

New Beginnings

by Doug Lewis, Asst. Superintendent, Ralston Public Schools; Chair, NCSA Executive Board



Lewis

As it is the beginning of a new school year. With each new beginning we see changes in staff, students, and district initiatives. We encounter new challenges and new ideas to meet those challenges. Education is unique because we get to truly embrace a new beginning each and every year. Educators are afforded the opportunity for reflection and change on a regular basis. We have the opportunity to review the success of the past year, to identify areas of improvement, and to develop a plan for improving the achievement of all our students. As administrators, we have the opportunity to reinvigorate existing staff and students while enveloping new staff and students in the culture of the school and district.

NCSA, like your school and district, is also going through a new beginning. Unless you have spent the last several months waiting in line at Target for your copy of Harry Potter, mesmerized by reading transcripts from the last Nebraska Legislative session, or eagerly watching every US national women's soccer match, you probably know that NCSA is entering a new era. Last spring, NCSA selected Dr. Michael Dulaney to be Executive Director of the organization and Dr. Dan Ernst, former Superintendent of Waverly, as Associate Executive Director. Together Mike, Dan, Kelly, Julie, Angie and Carol have taken this new beginning as an opportunity to reflect and renew.

Many of these changes will be noticeable when you visit the redesigned NCSA website at <http://ncsa.org>. The website offers a greater variety of information to assist our active membership with an easier to navigate format. I highly recommend the "Wellness for Administrators" section of the website as new

beginnings tend to bring a little stress also! When you visit or call the NCSA office you may encounter the newest member of the NCSA team, Carol Young. Carol will be answering phones and assisting the other members of the team in providing exceptional service to our members. To accommodate the changing needs and busy schedules that are schools today, NCSA will be offering Webinar programs throughout the year. These programs will be interactive events that allow you to receive professional growth opportunities without the need to travel from your office.

It is a new beginning for NCSA that will build from the success of our past. Henry Ford said, "Coming together is a beginning, staying together is progress, and working together is success."

NCSA, like each one of our schools, has had the opportunity to come together once again as a new staff and will be working together to continue the mission of being an effective leader for quality education and enhancing the professionalism of its members. I hope that everyone has a great new beginning to the year and wish everyone much success. 

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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.



Sellentin

NCSA Announces 2007 Distinguished Service Award Winner

Dr. Jerry Sellentin, Past Executive Director of the Nebraska Council of School Administrators, was presented the NCSA's highest award, The Distinguished Service Award, at Administrators' Days. The NCSA staff requested and received

special permission from the NCSA Executive Board to nominate and present this year's award.

Jerry achieved the rank of Captain in the U.S. Army, he has been the Chairman of the Lincoln Personnel Management Society, Chairman of the

(continued on next page)



HEALTHFUL LIVING FOR ADMINISTRATORS!

"Stress Management Techniques to Beat Procrastination" by Michael Licenblat B.Sc. (Psych) discusses how to learn how to relieve stress by taking control of your time. The key to being in control of your stress at work is not so much about how you deal with the stress situation, but more about how you arrange your time use to get everything done – and stay in control of your emotions. Enjoy!

The complete article can be viewed on the NCSA website at nca.org under the topic of Healthful Living for School Administrators. This will be a new feature that will reference an informational article each month related to healthful living for school administrators.



2007 Distinguished Service Award Winner, Jerry Sellentin *(continued from page 1)*

Lincoln Library Board, Chairman of the Lincoln YMCA Board, Chairman of the Nebraska Equal Opportunity Commission, Chairman of the State Personnel Board, National Chairman of the Society for Human Resources Management, National Chairman of the American Society for Healthcare Human Resources Administration and National

"Jerry gave NCSA a home, a real headquarters, it could call its own. Jerry always had time to discuss issues and listen to concerns."

Chairman of the Executive Directors for School Administrators. Jerry Sellentin served as the Executive Director of NCSA for 15 years.

Angie Carman, Executive Assistant, states: "With this award being NCSA's top honor, it was exciting to be able to give Jerry this award, showing him how much the staff appreciated his dedication, leadership and commitment to us and the NCSA members."

Julie Anshasi, Finance and Membership Director, states: "I can think of no one more deserving of this award than Jerry Sellentin. I had the honor of working with him for seven years, and his commitment to NCSA was apparent in his relationships with members and staff."

