

BRIEF CASE

THE OHIO SCHOOL BOARDS ASSOCIATION

Serving the public school leadership team



Save when you register early for the OSBA Board Leadership Institute

School board members can save on a key professional development experience — the Board Leadership Institute (BLI), held April 28-29 — with early registration. Before March 1, the \$315 registration fee is marked down to \$290. BLI is designed to equip new and veteran board members to move their districts forward in the coming year. It's an opportunity to attend expert-led sessions on key aspects of school leadership, such as student achievement, finance and school law. Find more details and sign up at www.ohioschoolboards.org/board-leadership-institute-2023.

2024 Ohio Teacher of the Year nominations open Feb. 1

The Ohio Department of Education (ODE) will accept nominations for its annual Teacher of the Year award from Feb. 1 through March 31. Board members, administrators, students and parents are invited to submit a 300-word narrative about an exceptional teacher in their school or district to begin the nomination process. ODE will select one teacher from each of the 11 State Board of Education districts and invite them to apply for the state-level Teacher of the Year recognition. To learn more about the process and to nominate a teacher, visit <http://links.ohioschoolboards.org/ohio/otoy>.

Teen pregnancy rates have fallen significantly, research shows

In the past decade, teen pregnancy has seen an impressive 55% decline, according to a report by the national research organization Child Trends. This is an acceleration of a larger drop over the past 30 years: In 1991, 61.8 out of every 1,000 females between the ages of 15-19 had given birth, but by 2021, that number was only 14.4 births per 1,000. View the data, along with links to further statistics on risks associated with teen pregnancy and evidence-based educational and preventative resources, here: <http://links.ohioschoolboards.org/childtrends>.

Celebrate Black History Month

The observance of Black History Month each February gives schools the chance to celebrate the valuable contributions of millions of African Americans. The 2023 theme is "Black Resistance in the Past, Present and Future." The theme spotlights the Black community's "efforts ... to advocate for a dignified self-determined life in a just democratic society," in the words of the Association for the Study of African American Life and History. Many excellent resources are available to help teachers explore this and other important Black History topics with their students. They include: <http://links.ohioschoolboards.org/ohiohistory/black-history-month>; <https://asalh.org/black-history-themes>; <http://links.ohioschoolboards.org/30586>; and <http://links.ohioschoolboards.org/73879>.

Jan. 23, 2023

Volume 55 Issue 2

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Route workshop information to:

- Administrators
- Principals
- Communication specialists
- Transportation supervisors

ODE releasing district Special Education Profiles for 2023

The Ohio Department of Education (ODE) announced last month that it will soon release its 2023 Special Education Profiles, which evaluate school districts on a list of indicators established by the Individuals with Disabilities Education Improvement Act of 2004 (IDEA). The profiles provide schools with useful data for meeting IDEA compliance improvement goals. These indicators encompass areas such as achievement, college readiness and equity. The profiles will be released in two phases, with indicators that require action from schools announced first. The second release, planned for May, will include additional student-outcome indicators that do not require action. You can view last year's profiles — and this year's as soon as they become available — at <http://links.ohioschoolboards.org/>

Course provides skills needed to own, maintain home

A new program at **Three Rivers Local's (Hamilton)** Taylor High School provides students with the basic skills necessary to own and maintain a home.

Second-year program students in **Brian Kestner's** HOME201 class took things up a notch by finishing their first "home," or playhouse, in this case. The project is called Taylor's Tiny Home.

"I've learned how to put up walls, windows, roofing. That was fun for me," student **Luke Childs** told a local TV station. "I enjoyed learning that the most." He was on the build team. His classmate, **Derrick Johnson**, was on the finance team.

"I pretty much was just managing the materials and the cost and adding it up and making sure it's all organized," Johnson said.

Source: WKRC-TV

[ohio/special-ed-profiles.](#)

Study hints at broader benefits of arts education

A study of 42 Houston-area elementary schools recently published in the Journal of Policy Analysis and Management provides a glimpse of what further

research into arts education might reveal. Researchers were able to measure significant improvements in crucial skills like writing and social empathy and saw less need for disciplinary intervention among students who had access to art, music and other creative disciplines during the school day. You can read the paper here: <http://links.ohioschoolboards.org/wiley>.



Briefcase

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Leading the way as the respected voice of Ohio public education.

