

WHY?...WHY NOT?

by Roger Nyffeler, Principal, Central Elementary, Kearney, Vice Chair, NCSA Executive Board



Nyffeler

A final exam question for a philosophy course that I was taking during under-graduate work was the one single question on the blue book...WHY? I thought for a few moments about the question for this final and I thought about that this was the final exam for the semester and I was eager to get out and begin my summer break. So my response was...WHY NOT signed my name and left. I got a "B" on the final and that was the final question I had to address in a philosophy course.

The same question does surface today as fellow principals ask me why should I join our professional organizations? Once again, without too much time to think about the response I say to them WHY NOT! I try to share with them all the reasons why one should join and become involved with their professional organizations. As I complete the third year of being involved as President-Elect, President and now Past-President of NAESP, I would like to share what these three years have meant to me.

N...Networking with fellow colleagues, friends and professionals.

A...Acquaintances that develop with fellow principals that result in lifelong friendships.

E...Encouragement that is created as one joins and actively gets involved in the organization.

S...Students benefit when building administrators associate themselves with other professionals.

P...Principalship and the People is what it is all about!

The principal is the key to the success of any building. The person who assumes that role as principal needs all the

resources possible to carry out the many responsibilities of the position. Principals need the networking, acquaintances, encouragement, student success, and the people that associate with the profession. Joining our professional organizations is the easy part and yes you will gain valuable resources and materials from the national office, but the "real" benefits will come from your fellow colleagues and becoming involved either at the regional, state or national levels...that's when you will really benefit from being a member!

As I bring closure to my tenure as President of the Nebraska Association of Elementary School Principals, I want to say thank you all for the opportunity to serve and be an active contributor to all of our members. I encourage and invite others to get involved and be active in our organization. **So when someone asks...WHY? WHY NOT!** 🙏🙏

NASBO ANNOUNCES NEW PRESIDENT-ELECT-ELECT



Inzerello

NASBO has selected for the new school year 2003-2004, Al Inzerello, Assistant Superintendent at West-side Community Schools to serve as president elect. Dr. Inzerello will officially begin his duties on the NCSA Executive Board September 1, 2003. Congratulations and welcome. 🙏🙏

BULLYING IN NEBRASKA SCHOOLS

Misguided Beliefs or Myth?

by Richard Meyer, Principal, Holdrege High School



Meyer

What is bullying? Stuffing a 7th grader in a locker, stealing a kindergartner's milk money, pushing someone down on the playground, or beating someone up because of what he believes are all examples of possible bullying incidents. Do you have these behaviors occurring in your school? What about trash talk during an athletic contest, the exclusion of a middle school girl from a social clique, writing profanity on a high school student's notebook, or passing on a nasty rumor about the new student in school. Are these also possible examples of bullying behaviors? Do you have these behaviors occurring in your school? Is bullying just

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The mission of the Nebraska Council of School Administrators (NCSA) is to be an effective leader for quality education and to enhance the professionalism of its members.



REFLECTIONS & RELATIONSHIPS

by Barry Stark, Principal, Norris Middle School; Past President, NSASSP

This has been a rather exceptional year, in ALL aspects. Most significantly, we welcomed our granddaughter into the family. Professionally, I had the privilege of serving as NSASSP President and the honor of being named the Middle School Principal of the Year and was elected to the NASSP Board of Directors.

In the reflective time that was taken to review the year, I am still the middle school principal at Norris and I truly love what I do. The recognitions are sincerely appreciated. Any time a person in our business is acknowledged by his/her colleagues, it is an honor. However, the most important recognition we receive is usually not publicly observed. It is a recognition that building administrators can identify by the everyday occurrences in their buildings. It includes: interactions

with students; personal and professional conversations with our staff; communication with central office personnel and finally, working with parents or the media.

If an administrator is at all perceptive, he/she is aware of those relationships with those audiences. My colleague and friend, Galen Boldt, has long held that our business is a business of relationships. To maintain those relationships first takes time. Time is necessary to build trust. Being reliable builds that trust. Following through on what you have said you will do also builds solid relationships. Having a solid philosophical base and a common-sense approach to dealing with issues carries administrators a long distance professionally. It also builds credibility, which is a cornerstone to any relationship. Don't forget that sense of

humor, either.