Kelly Coash-Johnson, Director of Training & Development, states: "Jerry has been a friend and a mentor for the past seven years. I can think of no one who is more deserving than he for the NCSA Distinguished Service Award."

Mike Dulaney, Executive Director, states: "Jerry gave NCSA a home, a real headquarters, it could call its own. Jerry always had time to discuss issues and listen to concerns." 

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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.



A Focus on Your NCSA Staff:

Kelly Coash-Johnson



Coash-Johnson

We sat down with Kelly Coash-Johnson to talk about who she is and why she loves working at NCSA. Kelly is the Director of Training and Development and has been with NCSA since December of 2000. Her primary role is to organize and coordinate all of NCSA's 40+ conventions and workshops per year. As we discovered, she does much more than that!

Kelly is seen at conventions and workshops making sure that everything runs smoothly. She is involved with events from the planning stage through the post-convention report. She works directly with all facility staff and outside contracted personnel to run each of these events. She is proud to say that surrounding states look at Nebraska as a model for quality training and development opportunities for school administrators. In her years with NCSA, Kelly has developed partnerships with attorneys, the Nebraska Department of Education, and the University of

Nebraska to assist in putting together quality training and development programs.

In addition to the Training & Development Program, Kelly also coordinates the Sponsorship Program, which is currently being restructured to better suit vendors that support NCSA but also the NCSA membership. Kelly coordinates the Awards Programs for each of the affiliates and the council. She assists the Nebraska Association of Retired School Administrators with two social events and four board meetings a year. She sits on the Board of the NE School District Liquid Asset Fund +, and serves as editor of the *NCSA Today*. Kelly's new project is running the new NCSA Webinar Program.

Working in the first few years, Kelly has fond memories of meeting members and beginning lifelong relationships. She enjoys participating in many of the social events she plans for members. When asked what she loves most about her job, she states: "The members. They always take my calls and hardly ever tell me no." Something she claims does not

always happen with her husband, Joel.

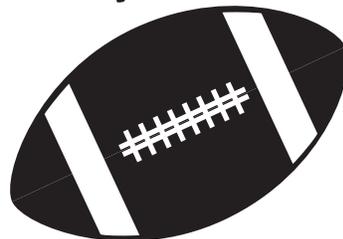
In her almost seven years with NCSA, Kelly has only missed one convention, Labor Relations. She was busy with her own "labor relations" when Kelly and Joel welcomed their first baby, Ella LaVonne. Even while at the hospital, Kelly kept in constant contact with Angie and Jerry who were onsite at the convention. Wow, what dedication! Joel and Kelly now have 2 little girls, Ella who is 3 1/2 and Lily Kaye who will be 2 in October.

When asked what she is most excited about beginning the new school year, Kelly states, "I am very excited to put on Webinars for NCSA Members. These are interactive short informational sharing workshops that members can attend from the comfort of their office, in their school. All that is required is a computer and a phone line."

In conclusion, Kelly looks forward to many more memories and challenges working as a team member for the Nebraska Council of School Administrators. 

NCSA 2nd Annual Tailgate Party

Saturday, September 22, 2007



NU vs. Ball State

3 hours before kickoff



SERVING AS A NATIONAL PRESIDENT

by Barry Stark, Principal, Norris Middle School & President of the National Association of Secondary School Principals



Stark

Lammell, who also have served as national presidents from Nebraska.

It is humbling to realize that as a middle school principal from Firth, Nebraska, I will have the opportunity to be in Washington, D.C. to meet with federal government officials. I will travel the world representing over 30,000 NASSP principals and assistant principals. Most importantly, I will attend state association meetings to share ideas and concerns with other principals just like us!

I am prepared to share with educational leaders that while our educational system may need some fine tuning, it is not in need of a complete overhaul. Contrary to international polls and surveys that rank our U.S. students somewhere near the middle or lower in academic performance (when those results have not compared similar populations), our young people are prepared to compete with their international peers. Our students are able to apply creatively, with more effective problem-solving skills, what they have learned in order to become productive members of the global society.

