

BRIEF CASE

THE OHIO SCHOOL BOARDS ASSOCIATION

Serving the public school leadership team



State unveils five-year strategic plan for education

The State Board of Education and Superintendent of Public Instruction **Paolo DeMaria** joined key partners on Aug. 28 to unveil *Each Child, Our Future*, Ohio's five-year strategic plan for education. Created over the last year by parents, educators, employers, philanthropic leaders, policymakers and students, the plan seeks to address these challenges: jobs are rapidly changing and require different skill sets; Ohio's student body is diversifying and has more nuanced learning needs; and increased student exposure to poverty and social stressors. The whole child is the focus of the plan, which has three core principles: equity, partnerships and quality schools. The full plan is posted at <http://links.ohioschoolboards.org/34473>.

Capital Conference will feature award-winning actress Geena Davis

Academy Award-winning actress **Geena Davis** will be the keynote speaker at the OSBA Capital Conference Second General Session Nov. 13. Davis is known for her roles in "The Accidental Tourist," "Thelma & Louise," "A League of Their Own" and "Beetlejuice." Off-screen, she works to make a difference in the lives of women, children and minorities by advocating for equal and more realistic representation of genders and minorities in the entertainment industry. Davis replaces actress **Goldie Hawn**, who had to cancel her appearance due to a last-minute change in a filming schedule. The Capital Conference runs Nov. 11-13 at the Greater Columbus Convention Center. For details, visit <http://conference.ohioschoolboards.org>.

National Hispanic Heritage Month celebration kicks off Sept. 15

Since 1968, National Hispanic Heritage Month — Sept. 15 to Oct. 15 each year — has been set aside as a time to recognize the important contributions Hispanic people have made to the United States and celebrate their heritage and culture. According to the U.S. Census Bureau, 57.5 million people, or 18% of the American population, are of Hispanic origin. To help schools and other groups commemorate the month, the Hispanic Heritage Month website offers numerous resources to help plan celebrations and classroom activities. Visit www.hispanicheritagemonth.org for details.

3R's conference focuses on returning students to your district

The Real Choice Ohio Fall Conference will feature experts sharing strategies on recruiting and retaining students who left your district to enroll in other educational programs. The event is set for Sept. 13 at the OSBA office in Columbus; tuition is \$100. Topics include: Recruitment: Successful district offerings, sharing those that work; Welcoming students back and keeping them: Efficacy of the process and integrity of the effort; Successful district online programs; and The financial rewards of moving

Sept. 10, 2018

Volume 49 Issue 17

Contents

More news..... 2

National groups seeking to honor top youth volunteers; School Bus Safety Week set for late October; OSBA online

Bulletin Board..... 3

News 4

Public Schools Work! 7

Route workshop information to:

- ☐ Administrative professionals
- ☐ Administrators
- ☐ Building principals
- ☐ New board members
- ☐ School resource officers

past the “choice” competition. Among the speakers are superintendents and other public education experts. For details and to register, visit <http://links.ohioschoolboards.org/86717>.

National groups seeking to honor top youth volunteers

The Prudential Spirit of Community Awards program is the nation’s largest youth recognition program based exclusively on volunteer community service. Prudential Financial and the National Association of Secondary School Principals conduct the program, which seeks exemplary youth volunteers in grades five through 12 to honor for outstanding service to others at the local, state and national levels. The top two volunteers in each state will be awarded \$1,000 and an all-expenses paid trip to the nation’s capital, where 10 will be selected

Ohio teachers among Grammy quarterfinalists

Six Ohio public school teachers are among 188 quarterfinalists nominated for the 2019 GRAMMY Music Educator Award.

They are: **Jeremy Bradstreet**, **Dublin City’s** Coffman High School; **Elizabeth Hankins**, **Lakewood City’s** Lakewood High School; **Heather Marsh**, **Arcanum-Butler Local’s (Darke)** Arcanum High School; **Bryce Werntz**, **Oak Hill Union Local’s (Jackson)** Oak Hill Middle/High School; **Dustin Wiley**, **Firelands Local’s (Lorain)** Firelands High School; and **Kimberly Wolbert**, **Ashland City’s** Ashland High School.

Ten national finalists will receive a \$1,000 award, and their schools will receive matching grants. Fifteen semifinalists will receive a \$500 award with matching grants for their schools.

Source: National Association for Music Education

America’s top youth volunteers. For details and to apply, visit <https://spirit.prudential.com>. The application deadline is Nov. 6.

School Bus Safety Week set for late October

National School Bus Safety Week — Oct. 22-26 — is a time for

parents, students, teachers, school bus drivers, school administrators, motorists and others to join forces to promote school bus safety. The theme of the 2018 National School Bus Safety Week is My Driver — My Safety Hero! The theme serves as a reminder to motorists and students about the dangers that exist outside the school bus. The Ohio Association for Pupil Transportation offers resources to help schools increase awareness of the importance of bus safety. See <http://oapt.org/nsbsw> for details.

OSBA online

● www.ohioschoolboards.org

The 2018 OSBA Capital Conference Guide is now available at <http://links.ohioschoolboards.org/2018CCGuide>. It provides everything attendees need to know about the 2018 OSBA Capital Conference and Trade Show, set for Nov. 11-13 at the Greater Columbus Convention Center in downtown Columbus.



