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February 2015 • Volume 59, Issue 1

JOURNAL

OHIO SCHOOL BOARDS ASSOCIATION

Penrod leads OSBA in 2015



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OSBA President Ed Penrod is proudly building on tradition while looking to the future as he leads the association in 2015.

— photo by Bryan Bullock

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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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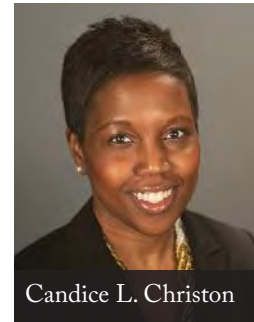
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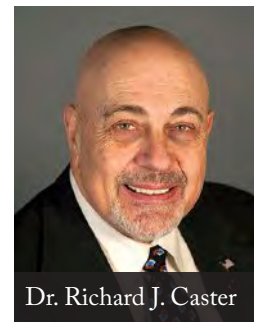
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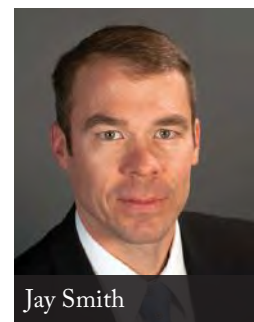
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Strengthening the voice of public education

Richard Lewis, CAE, executive director

Unwavering advocacy — along with superior service and creative solutions — is one of the Ohio School Boards Association’s three pillars. Our vision of being the recognized and respected voice of public education may be the most important tenet of our strategic plan. It is undeniably the common thread that unites the more than 700 public school boards the association represents.

The boards of education that comprise OSBA are tremendously diverse. Our boards come from urban centers and Appalachia, and are spread throughout Ohio’s more than 40,000 square miles. Their student enrollments range from 74 to more than 50,000. The variety of academic programs and extracurricular offerings is exceeded only by the vast disparities in local wealth and funding.

Magnifying the diversity among districts are the differences among those who lead them. The 3,450 men and women serving on school boards come from every walk of life. Their experience varies from newly appointed to 50-year veterans. We count both senior citizens and high school seniors in our roll call.

Board members reflect Ohio’s citizenry. Nearly every vocation, political party, race and religion can be found on a school board. Sometimes, serving such a diverse membership is a challenge. Consider that a five-member board rarely agrees on every issue. Now try seeking concurrence among nearly 3,500 divergent individuals. However, those differences also are what make OSBA strong.

In 1996, OSBA’s Delegate Assembly adopted its first Legislative Platform

to formalize and reflect the legislative goals and beliefs approved by members. This document is truly member-driven. It has never been — nor will it ever be — an agenda proposed in Columbus by a select few. Each plank has been approved by at least 75% of those voting in the OSBA Delegate Assembly, where every member school board has a vote.

Approval by such a diverse audience is not an easy task and should not be taken lightly. The positions that become part of the platform have been vetted by the most discerning minds in the field — thousands of school board members.

The platform is an evolving chronicle that publicly states OSBA’s positions on a variety of issues facing public education. It conveys to legislators, policymakers, the public and the media where we stand as an organization. There can be no room for personal opinion or bias. The platform serves as our compass, guiding staff and leadership in their advocacy efforts before the state legislature, regulatory bodies and the federal government.

In recent years, controversial subjects such as school-funding proposals; limits on collective bargaining; the Common Core State Standards; and the “five of eight” rule have challenged OSBA’s solidarity.

But through it all, the membership has stood firm on its collective goals. While it would have been safer to avoid taking positions on these contentious issues, that is not what you demanded of this association. After all, a ship is safe in harbor, but that’s not what ships are for.

The association’s advocacy staff takes its commitment to advance our Legislative Platform very seriously. However, we recognize that life is dynamic. Society is dynamic. Public education is dynamic. OSBA, therefore, must be dynamic if we are to keep pace with the ever-changing conditions around us.

Each year, OSBA’s Delegate Assembly considers resolutions to amend the platform. Every member board in the state has the privilege, right and responsibility to propose changes to this document. Regional legislative platform meetings are held to expand involvement in the process and provide opportunities for discussion, reactions and input on every proposed amendment.

There also are many opportunities for members to become informed about legislation, the platform and legislative positions, as well as get involved in the legislative process. Among those are:

- reading OSBA’s advocacy tool kit, available at <http://links.ohioschoolboards.org/33658>;
- participating in the annual business meeting at the Delegate Assembly;
- attending the State Legislative Conference March 25 at the Ohio Statehouse;
- serving as a legislative liaison;
- attending the regional spring and fall conferences to hear the latest legislative updates;
- reading and responding to the frequent calls to action and eAlerts.

Educating Ohio’s public school students is OSBA’s top priority. Harnessing school board members’ energy and insight as the voice of public education can make that vision a reality. ■



Examining board member compensation

Candice L. Christon, staff attorney

When it comes to compensating school board members, certain rules and regulations apply. Ohio law allows school board members to be paid for the time and service they provide to school districts.

Under Ohio Revised Code Sections (RC) 3313.12 and 3311.19, board members may be compensated up to \$125 per meeting. A meeting is defined as “any prearranged discussion of the public business of the public body by a majority of its members” (RC 121.22). There is no restriction prescribed in the statute as to the number of meetings school board members may be compensated for attending, but the board may adopt a policy that sets such a restriction. It should be noted that board members must be physically present at a meeting to be compensated.

Although the Ohio Revised Code permits a board member to be compensated up to \$125 per meeting, a board is not required to pay that statutory maximum. A board member may be compensated at any rate up to the statutory maximum. JVS board members and ESC board members also may be reimbursed for mileage to and from board meetings at an amount determined by the board (RC 3311.19).

Increasing and decreasing compensation

The Ohio Constitution prohibits board members from receiving an increase or decrease in their compensation during their term of office (Oh. Const. Art. II, Sec. 20). In *Musser v. Morton*, 639 F.2d 309 (6th Cir. 1981), the Sixth Circuit Court of Appeals stated that public

officials are prohibited from using their influence to obtain an increase in their salary. The decision also protects public officials from having their compensation reduced by “the appointing authority or the public after their term of office begins.” What does this mean for school districts? It means that a board member’s compensation structure cannot change during his or her term.

Board members may waive all or part of their compensation or donate it back to the school district.

The board is permitted to pass a resolution or amend its board policy to change the amount of compensation paid to its board members. However, the amendments to the policy will only apply to board members who are beginning new terms or those members appointed to a vacancy after the amendment has been made. For this reason, it is best for a board to increase or decrease the amount of compensation paid to board members in September or October of odd-numbered years, prior to board elections. By doing this, the amendments will become effective when newly elected or appointed board members take office in January of even-numbered years.

The Ohio Ethics Commission (OEC) has issued an opinion that prohibits public officials from enacting or receiving increases in compensation for a position after their re-election to the

position and prior to the beginning of their new term (OEC Advisory Opinion No. 96-001). In that opinion, OEC explains that Ohio’s Ethics Law forbids an increase or decrease in compensation, to which the public officials are entitled, solely by their own actions, which may manifest an improper influence on the public officials and impair their independence of judgment on behalf of the public interest (OEC Advisory Opinion No. 96-001).

Let’s take a look at an example. District A has two board members that are up for re-election in November 2015. The terms of the remaining three board members do not expire until December 2017. The board votes to decrease its compensation from \$125 per meeting to \$100 per meeting. The two new board members will be paid \$100 per meeting for all meetings beginning Jan. 1, 2016. The three members whose terms did not expire will continue to receive \$125 per meeting through the end of their terms. If the three members run and are re-elected in November 2017, they will be paid \$100 per meeting beginning Jan. 1, 2018.

Compensation for training

A school board may allow its members to be compensated for approved training programs. Pursuant to RC 3313.12 and 3311.19, a board may authorize the amount of compensation for attending an approved training program to be up to \$60 for a program that is no more than three hours, or up to \$125 for attending a training program that is more than three hours. The same restriction that applies to increasing or decreasing compensation for board service applies to the compensation

received for attending an approved training, meaning that the amount may not be increased or decreased during a board member's term of office. Each board must determine the criteria for approved training programs.

Expense reimbursement

Ohio law also permits boards to reimburse members for expenses incurred in the performance of their official duties. Under RC 3315.15, school districts may create a service fund to be used to reimburse board members for those expenses. Also, the board may use the service fund to pay the expenses incurred for the training and orientation of board members-to-be. The expenses incurred for board members-to-be must occur between the date they are elected or appointed and the date when they are administered the oath of office.

This means that a potential board member who attends a board candidate training three months prior to the November election may not have his or her expenses reimbursed through the board's service fund. Why is that? The reason is because the training did not occur between the date of election or appointment and the date when the oath was administered.

Additionally, the service fund pays for a board member's registration, travel and other expenses for traveling, which is different from the compensation paid to a board member attending an approved training. The board should ensure its policy and regulations specify the expense reimbursement amounts and limits.

Changing the rate of reimbursement

Let's take a look at increasing or decreasing a board member's rate of reimbursement. We know that board members may be reimbursed for expenses incurred for their official duties. The Ohio attorney general has held that public officials are prohibited from receiving an increase or decrease during their term of office for the expenses they incur for performing their official duties (1985 Ohio Atty. Gen.

Ops. No. 036). As a result, a school board may pass a resolution or amend its board policy to increase or decrease the rate of reimbursement, but those changes will take effect when board members begin new terms.

Waiving compensation

Board members may individually and voluntarily waive all or part of their compensation. In addition, they may donate their compensation back to the school district. If a board member decides to take this route, he or she should be aware that there may be tax implications associated with declining compensation. The Internal Revenue Service may find that the board member is in constructive receipt of the compensation and tax the board member since the income is made available to the board member without any restrictions.

If a board member is thinking about going this route, he or she should consult with a tax adviser on the possible tax consequences that may result from waiving compensation. Alternatively, to avoid the possible tax issue, the district could provide the board member with a check that has the appropriate tax withholdings. The board member then may choose to donate the money back to the school district. Any donation made by a board member to the district should be handled in the same way as any other donation made to the district.

Additional compensation

Another issue that may arise is whether school board members may accept

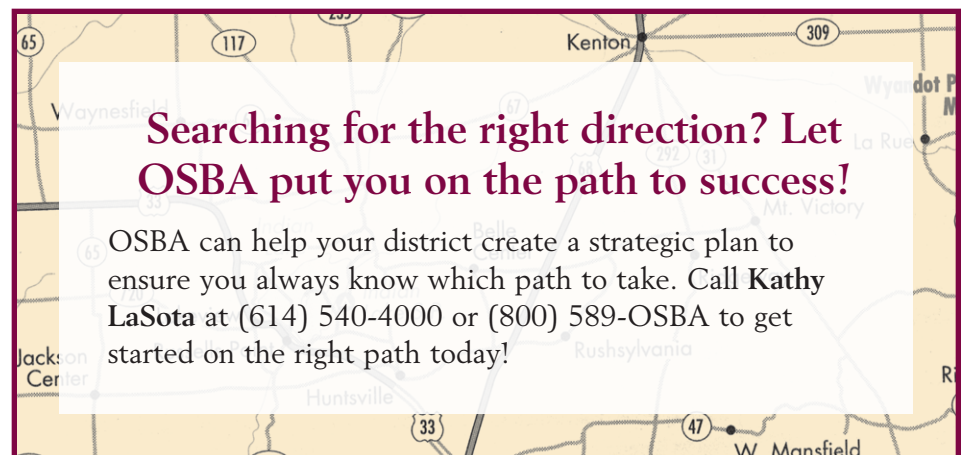
additional compensation from any other group for their board service. The answer is no. As found in the Ohio Ethics Law (RC Chapter 102 and RC 2921.42 and 2921.3), a public official is precluded from:

- "Soliciting, accepting or using the authority of his or her public position to secure a gift, meal, entertainment or other thing of value if it is of a substantial nature and is provided by someone that is regulated by, interested in matters before, or doing or seeking to do business with the agency that he or she serves."
- "Accepting anything, regardless of its value, if the item is provided to the official as compensation for the performance of his or her public duties."

