.”

Delegates also heard from Ohio Superintendent of Public Instruction **Paolo DeMaria**, who expressed his appreciation for the work and dedication of public school board members.

“There is no greater calling, no greater public duty than that which you perform each and every day,” he said.

The 2017 Legislative Platform will be distributed to all OSBA member districts in January. It also will be available on the OSBA website at www.ohioschoolboards.org/legislative-platform. For more information on the platform and this year's amendments and the new plank, contact the OSBA legislative services division. ■



Challenging the status quo with ‘conscious leadership’

Early Bird Workshop speaker stresses authenticity

Margo Bartlett, freelance correspondent

During the Nov. 13 Early Bird Workshop, “conscious leadership” proponent **Jeff Nischwitz** challenged his audience of about 120 school district leaders to own their decisions, their choices and even their choices’ unintended results. No excuses — and no reasons, either. The difference between an excuse and a reason, Nischwitz said, is “a reason sounds better.”

An audience member raised her hand. What if you promise someone a spreadsheet and the computer crashes? she asked. Isn’t that a valid explanation for not delivering on time?

Nischwitz didn’t hesitate. I’d ask, “Did you leave it to the

last minute?” In which case it’s not the computer, it’s that you left it to the last minute, he told her. Clearly, Nischwitz doesn’t buy any “the dog ate my homework” stories.

“I think we live in a world that is woefully lacking in commitment. ... I believe in the power of that word, ‘commit,’” Nischwitz said.

Nischwitz, a graduate of **Northmont City’s** Northmont High School, opened his presentation, “Unleashing your authentic leader,” with a short list of what leadership is not: It’s not managing, operating or running a business. It’s not a plan, a strategy, a vision or instructions. It’s not a title,



Nearly 120 public education leaders participated in the Early Bird Workshop on the first day of the Capital Conference.



Leadership consultant Jeff Nischwitz speaks at the Nov. 13 Early Bird Workshop. Nischwitz, a graduate of Ohio's Northmont City Schools, focused on what he calls conscious leadership in his three-hour session.

and it's not other people.

"We think that leadership is organizational, when in fact it's a way of life," he said.

Leadership happens in the moment, Nischwitz told his listeners, and the moments are rarely huge and significant. They tend to appear unexpectedly: an incident in the grocery store, an encounter on the street. Leaders choose to act regardless of their job description.

"Stop looking at what the world tells you to do or not do. Ask why? Why not? What if?" Nischwitz said. "Do you care enough, are you clear enough, are you committed enough to step into the fire?"

True leaders think for themselves, he said. He described visiting the ranch made famous in the television show "Dallas" and deciding to enter rooms whose doorways were blocked by velvet ropes.

"I think most rules and regulations are just suggestions," he said.

Challenging the status quo requires courage and the commitment to follow through, Nischwitz said. To be willing to be different, think differently and lead differently means leaving your comfort zone. Outside the comfort

zone is "where the magic happens," he said.

He added a warning: Comfort zones eventually become comfortable, meaning it's time to move beyond them and tackle other challenges.

"We think that leadership is organizational, when in fact it's a way of life."

— Jeff Nischwitz

Nischwitz followed this advice himself. He left a corporate law firm to establish his own successful company, then left it to start the speaking, consulting and coaching firm Think Again!, which evolved into The Nischwitz Group. By all accounts, Nischwitz meets his own expectations: that leaders walk the talk, do what they say they'll do, make clear commitments and honor them.

His insistence that promises be kept includes the socially radical idea that the words "I'm sorry" are overused. Tossing off an "I'm sorry" is too easy, Nischwitz said. Instead of apologizing, explain how you're going to change or do something differently going forward, so that the need to apologize doesn't occur.



The presentation included several word smashups that Nischwitz believes should be part of the lexicon.

“I hate the English language because it has way too many words and not enough words,” he said jokingly. One of his coinages is “livingship,” meaning 24/7 leadership, as opposed to any other kind.

Another such word is “changeitude,” the belief that since change is inevitable, one should choose to create it purposefully rather than be a victim of it. Nischwitz quoted Dr. **Tebelelo Seretse**, Botswana’s ambassador to the U.S.: “If you don’t change the world, the world will change you.”

Addie Olander, a first-year **Rocky River City** board member, said she was pleased she signed up for the Early Bird Workshop.

“I love that he’s making a distinction between managing and leading,” Olander said. “He’s talking about things I’ve struggled with.”

She added that she was glad to hear Nischwitz encourage nascent leaders to ask questions and encourage feedback from associates or, in this case, school district community members.