Briefcase

Ohio School Boards Association
8050 North High Street, Suite 100
Columbus, OH 43235-6481
(614) 540-4000 — (800) 589-OSBA
fax: (614) 540-4100 ● www.ohioschoolboards.org

OSBA President: **Randy Smith**, Forest Hills Local (Hamilton)

OSBA Chief Executive Officer: **Richard Lewis**, CAE

Editor: **Gary Motz**, senior editorial manager

Managing editor, layout and design: **Angela Penquite**, senior communication design manager

Assistant editor: **Scott Gerfen**, communication manager

A one-year subscription to Briefcase is \$135 for up to 15 subscribers. Briefcase also is available electronically by email or by fax. For more information, contact Lesley Moore at the address or fax number above or email Lmoore@ohioschoolboards.org. Briefcase is published semimonthly by the Ohio School Boards Association. Postage paid at Westerville, Ohio. Postmaster: Send address changes to: Briefcase, Attn.: Mailroom, Ohio School Boards Association, 8050 N. High St., Suite 100, Columbus, OH 43235-6481.

© 2018, Ohio School Boards Association; all rights reserved

The appearance of an advertisement in an OSBA publication is neither a guarantee nor endorsement by OSBA of the product, service or company or the claims made for the product, service or company in such advertising.

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.



BULLETIN BOARD

compiled by Melanie Price, senior administrative assistant of communication services

Other searches

Position	Location	Deadline	Contact
Treasurer	Green Local (Wayne)	Sept. 17	Dean Frank, superintendent, Green Local, (330) 669-3921
Treasurer	Crestwood Local (Portage)	Until filled	David M. Toth, superintendent, Crestwood Local, (330) 357-8206

Board changes

Centerburg Local (Knox) appointed Jennie Borton to the board effective Aug. 13. She replaced Kristi Layton, who resigned due to moving out of the district. ●●● Ridgemont Local (Hardin) appointed Charlie McCullough to the board effective Aug. 23. He replaced Cheryl France, who resigned.

Administrative changes

Superintendents

Archbold Area Local (Fulton) hired Marc A. Robinson as interim superintendent effective Aug. 1. He replaced Aaron Rex, who took the superintendent position at Wapakoneta City. ●●● Twin Valley Community Local (Preble) hired Joe Scholler as superintendent effective Aug. 16. He replaced Robert O. Fischer, who took the superintendent position at National Trail Local (Preble).

Treasurers

Crestwood Local (Portage) Treasurer Jill A. Rowe announced her resignation effective Sept. 7. She has taken the treasurer position at Berea City. ●●● Kirtland Local (Lake) hired Lewis E. Galante as treasurer effective Aug. 23. He replaced Daniel L. Wilson, who resigned. Galante will continue to serve as treasurer at Fairport Harbor EV and Perry Local (Lake). Wilson continues to serve as treasurer at Mentor EV.

Sympathies

Harold F. Martin Jr., a former superintendent at Bellefontaine City, Elmwood Local (Wood) and Pandora-Gilboa Local (Putnam) and assistant superintendent at Fostoria City, died Aug. 19. He was 94. ●●● Former Ravenna City Board of Education member Lisa Ann Karaffa died Aug. 11. She was 59.

Editor's note

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



NEWS

by Crystal Davis, assistant editor

Partnerships, strategic plan, awards focus of trustees meeting

"We'd like for you (and schools across the state) to look at this," Superintendent of Public Instruction **Paolo DeMaria** said while explaining an infographic summarizing Ohio's strategic plan for education. "You are being asked to write competencies down and rate yourself and then connect all the dots ... success can come packaged in different ways."

As part of the OSBA Board of Trustees' July 28 meeting, DeMaria detailed each section of the Each Child, Our Future strategic plan, which was publicly released Aug.

28. During its formulation, more than 150 Ohio-based partners and 1,200 citizens, including students, reviewed the plan and provided feedback.

"We want to make education exciting, engaged, empowered so learning doesn't end at high school but opens the next chapter after high school, whether it's a vocation, college, et cetera," DeMaria said.

You can view the plan at <http://links.ohioschoolboards.org/83165>.

During the meeting, led by OSBA President **Randy Smith**, **Forest Hills Local (Hamilton)**,

trustees listened to several guest speakers as well as recommended changes to the association's board member awards program.

Over the past 16 months, the OSBA Awards Review Task Force held multiple meetings reexamining all of OSBA's efforts in awards and recognition. Task force Chair **Eric K. Germann**, 2016 OSBA president and a board member at **Lincolnview Local (Van Wert)** and **Vantage Career Center**, summarized the committee's recommendations,

Continued on page 5



OSBA Legal Assistance Fund
Ohio School Boards Association

Achieving more together

The OSBA Legal Assistance Fund provides financial or legal assistance in matters of statewide importance to local school districts.

What we can do:

- File friend of the court (amicus) briefs supporting issues of statewide importance.
- Minimize the financial hardship of costly litigation to individual boards of education.
- Supplement legal services available to boards of education.

Benefits to your district:

- Favorable judicial decisions that set precedents that can have a positive impact in your district.
- Direct assistance to your district if it is involved in a lawsuit of statewide significance.
- A quarterly e-newsletter of recent Ohio school law developments.

To join, contact the OSBA Division of Legal Services at (614) 540-4000 or (800) 589-OSBA.

OSBA MASTER OF TRANSPORTATION ADMINISTRATION (MTA) PROGRAM

Don't miss the kickoff of the 2018-19 MTA program. This series of workshops will help those involved in student transportation better understand and perform day-to-day operations.

These half-day workshops — offered from 10 a.m. to 2 p.m. — include a working lunch and time for questions. Each class is scheduled twice; participants may sign up for either session. Each class is \$95, or you can purchase an MTA subscription for the workshop series; contact **Diana Paulins**, OSBA senior administrative assistant of board and management services, for subscription information. All workshops will be at the OSBA office, 8050 N. High St., Columbus, 43235. Visit www.ohioschoolboards.org/transportation-training-programs to learn about the MTA certification program.



Workshop dates and descriptions

Sept. 12 or 19 — T-reports and state funding

Review the data that is reported to the state annually. Learn how to set up a system that works well for each district and how that data is used to calculate funding for your district. We also will look at other ways in which data is valuable to each operation.