OSBA online

● www.ohioschoolboards.org

With the 135th Ohio General Assembly now in session, it's important for education leaders to stay on top of recent changes in the law. OSBA provides a number of tools to help you with this critical task, including Facts In A Flash, a weekly legislative update; the BillTracker database, which tracks the status of legislation; and the OSBA Legislative Platform. You can find these and more at <https://www.ohioschoolboards.org/legislative-issues>.



BULLETIN BOARD

compiled by Melanie Price, senior administrative assistant of communication services

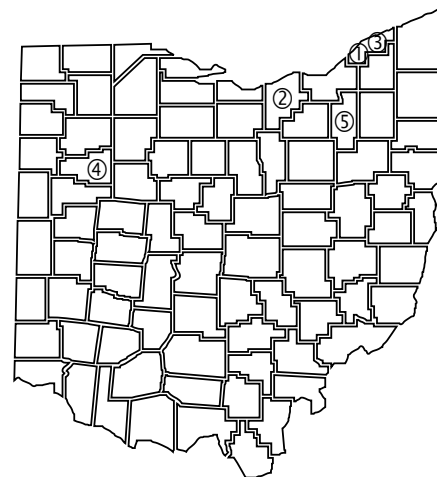
OSBA executive searches

Superintendent

District	Deadline	Contact
① Riverside Local (Lake)	Feb. 10	OSBA Search Services, (614) 540-4000
② Avon Lake City	Feb. 20	OSBA Search Services, (614) 540-4000
③ Fairport Harbor EV	TBD	OSBA Search Services, (614) 540-4000

Treasurer

District	Deadline	Contact
④ Lima City	Feb. 1	OSBA Search Services, (614) 540-4000
⑤ Stow-Munroe Falls City	TBD	OSBA Search Services, (614) 540-4000



Other searches

Position	Location	Deadline	Contact
Superintendent	New Albany, Indiana	Feb. 1	Steve Horton , director of board services, Indiana School Boards Association, (317) 229-3270
Superintendent	Myrtle Creek, Oregon	Feb. 3	Sarah Herb , executive search and events specialist, Oregon School Boards Association, (503) 400-3047

Board changes

Avon Local (Lorain) Board of Education member **Art Goforth** announced his resignation effective Jan. 31. ●●●
 East Liverpool City Board of Education member **Patricia Evelsizer Persohn** announced her resignation effective Jan. 1. ●●●
 Mid-Ohio ESC Board of Education members **Margaret** and **Richard Prater** announced their resignations effective Dec. 20.

Administrative changes

Superintendents

Hillsdale Local (Ashland) Superintendent **Steven E. Dickerson** announced his retirement effective July 31. ●●●
 Miami East Local (Miami) Superintendent Dr. **Todd Rappold** announced his retirement effective April 30.

Editor's note

Job postings must be received six weeks before the application deadline to ensure timely publication.
 Thank you for your cooperation.

Treasurers

Hillsdale Local (Ashland) hired **Lesia S. Deter** as treasurer effective March 1. She will replace **Rick J. Blahnik**, who is retiring in February. Currently Deter is treasurer at **Lucas Local (Richland)**. ●●● **Seneca East Local (Seneca)** Treasurer **Laura J. Brickner** announced her retirement effective July 31.

Sympathies

Former **Hardin Northern Local (Hardin)** Board of Education member **Russ Ludwig** died Dec. 30. He was 81. ●●● Former **Manchester Local (Adams)** Board of Education member **Gary Edwin Himes Sr.** died Jan. 2. He was 82.



COMMUNICATIONS

by Jay Remy, communications consultant

Follow your vision, mission and goals

A vision statement isn't just a slogan for letterhead or building signage. If you have only thought of a vision in the context of something to "put on stuff," you are missing an opportunity to put your district's vision statement to work.

Districts that have a vision statement are already one step ahead. Usually a result of an organizational assessment and strategic planning process, a vision statement is the "why" of the work. Most employees know how their jobs affect student achievement, but they don't always know what the district's vision is.

Vision is where you want to go, mission is how to get there

A vision statement reflects what you would see if you imagined a perfect outcome. A mission is a statement of the work you need to

do to move toward the vision.

For example, the vision of a vacation is lounging on a white, sandy beach. The mission is the work needed to get there — arranging travel, packing and more. Vision inspires; mission motivates.

Why every district needs a vision

Many districts don't have a vision statement because they have not thought of creating one. Mission statements and strategic plans are standard planning tools, but adding a vision statement can inspire and unite.

The process of creating a vision statement should include input from stakeholders. Gather feedback from staff, parents, business partners and community members.