Board members may not be compensated from any other individual or entity for their service to the board (RC 102.04(C)).

Understanding the legal road map of compensating board members can be difficult, but ensuring your board is legally compliant is important. If you have general questions about board member compensation, contact OSBA's legal services division. ■

"According to Law" is designed to provide authoritative general information, sometimes with commentary. It should not be relied upon as legal advice. If legal advice is required, the services of an attorney should be obtained.



Searching for the right direction? Let OSBA put you on the path to success!

OSBA can help your district create a strategic plan to ensure you always know which path to take. Call **Kathy LaSota** at (614) 540-4000 or (800) 589-OSBA to get started on the right path today!



OSBA Black Caucus seeks scholarship applicants

Van D. Keating, director of management services

As 2015 begins, it is time to initiate the application process for the Leo Lucas Scholarship awards. The awards are named after the late **Leo Lucas**, a longtime **Dayton City** Board of Education member and educator who is credited with creating the OSBA Black Caucus.

The OSBA Black Caucus continues to honor Lucas by annually presenting six \$500 stipends to African-American students from around the state.

The application criteria include being an African-American senior; writing an autobiographical essay; and providing letters of recommendation, an official transcript and letters of acceptance from colleges and universities. All applications must be received by March 16. Caucus members will then meet to review the applications and select the successful applicants by April 20.

The OSBA Black Caucus' mission is to promote and provide education to its members and others on the challenges

and opportunities faced by African-American school board members throughout Ohio. The caucus strives to:

- provide a statewide forum on the practical issues facing black school board members;
- promote, support and build public awareness of issues relating to racial diversity in schools and equity in education;
- support initiatives to enhance the academic achievement of African-American students.

In addition to providing the Leo Lucas Scholarship awards, the OSBA Black Caucus holds an annual membership meeting during the Capital Conference, as well as committee meetings throughout the year. This year, the caucus will focus on reaching out to new minority board members, addressing legislative concerns, assisting schools in closing the achievement gap, improving early childhood education and recruiting and retaining diverse staff.

In 2014, the Leo Lucas Scholarship

Awards were presented to:

- **Juanita Rachele Williams, Elyria City** (Northeast Region)
- **Taylor E. Andre, Rittman EV** (Northeast Region)
- **Michael J. Givens, Cambridge City** (Southeast Region)
- **Allosious K. Snodgrass, Defiance City** (Northwest Region)
- **Bryshaun H. Brown, North College Hill City** (Southwest Region)
- **Michael J. Johnson, Hilliard City** (Central Region)

Applications for the Leo Lucas Scholarship can be downloaded at <http://links.ohioschoolboards.org/73957>. School guidance counselors will receive information and applications they can distribute. Remember, all applications *must* be received by OSBA no later than March 16. For more information, contact the author at vkeating@ohioschoolboards.org or OSBA Director of Legislative Services **Damon Asbury** at dasbury@ohioschoolboards.org. Both also can be reached at (614) 540-4000 or (800) 589-OSBA. ■

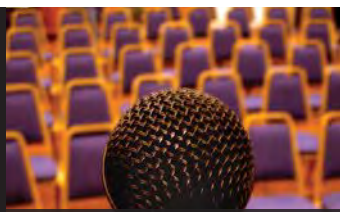


Find the best candidate

OSBA has exclusive rights to the Achiever, a candidate assessment tool used during the executive search process. The Achiever measures six cognitive learning skills with 10 personality dimensions to create a comprehensive candidate profile.

Coupled with OSBA's extensive experience in executive searches and track record for success, the Achiever can help you determine the right candidate for your district. OSBA's experienced consultants can help you through this process to ensure your executive search is very successful.

To learn how the Achiever can help you hire the right candidate for your district, contact **Kathy LaSota** or **Cheryl W. Ryan** at (614) 540-4000 or (800) 589-OSBA. Visit www.ohioschoolboards.org/administrative-searches to learn more.



Balancing policy and input

Managing controversy and public participation

Dr. Richard J. Caster, senior school board services consultant

As board members, we work in an ever-changing and challenging environment. Many issues that boards routinely face — including tough financial decisions — can prove controversial and produce divided opinions in the community.

A school board meeting can be a battlefield where emotions run very high, so how do we prepare for a potentially volatile meeting?

Assess the level of concern

How large of a population will the potential board decision affect? A loud and vocal group in no way should be viewed as community consensus. Boards often practice, “The squeaky wheel gets the grease.” This is a dangerous practice since you eventually will hear from the other three “wheels.” Is this decision in the best interests of a majority of our students? Ultimately, this is the single most important driving factor. Be prepared with data that demonstrates this was the deciding factor.

Anticipate the size of the audience

The venue where the meeting is held has much to do with the demeanor of the meeting. You must decide whether you want to use your traditional meeting location or a large venue to accommodate the anticipated crowd. There are pluses and minuses to both. So long as the meeting remains open to the public, the board retains authority on the meeting location.

Review your public participation policy

The biggest problems arise when boards of education do not adhere to their own policies. Make sure all members of the board understand its content.

The leadership of the board president is critical. Your public participation policy should address any time, place and manner restrictions the board has adopted.

Actions taken in relation to the public addressing the board can be subject to challenge.

For example, some board policies will address when during the meeting members of the public will be allowed to address the board; regulate the time period for comments; require community members to sign up before speaking; or restrict comments to items on the board meeting agenda.

Announce the public participation policy at the opening of the meeting. Emphatically state that all who wish to address the board must follow the established procedure. Consult with your board counsel prior to the meeting before making any significant deviations from your established protocols.

Anticipate any possible disruptions

You are bound by law to conduct the public’s business. No one is allowed to obstruct the business of the board.

Consider uniformed security, which is a judgment call

Arguments against it state that the presence of security personnel would only inflame the audience. Arguments in favor of security say it is for the safety of

those attending the meeting, and someone in uniform acts as a deterrent to inappropriate and unacceptable behavior.

Following are several important points about public participation.

- A district creates a limited public forum when it adopts a policy permitting individuals to speak at board meetings.
- Boards of education may regulate the time, place and manner of public participation, but not the identity of the speakers or the contents of their speech.
- Absent a board policy, there is no inherent right to be heard at board meetings.
- A person actively disrupting a meeting may be removed, but expelling a participant is inappropriate when a lesser option is available.

Actions taken in relation to the public addressing the board can be subject to challenge. Consulting with the district’s attorney in advance of the meeting is highly recommended.

In today’s climate, everyone believes they should be heard. Although not a right at board meetings, many boards do provide public participation and welcome the feedback they receive from their community members. The issue here is the fine line drawn between conducting a professional and legal public participation section and what can be done when the meeting becomes so contentious the work of the board is threatened.

The demeanor of your meetings is your responsibility — it must not be compromised. ■



Education a key focus

A new General Assembly, a new state budget

Jay Smith, deputy director of legislative services

Ohio's 131st General Assembly began on Jan. 5, with new House Speaker **Cliff Rosenberger** (R-Clarksville) taking the helm of the lower chamber from former House Speaker **William G. Batchelder** (R-Medina). On the Senate side, President **Keith Faber** (R-Celina) will continue leading the upper chamber.

Rosenberger's plan for leading the Ohio House of Representatives involves getting his colleagues to think long term on major initiatives. Rosenberger has coined his plan "Ohio 2020." Shortly after accepting the gavel from Batchelder, Rosenberger used education as an example of why they are working on a plan.

"You can't keep moving the goal posts every two years," the new speaker said. "We need to plan for the future more than just quickly legislating."

Over the last several months, Faber has publicly stated that he will pursue deregulation for high-performing school districts and that his caucus also will have plans to address those districts that are not high performing. One can expect both Rosenberger and Faber's plans to be heavily discussed during the first part of this General Assembly.

The start of the new two-year legislative session also will see lawmakers beginning work on the state's new biennial budget. This likely will take up much of the legislature's time during most of the first half of the General Assembly. After reviewing an initial proposal from Gov. **John R. Kasich** for fiscal years (FY) 2016-17, it's anticipated the legislature will soon begin its work reviewing his proposal, which contains

changes to Ohio's school-funding formula.

This highly anticipated state budget process is already under way, with Kasich unveiling budget details in early February. The following overview includes key information on the process, people involved and advocacy opportunities that will allow you to have an impact on the state's budget and new policies affecting public education.

The process and key people

The governor presents his state budget proposal in what is known as the "blue book," so named for its blue cover. The document enables the governor to share his ideas and priorities with the legislature, the media and the people of Ohio. The blue book includes the operating appropriations requested for state agencies, the state's tax expenditures and other information. It allows the administration to explain its proposals and policy agenda items while providing additional background on each of the concepts. It is not Ohio Revised Code or bill language.

After the governor delivers his budget proposal, it goes to the General Assembly for consideration. Traditionally, the executive budget is introduced in bill form in the House first, with a bill sponsored by the chair of the House Finance and Appropriations Committee. Rep. **Ryan Smith** (R-Bidwell) serves as chair of the committee, with Rep. **Kirk Schuring** (R-Canton) as vice chair and Rep. **Denise Driehaus** (D-Cincinnati) as ranking minority member.

The full committee conducts initial hearings, and then the standing

subcommittees hold additional hearings on the various components. The Primary and Secondary Education Subcommittee, which will hear the kindergarten-12 funding portion of the bill, is chaired by newly elected Rep. **Robert R. Cupp** (R-Lima), with Rep. **Debbie Phillips** (D-Athens) serving as the ranking minority member. Following the hearings and testimony, the House will introduce its version of the budget through a substitute bill. Normally, the legislation is introduced, considered and amended in the full Finance Committee before being reported out and sent to the full House for a floor vote. As with the last General Assembly, House Finance Committee hearings will be broadcast live and archived on The Ohio Channel.

After the House passes its version of the biennial budget, it is sent to the Senate for consideration. Because of the limited time available, sometimes the Senate Finance Committee will begin hearings on the budget bill before the House completes its work. Sen. **Scott Oelslager** (R-North Canton) is the chair of that panel. Sen. **Bill Coley** (R-Liberty Township) is the vice chair and Sen. **Michael J. Skindell** (D-Lakewood) is the new ranking minority member.