Oct. 15 or 18 — The budget process — local and state

Transportation is a significant cost center in every school district. Learn about the local and state budget process, including a review of cost analyses and how to find them, what to do with them and what the numbers mean. Consider bringing your department budget to this class to apply these techniques to it.

Nov. 28 or Dec. 6 — Transportation rules and regulations

Review the rules and regulations that govern pupil transportation in Ohio. Look at state law, administrative code and the role that local policy plays in a successful operation. This class is essential for new transportation administrators as well as any school administrators involved with transportation services. These are the standards to which you are held and for which liability can be assigned when your department fails to meet them.

Feb. 6 or 13 — Federal regulations, guidance and agencies

School transportation is not only governed by local rules, it is subject to a significant number of federal agencies, rules and regulations. We will look at the external impacts on transportation and review the federal alphabet soup, including FMCSA, NHTSA, NTSB, TSB and ODI, as well as landmark federal studies on school transportation.

March 6 or 13 — Laws, rules and policy — what, how and why

What is the difference between revised code, administrative code and department policy? Are they all mandates or just best practices? What happens when they conflict? Review the technical aspects of these various regulatory controls and the process through which ideas become rules or regulations. Learn how you can help influence the future.

April 3 or 10 — Hot topics — safety, trends and statistics

Review hot topics in student transportation, including seat belts in school buses. Learn about NTSB accident studies, Ohio school bus accident statistics and any topics that attendees bring from their local districts. While we look at these hot topics, an underlying focus also is on how to identify the learning points in each of these areas and share them with the staff that delivers our front-line transportation services.

Register by contacting **Diana Paulins** at (614) 540-4000, (800) 589-OSBA or mta@ohioschoolboards.org. You also can purchase a subscription plan for all the workshops in this series; contact Paulins for more information.

SCHOOL SECURITY AND SAFETY SOLUTIONS SUMMIT

A multidisciplinary approach to school safety

Twenty statewide organizations have committed themselves to making a difference for schoolchildren across Ohio.

The School Security and Safety Solutions Summit will feature presentations on school security and safety issues as well as successful practices that Ohio school districts have implemented.

Attend this free summit to find solutions to your district's safety and security needs.

Don't miss
this **FREE**
event!

www.ohioschoolboards.org/safety-summit

Sept. 12, 2018 • Greater Columbus Convention Center

Events over the past year have renewed the nation's focus on protecting the students and staff in our schools. The debate on school safety continues, and people are wrestling with what districts can do to prevent these tragedies from happening again. The education community understands the problems and challenges facing school leaders go beyond individual roles and even district boundaries.

The solution to school violence is not one-dimensional. It requires an ongoing effort in a multidisciplinary approach. The inclusion of mental health services, new safety measures, improved security features for school buildings and increased training are needed to ensure the continued safety of our students and staff.

Twenty groups from across the state have committed to working together to make a difference for all schoolchildren. With the goal of focusing on mental health, safety procedures and training, cooperative relationships between

law enforcement and school districts and parental involvement, they have worked together to develop this **free, one-day summit**.

The School Security and Safety Solutions Summit is designed for district teams, including administrators, board members, teachers, school counselors, school psychologists, support staff, mental health professionals, parent leaders and law enforcement and other first responders. The sessions offered will provide examples of what districts and communities around the state are doing to keep staff and students mentally and physically safe. These examples can then be adapted and implemented in your district.

The organizations involved believe that school security and safety is such a vital concern that they don't want any financial barriers to prevent you and your team from attending. We encourage you and your team to take a day away from your district to attend this important event. The information you gain will help make your students, schools and communities safer.

Keynote speakers

Opening General Session

The state of school safety in Ohio: What we know to be true and recommendations for moving forward

Dr. Amy Klinger, co-founder and director of programs, Educator's School Safety Network

Dr. Amy Klinger is a nationally recognized expert in school safety and crisis management. With nearly 30 years of experience as an educator and administrator, Klinger brings a practitioner's perspective to the critical concerns of school crisis response. With expertise in active shooter response, crisis planning and preparedness, vulnerability assessment and mitigation, and lockdown enhancements, she combines a knowledge of law enforcement procedures with the practical experience of educational administration.



Closing General Session

School safety: A parent's perspective

Alissa Parker, co-founder, Safe and Sound Schools

Alissa Parker tells her personal story and recounts the lessons she learned on Dec. 14, 2012, and in the aftermath of the Sandy Hook Elementary School shooting. She shares the inspiring way she has chosen to help school communities improve school safety in honor of her daughter, Emilie, and in the memory of the other 19 children and six teachers lost on that day. Parker's perspective as a parent provides unique insight and inspiration for parents, administrators, school staff, emergency responders and community members who strive to make their schools safer.



This **free** event is designed for district teams, including administrators, board members, teachers, school counselors, school psychologists, support staff, mental health professionals, parent leaders, and law enforcement and other first responders.

Safety Connection

This area will feature additional programs and services from around the state. Representatives from school districts, community organizations and associations will be available throughout the day to share what they are doing to ensure school safety. You will have one-on-one time to discuss these programs and services and gather additional information you can use in your district and community.

Best practices for school security and safety

Schedule

8:30 a.m.	Registration
9 a.m.	Safety Connection opens
10 a.m.	Opening General Session — Dr. Amy Klinger
11 a.m.	Concurrent learning sessions A comprehensive approach to school safety A framework to assess, prevent, intervene Crisis team response to a student death Engaging the community in your district's safety initiatives
Noon	Lunch on your own
1 p.m.	Concurrent learning sessions Helping elementary students with anxiety Planning and moving forward after tragedy Trauma-informed care Using PBIS to improve school safety
2:15 p.m.	Concurrent learning sessions A community approach to promote student experiences through collaboration After-school safety Communicating in a crisis Enhancing communication during active threats
3:30 p.m.	Closing General Session — Alissa Parker
4:30 p.m.	Adjourn

Visit www.ohioschoolboards.org/safety-summit to view session descriptions and presenters.

