

BRIEF CASE

THE OHIO SCHOOL BOARDS ASSOCIATION

Serving the public school leadership team



Capital Conference again bringing high-profile speakers to Columbus

The keynote presenters at the OSBA Capital Conference will offer a unique blend of insight, enlightenment and inspiration. The General Sessions feature author and entrepreneur **Alex Banayan** and Oscar-winning actress and advocate for women and girls **Geena Davis**. The Conference Luncheon speakers are **Cedric Jennings**, who overcame the challenges of inner-city life to earn several Ivy League degrees, and Ohio State University and NFL football great **Eddie George**, who now is a successful businessman and stage and screen actor. For more conference information, visit <http://conference.ohioschoolboards.org>. And, don't forget about OSBA's special group rate: Once a member district has registered more than six people for a flat rate of \$1,850, an unlimited number of additional individuals can register for free.

Toledo City educator is 2019 Ohio Teacher of the Year

Mona Al-Hayani, who teaches at Toledo City's Toledo Early College High School, has been named the 2019 Ohio Teacher of the Year. Superintendent of Public Instruction **Paolo DeMaria** visited the school Sept. 26 to present the award. Known by her students as "Ms. Al," Al-Hayani teaches social studies and advises the National Honor Society and Young Women for Change, a student-led group. She will represent Ohio in the national 2019 Teacher of the Year program, sponsored by the Council of Chief State School Officers. For more information about Al-Hayani and the Teacher of the Year program, visit <http://links.ohioschoolboards.org/89484>.

Nearly 1,000 participate in education groups' school safety summit

The School Security and Safety Solutions Summit drew almost 1,000 people to the Greater Columbus Convention Center Sept. 12. The free event was hosted by OSBA and 21 other statewide organizations. It featured keynote speakers Dr. **Amy Klinger**, co-founder and director of the Educator's School Safety Network, and **Alissa Parker**, co-founder of Safe and Sound Schools and the mother of **Emilie Parker**, who was killed in the 2012 Sandy Hook Elementary School shooting. The summit focused on a multidimensional approaches to the safety and security challenges facing Ohio schools. For coverage of the event, see page 4.

OSBA partnership gives districts free access to student success research

OSBA is partnering with the Character Lab Research Network (CLRN), a new consortium of innovative schools and experts seeking ways to help students succeed. Ohio districts are invited to apply to join CLRN at no cost. The network was created by Character Lab, a nonprofit group founded by psychologist Dr. **Angela Duckworth**, and two educators, **Dominic Randolph**, head of Riverdale Country School in New

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Contents

More news..... 2
Capital Conference App has the latest information; Resource examines states' school discipline policies; OSBA online

Bulletin Board..... 3

News 4

Information 7

Public Schools Work! 8

Route workshop information to:

- ☐ Administrative professionals
- ☐ Administrators
- ☐ Building principals
- ☐ New board members

York City, and **Dave Levin**, co-founder of the KIPP schools. Its focus is on researching how to cultivate character strengths and create new ways to help students succeed. CLRN matches schools with top scientists to develop and test activities that grow character strengths based on each schools' interests and needs. It then gathers data on what works and what doesn't and shares those insights with schools. For details, contact OSBA Deputy Chief Executive Dr. **Kathy McFarland** at kmcfarland@ohioschoolboards.org or Deputy Director of Legal Services **Jennifer A. Hardin** at jhardin@ohioschoolboards.org. They also can be reached at (614) 540-4000.

Capital Conference App has the latest information

The OSBA Capital Conference App provides the most up-to-date conference information. The free app features details on conference

sessions, exhibitor listings and the Student Achievement Fair as well as maps, session handouts and notifications of session changes. Attendees also can create a customized conference schedule. The app can be downloaded for iPad, iPhone and Android devices from the Apple App Store or

Google Play Store. Visit <http://conference.ohioschoolboards.org/app> for details. Bricker & Eckler LLP is sponsoring the app.

Resource examines states' school discipline policies

A new Education Commission of the States report outlines school discipline policies across the U.S. It examines each state's laws on suspension, expulsion, discipline alternatives, reporting requirements and more. Access this resource at <http://links.ohioschoolboards.org/90427>.

OSBA online

● www.ohioschoolboards.org

OSBA lobbyists attend Ohio General Assembly hearings and all meetings of legislative committees considering education bills. They also meet with legislators to advise them of OSBA positions. To learn more and stay up-to-date on key legislative issues, visit <http://links.ohioschoolboards.org/13350>.

Blind since birth, teen plays with marching band

A northwest Ohio student is providing life lessons for everyone in the **Montpelier EV** community.

Blind since birth, 16-year-old **Bailey Dohm** doesn't miss a beat as part of the Montpelier High School marching band.

"She listens to other people in her section and plays right along," band director **Laura Zumbaugh** told a local TV station.