Similar to the House, specific issues will be divided among several finance subcommittees. The Senate Finance Subcommittee covering education will be chaired by Sen. **Cliff Hite** (R-Findlay), with Sen. **Tom Sawyer** (D-Akron) serving a rare dual role as vice chair and ranking minority member. Following the subcommittee's work, the full Finance Committee also may hold hearings on any education measures contained in the budget.

Once most of the hearings and testimony are complete, the Senate will introduce a substitute bill, which will incorporate its changes. The substitute bills are considered and amended in the full committee and then taken to the full Senate for a vote.

If the House does not concur with the Senate’s changes, the bill normally is sent to a conference committee made up of representatives from both chambers. After conference committee meetings, a report is prepared and submitted to both chambers. If both agree to the conference committee report, the bill is reviewed and signed by the governor. It is important to note that because the budget bill is an appropriations measure, the governor has line-item veto authority and can exercise that authority before signing the bill and exclude the vetoed items from becoming law.

Stay informed and be informative

During the biennial budget process, the OSBA legislative team will keep you up-to-date on the latest discussions and deliberations. We plan to offer free webinars at each stage of the process to share information on versions of the budget. The testimony we present in both the House and Senate and any additional budget information will be available on OSBA’s BillTracker page at

www.ohioschoolboards.org/billtracker. Weekly updates will be sent to members electronically via OSBA’s “Facts in a Flash” newsletter; more detailed updates will be featured in the “Legislative Report” in the *Briefcase* newsletter.

Most importantly, school board members, superintendents, treasurers and other members of the school management team should look for calls to action and member alerts that will be sent electronically. Calls to action or member alerts provide you with information, but also ask you to take some action based on that information, whether it’s contacting legislators or coming to the Statehouse to testify.

Your advocacy charge

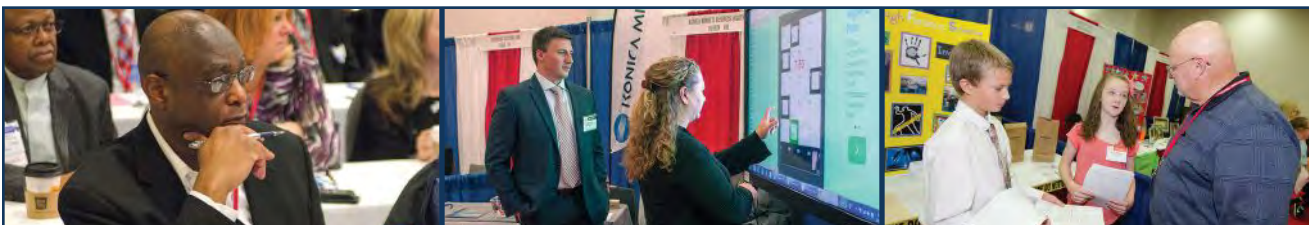
Over the next several months, General Assembly members — particularly those who serve on House and Senate finance committees and subcommittees — will receive a tremendous amount of information from various state agencies, lobbyists, special interest groups, think tanks and other legislators. Lawmakers will sit through long hearings where proponents, opponents and interested parties will present testimony and dump a large amount of information on committee members for consideration.

That is why it is especially important

that your voices be heard and legislators hear directly from you about the issues impacting education. You are their constituents, and your House and Senate members were elected to serve and represent you. School district leaders will have to make their voices heard through phone calls, letters, emails and testimony in committee hearings, as well as in individual meetings with legislators.

In addition, school board members, superintendents and treasurers should plan to gather as a lobbying team at the Statehouse on March 25 for the annual State Legislative Conference. Hosted by OSBA, the Buckeye Association of School Administrators and the Ohio Association of School Business Officials, this event is your “day at the Statehouse.” It’s a time when school districts from across the state come together to lobby members of the General Assembly with a collective voice and a single message supporting public schools.

The OSBA legislative team is here to serve you throughout this chaotic budget process and, most importantly, provide you the resources and information you need to be an effective advocate for your school district and Ohio’s public education system. ■



Leadership for Learning

Learning session nominations due **March 16**. Registration opens **July 13**.

Student Achievement Fair program and performing group nominations due **June 26**. OSBA Capital Conference and Trade Show — **Nov. 8-11**.

Save the dates



OSBA Capital Conference • <http://conference.ohioschoolboards.org>



Finding the best candidate

OSBA helps you find the right leadership mix

Amanda Finney, senior marketing coordinator

You probably remember sitting in your high school chemistry class combining various chemicals, waiting to record reactions after mixtures were placed together. Some chemicals produced mild reactions and some more extreme, but either way, you had steps and procedures to follow to test what the outcome would be.

The same can be said for seeking new candidates for your district's administrative leadership team. You compile a list of steps and procedures to seek out, interview and hire the right leader. Since the goal is to hire someone with the district's desired skills and abilities, the candidate needs to have the right chemistry with district leaders, staff, students and the community.

Setting the goal is the easy part. Reaching that goal and finding the right chemistry can be a challenge. OSBA has the expertise to ensure districts achieve both objectives.

OSBA recently acquired exclusive rights in Ohio for the Achiever, a cutting-edge candidate assessment tool that powers the executive search process. This leadership assessment tool helps you narrow your list of candidates, ask the right behavioral interview questions and select the perfect fit for your district.

How the Achiever works

The Achiever tool measures six cognitive learning skills with 10 personality dimensions to create a comprehensive candidate profile. This information allows you to compare a final search candidate's profile scores to those of top performing superintendents and treasurers. A detailed narrative with the

finalists' strengths and weaknesses also is part of the report.

Coupled with OSBA's extensive experience in executive searches, the Achiever can help you zero in on the right candidate for your district.

The Achiever also provides behavior-based interview questions customized for each candidate, as well as responses that the interviewer should expect to hear. The benchmarks were tested against a workforce study conducted by OSBA in partnership with Personnel Profiles Inc., the provider of the Achiever assessment.

What the Achiever can do for your district

Coupled with OSBA's extensive experience in executive searches and decades-long track record of success, the Achiever can help you zero in on the right candidate for your district. Boards of education have already seen how this innovative selection process can benefit them.

"As one component of the search package offered by OSBA, I appreciated the feedback from the Achiever report," said **Kent City** Board of Education member **Rebekah Wright Kulis**. "By reflecting on the candidates' answers, we were able to get a read on personality, interests, strengths and weaknesses. While considering these areas, we determined

our priorities, along with the positive assets and areas of caution for each person.

"When taken in context of the entire process, the Achiever report yielded meaningful information and guided us in choosing the preferred candidate for the position."

OSBA's experienced consultants are well-versed in using the Achiever and can expertly guide you through the process to ensure your executive search is highly successful.

First-rate results at an affordable cost

The cost for the Achiever is included in the price of the executive search process for up to three finalists. Should a district want to review other candidates and profiles beyond three, the cost is \$150 per candidate, a discounted rate from the marketplace price of \$250 per test.

Customized options

OSBA also can use the Achiever to assess candidates for other leadership positions in your district, including school principals, teachers and other district personnel. This process and pricing can be customized for your district's individual needs.

For more information on creating the right leadership chemistry for your district, contact Director of School Board Services **Kathy LaSota** at klasota@ohio.schoolboards.org or Deputy Director of School Board Services **Cheryl W. Ryan** at cryan@ohioschoolboards.org. They also can be reached at (614) 540-4000 or (800) 589-OSBA. Visit www.ohio.schoolboards.org/administrative-searches to learn more. ■

Top-tier board member training



The OSBA Board Leadership Institute features timely learning sessions led by leading experts.

BLI offers professional development designed by board members for board members

Bryan Bullock, assistant editor

School board members manage multimillion-dollar budgets and regularly make tough decisions on issues ranging from finances and facilities to employment matters and curriculum.

It's a challenging job that requires a broad range of skills and expertise. To make things more difficult, public education is always changing. New state mandates, curriculum standards and technological developments constantly keep board members on their toes.

The OSBA Board Leadership Institute (BLI) is designed to give board members the professional development they need to govern their districts effectively and — most importantly — push the needle on student achievement. The event gives board members weeks worth of timely, valuable and high-quality training and networking packed into two busy days.

The 2015 BLI will be held May 1 and 2 at the Hilton Columbus/Polaris in north Columbus. The Friday-Saturday event gives board members the chance to learn from experts and connect with colleagues across Ohio.

The event is planned by board members for board members, so you can be sure the programming will target your needs. The curriculum for the event takes shape each year at the Board Leadership Institute Focus Group meeting held during the OSBA Capital Conference and Trade Show.

“Top-tier training and networking brings new and veteran board members to BLI year after year,” said **Rob Delane**, OSBA deputy executive director and BLI coordinator. “Because BLI is only open to board members, it is a unique opportunity for them to share their success stories and discuss ways to overcome common challenges.”

More than 2,000 school board members have graduated from BLI since it was launched in 2002. Many BLI graduates return to the institute each year to learn about the latest trends and information in Ohio public education.

BLI features 18 innovative breakout sessions in six learning tracks, two keynote speakers and numerous networking opportunities, including two luncheons.

Battelle for Kids Executive Director Dr. **James Mahoney** will kick off the institute as the speaker for the Opening General Session. Mahoney joined Battelle for Kids, an Ohio-based, national not-for-profit group, as its first executive director in 2001. He will discuss the organization's efforts to use research-based strategies to improve education.

Under his leadership, Battelle for Kids has partnered with state departments of education, some of the country's largest school districts and national foundations to implement successful education initiatives in more than 20 states and Hong Kong. These efforts — which impact nearly 6 million students and more than 270,000 educators nationwide, including every school district in Ohio — are focused on:

- selecting, developing and retaining great teachers and leaders;
- using multiple measures to inform instruction and professional growth for educators;
- embedding formative instruction and other effective practices in the classroom;
- communicating and leading collaborative change around everything happening in schools.

For more than four decades, Mahoney has dedicated his life to bettering educational opportunities for all students, serving as a superintendent, principal and teacher in Appalachian Ohio, as well as an adjunct professor at several Ohio universities. Mahoney served as superintendent of **Muskingum Valley ESC** and **East Muskingum Local (Muskingum)**.

A well-known and accomplished speaker, Mahoney has made presentations throughout the United States, Canada and China. He co-authored the book, *Data-Driven Decisions and School Leadership: Best Practices for School Improvement*, and has had several articles printed in state and national publications, including the *OSBA Journal*. Mahoney has received numerous awards for his leadership in education, including the President's Award from OSBA.

Sen. **Peggy Lehner** (R-Kettering) will be the speaker for the BLI Closing Luncheon. Lehner is serving her second term as chair of the Ohio Senate Education Committee as well as vice-chair of the Education Finance Subcommittee. She will provide BLI attendees an update on state legislation impacting public education and implications for local school boards.

Lehner is serving her first full term in the 6th Ohio Senate District, representing portions of Montgomery County. She is no stranger to public service, having served one term in the Ohio House of Representatives as well as 10 years as a member of Kettering City Council. Prior to serving on city council, Lehner served on the Ohio Ethics Commission, with two terms as commission chair.



Attendees enjoy networking with colleagues during luncheons and between breakout sessions.