We do establish very significant relationships in our business. In order to deal with what we often times must deal with, those relationships offer support, suggestions and understanding. THAT is what makes our business so special. In times of tragedy, dilemma, unpopular-but-necessary decisions and all the other features of this profession, we can rely on colleagues with whom we have built those relationships. In many instances, those relationships exist in one's own district; in other districts that may be a work in progress. In either scenario, it is necessary to maintain or develop those professional relationships. There will be times when you need to utilize them. As principals, take advantage of becoming involved in this profession via NSASSP and NASSP. The professional benefits are significant, the leadership opportunities are available and the networking and relationship-building are excellent.

As you reflect over your career I hope that you can determine that you are either establishing or have developed strong relationships. The need for that camaraderie and those strong professional relationships is still needed today. Cultivate them and understand that no one else except a brother or sister of the profession understands what you are experiencing. When you do reflect, you will find that accolades and recognitions are honors, although very temporary, but that the relationships you build are life-long, both professionally and personally. Enjoy the ride, make a difference, have fun and establish those relationships. You will appreciate them for a lifetime. 🙏

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The opinions expressed in this newsletter or by its authors do not necessarily reflect the positions of the Nebraska Council of School Administrators.

JULY 30-AUGUST 1 ADMINISTRATORS DAYS

For a detailed agenda and updated
 list of concurrent sessions
 visit www.ncsa.org

PERSPECTIVES

by Jerry Sellentin, Ph.D., Executive Director



Sellentin

SHARPEN THE SAW

when he advocates the need to "Sharpen the Saw." The following are ten ways you can sharpen your saw by attending the 2003 Administrator's Days July 30-August 1.

10) **Recharge for a new school year.** You owe it to yourself to get out and bring new ideas back for the start of a new school year.

9) **Networking**, sharing stories of grandchildren, the big fish that got away or how close you came to a hole in one. Networking also includes sharing stories of success this past year and challenges for the 2003-04 school year.

8) **Casino Night** sponsored by Blue Cross/Blue Shield of Nebraska provides an evening with friends, having a good time, and winning prizes.

7) **Access** to national and state educational "movers and shakers." Mike Fullan—Ontario Institute for Studies in Education; Paul Houston—Executive Director of AASA; Gerry Tirozzi—Executive Director of NASSP; Bertice Berry—the Renaissance Woman.

6) There will be **over 50 exhibits**. The exhibits allow you to conveniently gather information for future school purchases. By registering at the exhibits you also are eligible for prize drawings.

5) **Planned for and by NCSA members and staff.** This will ensure your trip to Administrator's Days will be educational, inspirational, comfortable and FUN.

4) **Value.** We have brought "National Conference Status" to you and you won't find a better deal.

3) **Legislation.** You will hear what's happen in legislation that affects education,

2) **Information you need.** *Leave No Child Behind*, Standards, Assessment Managing your District in a Troubled

Economy, Data Collection and Decision Making, Special Education Issues, Writing Skills, Leadership, and Early Childhood are only a few of the concurrent sessions.

1) **Administrator's Days** will be successful if YOU attend. Learn from one another while sharing your challenges and successes. Supporting each other is part of success for administrators, school districts, and students.

EFFECTIVE SCHOOL LEADERS

Robinson 1985 and Cawelti 1999 suggest the following behaviors are commonly associated with effective school leaders:

- They are assertive in their instructional role.
- They are goal and task oriented.

- They are well organized.
 - They convey high expectations for students and staff.
 - They have well-defined and well-communicated policies.
 - They make frequent classroom visits.
 - They are highly visible and available to students and staff.
 - They provide strong support to the teaching staff
 - They are adept at parent and community relations.
- Effective school leaders must keep current and their skills "sharp." Administrator's Days July 30-August 1 will help you be an effective school leader



*Open House Honoring
Dr. Marshall Adams*

*You are cordially invited to an open house
honoring Dr. Adams upon his retirement
from the Seward Public Schools.*

When: Friday, May 16, 2003

Time: 1:30 p.m. to 4:30 p.m.