“I really love that he talks about asking questions,” Olander said. She said she welcomes questions from her district residents such as “Why is the district going for a levy in this amount and not another? Why is preschool offered?”

Allowing oneself to be vulnerable is a key part of leadership, Nischwitz stressed. Also key is a willingness to tell yourself the truth. Admitting you screwed up, admitting you don’t know, admitting you don’t have it and asking for help all are part of true leadership.

“Own your choices,” he said, even when they turn out to be the wrong ones.

Nischwitz finished his presentation at high speed, reminiscent of a teacher squeezing in a few more points after the bell rings. Most of his programs are six or seven hours long, he said; here, he had to compress his message to fit a three-hour window.

“My hope is when you leave today each one of you says, ‘I’m going to walk a little differently,’” he concluded. “Leadership is the answer to every problem we are facing.” ■

The Early Bird Workshop was sponsored by Ennis Britton Co. LPA.



Jeff Nischwitz makes a point during his Capital Conference presentation. Leaving your comfort zone, challenging the status quo, allowing oneself to be vulnerable and making clear commitments are all keys to successful leadership, Nischwitz told his audience.

Over 200 enjoy conference's Collaboration Connection

Gary Motz, managing editor

The second annual Collaboration Connection luncheon drew 219 attendees on Nov. 14 at the OSBA Capital Conference and Trade Show. The event offered attendees the opportunity to collaborate with colleagues from around the state, OSBA staff and other professionals while enjoying a leisurely meal.

The lunch-and-learn venue is designed to promote discussion among school management team members on any issues they choose. Topics ranged from school safety and security, school board governance and technology to charter schools, school transportation and state report cards.

The luncheon enabled attendees to learn from others who have tackled tough issues and share some of their challenges and solutions. By hearing a variety of

perspectives on different issues, attendees came away with a better understanding of those issues and different ways to approach them.

“I saw a great deal of interaction and collaboration at the luncheon,” said OSBA Deputy Executive Director **Rob Delane**, one of the Capital Conference coordinators. “I think there’s something about gathering over a nice meal and having no specific agenda that spurs deeper discussions and freer give and take. I’m certain many attendees came up with at least several — if not more — worthwhile ideas to boost student achievement and improve operations in their districts.”

CompManagement and GradyBenefits sponsored the Collaboration Connection. ■



Three attendees pose for a photo at the Collaboration Connection luncheon Nov. 14 at the Capital Conference. The lunch-and-learn event encourages school leaders to discuss challenges, explore solutions and share lessons learned.

'Inspirers' taught Griffin to always keep striving



Ohio State University football legend Archie Griffin speaks at the Nov. 15 Conference Luncheon. In his presentation — “The Three Ds of Success” — Griffin talked about those who inspired him to excel in whatever endeavor he pursued.

Luncheon speaker shares insights on success

Margo Bartlett, freelance correspondent

Archie Griffin, the Nov. 15 Conference Luncheon keynote speaker, is as comfortable behind a microphone as he once was on a football field.

Griffin, an Ohio State University (OSU) running back who is the only college football player to win the Heisman Trophy twice and a three-time All-American who played seven years for the Cincinnati Bengals, now is a senior adviser in OSU's Office of Advancement. Before that, he served as an associate director of athletics and was the president and CEO of the OSU Alumni Association.

During his talk, “The Three Ds of Success,” Griffin described growing up in a family of eight children. Seven of those children were boys, each of whom played college football. Three went on to play in the NFL.

His parents encouraged participation in sports, Griffin said. Athletics were part of his parents' three-pronged belief system: trust in God, faith in education, including college, “something they didn't get,” Griffin said, and sports, especially football.

Griffin, who ran track and wrestled in addition to playing

high school football, said his parents believed football taught invaluable life lessons.

“You learn the real value of how to get up once you get knocked down,” Griffin said. He recalled playing several losing seasons with the Bengals. Newspapers excoriated the team; sports radio commentators railed about how bad they were; people on the street offered their opinions. Someone suggested they should be renamed the Possums, “because we always got killed on the road,” Griffin said.

“The real challenge is to always get back up and continue to strive.”

— Archie Griffin

But the 1980-81 season was a different story: the Bengals went all the way to the Super Bowl.

“We turned that thing around. We got up after being knocked down,” Griffin said.

He amused his audience with a story about trying to run the same play twice during the playoff game but then turned serious.

“The point I’m trying to make is this: The real challenge is to always get back up and continue to strive,” he said. “You learn these things being involved in athletics. Priorities are important.”