"Sometimes, we make recordings for her, so she can listen to them on her own and focus on her part ... she doesn't read music."

On the field, Bailey's friend, **Kalynn Warner**, puts her hands on Bailey's shoulders and guides her. "I wanted to help her so we could prove to everyone that ... (even though) ... she's blind she can do the things every other person can do," Kalynn said.

Source: WTVG-TV



Briefcase

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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

Board changes

Van Buren Local (Hancock) Board of Education member **Dolores M. Cramer** resigned in August. She moved out of the district.

Administrative changes

Superintendents

EHOVE Career Center Superintendent **Sharon Mastroianni** announced her retirement effective July 31, 2019. ●●●

Princeton City hired Interim Superintendent **Tom Burton** as superintendent effective immediately.

Treasurers

East Holmes Local (Holmes) Treasurer **Kellie A. Breehl** announced her resignation effective Sept. 28. She has taken the treasurer position at **North Fork Local (Licking)**.

Editor's note

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

Sympathies

Former **Crestline EV** Board of Education member **Norma Roston** died Sept. 10. She was 85. ●●● **John Paul Sites**, a member of the former **Neptune** School Board in Mercer County, died Sept. 17. He was 86. ●●● **Dr. Glyde Marsh**, a former member of the **Plain Local** School Board (now **New Albany-Plain Local (Franklin)**) died Sept. 15. He was 99. ●●● Former **United Local (Columbiana)** Board of Education member **James Meiler** died Sept. 17. He was 74. ●●● Former **Woodmore Local (Sandusky)** Board of Education member **Eugene W. "Gene" Kontak** died Sept. 14. He was 83.

Professional Conduct for OCSBA Attorneys



Wednesday, Dec. 5, 3 p.m. to 4:30 p.m. • Cost \$75 • webinar

The OSBA Division of Legal Services will provide an overview of legal ethics, professionalism and the Ohio Code of Professional Responsibilities, with a focus on those provisions that have the greatest influence and impact on school law practitioners. This program has been submitted to the Supreme Court of Ohio Commission on Continuing Legal Education for 1.5 CLE credit hours of Professional Conduct instruction. Approval is pending.

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.



NEWS

by Scott Gerfen, assistant editor

Safety summit offers holistic approach to protect students, staff

The significance of the topic and the urgency to find solutions was evident in the nearly 1,000 school board members, administrators, teachers, counselors, mental health professionals, support staff and others who gathered Sept. 12 to discuss and share ideas focused on protecting the students and staff in Ohio schools.

Organized by OSBA and 21 other statewide organizations, the School Security and Safety Solutions Summit at the Greater Columbus Convention Center offered examples of what districts

and communities around the state are doing to keep schools safe.

"Everyone here is well aware of the major challenges schools face in keeping their students safe," OSBA Chief Executive Officer **Richard Lewis** said in welcoming attendees to the summit. "That's why the 22 organizations hosting this event developed the curriculum as a multidisciplinary approach to school safety.

"If, among the nearly 1,000 people here, only one school district comes away with just one idea that keeps just one student

from harming himself or someone else, we will have done something meaningful here today."

OSBA and others developed the free, daylong summit with the goal of focusing on mental health; safety procedures and training; cooperative relationships between law enforcement and school districts; and parental involvement.

School board members, administrators and other school district staff attending the summit also were eager to share their ideas.

"Our superintendent (**William**

Continued on page 5

Crowdfunding best practices

Wednesday, Oct. 24 • Cost is \$75 • 12:30 p.m. to 2 p.m. • webinar



Crowdfunding refers to online fundraisers that help teachers and schools solicit donations of money and supplies to enhance classrooms and enrich the education of their students. Crowdfunding can be tremendously beneficial but also can pose some risks. Join OSBA, **DonorsChoose.org** and an Ohio school district for an in-depth look at the Ohio auditor of state office's recent guidance and OSBA's model policy on crowdfunding; suggestions for best practices and practical tips; and a review of the DonorsChoose.org platform as a district-focused option that has helped 80% of the nation's public schools secure more than \$725 million in resources to date.

Presenters are **Sara C. Clark**, chief legal counsel, and **Kyle E. Lathwell**, policy consultant, OSBA; and **Kirk Smiley**, principal director for advocacy and public partnerships, **DonorsChoose.org**.

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.

News, continued from page 4

D. Seder Jr.) has really worked hard to get several more social workers, especially at our elementary level," **Mount Vernon City** board member **Mary Rugola-Dye** said. "We've also hired some part-time nursing staff who are helping out at the elementary level where we really have such great need."

The keynote speakers were Dr. **Amy Klinger**, co-founder and director of the Educator's School Safety Network near Toledo, and **Alissa Parker**, co-founder of Safe and Sound Schools and mother of **Emilie Parker**, who was killed in the 2012 Sandy Hook Elementary School shooting.