In addition to her committee leadership responsibilities in the Senate, Lehner serves on the Medicaid, Health and Human Services Committee; the Workforce and Economic Development Committee; and the Criminal Justice Committee. She also represents Ohio on the Midwestern Higher Education Compact and is an ex-officio member of both the State Board of Education and the Ohio Board of Regents.



Mahoney



Lehner

couldn't attend and share information with others back home in your district. Attendees also will receive 20 credits towards OSBA's Award of Achievement and Master Board Member distinctions. The luncheons are sponsored by CompManagement and CompManagement Health Systems Inc.

Lehner has demonstrated a passionate interest in the well-being of children through her role as a co-chair of the Ohio Children's Caucus, a bipartisan, bicameral organization of legislators committed to advancing the health and well-being of Ohio's children through unified legislative action. Lehner also has been at the forefront of efforts to align k-12 education with college and career readiness, working with stakeholders from across the country to find innovative solutions to Ohio's challenges.

The cost to attend BLI is just \$245, which includes breakfast and lunch on Friday and Saturday, and workshop materials, including a digital copy of handouts from all the workshops. This convenient format allows you to learn about sessions you

OSBA secured a reduced hotel rate for BLI attendees: just \$127 per night if the room is booked by April 7. To reserve your room, contact the Hilton Columbus/Polaris at (614) 885-1600 and mention you are with OSBA.

Further details about BLI, including breakout session topics and titles, will be shared once they are finalized. A Board Leadership Institute brochure with a full schedule and a registration form will be mailed to all board members in March.

Register for BLI today by contacting **Laurie Miller**, OSBA senior events manager, at (614) 540-4000, (800) 589-OSBA or Lmiller@ohioschoolboards.org. Registration forms and institute details also are available online at <http://links.ohioschoolboards.org/33166> and in OSBA's *Briefcase* newsletter. ■

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Celebrating OSBA's diamond jubilee

Crystal Davis, editor

For a couple's 60th wedding anniversary, the traditional gift is a diamond. While OSBA doesn't expect diamonds to be exchanged, the association hopes you will celebrate with us as 2015 marks the 60th anniversary of the marriage between OSBA and school boards across Ohio. And, in this diamond jubilee year, OSBA also swore in its 60th president, **Ed Penrod, Logan-Hocking Local (Hocking)** and **Tri-County Career Center** (see "Penrod aims high as president" on page 16).

The seeds for a state school boards association were sown at Ohio University in Athens, where area board members began holding conferences in 1950 to discuss the challenges facing public education in the first few years of the post-war baby boom. These conferences evolved into the Southeastern Ohio School Boards Association.

Over the next two years, three other regional associations organized in northeastern, northwestern and southwestern Ohio. By the fall of 1952, the four regions were actively holding conferences, publishing newsletters and studying Ohio's educational challenges. In 1954, the groups banded together as the Council of Ohio Regional School Boards

Associations in an effort to coordinate their activities. Their next step was to organize a central region association.

On Dec. 3, 1955, OSBA's first organizational meeting was held at Ohio State University. The next day, 300 school board members from 128 districts adopted the OSBA Constitution and Bylaws. The constitution stated that OSBA's chief purpose is to "work for the general advancement of public education in Ohio."

In 1955, 39% of Ohio's 1,263 school districts were members of the association. Today, there are 715 school boards across the state and 99.6% of those boards are association members.

Dr. **Lewis E. Harris** became the association's first executive director in 1956. A nationally recognized authority on school administration, Harris came to OSBA from Ohio State University, where he was associate director of the School-Community Development Study.

That same year, OSBA hosted its first statewide conference (later named the Capital Conference and Trade Show) at the Veterans Memorial facility in Columbus. There were 148 trade exhibition booths and 2,000 members in attendance. At the 2014 Capital Conference, 541 Trade Show booths were filled and more than 9,700 people and 91% of Ohio's school districts attended the four-day event.

OSBA's *Journal* magazine began in 1957, and that year there were 1.66 million students enrolled in Ohio's public school system. Today, there are 1.74 million students, according to the Ohio Department of Education's October 2013 enrollment statistics.

In the 1960s, there was a wave of school district consolidations, and by 1965, the number of school districts in Ohio had dropped to 846. The first JVS opened that year as well, and in 1968, the first Capital Conference coordinator was hired. And, OSBA was beginning to outgrow its first office in a converted house at



Sue Ann Norton, 1981 OSBA president, and Walter G. Sellers, 1981 president-elect, pour coffee for Trade Show exhibitors at the 1981 Capital Conference.

3725 N. High St. in Columbus.

In the 1970s, OSBA's *Journal* magazine won several national honors and the association turned its focus to expanding its services to meet the diverse needs of Ohio school districts. During this decade, two executive directors led OSBA: Dr. **Willard Fox**, from 1970 to 1972, and **David B. Martin**, who served from 1972 to 1984.

The association also moved its headquarters to a new Westerville location and elected **Jean Dye, Cleveland Heights-University Heights City**, as its first female president. Dye also became the first Ohio board member to serve on the National School Boards Association (NSBA) Board of Directors. By the end of the decade, 5,000 people attended the Capital Conference and 100% of Ohio's 730 districts were OSBA members.

In the 1980s, OSBA expanded its suite of services to include superintendent and treasurer searches and policy services. **Walter G. Sellers, Xenia Community City**, the first African-American OSBA president, took office in 1982 and the first OSBA Day at the Statehouse legislative conference took place in 1983. **Craig Gifford** became OSBA's executive director in 1984, and by 1985, the OSBA staff had grown to 37 (up from 15 in 1972). That same year, the Legal Assistance Fund, established in 1976, had more than 10 active statewide cases and the Capital Conference moved from Veterans Memorial to the Ohio Center. The move paid off as conference attendance reached 7,500 by 1989.

The 1990s was an extremely active decade for OSBA. Workers' compensation pooling and the Award of Achievement program began in 1991, and there was a waiting list for vendors wanting to exhibit in the Trade Show. The Capital Conference moved to the Greater Columbus Convention Center in 1993 and had an attendance of 7,800, with 500 Trade Show booths filled. Longtime OSBA staff member **John M. Brandt** became executive director in 1994, and two reorganizations increased association staff to 50 by 1995.

Other 1990s activities included: 1996, OSBA launched its first website; 1997, *Kids PAC*, and the Education Tax Policy Institute were formed; 1998, the Master Board Member Award program and Student Achievement Leadership Team began; and 1999, the Student Achievement Fair was added to the Capital Conference and OSBA moved into a new building on the far north side of Columbus. OSBA membership was again at 100% of Ohio school districts and public school enrollment was 1.89 million students.

Soon after the turn of the century, in 2001, the Student Achievement Fair reached 100 booths. By 2002, more than



10,000 people were attending the Capital Conference. Also in 2002, the first Board Leadership Institute took place, the Media Honor Roll program was created and OSBA began recognizing board members at the Capital Conference for 25 years of service.

In 2004, OSBA added training videos and the Internet Update video newscast to its repertoire. Beginning in 2006, five OSBA members served as NSBA officers and OSBA veteran **Richard Lewis** moved into the role of executive director. OSBA began its strategic planning service in 2007 and the association's website added members-only features in 2009.

In the current decade, OSBA has a 32-member Board of Trustees, up from 24 at the association's inception, and continues to establish itself as the statewide voice of public education. The Business Honor Roll debuted in 2010, and University Square, a higher education initiative, was added to the Trade Show in 2011.

In 2012, the *Journal* magazine was redesigned, student transportation consultation was added to the suite of association services, OSBA's first paperless board meetings were held and the publication *Policy Development Quarterly* moved to an all-electronic format. Several OSBA members have served on NSBA boards so far this decade, a testament to the increasingly important role OSBA plays on the national level.

As OSBA celebrates its 60th birthday, the association would like to thank all of you who have, through the years, put your heart and soul into building OSBA into what it is today. While they say it takes two to make a good marriage, in our case, it takes more than 700 school boards and 3,450 elected board members collectively working for the betterment of public education to keep the relationship strong. From OSBA's perspective, it has been a marriage made in heaven with our member districts, and we look forward to spending forever continuing to serve and support our "better half." ■

Penrod aims high



OSBA President Ed Penrod enthusiastically reads a poem to Logan High School's Advanced Placement Theatre class.

as president

Crystal Davis,
editor

Even while shivering outside on a cold winter day, OSBA President **Ed Penrod** is all smiles as he talks to the **Tri-County Career Center** Power Line Technology class. In between watching students shinny up and down poles as they learn to become power line workers, he tells the class that what he enjoys most about being a **Logan-Hocking Local (Hocking)** and Tri-County Career Center board member is interacting with students and staff to help boost student achievement.

“Ed is not afraid to get dirty. He’s not afraid to get down to people’s level,” said Logan-Hocking Superintendent **Stephen C. Stirn**. “People see that he’s genuine.”

Penrod may be a down-to-earth guy, but he has sky-high aspirations for promoting public education during his term in office. He selected “Ohio Public Education — Rise to the Challenge” as his presidential core theme.

It’s a fitting slogan because, on many days, all Penrod has to do is look up at Tri-County’s mock distribution pole yard to know district students are, literally, rising to the challenge. And, once they climb to the stage for their diplomas, Power Line Technology students typically become apprentice line workers making \$35,000 a year.

During a recent visit to the career center, Penrod took OSBA staff to visit the Cosmetology and Diesel/Ag Technology programs, and then for a tour of several Logan-Hocking schools. He said he’s especially proud of The Leader in Me program at Green Elementary School, which fosters student leadership skills by teaching students to take responsibility, set goals, plan for success, develop teamwork skills and find life balance. It’s a teaching process developed from the book *The 7 Habits of Highly Effective People* by **Stephen R. Covey**.

Penrod also is proud of Logan-Hocking Middle School’s Chromebook initiative and Logan High School’s Project Lead the Way Biomedical Sciences Program; Horticulture Agriculture class; and Advanced Placement Art and Theatre classes. Go to <http://links.ohioschoolboards.org/PenrodDistrictsPrograms> to view a video detailing these programs.

Chosen by his peers to lead OSBA in 2015, Penrod took office on Jan. 1 as OSBA’s 60th president. The 18-year

board veteran is president and CEO of PRISM Behavioral Healthcare. Penrod formerly served in the Army as a typist, mail clerk, air traffic controller and chaplain, rising to the rank of captain. He later became superintendent of a high-security detention facility.

Penrod strongly supports OSBA, and participates in a range of association governance and activities. He serves on numerous committees and holds key offices at the regional and state levels (see “Penrod service snapshot” on page 20). In 2003, Penrod earned the OSBA Master Board Member Award, a lifetime distinction, and has received numerous OSBA Awards of Achievement over the years.

The son of a school superintendent, Penrod has fond memories of attending school events in the district his father



Logan High School senior Alexis Morehead shows Penrod a self-portrait she created in her Advanced Placement Art class.



Tri-County Career Center Power Line Technology instructor Paul Ikeborn, right, explains how the program empowers students to land good-paying jobs after high school.

served. When he was 7, he attended his first statewide OSBA conference (later named the Capital Conference) and revealed in “the opportunity to choose free paperback books from rack after rack of educational titles.” Today, Penrod enjoys spending time with his family and traveling when he’s not busy running his business or seeing to his commitments to public education.