Griffin said his junior high school guidance counselor talked to him and his classmates about the three Ds: Desire to do good, Dedication to achieve goals and Determination to overcome obstacles. The counselor, Griffin said, advised them to “apply those three Ds to everything they wanted to do.”

Dr. **Martin Luther King Jr.** had a similar message, Griffin reminded his audience. He referred to the speech in which King said, “If a man is called to be a street sweeper ... he should sweep streets so well that all the hosts of heaven and earth should pause to say, ‘Here lived a great street sweeper who did his job well.’”

“That man knew what the three Ds were all about,” Griffin said of King. He added that his junior high counselor “was a big inspirer in my life.”

Other inspirers, Griffin said, include his coach at Columbus’ Eastmoor Academy, a man “whose best asset was his ability to motivate players,” and OSU coach **Woody Hayes**.

One of his Eastmoor coach’s favorite phrases was: “It’s not the

size of the dog in the fight, it’s the size of the fight in the dog.”

“We didn’t have the biggest team in the city league, but we had the biggest heart,” Griffin said. “Ability is one thing, but the ability to work is what really, really counts.”

He said his first conversation with Hayes, over dinner, was a disappointment. All they talked about was education and how important it was, he told his parents when he returned home.

But Hayes was determined that his players get their education. Some 70,000 students play college football each year, he told his team. Of those, only 224 are drafted by the NFL.

“Coach Hayes’ point was you have to have something to fall back on,” Griffin said.

Griffin took that advice. After winning his first Heisman trophy, he could have gone straight to the NFL. Instead, he returned to school, finished his degree in industrial relations and only then became a professional player.

“Woody Hayes was a big, big inspirer in my life,” Griffin said. He added that those three Ds are still very important today.

“You too are an inspirer to someone,” he told his audience. ■

The Tuesday Conference Luncheon was sponsored by CompManagement Health Systems Inc.; GradyBenefits; NaviGate Prepared; and Ulmer & Berne LLP.



An attendee takes a selfie with Archie Griffin following his presentation at the Capital Conference.

The pinnacle of dedication to public education



2016 All-Ohio School Board members recognized during the Capital Conference are, from left, Edward Bosse Jr., Kathy Krumlauf, W. Shawna Gibbs, Jaimie L. Beamer and Thomas F. Brophhey.

Five board members receive OSBA's top honor

Crystal Davis, assistant editor

Years of hard work and dedication to their schools, communities and OSBA have earned five Ohioans the association's most prestigious honor: being named to the All-Ohio School Board.

Founded in 1971, the All-Ohio School Board program recognizes meritorious boardmanship and service to public education. The award is highly valued because only five people — representing the best of the best among Ohio's nearly 3,500 school board members — are selected for the honor each year.

OSBA Executive Director **Richard Lewis** announced the winners during the Third General Session on the final day of the 61st annual OSBA Capital Conference and Trade Show in Columbus. Members of the 2016 All-Ohio School Board are:

- **W. Shawna Gibbs, Columbus City;**
- **Thomas F. Brophhey, Wellsville Local (Columbiana);**
- **Jaimie L. Beamer, Seneca East Local (Seneca) and Vanguard-Sentinel Career and Technology Centers;**
- **Kathy Krumlauf, Tri-County Career Center;**

• **Edward Bosse Jr., Ross Local (Butler).**

Each year, OSBA names one board of education member from each of its five regions — Central, Northeast, Northwest, Southeast and Southwest — to the All-Ohio School Board. Their respective school boards nominate All-Ohio School Board candidates, and OSBA regional committees select the five winners.

“The qualifications are considerable and competition is always heavy for this prestigious award,” Lewis said when introducing the winners. “Earning the award is not an easy feat as it is considered by many to be the pinnacle of boardmanship in Ohio.”

W. Shawna Gibbs
Central Region

Twice elected, W. Shawna Gibbs has served on the Columbus City Board of Education for nine years. The communications consultant who represents OSBA’s Central Region is known as a steadfast advocate for families and the community as well as an avid supporter of I Know I Can Columbus, a nonprofit organization that helps Columbus City Schools’ graduates pursue a college education.

Other organizations and causes dear to her heart are the

King Arts Complex; Shirley Chisholm Conference for Girls in Government; Dr. Alexa Canady Conference for Future Doctors, Dentists and Nurses; and Morning of H.O.P.E. for Teen Suicide Prevention.