The summit offered 12 learning sessions, which included topics such as "A framework to assess, prevent, intervene," "Using PBIS to improve school safety," "Communicating in a crisis" and "Planning and moving forward after a tragedy."

"We've spent a lot of time on this recently," **South-Western City** board member **Mindy Garverick** said. "But the big picture that I'm hearing is training, training, training at all levels and making sure everyone is included in the training, along with the communications pieces."

View photos from the summit on OSBA's Flickr page at <http://links.ohioschoolboards.org/59448>.

Training must accompany security measures

In the wake of national school violence, like the Feb. 14 shooting at Marjory Stoneman Douglas

High School in Parkland, Fla., school administrators often turn to devices and technology to help keep schools secure.

Door barricades, metal detectors, visitor systems and video cameras can help prevent school violence, but schools need to invest more in training and building relationships between staff and students. That was the message Dr. Amy Klinger brought to the summit's Opening General Session.

For every dollar schools spend on "stuff," another dollar should be spent on training, she said.

"If you have a buzzer system and you haven't trained your folks how to use it or you haven't trained your teachers how to appropriately engage with visitors, then your buzzer system is easily breached, and you have no second- or third-line defense."

The nationally recognized expert in school safety and crisis management co-founded the Educator's School Safety Network with her daughter, **Amanda**, who helped present at the Opening General Session.

Klinger has nearly 30 years of experience as an educator and administrator and brings a practitioner's perspective to the critical concerns of school crisis response. Her daughter, an attorney by training, worked as an elementary and secondary teacher and is nationally recognized as an expert in cyberbullying, school safety and the law.

The mother and daughter team

pointed to the network's recent survey on the state of school safety in the previous school year, compared to the 2016-2017 school year. The number of reported threats increased by 62%.

"Clearly, you have an increase in threats because you have more sensitivity to threats after those things (like the Parkland shooting) occur," Dr. Amy Klinger said. "But, it's important to note that we were looking roughly at a 20% increase in threats long before Parkland ever happened."

"When you look at the number of incidents, that's the one that's even more concerning. We had a 113% increase in the number of violent incidents. ... Parkland was not the reason that we saw this increase. This increase was already happening."

In dealing with threats, schools need to move beyond crisis response and look at prevention, she said. Students know who is doing what in their schools, whether it's related to safety threats, drug abuse, self-harm or other issues.

"If we have kids who know things that we have to know, my question is what are the obstacles in your building to disclosures? If you think a kid is going to write down a threat on a piece of paper and put it in your little box, obviously, he's not. You're going to get 20 pieces of paper that say, 'You suck.'"

Teachers and staff need to show that they are willing to listen and do something about students'

Continued on page 6



Administrative professionals workshop: 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

- | | |
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| <p>9:30 a.m. Registration and coffee</p> <p>10 a.m. Welcome and introductions</p> <p>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.
<i>Travis Thompson, director of risk management, Ohio School Plan</i></p> <p>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.
<i>Kenna S. Haycox, senior policy consultant, and Will Schwartz, lobbyist, OSBA</i></p> <p>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.
<i>Cheryl W. Ryan, director of board and management services, and Teri Morgan, deputy director of board and management services, OSBA</i></p> | <p>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.
<i>Wanda Bloch, marketing and trade show manager, OSBA</i></p> <p>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.
<i>Dr. Kathy McFarland, deputy chief executive, OSBA</i></p> <p>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.
<i>Laurie Miller, senior events manager, OSBA</i></p> <p>1:50 p.m. Final discussion and wrap-up</p> <p>2 p.m. Adjourn</p> |
|--|--|

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.

OSBA MASTER OF TRANSPORTATION ADMINISTRATION (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

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.

Student Achievement and ESSA

Wednesday, Oct. 17, 10 a.m. to 2:30 p.m.
OSBA office, Columbus • 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. 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.

Leadership for Learning



Ohio School Boards Association
2018 Capital Conference
Nov. 11-13, 2018 Greater Columbus Convention Center



A celebration of leadership and learning

What does the 2018 Capital Conference and Trade Show offer? Nothing less than three days of the best professional development, leadership training and networking you'll find anywhere. If you have a passion for lifelong learning and providing first-rate leadership for your students, district and community, the conference is the place to be. Embracing the philosophy of leadership for learning, the 63rd annual event offers inspirational keynote speakers, a world-class Trade Show, a student achievement exhibition and countless opportunities for education, exploration and engagement.

A conference *not* to be missed

It's no exaggeration to say that the OSBA Capital Conference and Trade Show is the must-attend educational convention of the year. The Greater Columbus Convention Center will be filled with wall-to-wall opportunities for learning and leadership development. The expanded agenda is packed with extraordinary keynote speakers, in-depth learning sessions, specialized workshops and an array of exhibits and displays that every member of your school district leadership team will find valuable.