Registration

This is a free event; please register so we may plan accommodations. Register members of your district online at www.ohioschoolboards.org/safety-summit.

To register:

1. Click on LOG IN TO YOUR ACCOUNT in the top right corner of the webpage.
2. Type in your email address and password. If you don't know or remember your password, click on "Reset your password" and follow the directions. If it says "We could not find your email address", then click on "Create new account".

Location

The summit will be held at the Greater Columbus Convention Center, 400 N. High St., Columbus, 43215. All sessions will be held in the C Concourse. A map of the center, directions and parking information is available at <http://columbusconventions.com>.



Diversity and Inclusion in the Law

Friday, Sept. 14, 9 a.m. to 2 p.m. • Cost: \$160

OSBA office, 8050 N. High St., Columbus, (614) 540-4000

Agenda

8:30 a.m. Registration and continental breakfast

8:55 a.m. Welcome

9 a.m. Baby Boomers to Gen Z: Building an inclusive, multigenerational workplace

All schools have workforces that span several generational groups. Gain insight into encouraging a healthy multigenerational working environment and avoiding the pitfalls that could expose your district to claims under the Age Discrimination in Employment Act.

Stacy V. Pollock, Esq., Mazanec, Raskin & Ryder Co. LPA

10:15 a.m. Break

10:30 a.m. What's good for the goose: Gender equity in the school workplace

Interpretation of state and federal laws and U.S. Equal Employment Opportunity Commission guidance on the extent of "sex" as a protected class is all over the board, making it difficult for districts to clearly understand their obligation not to discriminate. Understanding and implementing policies to promote gender equity and equal treatment of all employees promotes employee performance and well-being and will help limit claims of workplace discrimination. This session focuses on an employer's legal requirements under applicable anti-discrimination laws and suggests best practices for creating an inclusive work environment.

Marie-Joëlle Khouzam, Esq., Bricker & Eckler LLP

11:45 a.m. Lunch (provided)

Lunch will be catered by Freedom a la Cart, a Columbus nonprofit organization that combines support services and employment opportunities for local survivors of human trafficking.

12:30 p.m. Understanding the Americans with Disabilities Act

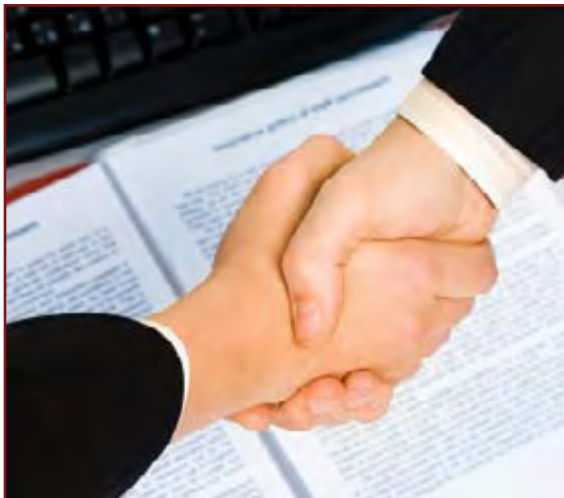
Most school workplaces include at least one employee with a disability. Review the key elements of the Americans with Disabilities Act and how to manage its requirements in a school environment.

Christina Henagen Peer, Esq., Walter Haverfield LLP

2 p.m. Adjourn

This course has been approved by the Supreme Court of Ohio Commission on Continuing Legal Education (CLE) for 4.00 total CLE hour(s) instruction.

Register online at www.ohioschoolboards.org/workshops or contact **Laurie Miller**, OSBA senior events manager, at (614) 540-4000, (800) 589-OSBA or Lmiller@ohioschoolboards.org.



We can help you reach agreement

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

Bargaining consultation clients receive:

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

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

Perspectives of Intentional Educational Impact on Public School Districts Workshop



This workshop is designed to provide an up-close and personal look at what is positively impacting urban districts to improve student achievement. Academic leaders will share their experiences and success strategies from the urban perspective.

Details: This workshop is Saturday, Sept. 22, from 10 a.m. to 2 p.m. at the OSBA office. The cost is \$95.

Register online at www.ohioschoolboards.org/workshops or contact **Laurie Miller**, senior events manager, at (614) 540-4000, (800) 589-OSBA or Lmiller@ohioschoolboards.org

Agenda

9:30 a.m. Registration and continental breakfast

10 a.m. Welcome and announcements

10:15 a.m. ‘Don’t mistake my trauma for drama’ — A perspective to better understanding the impact of trauma and structural racism on high-needs, low-income black students.

Learn how to better understand the impact trauma has had on the socio-emotional well-being of low-income black students from high-needs communities. The goal of the conversation is to offer strategies for improving relationships among schools and high-needs students and their families. Examine how structural racism, cultural bias and significant cultural incompetency impedes progress for black children.

Dr. Vilicia Cade, chief academic officer, Sandusky City

10:55 a.m. Break

11:05 a.m. I have a name!

This session will address the lack of understanding many educators in public schools have about students of color. Learn how this impacts these students behaviorally, academically and socio-emotionally. Unless this issue is addressed, students of color will continue to trail behind in academic achievement but lead in poor self-esteem by continuing to think that they really don’t matter and that no one cares.

Betty J. Maceo, professional educational consultant, TBM Consultants LLC

11:45 a.m. Lunch (provided)

12:30 p.m. Transition

12:40 p.m. From talking to doing — administrators’ approach to engaging the ‘citizen-parent’

This interactive workshop explores how to activate parental engagement through the Public Achievement framework. Learn how to facilitate civic deliberations, one-on-one sessions and power mapping as tools to engage parents in a democratic process to address educational matters.