In nominating her for the award, her colleagues wrote: “W. Shawna Gibbs is a true public education advocate who has used her nine years on the Columbus City school board to ensure that all children have a voice in their destiny.”

Gibbs currently serves on OSBA’s Board of Trustees, Central Region Executive Committee, Black Caucus and Urban School District Advisory Network. A past president of the Central Region, she previously represented her district in the OSBA Delegate Assembly.

Thomas F. Brophy
Northeast Region

Being elected to his local school board six times is no small accomplishment. Now Thomas F. Brophy, OSBA’s Northeast Region representative, can add All-Ohio School Board honors to his long list of impressive achievements.

Brophy, who has served 23 years as a Wellsville Local board member, is the board’s vice president. His peers describe him as a leader dedicated to seeing that students are given the very

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“No board member could begin to devote as much time and energy toward improving the educational processes of our children than what Tom has given, which is why he deserves to be extended this honor,” his colleagues wrote in nominating Brophrey for the award.

Brophrey also is active in his community as a member of the Wellsville Area Chamber of Commerce, Veterans of Foreign Wars (social member), Friends of the Wellsville Carnegie Public Library, Knights of Columbus and Hammond Park Commission.

Brophrey has been actively involved with OSBA throughout his career. The Northeast Region president also serves on OSBA’s Board of Trustees and Executive Committee and currently represents his district as a legislative liaison to OSBA. His numerous OSBA awards include recognition as a Master Board Member, a lifetime distinction.

**Jaimie L. Beamer
Northwest Region**

Representing OSBA’s Northwest Region, Jaimie L. Beamer has served six years on the Seneca East Local and Vanguard-Sentinel boards.

In nominating Beamer for the award, her colleagues wrote that she “is a dedicated leader who exemplifies the mission of OSBA” and a “respected voice for public education who gives of her time to be actively engaged.”

Twice elected, Beamer is active in her district’s PTO and booster club and works with several other community organizations, including the March of Dimes; Box of Balloons; SAFE Homes for Families; Hope Mentor program; and Girl Scouts.

The Seneca East Local board president also is OSBA’s Northwest Region president. The OSBA Board of Trustees member represents her district in the OSBA Delegate Assembly and serves as a legislative and student achievement liaison to the association.

Conference workshop materials posted online

Handouts from most of the learning sessions at the 2016 OSBA Capital Conference and Trade Show are available online. The materials are an excellent resource for conference attendees to take home lessons from presentations they heard and learn about sessions they were unable to attend.

To download handouts, visit <http://conference.ohioschoolboards.org/handouts>.

**Kathy Krumlauf
Southeast Region**

Kathy Krumlauf, a Tri-County Career Center board member for 18 years, represents OSBA’s Southeast Region. Her board service also includes 17 years on the **Logan-Hocking Local (Hocking)** Board of Education. When she’s not working on board business, she serves as the director of community relations for Hocking Valley Community Hospital and executive director of the Hocking Valley Community Hospital Foundation.

During her years of board service, Krumlauf has been board president and vice president. The Tri-County Career Center board supports educational opportunities for eight local school districts and a full-service adult career center.

In nominating Krumlauf, her colleagues wrote that she is “a tireless worker most concerned for the education of all students in the two districts that she has served” and “keenly aware of the need for board members to understand their role and that of teachers, classified staff and administrators.”

Krumlauf is actively involved with the Logan Rotary Club; Logan-Hocking Chamber of Commerce; American Red Cross, Ohio Hospital Association; and First Presbyterian Church of Logan. She has worked closely with OSBA throughout her career as her district’s student achievement liaison and representative in the OSBA Delegate Assembly. Her numerous OSBA recognitions include Master Board Member.

**Edward Bosse Jr.
Southwest Region**

Edward Bosse Jr. is the longest-serving board member in the 2016 class of All-Ohio School Board honorees. Elected eight times, he has been a Ross Local board member 35 years.

Bosse, who represents OSBA’s Southwest Region, is a retired sales manager. His nominators wrote that Bosse is “everything a district would want and expect from a board member. He stays informed of issues, contacts state-level politicians and follows board policy in his decision making.”

Along with serving as his board’s vice president, Bosse stays engaged with his district by attending many school events, including robotics competitions, musical performances and athletics. In the community, he devotes time to Cincinnati Food Pantries and chairs the First United Church of Christ Endowment Committee, among other organizations.