No other conference offers such a rich range of professional development at such an affordable cost, and you'll find that what you learn at the conference more than outweighs the investment of time and money. Whatever your role in your school district, you will leave Columbus with a renewed commitment to improving student learning and new skills and strategies to govern and operate your district more efficiently.

So, if you want to discover creative solutions to the complex challenges school districts across Ohio face, register for the Capital Conference and Trade Show today. You will discover a multitude of ways to fulfill your passion for lifelong learning and leadership.



Keynote speakers enlighten and inspire



First General Session

Alex Banayan

Nov. 11, 3:45 p.m.-5:30 p.m.

Alex Banayan, one of Forbes' 30 Under 30 and Business Insider's Most Powerful People Under 30, spent years nagging celebrities and business moguls for interviews. His book, "The Third Door: The Wild Quest to Uncover How the World's Most Successful People Launched Their Careers," chronicles his unbelievable journey tracking down the world's most successful people and uncovering how their careers began.

Monday Luncheon

Cedric Jennings

Nov. 12, 12:15 p.m.-1:30 p.m.

His determination led **Cedric Jennings** from one of the most dangerous neighborhoods in the nation's capital to the Ivy League. In 1998, he was the subject of the best-seller, "A Hope in the Unseen: An American Odyssey From the Inner City to the Ivy League," by Pulitzer Prize-winning author **Ron Suskind**. Jennings' story remains as relevant and moving as ever. Registration for the luncheon is \$55; contact your treasurer to register.



Second General Session

Geena Davis

Nov. 13, 10:30 a.m.-noon

Academy Award-winning actress **Geena 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.



Tuesday Luncheon

Eddie George

Nov. 13, 12:15 p.m.-1:30 p.m.

Ohio State University and NFL star **Eddie George** ended a legendary football career with a Heisman Trophy, numerous NFL Rookie of the Year awards and many pro football records.



After retiring from football, George went on to become a successful entrepreneur, focusing on businesses that help improve the quality of life for all Americans. He's also a talented actor, appearing on Broadway and in movies and TV shows. Registration for the luncheon is \$55; contact your treasurer to register.

Extraordinary professional development

The Capital Conference is the only professional development event in Ohio designed specifically for public school management teams. It offers a wealth of critical information on the latest public education issues, trends and technology. Learning sessions — the core curriculum of the conference — are organized into focus areas and led by top experts. You'll also learn from other attendees by collaborating and connecting with board colleagues from around the state to share challenges and solutions.

Additional learning sessions have been added to all three days of the conference, providing a more robust program of professional development. The conference offers more than 150 hour-long learning sessions — the most ever. You can find more details on learning sessions at <http://conference.ohioschoolboards.org/sessions>.



Specialized training throughout the conference

Along with additional learning opportunities on Sunday, there is specialized training throughout the event. Many sessions will provide the latest on school finance and legislation. Others focus on department leaders, such as curriculum coordinators, technology supervisors, transportation directors, human resources managers and public relations specialists. New this year, the conference will be paperless, with handouts available through the Conference App and the conference website. Handouts will be posted a week prior to the event; attendees can download or print copies before they arrive.



See the stars shine at the Student Achievement Fair

If you're looking for educational innovations, you'll find them in the Student Achievement Fair. One of the most popular conference events, the fair shines a spotlight on 100 of Ohio's most exemplary and forward-looking school district programs. Meet with students and teachers at their booths to learn how districts around the state are innovating to increase student achievement and prepare Ohio's children for the future. You'll be sure to take home many ideas to implement in your district. The fair also includes five talented student entertainment groups — one from each of OSBA's five regions — and a visual arts exhibit.

The Student Achievement Fair is one of the most rewarding exhibitions at the Capital Conference. It runs from 10:30 a.m. to 2 p.m. on Monday, Nov. 12, at the north end of Hall B.

A world-class Trade Show

The Capital Conference Trade Show has a well-earned reputation as the biggest and best exhibition of school goods and services in the nation. This vast exposition will host nearly 600 booths of vendors offering everything a school district needs to support student achievement and make the most of its resources.

The Trade Show is open Monday, Nov. 12, from 10 a.m. to 5 p.m. and Tuesday, Nov. 13, from 9 a.m. to noon. View a list of exhibitors at <http://conference.ohioschoolboards.org/trade-show>.