The *Journal* asked Penrod to share his thoughts on the rewards and challenges of school board service, his plans for his year as president and the value of OSBA.

Why did you first decide to serve on a public school board and why have you continued to serve over all these years?

In my parents’ wisdom, I attended **Logan City** Schools to mitigate the association of “being the superintendent’s son.” My father, **C.C. Penrod**, served as superintendent in the county school system. As the parents of two young boys, **Debbie (Shaw) Penrod** and I moved back to the Hocking Hills when they were in elementary school to become part of our “hometown roots.” In 1996, I was approached ... to seek an open seat on the board by appointment and have served (since then). My decision to serve on a public school board was founded on my personal history and the passion to ensure all students, based on their abilities, have the opportunity to receive a world-class education that is not based on a ZIP code.

What challenges have your districts faced in your time on the board?

The most significant challenges over the past 18 years have been to ensure that the quality of our comprehensive educational programs is not dismantled by lack of adequate and equitable funding, unfunded state and federal mandates, and shifting the burden of public education to our local community and taxpayers.

What achievements are you most proud of in your districts?

First, two of our schools, Central Elementary, in Logan, and Hocking Hills Elementary, in South Bloomingville, were selected as National Blue Ribbon Schools. Some buildings also were selected as Schools of Promise and Schools of Honor by the Ohio Department of Education. Central Elementary, Logan High School and Hocking Hills Elementary were each

recognized with one or both awards.

Second, in the late 1990s, the Ohio Schools Facilities Commission approved a comprehensive facilities plan focused on the district strategic plan that included the construction of five new elementary schools, a new high school and an addition and renovations at the middle school. Local voters passed a combined facilities bond issue and levy by a margin of 62% in 2001. The district continues to operate effectively, efficiently and economically, as evidenced by the last operating tax levy being passed in 1981.

Third, in 2002, the district worked with the budget commission to designate a 0.5-mill inside tax for permanent improvement funds for technology. These funds will enable the district to provide one-to-one computer devices to students in grades seven through 12, beginning with our current seventh-grade students.

Finally, I am especially proud of (Tri-County’s) quality programs that prepare students to be job-ready, and for those continuing their educations, college-ready. More than 90% of the career center graduates are working or continuing their educations. Graduates also are eligible for specialized placement in the armed forces because of the high-quality training they receive. Career center students are working with some of the finest equipment available.

With Penrod, Logan-Hocking joins prestigious list

When Ed Penrod began his term, he made OSBA history in another unique way. He became the second OSBA president from Logan-Hocking Local (Hocking). In the 60 years of OSBA’s existence, only eight out of Ohio’s 715 school boards have produced two or more OSBA presidents. South-Western City leads the distinguished list with three former OSBA presidents.

Cincinnati City 1958 – Fred W. Heinold 2005 – Catherine D. Ingram	Logan-Hocking Local 1997 – Paul D. Mock 2015 – Ed Penrod
Columbus City 1971 – Paul R. Langdon 1988 – Pauline Radebaugh	Salem City 1978 – Bryce W. Kendall 1995 – Patricia McNicol
Delaware Area Career Center 2004 – Dr. Michael Grote 2008 – Edward Bischoff	South-Western City 1960 – Clyde N. Crandall 1996 – Mark D. Hutchison 2011 – Cathy Johnson
Fostoria City 1964 – Paul Stearns 2002 – Linda R. Anderson	Zanesville City 1963 – Phillip Drake 1986 – Donald Cain



Penrod surprises his wife Debbie as she teaches sixth-graders, from left, Riley Primmer, Gabriel Ortega, Dylan Grover and Colt McClelland at Logan-Hocking Middle School.

What do you hope to accomplish as OSBA president?

Continue to move OSBA forward embracing the Visionary Initiatives For Strategic Action (VISA) vision and goals. I was a member of the team that created the original VISA plan, which has emerged into an incredible blueprint that guides all aspects of OSBA, from budgeting to preparing for the future.

Legislators and the governor will soon begin tackling the biennial budget. It is paramount that Ohio public education plays a significant part in the conversation by letting them know how decisions they make in Columbus impact our schools and communities. It is extremely important to the OSBA Board of Trustees and staff that we, OSBA, represent the collective voice of school boards across the state.

I hope to call upon board members from across the state to join me in the relentless passion to serve Ohio public education, and to stand up for public education everywhere they go. Share your passion for public education and tell others why *your* story is so important.

The more we can strengthen people’s belief in public education, the stronger it will become. I hope to convey the core theme: “Ohio Public Education — Rise to the Challenge,” because the cornerstone of our democracy’s most basic, yet fundamental right, is local control by locally elected school boards. We must rise to the challenge because we are preserving the future of our children, communities, state and nation.

Why is OSBA membership valuable?

The value of OSBA programs, services and information makes membership a prudent expenditure. Legislative representation; information and research on issues critical to school management; and consultation with experts in policy, labor and management relations, insurance, communication, school law, pupil transportation and school funding are just a few of the basic services available *free* to all members. The information you get from OSBA publications and workshops will help you and your staff make important decisions that will be very valuable to your district.

Participation in the association’s pools and programs provide outstanding service and can produce even greater returns on your investment.

We are the only organization that works exclusively for school boards. OSBA successfully lobbied to move from a school year calculated in a minimum number of days to one calculated in a minimum number of hours (House Bill (HB) 59); obtained vetoes on changes to the tangible personal property tax that would have negatively impacted districts (HB 59 and HB 487); successfully worked to make changes to the College Credit Plus program as it was proposed to make it more favorable for districts; and obtained more flexibility in the Ohio Teacher Evaluation System (HB 362). OSBA also continues to fight attempts to amend the Ohio Constitution by removing the thorough and efficient education clause.

OSBA also will continue to work to maintain fair funding for our members in the state budget. OSBA's goal, as always, will be to protect the vital services you as board members and school districts provide to your students.

How has your involvement with OSBA benefited your districts?

The learning curve of boardmanship is steep! I was extremely fortunate as a new board member to be associated with veteran members who encouraged me to be involved with OSBA. My early and continued involvement not only benefited me in becoming a better public servant, but just as important, in being able to gain knowledge to help improve our district's effectiveness, our students' learning and advocacy for our children and schools.

What would you say to encourage other board members to

be more involved with OSBA?

To be a truly effective and informed board member, we owe it to our children and those who elected us to be involved in OSBA. As involved board members, we owe our students nothing less than our best efforts to ensure that our children have the chance to grow and be successful and to become explorers of lifelong learning.

I urge all board members — choose to matter. Know and believe that OSBA is here to support you in all that you choose to matter about. "Leadership and learning are indispensable to each other." These were the words of President **John F. Kennedy** in a speech he prepared for delivery in Dallas, Texas, the day of his assassination. These words hold true today for each of us that have accepted the call to be board members and leaders in our communities throughout this great state of Ohio. OSBA is the board members' gateway to learning. ■

Penrod service snapshot

Board of education

Logan-Hocking Local (Hocking) (18 years) and Tri-County Career Center (15 years)

Local board offices

OSBA legislative liaison (for both districts); multiple terms as board president and vice president; service on numerous board committees

OSBA Southeast Region offices

Region president (one year); Executive Committee member (seven years)

OSBA offices

President (currently serving one-year term); president-elect (one year); Executive Committee member (one year); Board of Trustees (eight years); Legislative Platform Committee chair (one year); Federal Relations Network (two years); Student Achievement

Leadership Team (one year); Capital Conference Planning Task Force (two years); Board Member Cabinet (one year); Delegate Assembly (two years); Investment Committee chair (one year)

National School Boards Association

Delegate Assembly

Occupation

President and CEO of PRISM Behavioral Healthcare

Education

Asbury College (Wilmore, Ky.), bachelor's degree in communications; Methodist Theological College (Delaware, Ohio), master of divinity and master of arts degrees

Commitment to community

Founding member of the Hocking County Family and Children First Council; former board member and finance chair of the Southeastern Regional Council on Alcoholism; member of the United Way Board of Hocking County and Hocking County Farm Bureau; member, Brighten Your Future Foundation

Local honors

Logan-Hocking Local School District 1989 Distinguished Service Award; induction into the Logan High School Academic Hall of Fame in 1991; Ohio House and Senate resolutions for outstanding efforts on behalf of area youth and dedication to promoting services to children; Ohio Senate resolution, 130th General Assembly, Outstanding Service, OSBA

Family

Wife **Debbie**, two sons, **Austin** and **Alex**; and one granddaughter, **Olivia**; Ed, Debbie, Austin and Alex all graduated from Logan-Hocking Local Schools



Green Elementary School kindergartner Ella Hinton reads to Penrod as part of The Leader in Me learning process.

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Network is OSBA's crucial connection to Washington

FRN ensures Capitol Hill hears your concerns

Gary Motz, managing editor

OSBA advocates for its members on many levels. Whether before the Ohio General Assembly, the State Board of Education or state agencies, OSBA — guided by its member-driven Legislative Platform — speaks for you and your school district.

That support also extends to the federal level through the association's collaboration with the National School Boards Association (NSBA) Federal Relations Network (FRN). As NSBA's core grassroots advocacy network, FRN provides local school board members with year-round opportunities to connect, engage and build relationships with their congressional representatives.

School board members from every congressional district in the U.S. comprise FRN. Advocating for their schools, the

board members are the power behind FRN as the network informs federal policymakers about what does and doesn't work in the nation's nearly 14,000 public school districts.

In addition to developing key relationships with members of Congress, FRN members receive vital information from NSBA concerning federal legislation and activities, respond to NSBA calls to action on specific issues and share those calls to action with fellow school board members.

State school boards associations appoint members to FRN, whose mission is to make public education a top priority for the federal government. OSBA appoints two FRN members from each of its 16 congressional districts. The three OSBA officers — president, president-elect and immediate past president — are automatically named to the network, with

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the president-elect serving as chair. Members serve two-year terms and are eligible for reappointment.

Their duties include attending the annual NSBA Advocacy Institute (formerly the NSBA FRN Conference) in Washington, D.C., and connecting with their congressional representatives throughout the year to share OSBA and NSBA's positions on critical public education issues. Council of Urban Boards of Education members also are eligible to attend the institute. FRN members coordinate legislative activities in Ohio's congressional districts, monitor federal legislation affecting public education and work with their school districts' legislative liaisons to share information.

Earlier this month, Ohio FRN members and OSBA staff participated in the Advocacy Institute. The annual event enables NSBA and local school board members from across the nation to present a unified voice on federal education issues. The institute features nationally known keynote speakers, federal advocacy updates from NSBA and a host of seminars focusing on legislative, legal and public advocacy. It also provides school board members an opportunity to personally lobby their senators and representatives on Capitol Hill to discuss critical federal education issues and how they affect Ohio's public schools.

Key issues addressed at this year's Advocacy Institute included: reauthorization of the Elementary and Secondary Education/No Child Left Behind Act; reauthorization of the Child Nutrition Act; and federal funding, with a focus



FRN members, from left, Warren Stevens, Urbana City and Ohio Hi-Point Career Center, and Linda Haycock, Shawnee Local (Allen), and OSBA Director of Legislative Services Damon Asbury meet with U.S. Rep. Jim Jordan's aide during the 2015 NSBA Advocacy Institute. Photo credit: Risdon Photography

on the Individuals with Disabilities Education Act funding shortfall and the hardships sequestration creates for schools.