Bosse is a member of OSBA’s Southwest Region Executive Committee and represents his district as an association legislative liaison. He also has represented his district in the OSBA Delegate Assembly. ■



Mark your calendar



2017 Board Leadership Institute

April 21-22, 2017 • Hilton Columbus/Polaris

Organizational leadership for tomorrow's schools

Learn what it takes to be an effective school board member during the 2017 Board Leadership Institute. This two-day workshop, April 21–22, is designed specifically for board members and will focus on numerous topics. The institute features an opening general session, multiple breakout sessions and a closing luncheon.

The cost to attend is \$255. Register online at www.ohioschoolboards.org or contact **Laurie Miller**, senior events manager, at (614) 540-4000 or Lmiller@ohioschoolboards.org

Stay at the Hilton Columbus/Polaris for \$131 per night if booked by March 31. Call (614) 885-1600 and mention OSBA to reserve a room. Visit <http://links.ohioschoolboards.org/33166> for registration information.



Honoring years of dedicated school board service

Angela Penquite, managing editor

Being a school board member is not an easy feat. In their first year, board members may encounter levy issues, negotiations and changes in administration while learning the difference between board and district policies, how the Sunshine Law affects meetings and the lingo used by the education community.

After more than five decades of service, it's likely **Lexington Local (Richland)** Board President **Robert Whitney** has seen it all.

OSBA President **Eric K. Germann**, **Lincolnview Local (Van Wert)** and **Vantage Career Center**, and association Executive Director **Richard Lewis** honored Whitney's service to his district and community during the OSBA

Capital Conference and Trade Show's Third General Session on Nov. 16.

"It's a pleasure to introduce Ohio's longest-serving school board member," Lewis said. "Appointed to Richland County's Lexington Local Board of Education in April 1964, Mr. Whitney has served on the board for 52 consecutive years. Please join me in congratulating Robert Whitney on his more than five decades of dedication to Lexington Local Schools and the generations of children the district has served."

Whitney joined the stage with other veteran Ohio school board members, 31 of whom were recognized for 25 years of service.



OSBA President Eric K. Germann, Lincolnview Local (Van Wert) and Vantage Career Center, right, congratulates Robert Whitney on more than 50 years of service on the Lexington Local (Richland) Board of Education.



More than 30 veteran board members were recognized for 25 years of service during the OSBA Capital Conference.

The dedication shown by these board members is highlighted by the fact that:

- 19% of Ohio board members are in their first year of service;
- 46% are serving their first term;
- only 16.4% have more than 12 years of service.

“There are nearly 3,500 school board members in the state of Ohio,” Lewis said. “Each of these men and women has dedicated a significant portion of their life to the improvement of public education and the betterment of their community. Today, it is appropriate that we pause to say thank you to a very special group of these members.”

Those recognized for 25 years of service were:

- **Carolyn E. Addair, Danville Local (Knox);**
- **Denny Evans, Southern Local (Meigs);**
- **Michael Fador, St. Clairsville-Richland City and Belmont-Harrison Career Center;**
- **Dr. Robert Haas, River Valley Local (Marion) and Tri-Rivers Career Center;**
- **Daniel L. Hothem, River View Local (Coshocton) and Coshocton County Career Center;**
- **Neil H. Huck, Washington County Career Center;**
- **Kevin A. Johnston, Preble County ESC;**
- **Bill Lollini, Jefferson County ESC and Jefferson County JVSD;**
- **Larry Mouser, Midwest Regional ESC and Ohio Hi-Point Career Center;**
- **Gail Requardt, East Muskingum Local (Muskingum) and Mid-East Career and Technology Centers;**

- **Roger L. Samuelson, Champion Local (Trumbull) and Trumbull Career & Technical Center;**
- **Jack Sickafoose, Stark County ESC;**
- **James B. Swingle, Franklin Local (Muskingum);**
- **Jeffrey A. Thacker, Vinton County Local (Vinton) and Buckeye Hills Career Center;**
- **Kevin Weaver, Crooksville EV and Mid-East Career and Technology Centers;**
- **Winston L. Wyckoff III, Norwayne Local (Wayne).**

Veteran board members unable to attend were:

- **Roger Abbott, Meigs Local (Meigs);**
- **Tim Booher, Darke County ESC;**
- **Jim Clinger, Tri-Rivers Career Center;**
- **Kathleen Johnson, Bristol Local (Trumbull);**
- **Dr. Timothy Kyger, Gallipolis City and Buckeye Hills Career Center;**
- **Byron Lloyd, Ross-Pike ESC and Pickaway-Ross Career & Technology Center;**
- **Dr. Kathryn M. Lorenz, Loveland City and Great Oaks Career Campuses;**
- **Michael S. McDonough, College Corner Local (Preble);**
- **Jerry E. Moore, Bridgeport EV;**
- **Stanley E. Pennock, Minerva Local (Stark);**
- **Linda Radtke, St. Bernard-Elmwood Place City;**
- **Gary Roser, Anthony Wayne Local (Lucas);**
- **Bill Warnock, Clay Local (Scioto);**
- **Elinor S. Zedaker, Poland Local (Mahoning);**
- **Joseph Zelek, Buckeye Local (Jefferson). ■**

Student Achievement Fair overflows with talent



Akron City's Miller South Rising Stars vocal group performs for attendees at the Student Achievement Fair. The group was one of five talented student entertainment groups performing at the fair.

Shelby Gambill, student correspondent

The goal of those who dedicate their lives to education is to provide students with the skills to succeed in their careers and throughout their lives.

This year's Student Achievement Fair at the annual OSBA Capital Conference and Trade Show highlighted these skills, including critical thinking, creativity and a focus on community.

The Nov. 15 fair, held in the Greater Columbus Convention Center, featured nearly 100 booths displaying learning communities dedicated to not only engaging students but also preparing them for the future.

Career Gears, a **Graham Local (Champaign)** Graham High School booth, featured a coffee shop completely run by students. Graham Local senior **Mark Ward** said that working in the school's coffee shop has given him a better outlook on the responsibilities his career might require.

"Working at the coffee shop has taught me a great deal about how running a business works," Ward said. "I want to start my own business when I get older, so this experience is definitely helping me."

Other displays included: a massive mural of the Cleveland Cavaliers, humanoid robotics, community gardening, pottery,

aquaponics, automobile engineering, career exploration, culinary operations, coding, landmark preservation, literacy-based mentoring, paper roller coasters and an interactive historical wax museum.

OSBA Senior Communication Design Manager **Angela Penquite** views the Student Achievement Fair not only as a means for students to display their academic successes but also as an opportunity for educators to find new methods of learning to implement in their classrooms.

“Educators and students benefit so much from this event, and so many new learning tools are shared and exchanged,” Penquite said. “The positive impact of the event on students is remarkable.”

Many of the booths, including one featuring **Union Local’s (Belmont)** art department, were dedicated to service projects to benefit their communities. In one project, students design adult coloring books, with sales proceeds going to local nursing homes and homeless shelters.

Along with the exemplary programs, the 18th annual Student Achievement Fair featured a student art show displaying some of the highly creative artistic work coming out of Ohio public schools. Pepple & Waggoner Ltd. sponsored the art show.

In addition, talented student entertainment groups from each of OSBA’s five regions performed at the rear of the exhibition hall. This year’s groups were:

- **Spencerville Local (Allen)** — Spencerville High School Jazz Band, directed by **Josh Van Gorder**;



Graham Local (Champaign) senior Mark Ward explains how the district’s Career Gears program has provided experience in running a business. (photo credit: Samantha Wood)

- **Shelby City** — Shelby High School Dixie Dames, female barbershop vocal quartet, directed by **Brian Nabors**;

Sharing their talents and successes

Gary Motz, editor

In addition to the school programs that participated in the Student Achievement Fair, several career centers and school districts offered their services to make the 2016 Capital Conference a special event.

The mission of a career center is to prepare students to contribute, advance and succeed in the 21st century workforce and embrace learning as a lifelong process. Students and staff of five career-tech programs demonstrated their talents in the Trade Show. They were:

- **Coshocton County Career Center** – cosmetology services;
- **Delaware Area Career Center** – blood pressure screening and wellness information;
- **Mahoning County Career and Technical Center** – blood pressure screening and wellness information;
- **South-Western City Career Academy** – cosmetology services;
- **Trumbull Career & Technical Center** – hand and arm massages and manicures.

Also contributing were **North Canton City** and **Plain Local (Stark)**. Students from these districts served as the Capital Conference student video documentary team. For more on their project, see “Documentary team rolls in with new broadcast bus, set” on page 49.

Not only were student performing groups a part of the Student Achievement Fair, but they also had major roles at each General Session and the OSBA Black Caucus dinner. They were:

- First General Session – Lincolnview High School Concert Choir and Band, **Lincolnview Local (Van Wert)**;
- Second General Session – Talawanda Middle School and High School choirs, **Talawanda City**;
- Third General Session – Pickerington North High School Symphonic Band, **Pickerington Local (Fairfield)**;
- OSBA Black Caucus dinner – Shaw High School Progeny jazz band, **East Cleveland City**, and the Distinguished Gentleman of the Spoken Word, **Cleveland Municipal** and **East Cleveland City**.