Conference at a glance

Sunday, Nov. 11

1 p.m.-2 p.m.	Learning sessions
1:30 p.m.-4 p.m.	Spotlight Session — Design thinking for actionable leaders
2:30 p.m.-3:30 p.m.	Learning sessions
3:45 p.m.-5:30 p.m.	First General Session — Alex Banayan
5:30 p.m.-7 p.m.	Welcome Reception

Monday, Nov. 12

8 a.m.-8:45 a.m.	Conference orientation OSBA Business Meeting briefing
8:30 a.m.-10 a.m.	OSBA Black Caucus breakfast
8:30 a.m.-10:30 a.m.	Spotlight Session — Infrastructure needs for alternative fuel buses
9 a.m.-10 a.m.	Learning sessions
10 a.m.-noon	OSBA Black Caucus meeting — The meeting of the minds — working to make education work for striving students
10 a.m.-5 p.m.	Trade Show, Avenue for Answers and University Square
10:30 a.m.-11:30 a.m.	Learning sessions
10:30 a.m.-2 p.m.	Student Achievement Fair
12:15 p.m.-1:30 p.m.	Monday Luncheon — Cedric Jennings
1 p.m.-2 p.m.	Learning sessions
2:30 p.m.-3:30 p.m.	Learning sessions
2:30 p.m.-4:30 p.m.	Spotlight Session — Unconscious bias — creating an inclusive culture
2:30 p.m.-conclusion	Annual Business Meeting of the OSBA Delegate Assembly
4 p.m.-5 p.m.	Learning sessions
5 p.m.-6:30 p.m.	OSBA President's Reception

Tuesday, Nov. 13

8 a.m.-9 a.m.	Learning sessions
8 a.m.-9:15 a.m.	School Law Workshop
8:30 a.m.-10:30 a.m.	Spotlight Session — OSBA legislative update Spotlight Session — OSBA Urban Solution Room — mental health in schools
8:30 a.m.-11:45 a.m.	Spotlight Session — Public records training
9 a.m.-noon	Trade Show, Avenue for Answers and University Square
9:30 a.m.-10:30 a.m.	Learning sessions School Law Workshop
10:30 a.m.-noon	Second General Session — Geena Davis
10:30 a.m.-11:30 a.m.	School Law Workshop
11 a.m.-noon	Learning sessions
12:15 p.m.-1:30 p.m.	Tuesday Luncheon — Eddie George
1 p.m.-2 p.m.	Learning sessions
1 p.m.-2:15 p.m.	School Law Workshop
1:30 p.m.-3:30 p.m.	Ohio Education Policy Institute session
2:30 p.m.-3:30 p.m.	Learning sessions School Law Workshop
3:30 p.m.	Adjournment

(Current as of Sept. 17, 2018.)

Registering for the Capital Conference

Registration and housing instructions have been sent to all superintendents, treasurers, Ohio Council of School Board Attorneys (OCSBA) members, exhibitors and OSBA sustaining members. School board members and other administrators simply need to contact their treasurer or superintendent to register. Download registration forms at <http://links.ohioschoolboards.org/CC18registration>.

To register for the conference and special events, all attendees from the same district should be listed on the district's registration form. Return this form to OSBA with a check or purchase order covering all registration and ticketed event fees.

Registration is \$295 per person for each of the first six people from a member school district. **School district group registration — more than six people from a member school district — is a flat fee of \$1,850.** Registration for OCSBA members is \$295 per person. Registration for OSBA sustaining members, government employees and retired administrators is \$60. Retired administrators who are current board members or rehired administrators do not qualify for the lower rate. Spouses may attend the conference for free, but must be

registered to receive an official badge.

Those attending the School Law Workshop are subject to the same registration procedures as other conference attendees. Attorneys employed by a school district may register with their district.

Ticketed event fees

The Conference Luncheons require additional fees, and registration should be paid in advance. Attendees can register on their district's registration form. The cost for each Conference Luncheon is \$55.

Note: Depending on availability, limited on-site luncheon ticket sales may be available until 11:30 a.m. on Monday, Nov. 12, and Tuesday, Nov. 13, on a first-come, first-served basis at Registration. The cost for an on-site ticket is \$60.

Registration and ticketed event cancellation policies

Please visit <http://conference.ohioschoolboards.org/cancellations> for details.



Human Resources for Board Members

Tuesday, Dec. 4, 10 a.m. to 2 p.m. • OSBA office, Columbus • Cost \$95

Board members have a strong, natural interest in processes to ensure their districts are recruiting, hiring and retaining high-quality staff members, teachers and administrators. But the appropriate role for board members as decisions are made and staff are monitored and evaluated can be difficult or misunderstood. This workshop answers questions about board member roles and responsibilities related to hiring and will help increase understanding of best practices related to contracts, extensions and nonrenewals.

9:30 a.m. Registration

9:55 a.m. Welcome and overview

10 a.m. Administrative contract law: What you need to know

This session will focus on the employment of district administrators, including the superintendent, treasurer, assistant superintendent, principals, assistant principals and business managers. Review the legal steps for hiring, evaluating, nonrenewing and terminating district administrators. Learn how to prepare now so you're ready this spring.