Trinity Jeter, assistant director, Alford Community Leadership & Involvement Center, Denison University

1:25 p.m. Caucus updates

2 p.m. Adjourn



Collective Bargaining in Schools: From Theory to Practice

Monday, Oct. 1, 9 a.m. to 3 p.m.
OSBA office, Columbus • Cost: \$160

Developed especially for anyone new to public schools and collective bargaining, this workshop will focus on the basics of Ohio's collective bargaining laws, negotiated agreements and the different types of bargaining processes. Once the groundwork is laid, we'll focus on real-life experiences in school negotiations: nuances of contract language, do's and don'ts of proposals, bargaining techniques, team composition and negotiation strategy. Whether you are a new attorney, board member or administrator, this workshop will increase your overall understanding of the process and allow your district to be more effective "at the table."

Agenda

8:30 a.m. **Registration and continental breakfast (provided)**

8:55 a.m. **Welcome**

9 a.m. **Collective bargaining basics: Why, what and how to negotiate**
The process of collective bargaining is governed by Ohio Revised Code 4117, State Employment Relations Board decisions and local practice. Review the legal scope of bargaining, the duty to negotiate in good faith, mandatory versus permissive subjects of bargaining and different types of bargaining models. This session also will discuss unfair labor practice charges.
Van D. Keating, senior staff attorney, OSBA

10 a.m. **Break**

10:15 a.m. **Preparation, proposals, goals and strategies**
How school districts and their unions prepare for negotiations can have a significant influence on the outcome. Gathering information, analyzing data and developing and drafting proposals are important steps that often are underestimated or overlooked. Learn how careful preparation can result in successful negotiations.
Kevin J. Locke, Esq., co-managing partner, Pepple & Waggoner Ltd.

11:30 a.m. **Lunch (provided)**

12:15 p.m. **The bargaining team: Selection, roles and responsibilities**

Representing a school district in negotiations can be a frustrating experience for anyone unfamiliar with the process. Face-to-face bargaining can be confrontational and, at times, very personal. Learn how to select bargaining team members, recognize group dynamics, assign responsibilities and ensure that every team member is prepared.
Megan E. Greulich, staff attorney, OSBA

1 p.m. **Effectively managing the bargaining process**
Once negotiations start, developing an efficient plan for discussing proposals, making counter-proposals, reaching agreements and managing time can all become significant issues for the parties. Learn how to manage the strict negotiations deadlines established in Ohio law and use those deadlines to your advantage.
Van D. Keating

2 p.m. **Impasse, settlement or strike?**
What happens when a district and union fail to reach an agreement for a new contract? Learn the consequences of failed negotiations and the processes that surround impasse and the union's option to go on strike. We'll discuss impasse, mediation, fact-finding, strike notices, strike planning and how districts can operate effectively during a strike.
Van D. Keating and George M. Albu, commissioner, Federal Mediation & Conciliation Service

3 p.m. **Adjourn**

Register online at www.ohioschoolboards.org/workshops or contact **Laurie Miller**, OSBA senior events manager, at (614) 540-4000, (800) 589-OSBA or Lmiller@ohioschoolboards.org.

Seat belts — are they right for school buses or not?



Join us for a frank discussion on the relative safety of school buses. We will look at design features already included in buses, the construction standards that all buses must comply with and what may or may not be missing on today's school buses. We also will view government crash test footage and consider the dynamics of passenger restraints in school buses and their impact on passenger safety.

While cost should never be the deciding factor, we will examine the total cost of outfitting school buses with passenger restraints. The discussion will include a look at the impact investing scarce resources in seat belts has on the bigger picture of student safety.

Presenter: Pete Japikse, OSBA senior transportation consultant

Details: This workshop is Wednesday, Oct. 3, from 10 a.m. to noon at the OSBA office.

Cost: \$50

Registration: Online at www.ohioschoolboards.org/workshops or contact Laurie Miller, senior events manager, at (614) 540-4000, (800) 589-OSBA or Lmiller@ohioschoolboards.org

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 and 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



Amplify Positivity

Suicide Prevention and Behavior Supports to Boost Positivity in Your District

Thursday, Oct. 4, 9:30 a.m. to 3 p.m. • OSBA office, Columbus • Cost \$160

What baggage are students bringing to school, and how can we help them unpack it? Hear directly from students about the issues they are facing today — such as school safety, suicide, depression, drug and alcohol use and abuse — and the impact these problems have on them in the school setting. Ohio school public relations professionals and other stakeholders in education share strategies being used in schools and communities to support student well-being, safety and mental health.

Agenda

9 a.m.

Registration and coffee

Noon

Lunch (provided)

9:30 a.m.

Welcome and introductions

1 p.m.

We are Firebirds, we are Kettering

9:45 a.m.

Grant Us Hope

After losing her 15 year-old-son, **Grant**, to suicide, **Diane Egbers** founded a Cincinnati-based nonprofit bearing his name. Grant Us Hope focuses on teen suicide prevention by providing a platform for teens, parents and families to engage in pro-mental health conversations, activities and solutions. Hear how Grant Us Hope can help you create a culture of prevention in your district.

Diane Egbers, founder and board chair, and Dr. Keith Kline, executive director, Grant Us Hope

The **Kettering City School District (KCSD)** implemented positive behavioral interventions and supports (PBIS) districtwide to encourage positive school environments that are more effective for achieving academic and social goals. Based on this success, Partners for Healthy Youth (PFHY) — a partnership between the city of Kettering and KCSD focused on addressing the needs and issues facing local youth and families — worked with school personnel to develop a community-based initiative known as We Are Kettering, which mirrors the district's PBIS model. Learn how KCSD and PFHY are working together in this unique partnership.