*Where: Administrative Offices, 410 South Street,
Seward, Nebraska*

*Please join us in recognizing Marshall for
his years of dedicated service to education*



MAINTAIN YOUR PASSION

by Randy Nelson, Superintendent Norfolk Public Schools, 2003 Superintendent of the Year

Each day, hundreds of dedicated administrators across Nebraska find the energy and commitment to make a difference in the lives of children and staff members. Likewise, I also know colleagues who have become dispirited or disenchanted. Interestingly enough, there have been days during my career that I have felt this way and I have had to ask myself if I can maintain my passion for education under all of the stresses confronting us on a daily basis.

What makes the difference of getting discouraged or staying upbeat? It can't be only extrinsic factors, because most administrators I know work under similar conditions. At some point in their careers, most have had to deal with budget cuts, discipline problems, angry parents, and countless other frustrations. Yet, some have found a way to stay motivated and enthusiastic, while others probably are wondering why they entered the administrative ranks in the first place.

I have concluded that the main difference between those who stay motivated and excited about their jobs and those who are feeling burned out, must be something intrinsic. In other words, some administrators find the inner strength and drive to keep their spirits high, despite all the obstacles and very real problems they encounter each day.

How do some administrators manage to keep themselves invigorated and enthusiastic? What works for one person may not work for another. (Let's face it; there are some days when "nothing" works very well). However, I have visited with several successful administrators across the state and country and here are some of the techniques they have adopted to stay energized:

- Taking Control of Your Attitude—Your attitude determines your altitude. While you cannot control what other people do and think, you can control how you act and react.

- Keep a Sense of Humor—A daily dose of laughter is one of the best ways to keep your spirits high and ward off stress. (Two suggestions—spend your time with people who make you laugh

and don't take yourself too seriously).

- Balance Life and Work—Whatever administrative position you hold in the school system, your job takes a lot out of you. Pursuing outside interests and activities (e.g., golf, woodworking, tennis, painting, etc.) will help you recharge your emotional batteries.

- Sharpening the Blade—Author Steven Covey outlines four areas where we need to "sharpen the blade:"

- 1) Physical Health—Taking care of your physical needs—sleep, exercise, and nutrition—is an important step toward feeling in control of your life.

- 2) Social and Emotional Needs—Your interpersonal relationships have a major impact on the mental energy you bring to your job. Friends and family may be a valuable support system for you.

- 3) Spiritual Fulfillment (this is the most important one for me)—Each of us has a core set of spiritual values that guide our life. Paying attention to this spiritual dimension is a way to recommit ourselves to the things we believe in most deeply.

- 4) Mental Exercise—Whether you acquire new knowledge in your profes-

sion or simply explore another area that interests you, mental exercise is as important as physical exercise for your long-term health and well-being.

In his book, *Good to Great* author and researcher Jim Collins talks about being a Level V leader. He explains that to be the very best and most effective leader possible, (Level V) one must have a "servant attitude" (taking care of others needs), be unassuming, select the "right" people to work with you, and be a person with strong convictions, passion, and perseverance. If we are going to continue to be "difference makers" (or Level V leaders) in the lives of those we work with as administrators, we must first and foremost take care of ourselves. The demands and stresses of being an educational leader can become overwhelming if we do not put our professional careers in the proper perspective.

Hopefully, you will consider some of the ideas I have shared in this article. From a personal standpoint, some of these techniques have helped me maintain the focus and passion that I need in order to be the kind of educational leader I want to be. 🙌