Sara C. Clark, chief legal counsel, OSBA

11 a.m. Equity in the hiring process

District leaders recognize the need for strong, representative teachers and principals, especially in districts with students from minority groups, lower socioeconomic households or with special needs. Learn about educator equity gaps in Ohio, the definition of properly licensed or certified teachers and some of the root causes of teacher/principal inequality. We will discuss some steps and specific strategies to address identified teacher quality gaps and pertinent leadership and human resources actions to ensure every student receives instruction from a qualified teacher. We also will explore cognitive biases that can affect the way we relate to others and place them at a disadvantage. Hear an overview of cognitive biases, the effects of biases at work, and tips and strategies to address bias throughout the hiring process.

Kim Miller-Smith, senior student achievement consultant, and Dr. Kathy McFarland, deputy chief executive, OSBA

Noon Lunch (provided)

12:30 p.m. Board roles and responsibilities in human resources

This session will review best practices for board members in the employment process. We will discuss conflicts of interest, ethics in hiring processes, issues associated with nepotism and the overall role of governance as it relates to personnel. We also will review recommendations for board involvement in policy development, handbook approval and the collective bargaining process.

Cheryl W. Ryan, director of board and management services, and Kenna S. Haycox, senior policy consultant, OSBA

2 p.m. Closing thoughts and 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.

Levy University

Friday, Dec. 7 • 9 a.m. to 3 p.m.

OSBA office, Columbus • Cost is \$160

Agenda

8:30 a.m. Registration

9 a.m. Welcome

9:15 a.m. Board roles and responsibilities

Review the board's unique role in preparing the district and community for putting a levy on the ballot.

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

10 a.m. Levy campaign do's and don'ts

This session will cover school board responsibilities and legal requirements as well as begin the discussion on campaign best practices.

Jerry Rampelt, executive director; Michael Collins, Ryan Collins and Andrea Kruse, consultants, Support Ohio Schools Research and Education Foundation; and Nathan Miner, president, Momentum Strategy Group

11:30 a.m. Working lunch (provided)

11:45 a.m. Campaign best practices

This session will continue with best practices that districts can use with any district-support organization. It will include practical guidance on volunteer recruitment; planning and organization; polls and surveys; community involvement; effective messaging; fundraising; social media campaigns; and effective printed materials.

Jerry Rampelt, Ryan Collins, Andrea Kruse, Michael Collins and Nathan Miner

3 p.m. Adjourn

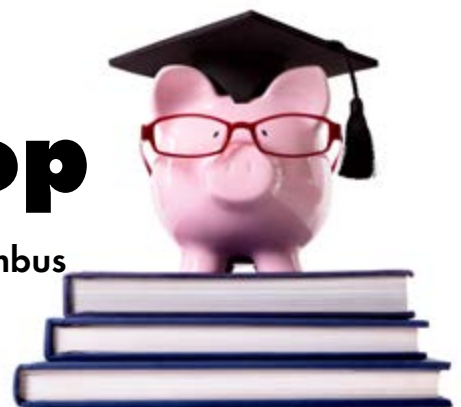
Register online at www.ohioschoolboards.org/workshops or contact **Laurie Miller**, OSBA senior events manager, at (614) 540-4000, (800) 589-OSBA or Lmiller@ohioschoolboards.org.



Winter School Finance Workshop

Friday, Nov. 30, 9 a.m. to 3:30 p.m. • OSBA office, Columbus

Join us for this annual event where you'll hear the latest information around school finance, Statehouse news and more. Cost is \$160, which includes materials, lunch and refreshments. You can register on the Ohio Association of School Business Officials website at www.oasbo-ohio.org or by calling (614) 431-9116.





Effective strategies for preschool expansion

Tuesday, Dec. 11, 9 a.m. to 3:45 p.m. • Cost is \$160
OSBA office, Columbus

Today's successful public schools are more than the traditional K-12 model. The path to higher student achievement starts in the early childhood years. For many districts, ensuring that their students come to kindergarten ready to learn is an important priority. This one-day workshop focuses on strategies for successful funding, implementation and curriculum crucial to the overall success of an early childhood learning initiative.

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.

Agenda

8:30 a.m. Registration and continental breakfast

8:50 a.m. Welcome

9 a.m. Laying the groundwork for Ohio's early childhood system

Hear an overview of Ohio's early childhood system, what it is and what it isn't. Learn about the data behind it and how we should think differently about connecting the early childhood education that actually exists into the K-12 system.

Shannon Jones, executive director, Groundwork Ohio

10:30 a.m. Break

10:45 a.m. Enhancing support for special needs preschool students

The ability to work with children and their educational needs before they enter kindergarten is critical for long-term success, especially among at-risk students. **Hilliard City** is making great strides with special needs preschool-aged students through its innovative peer-mentoring program. The Hilliard team will share how it implemented its socioemotional curriculum and district cultural initiatives at the preschool level.