Valerie Dupler, J.E. Prass Elementary School principal, Kettering City; and Mary Beth Thaman, director, Kettering Parks, Recreation & Cultural Arts Department

10:45 a.m.

Break

11 a.m.

Hope Squad panel discussion

Grant Us Hope is the Ohio sponsor for Hope Squad, a school-based, peer-to-peer student program with a three-year curriculum emphasizing suicide prevention fundamentals, self-care and anti-bullying. The program empowers students to be the ears and eyes of a school as they watch out for youth in distress. A panel of Hope Squad students will share their insights on the suicide prevention issues they are facing in schools today.

2 p.m.

Turning negatives into positives

A panel of school PR pros from across the state will share how they turned negative incidents in their districts into positive opportunities.

3 p.m.

Adjourn

Register online at www.ohioschoolboards.org/workshops or contact **Laurie Miller**, senior events manager, at (614) 540-4000, (800) 589-OSBA or Lmiller@ohioschoolboards.org.



Transitioning Your District Through Engagement Workshop

Friday, Oct. 5, 10 a.m. to 2 p.m. • OSBA office, Columbus • Cost is \$95

9:30 a.m. Registration

10 a.m. A fresh take on community engagement

Discover the board's unique role in community engagement and its connection to student achievement. Explore the characteristics of effective engagement and how to use the engagement process to support school improvement.

Kim Miller-Smith, senior student achievement consultant, OSBA

11 a.m. Authentic community engagement in developing CLCs

Community engagement is essential to the development and ongoing success of community learning centers (CLCs). Learn how to create the policies, processes and infrastructure that put the public back in public education.

Darlene Kamine, executive director, Community Learning Center Institute

Noon Lunch (provided)

1 p.m. Community-driven facilities planning

Hear the rationale for engaging in a master planning process, the various elements of a master facilities plan and how to authentically engage a diverse array of constituents. Learn how integral the involvement of the board of education is in the process.

Paul W. Imhoff, superintendent, and Stacey Royer, board member, Upper Arlington City

2 p.m. Adjourn

Registration will begin at 9:30 a.m. Register online at www.ohioschoolboards.org/workshops or contact **Laurie Miller**, senior events manager, at (614) 540-4000, (800) 589-OSBA or Lmiller@ohioschoolboards.org.



Supercharge your role — navigating change

A workshop for central office and school building administrative professionals

Friday, Oct. 12, 10 a.m. to 2 p.m. • OSBA office, Columbus • Cost \$95

Agenda

9:30 a.m.

Registration and coffee

10 a.m.

Welcome and introductions

10:05 a.m.

Gatekeeper — the administrative professional's role

Best practices for hostile intruders include a series of secured barriers to safeguard students and staff. This session will train the person behind the buzzer to identify potential building threats.

Travis Thompson, director of risk management, Ohio School Plan

11:05 a.m.

Legislation and policy changes — what you need to know

Policy and lobbying experts will provide an overview of the legislative process from the Statehouse to the schoolhouse and the impact of legislative changes on your district policies. We also will review recent legislative changes impacting your central office operations.

Kenna S. Haycox, senior policy consultant, and Will Schwartz, lobbyist, OSBA

12:05 p.m.

Working lunch — Build a better mousetrap!

Share tips and ideas about tasks and processes we all manage regularly. Use the power of the group to find the most efficient way to accomplish your to-do list.

Cheryl W. Ryan, director of board and management services, and Teri Morgan, deputy director of board and management services, OSBA

12:35 p.m.

Energy pick-me-up

Get ready to get up and out of your seat to get re-energized for the remainder of the day. Simple stretches will be performed to get the blood flowing. Take these techniques back to the office with you.

Wanda Bloch, marketing and trade show manager, OSBA

12:45 p.m.

Lessons from the schoolhouse

Learn how to deal with conflict without getting sent to the principal's office. Review the ABCs of working with difficult co-workers, staff, parents and students while creating a collaborative, positive work culture.

Dr. Kathy McFarland, deputy chief executive, OSBA

1:30 p.m.

Navigating the OSBA database and website

Do you know enough to be dangerous? Or at least enough to look like a superstar to your boss? Let us help you become the expert. We will cover how to log in to and navigate the OSBA website; reset your password; find upcoming events, legislative updates and member services; and how to help new board members.

Laurie Miller, senior events manager, OSBA

1:50 p.m.

Final discussion and wrap-up

2 p.m.

Adjourn

Register online at www.ohioschoolboards.org/workshops or contact **Laurie Miller**, senior events manager, at (614) 540-4000, (800) 589-OSBA or Lmiller@ohioschoolboards.org.

Student Achievement and ESSA

Wednesday, Oct. 17, 10 a.m. to 2 p.m.

Cost \$95



Since its inception, the intent of the Elementary and Secondary Education Act of 1965 — recently reauthorized as the Every Student Succeeds Act (ESSA) — has been to raise achievement for low-income and otherwise disadvantaged children. Under the new law, the responsibility to deliver equitable educational opportunities rests primarily on local school districts. This seminar is focused on helping local boards and administrators understand their new responsibilities under ESSA.

Agenda

9:30 a.m. Registration

10 a.m. Ohio's ESSA plan and what boards need to know

Now that the Ohio ESSA plan has been approved by the U.S. Department of Education, what happens next? How will you be prepared for what is coming in the near future? Get an overview of what boards of education are required to do with ESSA and what your next steps should be.

Dr. J. Christopher Woolard, senior executive director, Center for Accountability and Continuous Improvement, Ohio Department of Education

11 a.m. What to do about chronic absenteeism?

ESSA defines chronic absenteeism as missing 10% or more of the school year for any reason — excused absences, unexcused absences and absences due to out-of-school suspensions. Students who are chronically absent are missing a significant amount of school and missing out on important classroom time. Despite demographics, any student who is chronically absent is more likely to have lower achievement and is less likely to graduate than their non-chronically absent peers. This session will discuss evidence-based practices to help school leaders address chronic absenteeism with their students.