PROVIDE RECOGNITION FOR TEACHER AND BOARD MEMBERS

Teacher Appreciation Week

May 4-10

School Board Recognition Week

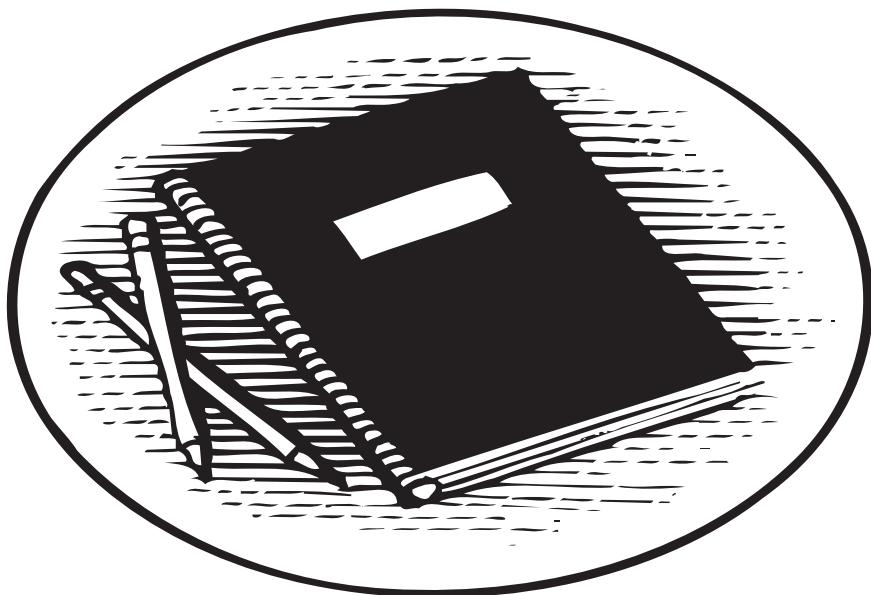
May 11-17





NEBRASKA HIGH SCHOOL PRINCIPAL SURVEY RESULTS

by Dr. Mark W. Weichel, Assistant Principal, Bellevue East High School



The standards/assessment/accountability education reform movement was developed with the intention of creating a system in which students could reach a higher level of educational achievement (Berkson, 1997). Now that practically every state, including Nebraska, has begun implementing state standards and ensuing accountability measures, the question remains as to whether these measures will truly fulfill their initial objective. Additionally, questions have arisen on the state, local, and national levels about how standards will impact teachers, students, administration, resource allocation, and instruction.

To answer these questions, a survey study was conducted in the fall of 2001 in order to gauge Nebraska high school principals' perceptions of how standards/assessment/accountability would impact Nebraska schools. Specifically, research questions were designed to determine principals' perceptions of the possible effects of Nebraska state standards, and whether or not differences existed among areas such as principals' gender, age, schools' free and reduced lunch percentage, school classification, years as an administrator, and amount of

prior standards/assessment/accountability training. In the end, 261 Nebraska public high school principals took the survey, which yielded an 89 percent return rate. Thank you for this incredible response!

While using various statistical techniques, eight themes emerged from the research. A complete summary of the study and its themes is currently on the internet-based journal entitled, *Connections: Journal of Principal Preparation and Development* [<http://www.nassp.org/connections/>].

A very brief description of each of the eight themes is listed below.

Principals responded to the survey's questions...

- Theme 1...with neutral answers, except in the areas of administration, stress pressure, and time.
- Theme 2...with a great deal of similarity, regardless of gender, age, years as an administrator, amount of training, or school's free/reduced lunch percent age.
- Theme 3...differently in some ways if their school was classified as Class A.
- Theme 4...in a way that showed they recognized the greater demand standards/assessment/accountability will likely place on their time
- Theme 5...in a way that showed they recognized the greater stress and pressure standards/assessment/accountability would likely bring
- Theme 6...in a way that showed they were unsure whether student learning would be impacted
- Theme 7...in a way that showed they believed future textbook and material purchases would be influenced by standards/assessment/accountability
- Theme 8...differently in some ways depending on the amount of training they had previously had with standards/assessment/accountability.

Berkson, W. 1997. A place to stand: Breaking the impasse over standards. Phi Delta

Kappan, 79(3), 207-211.

FOR SALE...

Route Bus For Sale — 1997 IHC Bluebird, 65 passenger. An outstanding value. Fully reconditioned, excellent condition. The bus was purchased to use on a short route in conjunction with consolidation to two school districts. The route is being served by a van. DT466 engine, Diesel, Auto Trans., 121,000 miles. \$29,000

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John McLane, Superintendent
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jmclane@esu17.org



THOUGHTFUL LEADERS

by Carmel Sheppard, Principal, Dawes Middle School - Lincoln Public Schools

Recently I, along with several other Lincoln Public Schools administrators, have been participating in an Administrative Staff Development program sponsored by IDEA (Institute for the Development of Educational Activities) entitled *Thoughtful Leaders*. The text used as a reference is a fifth discipline resource book entitled, "Schools That Learn" by Peter Senge.