If all district staff know the vision, the team is more unified, especially

if there are agreements about how to measure and visualize organizational progress toward the vision. It is essential for staff members to see and get excited about the vision so they can share their enthusiasm and generate support for students and schools.

Communicate your vision

After the district defines its vision, tell people what it is and ensure they know it is driving the work of the district. Add it to your internal communication plan as a goal to ensure that all staff know the district vision and how to measure progress in reaching that goal. Staff members are an important audience because they are a primary source of credible information about trust in the district.

Include staff input as you

Continued on page 5



Join us as we discuss the current issues in public education.

Date

Jan. 24, 2023

Time

11:00 a.m. to
12:00 p.m.

Cost

Free



Featured guest: Stephanie K. Siddens Ph.D.,
Interim Superintendent of Public Instruction
for the Ohio Department of Education

An advocate for all students, Dr. Stephanie K. Siddens, has more than 26 years of experience in prekindergarten through grade 12 education. A mother of two, Dr. Siddens takes a child-first approach to decision making. She hopes every Ohio student will develop a lifelong love of learning thanks to a high-quality education that meets their individual needs and prepares them for a successful future.



Register at: www.ohioschoolboards.org/events



Master of Transportation Administration Program

OSBA offers this training curriculum to support administrators who are responsible for student transportation. This program meets and exceeds the requirement in the administrative code for annual transportation in-service training.

Jan. 25, 2023 | 10a.m.. to 2p.m. | Cost: \$105 | Virtual or in-person

MTA 2023-4 Driver records / Background check / Compliance needs

No one can afford for anything to “fall through the cracks,” especially in the area of driver qualifications. Ohio’s regulations governing school bus driver requirements are among the most detailed in the nation. This seminar will present methods to maintain compliance.

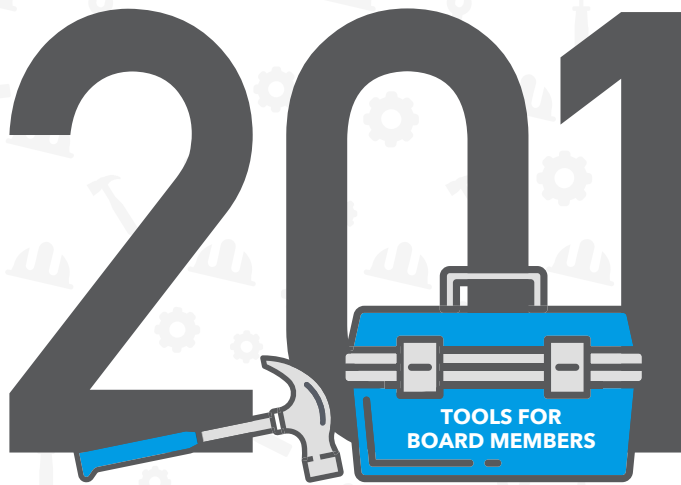
This half-day workshop includes a working lunch and time for questions. Workshop will be offered virtually and in-person at the OSBA office, 8050 N. High St., Columbus, 43235. Contact **Doug Palmer**, OSBA senior transportation consultant, for more information.



**OHIO SCHOOL BOARDS
ASSOCIATION**

View class details and register:
www.ohioschoolboards.org/master-transportation-administration

BOARD MEMBER



BOARD MEMBER 201

Southwest Region

Feb. 4 Hilton Garden Inn Mason

Northeast Region

Feb. 4 Holiday Inn Cleveland South

Northwest Region

Feb. 11 Hilton Garden Inn Perrysburg

Central Region

Feb. 11 OSBA in Columbus

Content for this workshop includes addressing challenges for board members, developments in legislation and policy, and strategies to build or maintain strong partnerships with fellow board members and administrators. Legal, legislative and policy experts will answer your questions and provide the tools and knowledge you need to advance achievement in your district.

For more information and to register: www.ohioschoolboards.org/workshops

Appreciology: The Art and Science of Appreciation

Date _____
Tuesday, Feb. 7

Time _____
8 a.m.-9 a.m.

Location _____
Virtual

Cost _____
Free

All too often, the culture of an organization focuses on the negative aspects of daily interactions and outcomes. But what if our focus on negativity is caused by negativity itself? This powerful session will provide the antidote — methods and strategies to drive positivity throughout your district. A must for leaders wishing to create a dynamic team and culture of appreciation.

Presented by: The Impact Group

For more information and to register:
www.ohioschoolboards.org/workshops



OSBA Region Spring Conferences

You don't want to miss this professional development opportunity and chance to celebrate achievements from throughout your region.