Noon Lunch (provided)

1 p.m. ESSA and parent/family engagement

We know that gaps in educational opportunity and achievement will only be remedied when those closest to the affected students — parents, families and communities — are involved in decision-making and engaged in the process. This presentation will provide an overview of ESSA's requirements and opportunities for parent, family and community engagement.

Kim Miller-Smith, senior student achievement consultant, Ohio School Boards Association

2:30 p.m. Adjourn

This workshop will be held at the OSBA office, 8050 N. High St., Columbus, 43235. Phone: (614) 540-4000. Register online at www.ohioschoolboards.org/workshops or contact **Laurie Miller**, OSBA senior events manager, at (614) 540-4000, (800) 589-OSBA or Lmiller@ohioschoolboards.org.



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 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.



Is a superintendent or treasurer search in your future?

OSBA went beyond all expectations we could have imagined. The process allowed us to think about our district's future. Our staff and community were very pleased with the amount of involvement afforded to them. Thanks to our consultant and OSBA, we hired a person who also believed in our district vision.

— Pamela Freshour,
Pleasant Local (Marion)

OSBA's searches are:

- ✓ Led by professional search consultants with school board experience
- ✓ Customized to your district's needs
- ✓ Affordable
- ✓ Offered with the OSBA guarantee*

*In the unlikely circumstance you are unable to make a clear decision, OSBA will reopen the search and work with you until the right choice is made.

Need more information?

OSBA Search Services
8050 N. High Street, Suite 100 • Columbus, OH 43235
(614) 540-4000 or (800) 589-OSBA
www.ohioschoolboards.org/osba-search-services

News, continued from page 4

and trustees approved the Awards and Recognition Program document to guide staff with implementation.

In January 2020, OSBA will roll out a new program for board member awards. An acronym — STAR — has been developed as an outline for key awards and stands for Service, Training, Aptitude and Recognition. When a board member receives all four awards within a three-year period, he or she will become a Master Board Member. Master Board Members are then eligible for nomination from their regions to the All-Ohio School Board, OSBA's highest individual board member honor.

Additionally, OSBA will have a new recognition for full boards that participate in training together. The Ohio Board of Distinction will be awarded based on a two-year cycle of activity beginning the January following board elections. Activities must add up to 600 points per board, with each individual member contributing a minimum of 100 points.

The committee recommended no significant changes to any regionally based recognitions. It recommended exploring the creation of credentialing programs and changing School Board Recognition Month to earlier in the school year. More specifics about all of the award changes will be shared closer to the 2020 implementation date.

Another committee, the OSBA Charter School Task Force,

presented its recommendations after studying the potential future impact of charter schools in Ohio on OSBA and its members.

Chaired by Smith, the team held multiple meetings over the last 16 months.

Based upon the team's recommendation, the trustees voted unanimously to continue the current practice of allowing charter

schools to participate in OSBA programs and services but only if they are sponsored by a member of the association. Member-sponsored charter schools are eligible for a subscription membership, which allows them to access resources, receive publications and attend training. OSBA will begin providing professional

Continued on page 6



The fall selection: "What School Could Be: Insights and Inspiration from Teachers Across America"

Just in time for back to school, the OSBA Book Club invites you to read "What Schools Could Be: Insights and Inspiration from Teachers Across America" by **Ted Dintersmith**. The book offers an inspiring vision of what teachers and students can accomplish if trusted with the challenge of developing the skills and ways of thinking needed to thrive in a world of dizzying technological change. Book discussions will be held via webinar on Oct. 2, Oct. 16 and Oct. 31 from 3:30 p.m. to 4:15 p.m.



Ready to join? Its easy:

- Register at www.ohioschoolboards.org/bookclub.
- Note the dates and times for the webinars on your calendar and participate in the statewide conversation. You'll receive a reminder about the webinars.
- Enjoy the read! OSBA is excited to create this opportunity for discussion in your district and across the state.

For questions, contact **Teri Morgan**, deputy director of board and management services, at (614) 540-4000 or tmorgan@ohioschoolboards.org.

Sign up today at www.ohioschoolboards.org/bookclub.

News, continued from page 5

development opportunities specifically targeted to charter school subscription members. The association also will market information to eligible charter schools about the subscription membership and OSBA's programs and services through the traditional public school boards that serve as their sponsors.

In other business, Chief Financial Officer **Allison Morris** briefed trustees on the

association's finances, with the assistance of two guests. **Alex Bey**, from Johnson Investment Counsel, provided a report on the association's investments, which have had "historically low volatility and great returns."

Danah Smalley, manager at RSM US LLP, provided an overview of the auditor's opinion and OSBA's audited financial statements, saying it was "a clean audit ... and I am extremely

impressed with (OSBA staff) who are always helpful and accommodating."

Another guest, **Terry Russell**, executive director of the National Alliance on Mental Illness Ohio, shared information about the group's work. The alliance is one of more than 20 organizations partnering with OSBA to hold the Sept. 12 School Security and Safety Solutions Summit at the Greater

Continued on page 7



Get on board with OSBA School Transportation SERVICES

OSBA consultants can help districts assess their transportation needs and offer personal assistance with transportation rules interpretations, policy questions and technical advice. Consultants also provide the following services:

- transportation operation cost analysis and benchmarking studies
- routing analysis
- fleet management assistance
- general operations evaluation
- regional coordination studies
- in-service presentations for drivers and administrators
- transportation emergency plan development
- evaluation of specific transportation services, including payment in lieu of transportation
- bus purchasing and specification development
- driver qualifications compliance review
- development of local student transportation handbooks

To learn more, contact **Pete Japikse** (pjapikse@ohioschoolboards.org) or **Doug Palmer** (dpalmer@ohioschoolboards.org) at (614) 540-4000, (800) 589-OSBA or schoolbus@ohioschoolboards.org.