Thoughtful Leader: These words make me think about a person who is a leader, a person who is caring, behaves responsibly and has concern for the people he or she directs. At the beginning of this staff development program, I thought I knew all there was to know about being a thoughtful leader. I consider myself to be a "people person" and in tune with what people want and I have learned through observation and experience how to meet the needs of others. I consistently get high ratings from my students' parents every year that I am evaluated, because I realize that the way people are treated is what is highly important to them.

I also would have said before this program that thoughtful leaders could not be developed. They must be born. A person can be taught to be thoughtful on a surface level, but true thoughtfulness and insight is something you have or you do not have.

Through this program, I have discovered that thoughtful leaders can be, developed to a point where they are efficient and instrumental in developing school environments that inspire adults to do their best and encourage students to learn.

The five disciplines discussed during the meeting sessions are Personal Mastery, Mental Models, Shared Vision, Team Learning and Systems Thinking. Personal Mastery and Mental Models

are individual disciplines that leaders work on developing these within themselves. Shared Vision, Team Learning and Systems Thinking are group disciplines that must be developed by the school team through thoughtful leadership.

Personal Mastery involves allowing one's self to become what it is we desire in relation to the organization and current reality. In addition, it involves creat-

a common goal. It means discovering the strengths of the members of the organization and using these strengths to achieve the common goal.

Systems Thinking, the fifth discipline studied, involves being proactive. It involves using the resources within the system to work out solutions to problems. This type of action allows a system to grow and be more efficient than one that simply responds to crises.

Because of my participation in Thoughtful Leaders the relationships that I have with other colleagues of the LPS district, who have a similar job, have been enhanced. I think of them as integral parts in the LPS machinery working toward a common goal—that goal being one that develops schools that foster and enhance learning. They are resources within the system that can help me become better at developing a school that learns.

Although, I still believe that the ability to care and empathize with others on a regular basis is an innate ability, I now believe that a person with such a gift can use this ability to develop the above five disciplines in such a way that they create an awesome school that encourages and rewards adult and student learners.

I have begun to think in terms of making my school a well-oiled piece of machinery that involves my becoming effective in developing all of the five disciplines within my school. It seems to me that using the five disciplines in developing a school that learns holds all members of the school accountable for the development of the shared vision. A thoughtful leader does more than care about the members of the organization. They actively involve the organization members in reaching a common goal.

The five disciplines discussed during the meeting sessions are Personal Mastery, Mental Models, Shared Vision, Team Learning and Systems Thinking. Personal Mastery and Mental Models are individual disciplines that leaders work on developing these within themselves. Shared Vision, Team Learning and Systems Thinking are group disciplines that must be developed by the school team through thoughtful leadership.

ing an atmosphere that allows others on the team to do the same.

The **Mental Model** discipline refers to examining our own attitudes, perceptions, and those of others around us. It is developing the ability to discuss these mental models among ourselves honestly as they relate to not our truth, but to reality and re-adjusting our thinking and our actions for the good of the organization.

A **Shared Vision** focuses on a common purpose that all in the organization can develop a commitment to and visualize. It is important that the vision truly be the same for all and everyone is actively willing to work toward seeing the vision fulfilled.

Team Learning focuses on using dialogue and skillful discussions. In these discussions, small groups within the organization transform their collective thinking energies and actions to achieve



TEACHING HAS ITS OWN REWARDS

by Andrew Heady, Principal, Lincoln Elementary School - Hastings, 2003 Nebraska Distinguished Principal of the Year

As a young person, the last job I wanted when I became an adult was to be a teacher. The only fun things about school to me were sports, socializing, and girls. I identified school and teaching as the same thing. Therefore, I didn't care for teachers very much.

During four years in the Navy I had a lot of time to think about what I wanted my college major to be. I decided to major in Business Administration. I thought that I would be a successful businessman and become rich.

In my second year at UNO and mostly against my will, a classmate somehow convinced me to volunteer in his wife's fifth grade classroom tutoring individual students having trouble with math. That experience changed the course of what I

perceived my life's work to be. I fell in love with the kids and helping them learn! I changed majors to Elementary Education.

The enjoyable part of teaching was seeing the light turn on in my students' minds when they learned a difficult concept or discovered something new. All of us in education experience it. It's probably what keeps us coming back year after year. We share the joy of learning with our students.