Central Region

Wednesday, March 8 | 5 p.m.-8:30 p.m.

Villa Milano, Columbus

Cost: \$45

Southwest Region

Thursday, March 9 | 5 p.m.-8:30 p.m.

Warren County Career Center, Lebanon

Cost: \$40

Southeast Region

Tuesday, March 14 | 5 p.m.-8:30 p.m.

Buckeye Hills Career Center, Rio Grande

Cost: \$40

Southeast Region

Tuesday, March 21 | 5 p.m.-8:30 p.m.

John Glenn High School, New Concord

Cost: \$40

Northwest Region

Thursday, March 23 | 5 p.m.-8:30 p.m.

Ottoville Local (Putnam), Ottoville

Cost: \$40

Northeast Region

Monday, March 27 | 5 p.m.-8:30 p.m.

Dilucia's Banquet Center, Warren

Cost: \$40

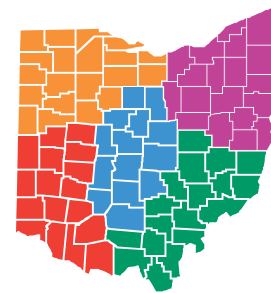
Northeast Region

Tuesday, March 28 | 5 p.m.-8:30 p.m.

Wayne County Schools Career Center, Smithville

Cost: \$40

**Register today
for your local
spring conference!**



To register, visit:
[www.ohioschoolboards.org/
events](http://www.ohioschoolboards.org/events)

For questions about registration, contact **Melanie Price**, OSBA senior administrative assistant of communication services, at mprice@ohioschoolboards.org or (800) 589-OSBA.



**OHIO SCHOOL BOARDS
ASSOCIATION**



WORKSHOP REGISTRATION

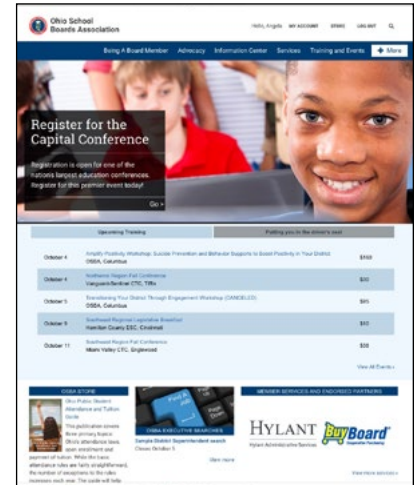
Register at www.ohioschoolboards.org/workshops

OSBA members can access member-only information, including workshop registration, by logging in to the OSBA website.

How to log in

Click on “Log in to your account” on the top right of the website. Log in using your email address on file and your password. Click “Reset your password” if needed.

If it says “We could not find your email address,” or if this is your first time logging in to the site, click “Create new account.” At the username prompt, enter your email address, select your affiliation and school district, and click “Submit.” Create a password and add your job title on the next screen. An email with a link to activate your account will be sent to you. Click on the link to activate your account, and you will be directed to a home screen.



OSBA 2023
**COFFEE
- CHAT -**

PURCHASING 101: WHAT BOARD MEMBERS AND SCHOOL DISTRICTS SHOULD KNOW

FEB. 21 | 8:30 - 9 A.M.

Presented by: BuyBoard

Learn how to maximize your budget and your internal team's efforts to provide the products and services your district needs. Discover how your district can minimize the internal costs associated with procurement.

For more information and to register: www.ohioschoolboards.org/events

Communications, continued from page 4

develop your plan and revise it as needed. Start by raising awareness among staff with internal communication channels, including employee newsletters and weekly bulletins from the district office. Let people know what the vision statement is and that it was developed by district staff, not communications staff or consultants.

Ask that all employees use the vision statement if they have a regular signature on their email. Provide instructions about proper formatting, font and placement of the vision statement in email signature lines. The result will be a consistent, attractive reminder to internal and external audiences.

Develop talking points for the superintendent and other district-level administrators to use in staff meetings at the beginning of the year. Principals should receive guidance for discussions with building staff. The messages should be consistent with previous communications, but the in-person presentations allow deeper discussions of the meaning of the

vision and its importance.

To help cement the new vision, distribute feature stories, web content and videos to show how someone in the district lives the vision through their work with students or in support departments.