PUBLIC SCHOOLS WORK!

compiled by Scott Gerfen, assistant editor

Partnership highlights trade apprenticeships in Dayton area

Dayton City has been working with local leaders and trade unions, encouraging students to consider apprenticeships if college isn't in their future.

During an event at the International Brotherhood of Electrical Workers Local 82, teachers heard testimonials from current and former apprentices in fields such as masonry, carpentry and electrical work.

"We need your help in spreading the message that there's

something out there that will work for those students that either don't want to go to college, can't afford to go to college at this stage in their life, but want to be productive," Dayton City Superintendent Dr. **Elizabeth Lolli** told attendees.

The partnership's goal is to create a pipeline for students to have high-paying jobs, revitalize the local economy and attract more businesses to the area.

"This is more than just a

workforce issue," Dayton City Commission member **Chris Shaw** said. "As we go about doing the work of attracting business to this community, the No. 1 question is, do you have a skilled workforce?"

Apprentices earn money while they're learning skills that can later land them jobs making \$30 an hour, said **Tom Ritchie**, Dayton-Miami Valley Regional Labor Council president.

Source: Dayton Daily News

News, continued from page 6

Columbus Convention Center. For more information on the safety summit and to register, visit www.ohioschoolboards.org/safety-summit.

"Eighty percent of children with mental illness do not receive any treatment at all," said Russell. "We must do a better job of recognizing intervention. Early support can reduce mental illness problems. Together, we must demand mental health professionals in every school district in Ohio ... ensure youth have access to coordinated treatment ... and reduce barriers to providing care in schools."

OSBA Chief Executive Officer **Richard Lewis** said he hopes the summit is just the beginning of a

meaningful collaboration with the mental illness alliance. OSBA is providing the group, which oversees the Ohio Suicide Prevention Foundation, a booth at the Capital Conference and Trade Show's Avenue for Answers.

Lewis also provided an update on NSBA's activities and membership dues. Deputy Chief Executive Dr. **Kathy McFarland** walked trustees through the process of implementing the new Visionary Initiatives for Strategic Action plan, which included a 10-minute video produced by OSBA staff detailing progress on the strategies so far.

Director of Legislative Services **Jennifer Hogue** gave a legislative

update, and trustees approved a charter amendment to change the name of the OSBA Urban School District Advisory Network to the OSBA Urban Network.

Smith presented a resolution to **Sue Owen**, former Ohio PTA executive director, who retired after 20 years of service. He also read a resolution in honor of former OSBA Senior Administrative Assistant of Legislative Services **Marcella Gonzalez Gelder**, who retired in April after serving the association for 20 years.

The next OSBA Board of Trustees meeting is Nov. 11 during the OSBA Capital Conference in Columbus. The board meets three times a year.

September

- 11 SE Regional Legislative Breakfast.....Caldwell
- 12 School Security and Safety Solutions Summit..... Columbus
- 12 OSBA Master of Transportation Administration: T-reports and state funding..... Columbus
- 14 Diversity and Inclusion in the Law workshop..... Columbus
- 18 CR Regional Legislative Breakfast..... Columbus
- 19 OSBA Master of Transportation Administration: T-reports and state funding..... Columbus
- 19 Central Region Fall Conference..... Columbus
- 20 SW Regional Legislative Breakfast..... Dayton
- 22 Perspectives of Intentional Educational Impact on Public School Districts Workshop..... Columbus
- 25 NE Regional Legislative Breakfast..... Brecksville
- 25 Reasonable Suspicion Training..... Beloit
- 27 Southeast Region Fall Conference..... Nelsonville
- 30 *Last day to file business advisory council plan with the Ohio Department of Education — RC 3313.821.*

October

- 1 Collective Bargaining in Schools: From Theory to Practice workshop..... Columbus
- 1 *Last day for board to adopt annual appropriation measure — RC 5705.38(B).*
- 3 Seat Belts — are they right for school buses or not? workshop..... Columbus
- 3 Northeast Region Fall Conference..... Wadsworth
- 4 Amplify Positivity workshop..... Columbus
- 4 Northwest Region Fall Conference..... Tiffin
- 5 Transitioning Your District Through Engagement Workshop..... Columbus
- 9 SW Regional Legislative Breakfast..... Cincinnati
- 9 *Last day for voter registration for November election — RC 3503.01, 3503.19(A) (30 days prior to election).*
- 11 Southwest Region Fall Conference..... Englewood
- 12 Supercharge Your Role — Navigating Change workshop..... Columbus
- 15 OSBA Master of Transportation Administration: The budget process — local and state..... Columbus
- 15 *Last day for certification of licensed employees to State Board of Education — RC 3317.061.*

- 17 Student Achievement and ESSA workshop..... Columbus
- 18 Master of Transportation Administration Program: The budget process — local and state..... Columbus
- 18 Northwest Region Fall Conference..... Van Wert
- 31 *End of first ADM reporting period — RC 3317.03(A).*

November

- 1 *Last day for classroom teachers to develop online classroom lessons ("blizzard bags") in order to make up hours for which it is necessary to close schools — RC 3313.482(A)(3)(a).*
- 6 General Election Day — RC 3501.01 (first Tuesday after the first Monday).
- 11 Central Region Executive Committee Meeting..... Columbus
- 11 Northwest Region Executive Committee meeting..... Columbus
- 11 Northeast Region Executive Committee Meeting..... Columbus
- 11 Southeast Region Executive Committee Meeting..... Columbus
- 28 OSBA Master of Transportation Administration: Transportation rules and regulations..... Columbus
- 29 Reasonable Suspicion Training..... Columbus