When asked to become an assistant principal at Glenrock Middle School in Wyoming, I held out for a year and a half. Similar to my ignorance about becoming a teacher, I didn't want to be an administrator. I believed it would move me too far away from the students. Wrong again! I learned that providing resources for teachers actually had a larger impact on more students.

I believe the secret to our success is sharing with our staff. We need to share our vision of what we want schools to be. We need to share the power of our positions. We need to listen to teachers and borrow their ideas for improvement, and give the credit to them. We need to provide all available resources that we can get our hands on. We need to trust that together we can do the job. And together, we need to celebrate jobs well done. We need to always remember that it is our staffs that make us successful, and we provide the help they need to be successful.

At this stage in my life I'm a far cry from where I thought I might be when I was a young person. I love school, teaching, and being a principal. My career in education did not make me rich. But it did make me successful. I can only hope that I have helped others become successful too. I know that all of you make a difference! Thanks for choosing education as your career.

UPCOMING EVENTS...

You can register online for any of the following conferences at www.ncsa.org

MAY 5, 7, & 8 STUDENT HANDBOOKS WORKSHOP

May 5 - Scotts Bluff - ESU #13 (8:00 a.m. - 11:30 a.m.)

May 5 - North Platte - Holiday Inn Express (5:00 p.m. - 8:30 p.m.)

May 7 - Columbus - Holiday Inn Express (9:00 a.m. - 12:30 p.m.)

May 7 - Grand Island - GI Public Schools Central Office (5:00 p.m. - 8:30 p.m.)

May 8 - Omaha - ESU #3 (9:00 a.m. - 12:30 p.m.)

For more information contact Kelly: kelly@ncsa.org

JULY 22-23

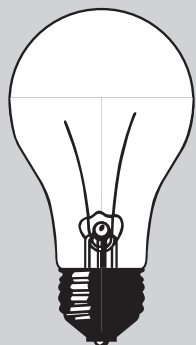
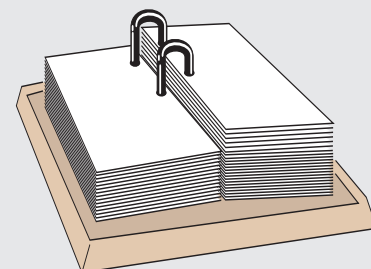
NATM Summer Conference
"My Business/Your Business"
Speakers: Doug Christensen and Lorelee Byrd

Post-Conference hosted by UNO
Center for Economic Education

For more information, go to www.nde.state.ne.us//NMS/natm/index.html

JULY 30TH - AUGUST 1ST ADMINISTRATORS' DAYS

For a detailed agenda and updated list of concurrent sessions visit www.ncsa.org



FYI

You can now
download
the NCSA Today!

Please visit
www.ncsa.org



CONGRATULATIONS TO...

☞ **Pleasanton, Pleasant Hill, Riverdale, & Hazard School Districts** on passage of their over-ride election on April 8, 2003

☞ **Dave Rokusek**, Loup City Superintendent, who has been named Wilber Clatonia Superintendent

☞ **Dan Schartz**, Hay Springs Superintendent, who has been named Brady Public Schools Superintendent

☞ **Mike Davis**, Teacher, Chappell Public Schools, who has been named Hyannis Public Schools Superintendent

☞ **Mike Lucas**, Principal, West Point Public Schools, who has been named Franklin Public Schools Superintendent

☞ **Shawn McDuffett**, Principal, South Platte High School, who has been named Principal Central City High School

☞ **Doyle Denny**, Centennial High School Principal, who has been named Principal at Grand Island Northwest High School

☞ **Corey Fisher**, Teacher at Elgin Public Schools, who has been named Principal of Litchfield K-12 School

☞ **Kathryn Kurz**, Teacher at Grand Island Lincoln Elementary School, who has been named Special Education Director at West Point Public Schools

☞ **Carol Renner**, Associate Superintendent at Kearney Public Schools, who has been named 2003 Woman of the Year by the Kearney Area Business and Professional Women Organization

☞ **Alice Epstein**, ESU #6, who has received a PICC ME UP Award from the Region #6 Preschool Interagency Coordinating Council

☞ **Tim Hoffman**, Superintendent at Conestoga Public Schools, who has been named Director of Secondary Education at Bellevue Public Schools