“OSBA’s Federal Relations Network is a key part of the association’s advocacy efforts,” said OSBA Executive Director **Richard Lewis**. “It also is recognized nationally as one of the most engaged and productive state FRN teams. The members are very committed to making sure their local school districts are fully informed about federal actions affecting the homefront as well as conveying the concerns of Ohio’s school systems to federal policymakers.” ■



What can PFR do for you?

OSBA is working with Public Finance Resources Inc. (PFR) to offer district financial forecasting services. This is an OSBA service, provided exclusively for OSBA by PFR.

PFR can:

- analyze internal and external data to develop your district's school budget report card;
- develop customized reports to make your financial information understandable and believable;
- provide effective and efficient financial modeling to identify options and results;
- build local capacity that is based on understanding, believing and planning.

With more than 100 years of combined strategic financial experience, PFR consultants will help you get the information, resources and training you need to achieve maximum effectiveness in your financial leadership role.

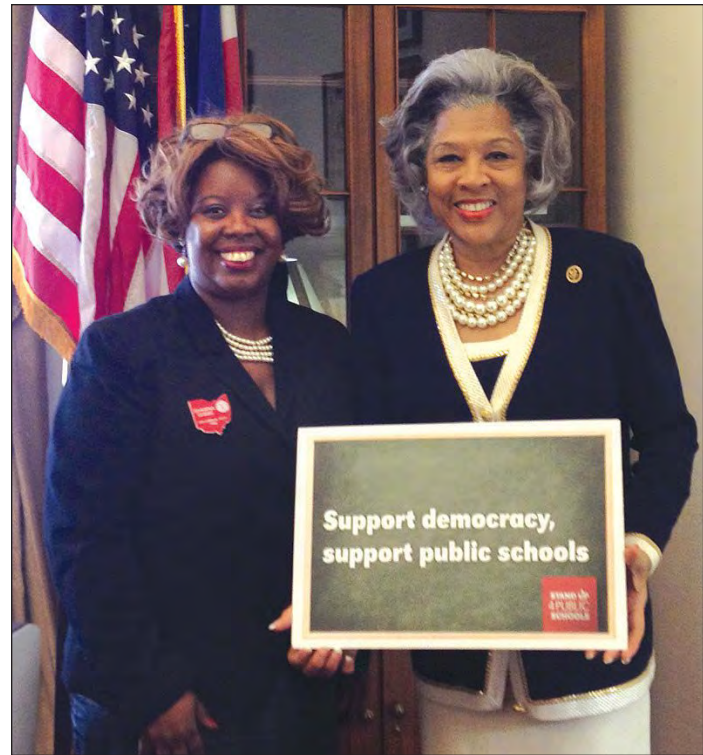
PFR
CFO

For more information, contact PFR at (614) 732-5948 or visit www.pfrco.com.

OSBA in Washington, D.C.

► *The National School Boards Association's Advocacy Institute, Feb. 1-3, included a day on Capitol Hill, where OSBA met with Ohio members of Congress. OSBA member W. Shawna Gibbs, Columbus City, left, meets with U.S. Rep. Joyce Beatty, who shows her support for public schools.*

▼ *OSBA Federal Relations Network members pose with Sens. Sherrod Brown (second row, fourth from left) and Rob Portman (to right of Brown) after a breakfast with the senators.*



▲ *North Olmsted City board member Terry Groden and OSBA Immediate Past President Susie Lawson, Tri-County ESC and Wayne County Schools Career Center, meet with U.S. Rep. Jim Renacci's aide.*

► *U.S. Rep. Steve Stivers, left, meets with OSBA President Ed Penrod, Logan-Hocking Local (Hocking) and Tri-County Career Center, center, and FRN member Lee Schreiner, South-Western City, far right.*





◀ U.S. Rep. David Joyce stands up for public schools with OSBA members Albert Haberstroh, Trumbull County ESC, left, and Thomas V. Tuttle, Mentor EV, right.

◀▼ FRN member Gail Martindale, Cedar Cliff Local (Greene) and Greene County Career Center, left, makes a point during a meeting with U.S. Rep. Michael Turner's aide.

▼ John W. Halkias, Plain Local (Stark), left, meets with U.S. Rep. Bob Gibbs during the Day on Capitol Hill.

Visit OSBA's Flickr page at www.flickr.com/OHSchoolBoards to view more institute photos.



▲ FRN member Denise Baba, Streetsboro City, meets with Sen. Sherrod Brown at a breakfast with the legislator.

◀ OSBA member Jim Sommer, Greenville City, left, meets with Speaker of the House Rep. John Boehner during the Day on Capitol Hill.



OSBA: a member-led and member-driven organization

Damon Asbury, director of legislative services

Over its 60 years of operation, OSBA has steadfastly dedicated itself to the support and advancement of the interests of Ohio public education. The association is deeply committed to the principle of local control — where locally elected school board members determine public education policy for their own school systems.

In keeping with that principle, school board members from across the state govern the operations of the association. The OSBA Board of Trustees, a representative body of school board members from the five OSBA regions, is responsible for charting the association's vision and direction; establishing association policies and priorities; and overseeing the budget and operations. The trustees select and employ an executive director to manage and lead the organization.

A president elected on a statewide basis leads the Board of Trustees. A president-elect and immediate past president also serve as officers and assist the president. Governance responsibilities are assigned to the eight-member Executive Committee. The Legislative Platform Committee, the Delegate Assembly, region executive committees and a number of other state and regional panels provide additional opportunity for member involvement and direction.

The Board of Trustees is guided by a member-adopted constitution and bylaws. A legislative platform, crafted and approved by members, establishes OSBA's positions on important public education issues and provides the basis for its advocacy efforts.

Statewide officers

OSBA's three elected state officers are president, president-elect and immediate past president. Each office carries a one-year term.

The OSBA Nominating Committee meets between August and September each year to interview candidates for the

position of president-elect. The Nominating Committee is composed of outgoing Executive Committee members and chaired by the association's immediate past president.

Following the interviews, the committee recommends one person to be submitted to the Delegate Assembly for approval. The assembly meets in November during the OSBA Capital Conference and Trade Show to vote on the nominee. If elected, the candidate becomes president-elect in the upcoming year, then president and immediate past president in the subsequent years.

In keeping with OSBA's commitment to local control, school board members from across the state govern the association's operations.

Executive Committee and Board of Trustees

The Executive Committee of the Board of Trustees serves as the association's governing body between Board of Trustees meetings. The committee makes recommendations to the Board of Trustees throughout the year, determines the number of trustees each regional association can elect or appoint, and appoints delegates and alternates to represent OSBA in the National School Boards Association Delegate Assembly. The Executive Committee is made up of OSBA's president, president-elect, immediate past president and a member appointed by each of the five regional associations to serve a one-year term.

The Board of Trustees has general charge of OSBA's affairs, funds and property. The board adopts the annual budget, authorizes fund disbursements, determines the boundaries of the five regional associations and employs the executive director, among other responsibilities. The board meets three times annually.

The Board of Trustees is composed of the three statewide officers; the presidents, presidents-elect and immediate past presidents of the five regional associations; and one representative each from the six districts in the state with the largest student enrollment. The remaining members are apportioned among the OSBA regions. OSBA's executive director and regional managers are ex officio members of the board.

Legislative Platform Committee

The OSBA Legislative Platform is an evolving document that publicly states the association's positions on key education issues. It conveys to policymakers and the public where Ohio school board members stand on public education issues, guides OSBA's advocacy efforts and sets its education agenda.

The Legislative Platform Committee develops and recommends platform changes to be considered by the Delegate Assembly. The committee reviews resolutions from member boards and association staff to amend the OSBA Legislative Platform and make recommendations.

The committee is made up five appointments from each of the region executive committees. Members of the OSBA Executive Committee serve in an ex-officio capacity. The OSBA president-elect chairs the panel, which meets annually in August.

Delegate Assembly

The OSBA Delegate Assembly meets annually during the Capital Conference. Each OSBA member district is entitled to appoint one of its board members as a delegate to the annual meeting or any other called meeting.

Delegates consider and vote on association policies, including the OSBA Legislative Platform and president-elect nominee. Members must be present at the meeting to vote.

The assembly also may consider changes to the OSBA Constitution and Bylaws, and receives the executive director's report and reports from selected committees and task forces.

OSBA regional governance

To better serve its membership, OSBA is divided into five regions — Central, Northeast, Northwest, Southeast and Southwest. Each is led by a president, president-elect, immediate past president and executive committee.

The executive committee sets regional policies, recruits association leaders, represents regional interests, helps assess needs, holds regional legislative platform meetings and organizes activities and programs to increase awareness of OSBA and further the association's mission. It meets at least three times a year. The association's statewide leadership is drawn from those who serve on regional governance bodies.

An OSBA staff member is based in each region to serve as a regional manager and treasurer. That individual organizes the region's conferences and meetings, and oversees regional nominating committee appointments and board recognition programs.

To learn more about OSBA governance, as well as the association's mission, vision and guiding principles, visit www.ohioschoolboards.org/osba-governance.

For those interested in becoming more involved in OSBA governance and other activities, contact any OSBA staff member or your regional manager. Regional manager contact information is posted at www.ohioschoolboards.org/regions. ■

OSBA invites districts to suggest amendments to Legislative Platform

Jay Smith, deputy director of legislative services

OSBA's advocacy efforts are driven by its members and guided by the OSBA Legislative Platform, which publicly states the association's positions on a variety of public education issues. The legislative division uses the platform — as approved by the membership — in its day-to-day work with the legislature.

OSBA encourages member districts to annually review the platform and suggest amendments. To submit a proposed amendment, a school board must pass a resolution, have it signed by the district treasurer and send it to OSBA's executive director by March 31. The OSBA Legislative Platform Committee, which meets in August, reviews proposed amendments and decides which ones to recommend to the OSBA Delegate Assembly for consideration at its annual business meeting in November.

To be added to the platform, an amendment must be approved by at least 75% of the voting members at the Delegate Assembly meeting. Each member district is entitled to name a delegate to the assembly, and matters to be voted on must be communicated to those districts at least 30 days before the meeting.

Members should keep in mind while reading the platform that it is sufficiently precise to state OSBA's positions, but not so specific as to tie the association's hands and prevent it from achieving the best results consistent with the platform. OSBA staff has the latitude to interpret and apply the platform, but is fully accountable to the association's members and must inform them about progress in implementing or defending the platform's positions.

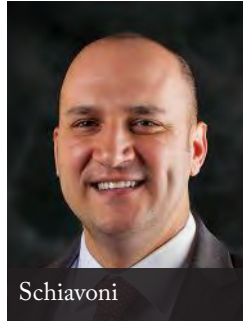
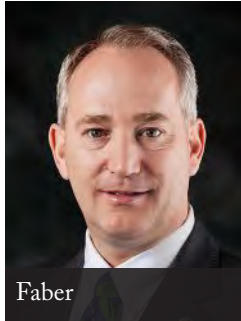
For further information, contact OSBA's legislative services division at (614) 540-4000 or (800) 589-OSBA.