Brian Hart, preschool building principal, and Julie Pollard, Carrie Racs, Emily French, teachers, Hilliard City

Noon Lunch (provided)

12:45 p.m. Strategies for leveraging community partnerships

Cincinnati City has become the gold standard for effective community engagement. Learn about the impressive ways the district has used its local communities to grow its districtwide early childhood learning program.

2:15 p.m. Break

2:30 p.m. Lockland Local's grassroots approach to community learning

What do you do when you are the smallest and one of the poorest urban school districts in the state of Ohio? If you are **Lockland Local (Hamilton)**, you don't wait for a saving grace to swoop in and save you, you take your district's rejuvenation into your own hands. Lockland Local will share its Herculean efforts to create an integrated community school and expand its educational offerings to early childhood learning.

Ted Jebens, superintendent, Lockland Local

3:45 p.m. Adjourn



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 5

concerns, Dr. Amy Klinger said.

School safety: A parent's perspective

The emotion in Alissa Parker's voice hasn't changed, even though she's told her personal story hundreds of times in the aftermath of the Sandy Hook Elementary School shooting that killed 20 children and six teachers on Dec. 14, 2012. Her daughter, Emilie, was one of the victims.

There are lessons to be learned, Parker told those attending the summit's Closing General Session. That is why she and other Sandy Hook parents, educators and community members founded Safe and Sound Schools, which offers a wide range of free programs and resources to help schools improve safety.

When Parker sees a school, one

of the first things she asks herself is, is it safe enough?

Even before the tragedy, Parker remembers visiting Sandy Hook with her husband, **Robbie**, for a parent-teacher conference and thinking about the many what-ifs after noticing the building's security measures.

Her mind began to race with ideas about how someone could get into the school and do harm. Her daughter's classroom was mere feet from the front door.

"But I immediately dismissed this idea," Parker said. "I completely pushed it down and buried it, because that would never happen here. No one would ever want to come into an elementary school and do something like that."

Parker remembered that conversation with her husband when he called to inform her the

shooting had occurred at the elementary school in Newtown, Conn., and not the high school as she suspected when she first heard reports.

"And guilt just rushed through me, because I immediately knew how incredibly vulnerable those kids were, and more importantly, I knew my daughter was potentially in harm's way."

Parker wasn't prepared for the chaos at the school. She was told by three different people three different ways to locate Emilie.

When she arrived at a firehouse, which had become the central location for parents to pick up their children, Parker began to search for her daughter's teacher. She was told by another teacher to wait, and she watched with other parents as a list of names began to

Continued on page 7

Reasonable Suspicion Training



OSBA is offering a reasonable suspicion drug and alcohol training program for supervisors. Completion of this course is required for all supervisors of safety-sensitive (commercial driver's license) drivers, including school bus drivers. Best practice is that each district have at least two administrators trained in this requirement.

The course meets the Federal Motor Carrier Safety Administration U.S. Department of Transportation requirements. Attendees will receive a certificate of completion.

Details: This workshop is being offered Thursday, Nov. 29, from 10 a.m. to noon at the OSBA office. The cost is \$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

News, continued from page 6

grow in number.

"Without information, our emotions started to get heightened, and we started to demand things from them," Parker said.

After five-and-a-half hours, they were finally told that they would not be taking their children home.

"In fact, the exact words that we were told was that the children had expired," Parker said. "I remember when I heard those words, I was so offended. This was my child's life, and it felt so cold."

As she and her husband left the firehouse with other parents, they were met by the media and flashing cameras hoping to catch their moment of grief. Reporters flocked to the small town to cover what had happened and the information wasn't always correct, Parker said.

"One of the things we as a community learned was that if those who know don't speak, those who don't know have the power, and they will (speak)," she said. "So, very quickly,

misinformation began to spread like a wildfire. ... You begin to understand how important it is to be out in front of that information."

Parker reminded attendees that school safety is a process, and that all staff, parents and community members must have a seat at the table during discussions. Collaboration with first responders also is key. And, every school is different. There is no one-size-fits-all solution.



INFORMATION

by Scott Gerfen, assistant editor

OSBA staff changes lead to renewed focus on technology, data

The voice on the other end of the phone was calm and friendly and always delivered the much-needed information.

While many OSBA members who reached out to Senior Mailroom Operations Manager **Ann Herritt** in the association's mail room were never able to put a face with the voice, they always knew she would handle their concerns, whether it be for a Capital Conference registration, publication subscription or updating district contact information.

"Most of the time, I only knew their names and their voices, not their faces," Herritt said. "So, when I'd go to Capital Conference or a regional meeting and knew

they were going to be there, I'd find them and introduce myself."