☞ **Bill Tuma**, former Superintendent of Sioux County, who has been named Superintendent of Valentine Rural High School Public Schools

☞ **Trent Stele**, Kearney Attorney and UNK Graduate Student, who has been named Principal of Anselmo-Merna

☞ **Phil Picquet**, Teacher at Kearney Sunrise Middle School, who has been named 7-12 Principal at Grant Public

Schools

☞ **Michael Karle**, Lincoln Public Schools Coordinator, who has been named Assistant Elementary Principal at Plattsmouth Public Schools

RETIREMENTS

☞ **Michael Zulkoski**, Principal, Grand Island Northwest

☞ **Marlin Spellmeyer**, Principal, Ogallala Middle School

SYMPATHY

☞ **Bob Tipton**, Superintendent, Superior Public Schools, on the death of his son-in-law, Captain Travis Ford who was killed in Iraq when his Marine helicopter crashed

☞ **Angie Carman**, NCSA Executive Assistant, on the death of her Grandmother

☞ **Westside Public Schools** and the **Family of Liz Karnes**, 17-year Westside Schools Board Member

BULLYING IN NEBRASKA SCHOOLS

(continued from page 1)

part of the growing-up process and something that builds "character"?

NCSA conducted a survey of its membership last fall on issues related to a bullying policy being considered by the State Board of Education. Over 300 school administrators responded to the survey. The majority of respondents opposed any type of bullying policy. But, do Nebraska administrators have misguided beliefs about bullying issues? Here's a sampling of comments from the NCSA survey:

"Bullying is not an issue that needs to be specifically addressed."

"Kids tease, adults tease. Bullying is a gray area."

"Not all districts/schools have problems with bullying."

"Also, where is the data that says schools in Nebraska are not dealing with harassment and that schools in

Nebraska are having a big problem?"

"A new policy in Rule 10 will not eradicate bullying. Have they forgotten what growing up is like?"

"What is bullying? I do not believe that we can define the term, therefore I believe a policy will create more problems than it will solve."

"Once again,...meaningless mandates which may only apply to Lincoln and Omaha."

"Is bullying part of human interactions that often is used as a tool for 'getting the job done in an adult world?' YES!! Should we be treating all bullying as a negative factor and become directly involved in this type of interaction between students?"

Bullying in school has become a political issue across the nation. Why is that? Is it because some schools have ignored the issue? Many states have adopted

bullying policies for their K-12 schools. Is Nebraska considerably different from the other states? Research done in a variety of other countries and different states indicates that the incidence rate of bullying is similar in all populations, including urban and rural areas. How much bullying is occurring in your school? Have you asked your students?

It's time for all Nebraska principals to stand up and be leaders. We need to take a proactive stance in addressing the bullying issue. We need to raise awareness of bullying issues with students, faculty, and community. We need to train our faculty members to recognize and address bullying behaviors when they see it. If we don't show leadership in this area, we will get policies, rules, and regulations forced upon us. Address the issue of bullying in your school. Be a leader!



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1901 Riverside Blvd.
Norfolk, NE 68702
402/371-5363
fax: 402/371-1129
office@BeckenhauerConstruction.com
www.BeckenhauerConstruction.com

R. L. Fauss

Hope Rief
839 S. Broad St., P.O. Box 258
Fremont, NE 68025
402/721-1526 x152
fax: 402/727-4140
Hrief@fauss.com
www.fauss.com

EMPLOYEE BENEFITS

PayFlex Systems USA, Inc.

Bob Moyle/Mark Jacobson
200 Blackstone Center
Omaha, NE 68131
800/345-7065
fax: 402/231-4300
mark@payflex.com

INSURANCE

Blue Cross/Blue Shield of Nebraska

Kurt Genrich
1233 Lincoln Mall
Lincoln, NE 68508
402/458-4810
fax: 402/477-2952
kurt.genrich@bcbsne.com

Horace Mann Companies

Cindy Dornbush
11329 P Street, Suite 122
Omaha, NE 68137
402/331-0509
fax: 402/331-0756
dornbuc1@notes.horacemann.com
www.horacemann.com

Met Life Resources

Bob Curry
17740 Pioneer Trail
Plattsmouth, NE 68048
402/298-7103
fax: 402/298-7131
bc Curry5941@yahoo.com