Political primer

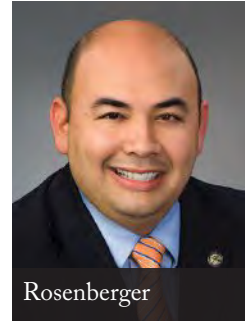
A look at the 131st Ohio General Assembly

Notable leaders

Sen. Keith Faber (R-Celina) is the Senate president. Sen. Joe Schiavoni (D-Boardman) is the minority leader.

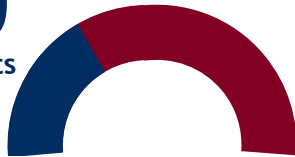


Rep. Cliff Rosenberger (R-Clarksville) is the speaker of the House. Rep. Fred Strahorn (D-Dayton) is the minority leader.



Balance of power

10
Democrats

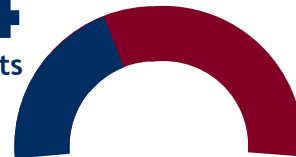


Senate

same as the 130th General Assembly

23
Republicans

34
Democrats



House

five districts changed from Democrats to Republicans

65
Republicans

The freshman class

freshmen joining the Senate

4 vs.

29

freshmen joining the House

Breakdown: 18 Republicans and 11 Democrats

1967

The year a state constitutional amendment established the 99-member House and 33-member Senate we know today.



Did you know?

A look back at the history of the Ohio General Assembly



A five-member body appointed by the U.S. House of Representatives in 1799 before Ohio was a state, the **Legislative Council**, was the precursor to the Ohio Senate.

Ohio's first constitution was prepared in 1802 and laid the framework for the General Assembly.

The **Constitutional Convention of 1851** produced the Ohio Constitution still in use today.

The first leader of the Ohio Senate was **Nathaniel Massie**, a Revolutionary War veteran and founder of the city of Chillicothe.



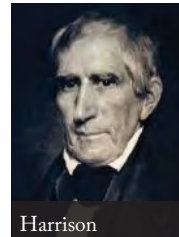
Massie

Michael Baldwin

The first speaker of the Ohio House, who helped create the state's first constitution.

A presidential steppingstone

William H. Harrison's term in the Ohio Senate, 1819-1821, was longer than his time in the White House. Harrison, the ninth U.S. president, had the shortest presidential term in history – 32 days.



Harrison



Harding



Garfield

James A. Garfield, the 20th president, and **Warren G. Harding**, the 29th president, also served in the Ohio Senate.

1923

The first session of the Ohio General Assembly to include women convened this year with four women serving in the House and two serving in the Senate.

Ohio leaders

In 1879, **George W. Williams** became the first African-American to serve in the Ohio House. In 1891, **John Patterson Green** became the first to serve in the Ohio Senate.



Williams



Green

University partnership fuels Sandusky gifted school



A student reacts to a classmate's question at Sandusky City Schools' Regional Center for Advanced Academic Studies. Serving grades three through six, the school is thought to be the only public school in Ohio designed exclusively for gifted students.

District going the extra mile to serve gifted kids

Gary Motz, managing editor

On a chilly morning last month, a 99-year-old building on the edge of downtown Sandusky was teeming with 21st century learning, innovation and enthusiasm.

Opened in 1916 as an auto dealership, **Sandusky City Schools** bought the building in 1937. Since then, it has served the district as an industrial trades school, junior high school, preschool and, today, a self-contained, full-time gifted education school: the Regional Center for Advanced Academic Studies.

Launched in 2013, the center is the academic home to more than 100 students in grades three through six. It is thought to be the only public school in Ohio serving just gifted students.

The center is the brainchild of Sandusky City Schools Chief Academic Officer **Julie McDonald** and her staff. After submitting proposals for the school for seven years, her plans finally came to fruition thanks to her persistence, the support of Superintendent Dr. **Eugene T.W. Sanders** and a generous grant from a local foundation.

“When Dr. Sanders came to the district, I pulled out the proposal one more time and literally threw it on the table,” McDonald said. “I told him it was our wish list for gifted students and that it had become kind of a running joke for me to submit it to every new superintendent. He looked at it, asked some questions and then charged our staff with coming up with the finer details of what this could look like.”

Surprised and pleased to be moving forward, McDonald returned with a plan for operating the center without increasing overhead costs. The district already had a home for the center: the preschool, which had transferred its students to the elementary buildings in 2012. An administrator was retiring, so that salary could go toward hiring a principal. The district, whose school board has long supported gifted education, already had four gifted intervention specialists on staff. The clincher was a five-year, \$1 million grant from the Randolph J. and Estelle M. Dorn Foundation in Sandusky, with half designated for the gifted center and half for the district's early childhood education initiative.

To enroll in the center, students must meet state standards for being gifted in reading or math, or be identified as having superior cognitive abilities. Originally serving grades four through six, the center added third-graders this year. Specially trained teachers provide gifted services to seventh-graders at Sandusky Middle School, a practice that will extend to eighth-graders next year. The middle school students take classes with the same team of students they attended the gifted center with.

The center's goals include meeting each student's needs by providing a world-class education through innovative curriculum and instruction; maximizing their academic potential to the fullest; building collaboration among students, families, staff and the community; and reaching out for services and options to enhance students' ability to succeed in a global economy.

"Our goal here is to help these kids reach their potential through advanced academics, giving them opportunities that they don't have in the regular classroom," said gifted intervention specialist **Jami Scott**. "We have to cover the same standards here, but we can take it to a deeper level and cover a broader topic base; it's more advanced."

Students start the day with a free breakfast, then gather in a college-style commons area to watch a student-led "newscast." Topics include news, weather, sports, history, riddles and routine announcements. If someone has a birthday, the birthday boy or girl is serenaded. Each class takes turns producing and presenting the newscast.

After that it's off to class, where the advanced level of the curriculum challenges and engages students, and also keeps the teachers on their toes. In one classroom, a teacher was having trouble logging on to a math website to present a lesson, and students provided no shortage of suggestions for fixing the problem. In another class, students enthusiastically competed to answer questions and provide input.

"This year we adopted a math ... and social studies curriculum that were designed with gifted in mind," said center Principal **Tara Toft**. "Both have online components, textbooks and

workbooks, and are very inquiry-based. With science, we're part of an iEvolve STEM grant with Bowling Green State University. In reading, we use Junior Great Books and we also are very novel-based. We don't have a library at the center, but there is a public library two blocks away, so we take advantage of that."

In addition to academic courses, students have classes in art, vocal music, physical education and computer science. Most also take part in a strings program that allows them to start playing instruments in fourth grade, two years earlier than their traditional school counterparts. Students can rent the district-owned instruments for just \$40 a year.

"They have violin, viola, cello and bass from which to choose," Toft said. "We encourage every student to do it, and most have. We encourage them all to participate by pointing out the benefits, the link between learning to play an instrument and other kinds of learning. Our middle school strings program has improved greatly, thanks to the head start kids are getting here."

Besides the teachers, professors from Bowling Green State University help students reach expanded levels of learning. The Dorn grant also established the Dorn Fellowship Series,



Gifted intervention specialist Karen Foss answers a student's question at the Regional Center for Advanced Academic Studies.

which enables the center to recruit professors to work with students and teachers at the center; on the Bowling Green Firelands Campus in Huron and its main campus in Bowling Green; and on field trips. The professors' areas of expertise include history; social studies; environmental chemistry; marine biology; anatomy and physiology; and criminal justice.

"The Dorn partnership pays stipends to professors to commit to us one semester at a time," Toft said. "That involves at least an average of six hours a week of consultation with our teachers, direct contact with our students at the center in person or via Skype, and on campus or off campus in any way that we can extend their standards and take their understanding deeper with the help of the professors."

Among the projects students have worked on with the professors are water quality studies on the Huron River, Lake Erie and Old Woman Creek national research reserve; field trips to Fallen Timbers, Fort Meigs, Cuyahoga Valley National Park and other historic sites; criminal justice research; and forensics field work. Future projects include Underground Railroad and Native American studies and field trips. Students also have access to the archive library at Bowling Green's main campus. In addition, the professors and center staff conduct special summer programs.

"Part of our mission is getting kids college and career ready," McDonald said. "What better way to do that than expose them to college-level thinking and vocabulary and just the experience of being on campus?"

"And by working with the professors, college becomes less scary, they get comfortable with doing that and being on campus. That's what we want, for the kids to be comfortable with their gifts and not shy away from them like they might have done when they were singled out in regular school for being smart. Here, everybody is smart ... so what they can do with their talents here is a different story."

"I really want these kids to be challenged and know how to work through that academic challenge," Scott said. "Because studies show that a lot of students identified as gifted drop out in college; they don't know what to do because they weren't really challenged in school. Being at the center lets them learn early on that it's OK to make mistakes — you don't need to be perfect. They also learn what to do if they don't know something."

Working with the professors has made a big impression on fifth-grader **Nevaeh Richardson**. She already has her eyes set on college and knows where she wants to go.

"One professor came and talked about the Black Swamp and we went to see where it used to be," Nevaeh said. "A couple of weeks later we got to go and actually see the campus. It was really fun. We were in a classroom, went to a library to look at

old documents and walked around the campus. I want to study to be a vet and Bowling Green is the college I want to go to."

Fifth-grader **Kye Scott** said he thinks the center's advanced curriculum will help him graduate from high school and college earlier. He plans on becoming a doctor or engineer.

"They give you harder things to work on here; we're learning seventh- and eighth-grade stuff," Kye said. "My brother is in eighth grade and I'm already learning some of the things he is.

"My favorite subject is math, and I really like the field trips. Plus, we have iPads and other technology here that they didn't have in my old school."



A student enjoys visiting with some of the dozens of fish, lizards and other animals housed in a classroom at Sandusky City's gifted school. Students are responsible for caring for the menagerie that lines the classroom's walls.

Toft likens creating a school for gifted children to providing programs for special needs students. She said it is schools' responsibility to meet the particular needs of *all* children.

"If you had a child who had what we all consider special needs, you wouldn't hesitate to put them on an IEP (Individualized Education Program) and give them all the services they need to learn at their best and reach their full potential," Toft said. "This is no different. These kids here are the ones who sat in the back of the class and waited to be challenged. Here, they wait no longer — from the minute they walk in, we are challenging them." ■

Editor's note: For more information on Sandusky City's Regional Center for Advanced Academic Studies, contact Tara Toft at (419) 984-1349 or toft@scs-k12.net. Information also is posted online at <http://links.ohioschoolboards.org/45451>.



Business Honor Roll celebrates its fifth year

Amanda Finney, senior marketing coordinator

The OSBA Business Honor Roll program is marking its fifth anniversary in 2015. The highly popular and successful program offers school districts a way to recognize local businesses for their support.

Local businesses play an important role in supporting their communities' schools. This support is especially important as Ohio school districts face budget uncertainties, ever-increasing accountability demands and a difficult economic climate.

The program provides districts a way to recognize their local businesses and say "thank you" for their contributions. If there are firms in your district deserving of this recognition, OSBA strongly urges you to select them for the Business Honor Roll.