Generate excitement about the new vision

Continue to educate staff and build enthusiasm by adding student voices. Consider hosting a student video contest, which can connect the vision to student achievement and instructional programs. Give students the chance to show how their school is moving them toward the vision of graduation and a successful life. Seek prize sponsorships from local business partners to incentivize student participation and feature the entries on the district website and social media channels and in local newspapers.

The videos can be a rich source of content for community presentations and events. They provide a glimpse of the vision in practice as well as student

perspectives and voices.

Evaluate results and update as needed


Use your review and audit processes to ask department leaders and staff about the vision during their routine evaluations. Consider hiring an outside audit firm to do a baseline assessment.

After the launch and the work to promote it, employees should be able to recite the vision, how their work contributes to it and how it measures whether the district is moving in the right direction.

This provides staff members with clarity and direction for their work and pride in being on a team working toward a common vision.

Let OSBA be your partner in the process of developing an effective strategic plan to map your district's future. Contact OSBA's Board and Management Services Division today at (614) 540-4000.

Source: Washington State School Directors' Association



Unlock your students' full potential

Student achievement workshops deliver customized results to guide your district to success

To schedule your customized training session, contact **Kim Miller-Smith**, senior student achievement consultant, at (614) 540-4000, (800) 589-OSBA or kmillersmith@ohioschoolboards.org.



Ohio School Boards Association



LEGISLATIVE REPORT

by Jennifer Hogue, director of legislative services

General Assembly priorities discussed

Senate President **Matt Huffman** (R-Lima) recently announced that the overhauling of the Ohio Department of Education is a top priority for him in the coming months. His goal is to begin hearings as early as next week and send the bill to the Ohio House by late February. The Senate later introduced Senate Bill (SB) 1 sponsored by Sen. **Bill Reineke** (R-Tiffin), this general assembly's version of the education restructuring bill.

Sen. **Andrew O. Brenner** (R-Powell) recently attended the organizational meeting of the State Board of Education on which he serves as an ex-officio member due to his role as chair of the Senate Education Committee. During that meeting, Brenner shared with the board plans to hold a hearing on SB 1 in the Senate Education Committee very soon. Brenner shared that the bill includes the same language contained in SB 178 during the lame duck session except for the provisions related to vaccine mandates and the participation of transgender students.

Brenner also shared that the Senate is working on legislation to deregulate local schools. He stated that he has

heard from school leaders that state requirements sometimes block them from solving challenges, particularly staff shortages. This bill has not yet been introduced.

Activity will most likely move along slower in the Ohio House where a split within the Republican caucus still exists. Traditionally, the House Republican caucus holds a retreat at the beginning of a new general assembly. This retreat is a chance for the full caucus to gather and discuss their policy priorities as well as learn of their committee assignments. It has been reported that the full Republican caucus retreat has yet to occur.

In fact, on Tuesday of this week Rep. **Derek Merrin** (R-Monclova Township) called for a meeting of the 45 House Republicans who had not supported Speaker Stephens during the speaker's election. Of those 45 members, 43 had supported Rep. Merrin and two were absent from the session where the vote occurred. The agenda for the meeting listed goals and procedures, House rules governing the 135th General Assembly, working with the Republican-led

Senate and policy discussion. Reportedly, 38 Republican members attended.

Rep. **Brian Stewart** (R-Ashville) told Cleveland.com ahead of the meeting, "I think the plan tomorrow is just to allow a group of like-minded members to get together and talk about policy (and) talk about what is likely to happen in the House in the year ahead."

A spokesperson for Speaker Stephens issued a statement sharing that "Speaker Stephens has always stood for the constitutional right to freedom of assembly. His focus remains on unifying the House Republican caucus and working on behalf of the people of Ohio."

Following today's meeting, Merrin told reporters, "A lot of relationships have been hurt through this but there are many good people over there. For the purpose of this meeting, it was important for us to organize and talk about the future." He further stated, "I am the leader of the House Republicans. **Jason Stephens** is the Speaker of the House."

Rep. **Phil Plummer** (R-Dayton), a supporter of Rep. Merrin, shared his thoughts with reporters as

Continued on page 7



PUBLIC SCHOOLS WORK!

compiled by Scott Gerfen, assistant editor

Columbiana students, city employees collaborate on projects

Students in **Columbiana EV's** Columbiana High School entrepreneur class have been working with Columbiana city employees on a number of projects to improve the city.

Recently, the class helped spruce up a parking lot, and City Manager **Lance Willard** told a local newspaper that students want to highlight a shopping plaza that houses a local bakery.

The students, who are led by teacher **Trisha Missos**, also have

been working on a video presentation in which they will invite Gov. **Mike DeWine** to visit the school.