INVESTMENTS

Ameritas Investments

Al Eveland
5900 "O" Street 4th Floor
Lincoln, NE 68510
402/467-6968
fax: 402/467-6942
AEveland@Ameritas.com

Kirkpatrick Pettis

Daniel J. Smith
10250 Regency Circle, Suite
500
Omaha, NE 68114
800/206-7523
fax: 402/392-7908
dan-kp.smith@kirkpatrickpettis.com

Nebraska Public Agency Investment Trust (NPAIT)

Candi J. Sanders
PO Box 82529
Lincoln, NE 68501
800/890-9757
fax: 402/323-1286
candi.sanders@npait.com

Nebraska School District Liquid Asset Fund Plus

Clifford Dale
7300 Old Post Road, #13
Lincoln, NE 68506
402/483-1678
fax: 402/483-1678
cdale@ambacsecurities.com

VALIC/American General Financial Group

Gary Mellard
13180 Metcalf, Suite 200
Overland Park, KS 66213
800/448-2542
fax: 913/402-5027
Gary_Mellard@aigvalic.com

SCHOOL & COMPUTER FURNITURE & SUPPLIES

Gateway Computers

Tim Christensen
16112 Arbor Street
Omaha, NE 68130
402/330-4858
fax: 402/330-4132
www.gateway.com

Spectrum Industries Inc.

Jim Lloyd
PO Box 400
Chippewa Falls, WI 54729
800/235-1262
fax: 800/335-0473
spectrum@spectrumfurniture.com
www.spectrumfurniture.com

SCHOOL IMPROVEMENT

Applied Information Management Institute

Michael Shain
118 South 19th Street, Suite 1A
Omaha, NE 68102
402/345-5025
fax: 402/345-5028
mike@nebraska.org
www.schoolink.org

DLR Group

Pat Phelau
400 Essex Ct.
Omaha, NE 68114
402/393-4100
fax: 402/393-8747
pphelan@dlrgroup.com
www.dlrgroup.com

Johnson Controls, Inc.

Josh Wilkens
14238 Hillside Circle
Omaha, NE 68137
402/891-5839
fax: 402/331-1022
joshua.j.wilkens@JCI.com
www.JohnsonControls.com

Siemens

David Raymond
13510 Discovery Drive
Omaha, NE 68137
402/827-4115
fax: 402/891-8175
david.raymond@siemens.com
www.siemens.com



Calendar of Events

MAY

- 5 Student Handbooks Workshop 8:00 a.m. ESU #13 Scottsbluff
- 5 Student Handbooks Workshop 5:00 p.m. Holiday Inn Express
North Platte
- 7 Student Handbooks Workshop 9:00 a.m. Holiday Inn Express
Columbus
- 7 Student Handbooks Workshop, 5:00 p.m., GI Schools Central
Office Grand Island
- 8 Student Handbooks Workshop 9:00 a.m. ESU #3 Omaha
- 14 NASA Region V, 12:00 p.m., Eagles Club Bridgeport

JUNE

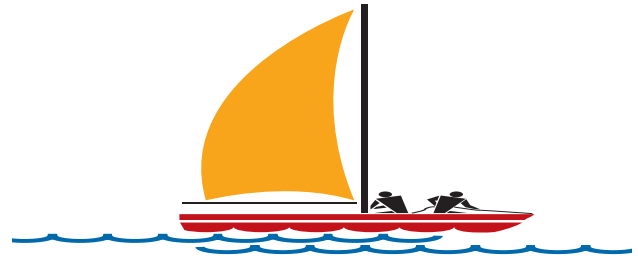
- 3 NAESP Executive Board & Orientation, 9:00 a.m., NCSA Lincoln
- 4 NCSA Executive Board, 9:00 a.m., NCSA Lincoln
- 12 NSASSP Executive Board & Orientation, 9:00 a.m., NCSA Lincoln

JULY

- 30 Administrators Days/NDE, 1:00 p.m., Holiday Inn Kearney
- 31 Administrators' Days, 8:00 a.m., Holiday Inn/Ramada Inn
Kearney

AUGUST

- 1 Administrators' Days, 8:00 a.m., Ramada Inn Kearney



NCSA
455 So. 11th Street, Suite A
Lincoln, NE 68508-2105

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