Businesses help support their schools in many ways. Below are just a few examples of how firms assist school districts:

- internship/job shadowing programs;
- volunteering in schools and offering employees time off to volunteer;
- serving as a mentor or tutor;
- supporting extracurricular programs;
- hosting company tours or sponsoring field trips;
- supporting programs with in-kind or financial support;
- delivering presentations to individual classes or at assemblies;
- buying ads in event programs;
- donating to scholarship programs.

There are many other ways businesses support their schools, so don't limit yourself to this list when making your selections.

School-business partnerships are good for all involved. Schools receive the additional support they so badly need. Students get real-world experience and a chance to learn from professionals in many different fields. And businesses are able to gain a better understanding of their

school systems and let educators know about the critical workforce skills they need.

"For several years, Barnesville Hospital and Barnesville Hutton Memorial Library have been active partners with our school district," said **Angela Hannahs, Barnesville EV curriculum director**. "These businesses have provided programming during the school day and during the after-school tutoring program.

"With OSBA's Business Honor Roll recognition, our district has expanded the partnership to include safety training. Overall, our relationship with the hospital and library is solid and only getting stronger."

Districts that participate in this program are limited to five choices; four single businesses for any kind of support and one category for specific project support that can name all of the businesses involved.

To make your selections online, go to the OSBA Business Honor Roll Web page at www.ohioschoolboards.org/business-honor-roll and click on the nomination form link. The deadline to submit selections is March 17. Nominations cannot be accepted after that date.

The Business Honor Roll Web page also features a resource kit with everything districts need to recognize the valuable contributions of their business partners. The kit includes a sample board resolution, sample press release and tips on ways to recognize honorees.

Some honorees will be featured in the OSBA *Journal* and all of the winners will be listed on the association's website. OSBA will mail personalized certificates and *Journal* magazines for each firm to district superintendents so boards can present them to honorees during a board meeting.

For questions on this program, contact the article's author at (614) 540-4000, (800) 589-OSBA or afinney@ohioschoolboards.org. ■

Ohioans to participate in NSBA annual conference



OSBA representatives to the 2014 NSBA Delegate Assembly included, from left, Ed Penrod, Logan-Hocking Local (Hocking) and Tri-County Career Center; Robert M. Heard Sr., Cleveland Municipal; Susie Lawson, Tri-County ESC and Wayne County Schools Career Center; and Bob Vasquez, Toledo City. Not shown is Sharon E. Manson, Waverly City and Pike County Career Technology Center.

OSBA staff, Ohio school leaders to learn and share with peers nationwide

Bryan Bullock, assistant editor

Ohioans will have an active role in the upcoming National School Boards Association (NSBA) Annual Conference and Exposition. The 75th annual event will take place March 21-23 in Nashville, Tenn., and features outstanding keynote speakers, including reporter and Huffington Post editor-in-chief **Arianna Huffington**, Yahoo Tech founder **David Pogue** and TV personality **Montel Williams**, among others.

“OSBA and Ohio public schools have long made attending this event a priority,” said OSBA Executive Director **Richard**

Lewis. “This is a great opportunity for Ohioans to learn from their peers around the U.S and share their expertise with others. The conference is another platform for Ohio to contribute its voice to the national conversation on public education.”

At NSBA’s invitation, multiple OSBA staff members and three Ohio school districts are scheduled to present educational sessions at the conference this year. OSBA state and regional leaders are participating in the NSBA Delegate Assembly Meeting and Council of Urban Boards of Education sessions. Following are the sessions Ohioans are taking part

in, according to NSBA's schedule as of late January. For those attending the event, check the finalized schedule to confirm educational session titles and dates.

NSBA governance

The NSBA Delegate Assembly — the association's governing body — is composed of 150 representatives from state school boards associations around the nation. OSBA delegates to the assembly are: President **Ed Penrod, Logan-Hocking Local (Hocking)** and **Tri-County Career Center**; President-elect **Eric K. Germann, Lincolnview Local (Van Wert)** and **Vantage Career Center**; Immediate Past President **Susie Lawson, Tri-County ESC** and **Wayne County Schools Career Center**; and alternate members **Robert M. Heard Sr., Cleveland Municipal**; and **Warren Stevens, Urbana City** and **Ohio Hi-Point Career Center**.

Several Ohioans have leadership positions with NSBA this year. Germann been appointed to serve on the Policy and Resolutions Committee by NSBA President **Anne M. Byrne**. Penrod will represent Ohio on the Contingency Nominating Committee. **Charlie Wilson, Worthington City**, continues to serve a three-year term on the NSBA Board of Directors.

While the Delegate Assembly sets NSBA policy, the 25-member Board of Directors translates policy into action, including programs and services administered by NSBA's executive director and staff.

Lewis also is attending the NSBA Delegate Assembly Business Meeting, as well as the Organization of State Association Executive Directors meeting.

Council of Urban Boards of Education (CUBE)

This NSBA group helps urban school board leaders find

solutions to challenges at the local level by sharing innovative practices through conferences, legislative advocacy, research projects, networking, publications and more. OSBA members participating in council activities include CUBE Steering Committee members **Bruce Alexander, Akron City**, and **Willetta A. Milam, Cleveland Municipal**.

"The conference is another platform for Ohio to contribute its voice to the national conversation on public education."

— *Richard Lewis*

Ohio districts leading educational sessions

The NSBA conference features a wealth of professional development opportunities, including engaging educational sessions. A group from Cleveland Municipal will lead the session "Board Partnership with Charter Schools" on March 21. The district will share how its board of education partners, shares public dollars and collaborates with high-performing charter schools as a part of a citywide transformation plan.

Mentor EV leaders will present "Reimagining Instruction — 2015 TLN Site Visit Host" on March 21. The district, which was selected to host an NSBA Technology Leadership Network site visit in the spring, will discuss its award-winning blended learning program.

A team of presenters from **Hilliard City** will lead "Implementing a 1:1 Initiative with a Blended Learning Model" on March 23. The district will highlight its efforts to provide a

From a basic group life insurance plan, to one that includes options such as **Accidental Death and Dismemberment, Dependent Life and Voluntary Life**, member districts can build the right plan for their employees.

We are pleased to be the endorsed carrier for Term Life insurance benefits for the Ohio School Boards Association Insurance Trust, through its affiliation with the Pennsylvania School Boards Association Insurance Trust.



Call **Tony Wright** or **Diane Stepler** at (866) 691.6290 for further information.

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mobile device to each of its more than 15,000 students.

OSBA leading an array of presentations

OSBA staff also will lead a variety of educational sessions at the conference. Director of School Board Services **Kathy LaSota** and Deputy Director of School Board Services **Cheryl W. Ryan** will lead pre-conference workshops on March 20. LaSota is presenting “Leading with Purpose: Inspiring a Shared Vision.” She will discuss a step-by-step process to inspire a shared vision and give school district leaders tools to motivate people from vision to action.

Ryan will lead “It’s About the Journey and the Destination: Set Achievable District Goals and Objectives, and Begin the Process of Action Planning.” Her session will feature a study of a mock school district and teach attendees how to prioritize issues, set goals and achieve results.

Ryan also will present the session “Fun With Nepotism! Pitfalls of District Employees Who Are Related” on March 22. She will use situational examples to explore the implications of nepotism for hiring and firing decisions. Ryan and LaSota also plan to attend the National Association of Superintendent Searchers (NASS) Annual Business Meeting and staff the NASS station.

Lewis will join leaders from other state school boards associations to present “The Future of Boards of Education: Challenges and Opportunities” on March 21. He will discuss

an effort that he and other association executive directors have participated in to examine what school boards of the future will need to do to remain relevant and strengthen their role in ensuring higher student achievement.

Deputy Executive Director **Rob Delane** will lead “What if Leadership Was More Than a Buzzword?” on March 22. His highly interactive media presentation will examine the frustrations, apprehensions and successes board members experience during their terms of office and in their leadership capacities.

Senior School Board Services Consultant Dr. **Richard J. Caster** will present “Ten Years of School Lethal Violence: Its History, Evolution and Implications of Social Media” on March 22. He will examine the issue of school violence, how it has changed over the last decade and ways new technology plays a role in it.

Policy Consultant **Kenna S. Haycox** will deliver “The Board’s Role in Governance Through Policy — An Essential Primer for New Board Members” on March 22. She will discuss the policy development process, practical examples and what is and isn’t appropriate for board policy. Haycox’s presentation is part of the new school board member boot camp program.

Executive Assistant **Terri Shaw** will join school board members Germann and Heard at the request of BoardDocs to present the March 22 session “Leap and the Internet Will Follow — Board Management Systems for Remarkably Superior Governance.” The session will explore the transition to paperless meetings by demonstrating the benefits of moving to a contemporary electronic delivery system.

Region reception

OSBA invites Ohio’s conference attendees to come to the NSBA Central Region Joint Reception on March 21 from 5 p.m. to 6:30 p.m. at the Omni Hotel in the Legends Ballroom.

The reception provides an informal atmosphere for education leaders to discuss current issues and share their thoughts with peers. Ohioans registered for the conference will receive invitations to the reception as the event approaches.

The NSBA Annual Conference and Exposition offers OSBA staff members and Ohio school district leaders outstanding opportunities to share their expertise and gather information, ideas and contacts that enable them to better serve Ohio schools and students. Networking and learning at this national level also provides fresh approaches that help OSBA provide its members with the superior services and creative solutions they need to successfully lead their districts.

For complete conference details and to register, visit <http://nsba.org/conference>. ■



OSBA Deputy Director of School Board Services Cheryl W. Ryan, left, and Director of School Board Services Kathy LaSota present a session at the 2014 NSBA Annual Conference and Exposition.

When Violence Strikes at School, You **CAN** Be Prepared!

You know schools are “soft” targets for violence. And you know you need to take steps to respond to violent events and emergencies. But what should you do? How will you do it? Who can help you with planning, training, and implementation?

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Created by concerned parents, law enforcement, and nationally-recognized safety and medical experts, FASTER is a groundbreaking, nonprofit program that gives educators practical violence response training. Classes are provided at **NO COST** to your school district.



HOW IT WORKS:

Each school selects staff members who are willing, competent, and capable. Experts on school violence provide training in armed response, crisis management, and emergency medical aid. The FASTER program pays for tuition and lodging and local school boards authorize these trained staff members to carry firearms in school.

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- **COMPREHENSIVE PREPARATION** – Training also includes crisis management and hands-on emergency medical training for life-threatening injury.
- **ON-CALL ASSISTANCE** – Program experts can meet with school board members at no cost to answer questions and provide assistance for policies and procedures, insurance issues, legal and union concerns, and local police / EMT drills and coordination.

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OSBA provides all school board members with a free \$100,000 accidental death and dismemberment (AD&D) insurance policy that covers them while they are performing their duties as board members.

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Coverage runs annually from March 1 through the end of February. To enroll, download the enrollment and beneficiary forms available at www.ohioschoolboards.org/osba-insurance-agency. Mail the form, with a check payable to OSBA Insurance Agency LLC for the amount shown on the form, to OSBA.

For more information, contact **Janice Smith**, chief financial officer and licensed insurance agent, at (800) 589-OSBA, (614) 540-4000 or jsmith@ohioschoolboards.org.



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