Union Local (Belmont) art students create adult coloring books to raise funds for nursing homes and homeless shelters. (photo credit: Samantha Wood)

- **Trotwood-Madison City** — Trotwood-Madison Middle School Choir, directed by **Herbert Jackson**;
- **Noble Local (Noble)** — Shenandoah High School Guitar Ensemble, directed by **William Gorrell**;
- **Akron City** — Miller South Rising Stars vocal group, directed by **Paul Stewart**.

The Student Achievement Fair, created in 1999 by school board members, OSBA staff and other educators, is designed to showcase student accomplishments and OSBA's commitment to student success, both in school and their future education and careers.

The vastly diverse learning communities on display emphasized how varying learning methods can create the same results in students: creativity, motivation and the willingness to serve the community.

OSBA already has begun preparing for the 2017 Student Achievement Fair, set for Nov. 14. More information and nomination forms are available at <http://links.ohioschoolboards.org/52500>. A link to a list of districts that participated in the 2016 Student Achievement Fair also is posted on that page.

For questions about nominating a student performing group or district program, contact **Gwen Samet** (gsamet@ohioschoolboards.org) or **Teri Morgan** (tmorgan@ohioschoolboards.org) at (614) 540-4000 or (800) 589-OSBA. ■

Editor's note: This year, the Journal recruited two student journalists to provide coverage of the Student Achievement Fair. **Shelby Gambill** wrote this article and **Samantha Wood** took photos for the Journal and OSBA's Flickr page. Both seniors attend **Westerville City's** Westerville North High School and are staff members of the school's newspaper, The Odyssey.



Students in Mentor EV's Interactive Historical Wax Museum pose as their historical figures. Students in the program compose a speech about a famous person's childhood, obstacles and contributions to the world. (photo credit: Samantha Wood)

Documentary team rolls in with new broadcast bus, set

Crystal Davis, assistant editor

“You can’t get field experience this early in your career at this level,” **North Canton City Hoover High School senior Jacob Draa** said about working on the student video production team documenting the 2016 Capital Conference and Trade Show. “In college, we’re not going to have nearly this nice of equipment.”

In fact, many professional journalists don’t have equipment as nice as the district’s. Thanks to donations from supporting foundations, the district launched the \$285,000 Mobile Storyteller in August. The motor coach is filled with donated state-of-the-art video production equipment.

“This is the second time (we have) been the OSBA (conference documentary) team,” said **Tom Wilson**, Hoover High School’s video journalism instructor. Wilson also leads the district’s award-winning educational student-run TV station, NCCS TV-11.

“What was great about this year was that we got to experience it with **Joshua Branch** and the students from **Plain Local’s (Stark) GlenOak High School**,” Wilson said. “Josh was actually a student of mine who graduated in 2003 ... now a teacher, he has done amazing things with the program at GlenOak.”

Students on the GlenOak documentary team are in the Video Productions II Career-Technical Program taught by Branch. They worked with Hoover students to film different events during the conference and conducted interviews with attendees, General Session and workshop speakers, OSBA leaders and others.

GlenOak team members are: **Nathaniel Barr, Bailey Board, Maria Breckenridge, Scott Eberling and Jamila Freeman**. Hoover members are **Arthur Bodenschatz, Draa, Hayley Fatzinger, Hayden Kearns and Carly Sabella**. **Nathan Kelley** attends **Lake Local’s (Stark) Lake High School** but takes the video class at Hoover.

“It has really transformed my view of doing an interview,”

said Bodenschatz. “It’s not asking the questions, it’s about listening, about having a genuine conversation that you can tell their story with.”

Students edited footage on-site and conducted interviews on a broadcast set in the the Trade Show. Their final product will be a 10-minute video, which will be streamed on the OSBA website, shared with other state school boards associations and used to promote the conference.

“Here you can get an experience of being in the business and working with others and just being very hands-on with what you’re doing,” Freeman said. “It’s an amazing experience that you can’t get anywhere else other than here.”

“This is the second-biggest educational conference in the country, and there are representatives from across the state that have a true desire to improve education,” Bodenschatz said. “You learn so much about education, and coming as a student journalist, it’s an opportunity to be in a professional environment where people are going to look at you and treat you like professionals.” ■



The OSBA student video documentary team interviews Capital Conference General Session speaker Ernie Hudson at its on-site set in the Trade Show.