Members are no longer hearing that familiar voice or seeing her email replies after Herritt retired on Aug. 16 with 25 years of service. But her impact on the association won't be forgotten.

"She was an instrumental part of the communications division and the Capital Conference team and saw the association change dramatically, especially in the integration of technology into our mailing operations," OSBA Chief Executive Officer **Richard Lewis** said. "We all came to depend on Ann to help us be successful as individuals and as a team. She is greatly missed as a staff member

and a friend."

Herritt began her career at OSBA on Aug. 16, 1993, as a part-time employee in policy services and moved to the mailroom as the printing and mailing supervisor when **Barb Hayhurst** retired in December 2002.

In 25 years, Herritt worked for three executive directors and four division directors. Aside from daily contact with members, she interacted with most of the staff every day, both professionally and personally.

"I just felt like that was the OSBA way," Herritt said. "I always felt like it made it easier to work with someone if you got to know

Continued on page 8



PUBLIC SCHOOLS WORK!

compiled by Scott Gerfen, assistant editor

Students re-create conversation about race 50 years later

Fifty years ago, the first African-American principal of **Columbus City's** segregated East High School urged students at his school to sit down with students from predominantly white, suburban schools. **Jack Gibbs** brought them together to simply get to know one another.

It was a tumultuous time. Strained race relations incited riots across the country, leaving glass in the streets and military tanks patrolling neighborhoods.

Columbus native and author **Wil Haygood** was inspired by the 1968 cultural exchange and helped school leaders organize a similar gathering last month at East High School, where students shared sandwiches and conversation with students from **Big Walnut Local's (Delaware)** Big Walnut High School.

The event was part of a national tour for Haygood, whose newest book, "Tigerland," tells the story of East's 1968-69 state championship

baseball and basketball teams.

The students immediately found shared interests in extracurricular activities. Others discovered mutual friends. Two of the teens learned they had competed against each other at a track meet.

"We all seemed to click right away," East High School senior **Taylor Collins** told a local newspaper. "I think we all learned a lot from each other and meshed really well."

Source: The Columbus Dispatch

Information, continued from page 7

them on a personal level than just what their job was."

While Herritt helped set the course for OSBA's future, the association is integrating new technology and talent into its daily operations, which also includes organizational changes.

Lesley Moore joined OSBA in August as its data and operations coordinator. She previously was a database architect at Ohio Health and director of collaborations at the American Medical Association. Her duties at OSBA will be focused on data quality, integrity and security, but her blended role will include Herritt's responsibilities.

"We will be implementing some

new things and streamlining processes," Moore said. "Our members won't notice any difference in service. Regardless of your role in the association, you should always make members the first priority."

Moore, the daughter of a U.S. Army colonel (father) and drill sergeant (mother), has a son who is a Marine corporal stationed in Norfolk, Va. She can be reached at (614) 540-4000, (800) 589-OSBA or Lmoore@ohioschoolboards.org.

Along with welcoming Moore, **Drew Clark** was promoted to chief technology officer. He will actively research emerging business technology trends; provide strategic input on association goals in

technology, processes and service delivery; provide end-user member support; and oversee technology budgeting and solution design.

Chris Grewe's new role as a solutions architect will focus on technical solution design, solution coding and deployment; technical standards; and member and staff support.

The association also is in the process of hiring a solutions engineer, an additional programmer who will concentrate on user interfacing and application maintenance.

"I know the next group will find their way, and they'll probably find things to make it even easier and better," Herritt said.

October

- 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.*
- 16 OSBA Book Club: “What Schools Could Be: Insights and Inspiration from Teachers Across America” webinar 2
- 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
- 19 NW Regional Legislative Breakfast..... Perrysburg
- 24 Crowdfunding Best Practices webinar

- 31 OSBA Book Club: “What Schools Could Be: Insights and Inspiration from Teachers Across America” webinar 3
- 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).*
- 11-13 OSBA Capital Conference and Trade Show Columbus
- 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
- 30 Winter School Finance Workshop..... Columbus

December

- 3 Southwest Region Executive Committee Meeting TBD
- 4 Human Resources for Board Members Columbus
- 5 Professional Conduct for OCSBA Attorneys webinar
- 6 OSBA Master of Transportation Administration Program: Transportation rules and regulations Columbus
- 7 Levy University workshop Columbus
- 11 Effective Strategies for Preschool Expansion workshop Columbus
- 31 *Last day for treasurer to canvass the board to establish a date of the organizational meeting — RC 3313.14.*

2019 January

- 15 *Deadline for boards of education of city, exempted village, vocational and local school districts to meet and organize — RC 3313.14; last day for boards of education of city, exempted village, vocational and local school districts to adopt tax budgets for the coming school fiscal year — RC 5705.28(A) (1).*
- 20 *Last day for boards of education to submit fiscal tax-year budget to county auditor — RC 5705.30.*