Willard said the class's presentations have been so good that it was invited to present at Carnegie Mellon University in Pennsylvania.

"It will be a neat experience, and we are really happy that the school is interested in participating," Willard told Columbiana City Council during a December meeting.

"They are getting a lot of experience. It's pretty neat. They are doing a great job."

The city and school district are also working together on other projects not related to the entrepreneur class, including a project to put 40 bird houses throughout a park and cemetery.

The city will construct the bird houses which will then be painted by students and placed in locations all around the public area.

Source: Salem News

Legislative Report, cont. from page 6

well. "We control the majority of the Republican caucus. We need a seat at the table. The speaker can't have all the power anymore. We want input on chairs and assignments. Because of term limits, we can't have a dictator anymore."

Speaker Stephens told Gongwer News Service, "My focus remains on unifying the House Republican caucus to get to work. After meeting with dozens of House members this past week, I am confident the House can move forward and deliver real results for the people of our great state."



Could your board benefit from the insight and direction of a governance expert?

OSBA's Division of Board and Management Services provides one-on-one consulting workshops that can help your team work through common governance issues such as:

- setting vision-focused goals and priorities;
- strengthening board and superintendent relations during periods of leadership transition;
- developing effective deliberation, meetings and communication;
- superintendent evaluation and board self-evaluation.

Call us at (614) 540-4000 or (800) 589-OSBA. We'll connect you with a consultant who will work with your board to design strategies and services that best meet your needs.



Customized workshops
Ohio School Boards Association

January 2023

- 23 *Last day to submit certification for income tax levy to Ohio Department of Taxation for May election — RC 5748.02(A) (100 days prior to election).*
- 24 OSBA Forum Virtual
- 25 OSBA Master of Transportation Administration: Driver records/ background check/ compliance needs Columbus and virtual
- 27 *Last day to submit emergency, current operating expenses or conversion levy to county auditor for May election — RC 5705.194, 5705.195, 5705.213, 5705.219(C) (95 days prior to election).*
- 31 *Deadline for joint vocational school districts and educational service center (ESC) governing boards to meet and organize — RC 3313.14; deadline for secondary schools to provide information about College Credit Plus to all students enrolled in grades six through 11 — RC 3365.04(A); annual campaign finance reports must be filed by certain candidates (by 4 p.m.) detailing contributions and expenditures from the last day reflected in the previous report through Dec. 31, 2022 — RC 3517.10(A)(3).*

February 2023

- 1 *Last day for school district to file resolution of necessity, resolution to proceed and*

auditor's certification for bond levy with board of elections for May election — RC 133.18(D); last day for county auditor to certify school district bond levy terms for May election — RC 133.18(C); last day to submit continuing replacement, permanent improvement or operating levy for May election to board of elections — RC 5705.192, 5705.21, 5705.25; last day to certify resolution for school district income tax levy or renewal of conversion levy for May election to board of elections — RC 5748.02(C), 5705.219(G); last day to submit emergency levy for May election to board of elections — RC 5705.195; last day to submit phased-in levy or current operating expenses levy for May election to board of elections — RC 5705.251(A) (90 days prior to election).

- 1 Northeast Region Executive Committee Meeting Virtual
- 4 Board Member 201 Independence and Mason
- 4 Northwest Region Executive Committee Meeting Virtual
- 7 Appreciology: The Art & Science of Appreciation..... Virtual
- 7 Southwest Region Executive Committee Meeting TBD
- 8 Central Region Executive Committee Meeting Virtual

- 11 Board Member 201 Columbus and Perrysburg
- 12 Southeast Region Executive Committee Meeting Logan
- 21 Coffee Chat: Purchasing 101 — What Board Members and School Districts Should Know Virtual
- 22 OSBA Master of Transportation Administration: Emergency transportation planning Columbus and virtual
- 27 SchoolComp Seminar Southwest Region Miamisburg
- 28 SchoolComp Seminar Northwest Region Findlay
- 28 OSBA Forum Virtual

March 2023

- 1 *Last day to take action and deliver written notice of nonrenewal of superintendent's contract — RC 3319.01; last day to take action on and deliver written notice of nonrenewal of treasurer's contract — RC 3313.22; last day to publish joint statement describing how district's business advisory council has fulfilled its responsibilities — RC 3313.821.*
- 1 SchoolComp Seminar Northeast Region Rootstown
- 2 SchoolComp Seminar Central Region Westerville