Students display their talents at the conference

► *A Spencerville Local (Allen) guitarist accents the Spencerville High School Jazz Band's performance during the Student Achievement Fair.*

▼ *East Cleveland City students describe how they participate in a mock congressional hearing at John Carroll University through the district's We The People program.*



▲ *Delaware Area Career Center students practice taking blood pressure readings at their booth in the Trade Show.*

► *Attendees test a student-designed leaf blower hovercraft created as part of Dublin City's Creating a Culture of Enrichment program. (photo credit: Samantha Wood)*





◀ Students in Waynesfield-Goshen Local's (Auglaize) Fifth-Grade Guided Reading Castle Diorama program explain how they made the diorama after reading the book, "A Castle in the Attic." (photo credit: Samantha Wood)

◀▼ A soloist in Trotwood-Madison City's Trotwood-Madison Middle School Choir entertains attendees.

▼ East Muskingum Local (Muskingum) and Mid-East Career and Technology Centers board member Gail Requardt watches as Ben Stamm, her grandson, displays IT skills learned as part of East Muskingum Local's Technology Program at Larry Miller Intermediate School.



▲ Members of the Lincolnview Local (Van Wert) Lincolnview High School Concert Choir add their voices to the ensemble.

◀ Mid-East Career and Technology Centers student Deandre Mayle demonstrates skills learned in the Auto Technology program. (photo credit: Samantha Wood)



Thanking those leading the way for public education

Crystal Davis, assistant editor

From creating videos to handmade appreciation cards and gifts, students and staff in Ohio school districts find imaginative and heartfelt ways to say “thanks” to their board members every January during School Board Recognition Month.

Lancaster City gave its board members the royal treatment this year with a video; articles published in local newspapers, on Facebook and the district’s website; and local radio announcements. Lancaster Mayor **Brian S. Kuhn** stopped by to publicly thank board members as Superintendent **Steve Wigton** handed out certificates of appreciation.

Every year, school districts honor their board members in memorable ways, typically during a January board meeting. The National School Boards Association started School Board Recognition Month in 1995, and Ohio’s annual

celebration coincides with the national campaign.

Across the state, recognition month activities range from very simple to large-scale events. Chambers of commerce and other organizations often pass resolutions honoring school boards, and many newspapers run editorials praising these dedicated community servants.

School districts that submitted information to OSBA about their January 2016 celebrations can be found at <http://links.ohioschoolboards.org/52515>. The web page will be updated in March with school districts’ 2017 celebrations.

Many people may not realize that Ohio school board members work for their districts year-round and most work full-time jobs, according to a 2016 OSBA demographic survey.



Rosford EV board members, from left, Jackie Huffman, Dawn Burks, Tiffany L. Densic, Sharon Belkofer and R. Kent Murphree receive OSBA certificates of appreciation from Superintendent Daniel E. Creps, far right.

Besides handing out diplomas and awards during graduation or other events, there are few visible rewards for school board members. That's why it is so important to show appreciation for all they do during School Board Recognition Month.

OSBA's theme for the 2017 School Board Recognition Month is "School boards: Leading the way for education." To help launch your recognition efforts, OSBA has put together an extensive resource kit to help honor those who work so hard for your schools and public education.

The kit contains hundreds of ideas and samples of how Ohio districts have shown their appreciation. Draft newsletter articles, editorials, letters, public service announcements and artwork are available at <http://links.ohioschoolboards.org/37364>. Each district will receive a large poster and personalized board member certificates to use at recognition events. For more information, contact the author at (614) 540-4000 or cdavis@ohioschoolboards.org.

You can use every item in the resource kit or create your own way to honor all of the wonderful things school board members do for your district. And don't forget to put it on your calendar to send OSBA your pictures, videos and articles by the Feb. 17 deadline. ■

Show us how your school board leads the way for education

Pay tribute to your district's board members by sending OSBA articles and photos highlighting your January School Board Recognition Month activities. The month's theme is "School boards: Leading the way for education." A resource kit to help you thank board members is available at <http://links.ohioschoolboards.org/37364>.



OSBA will send each district personalized certificates to present to board members. After your district's board appreciation activities in January, submit articles and photos to **Crystal Davis** at cdavis@ohioschoolboards.org or 8050 N. High St., Suite 100, Columbus, OH 43235. These will be featured in the association's Journal magazine and on its website. You also can submit materials online at www.ohioschoolboards.org/forms/sbrm.php. The submission deadline is Feb. 17.



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