One of my goals for the association is to increase membership at both the state and national levels so that more principals can take advantage of the pro-

fessional development programs and the advocacy that NASSP has to offer. A second goal will be to work collaboratively with the elementary association, NAESP, in order to create a more powerful voice in education on behalf of K-12 principals across the nation. Together we must deliver information that is supportive of what principals know is in the best interest of all students in the U.S. I would offer these same goals for consid-

Bates, Mary Jo Rupert, Brenda Tracy, Bob Brandt, Matt Rice, and the entire outstanding staff at Norris Middle School.

Others who have played a significant role in attaining the presidency include: Larry Dlugosh, John Lammel, Jerry Sellentin, Mike Dulaney, Kelly Coash-Johnson, Mike Wortman, Mary Beth Lehmanowsky, Larry Parker, Lynn Moeller, Lynn Johnson, Sara Landgren, Dan Twarling, and Jack Martin to name a few. I thank each one of them for providing the necessary advice, preparation and encouragement throughout the entire election process. Since I became a national board member in 2002, I would be remiss if I did not offer a sincere thank you to the Nebraska State Association of Secondary School Principals and NCSA for their on-going support. My own membership in NSASSP has kept my feet firmly planted and has not allowed me to forget my roots.

Family has perhaps played the most significant role, even though it was not as visible as the more public roles that were mentioned above. Without the support and understanding of Jeanne, Jen & Scott,

Anne & Chris, Katie & Tim, Amanda and five very special grandkids, I do not believe this journey would have occurred.

I will serve secondary principals and assistant principals across the country with pride. It will be an honor to say that I am the NASSP president, but first and foremost, it will be an honor to say that I am a principal from Nebraska! 

I am prepared to share with educational leaders that while our educational system may need some fine tuning, it is not in need of a complete overhaul. Contrary to international polls and surveys that rank our U.S. students somewhere near the middle or lower in academic performance (when those results have not compared similar populations), our young people are prepared to compete with their international peers. Our students are able to apply creatively, with more effective problem-solving skills, what they have learned in order to become productive members of the global society.

eration of the NSASSP, as we would look to strengthen our voice within Nebraska.

As I look ahead to this coming year, I would like to recognize the entire Norris School District for their continued support in making this leadership opportunity possible. This includes Dr. Roy Baker, Galen Boldt, Patty Bentzinger (and the Norris Board of Education), my administrative colleagues, John Skretta, Randy

Remembering Our Mutual Interests

by Craig R. Christiansen, Executive Director, Nebraska State Education Association



Christiansen

I grew up in a family of four brothers. A family of all boys gets to be fairly rough and tumble at times and ours was no exception. We competed at everything and we competed hard to win—sports, cards, games, wrestling, running—and just plain fighting to win. That was years ago. Now, as adults, our interests have shifted from positions of competition and besting the other brothers to a position of caring for what is in the best interests of the others. No one's self interest suffers when the framework of mutual interests is the grounding principle for our relationship.

There were broken bones, bloody noses, hurt feelings, and bruised egos among us. It was win or lose, a zero-sum game. And in some of those contests, a lose-lose game. It is intriguing to consider how my professional and personal lives have paralleled each other. The NSEA and the NCSA have had many points of contest since the most significant (and continuing) contest began in 1967 with the passage of LB 485 and the establishment of collective bargaining for teachers

in Nebraska. Those battles have been bloody indeed. Now there are tantalizing movements away from a "war of position" model to an "interest-based" model of identifying and meeting the interests of both school administrators and school employees. I welcome that movement and the promise of reducing the tensions inherent in the current zero-sum game of bargaining.

Sometimes apparently "impersonal" organizational decisions become masks for very personal issues. That is why I don't accept the business-style neutrality of "nothing personal, it's just business" — because in every instance, organizational decisions always reflect personal decisions of one or more individuals. The personal integrity and decision rules that individuals bring to the leadership of an organization is crucial. It is why I welcome the recent appointment of Mike Dulaney as the Executive Director of the Nebraska Council of School Administrators. Mike and I have worked together for a long time on a wide range of issues. Like the organizations we represent, we have not always agreed on methods or outcomes. And like the organizations we represent, we have sometimes forgotten to seek out

the other's interests in particular issues. I have learned that is always a mistake. Knowing and respecting the other's interests—and mutually attempting to meet those interests always serves the self-interests of both organizations.

Ironically, one of the most historically contested issues between our organizations is now the site of one of our most successful mutual enterprises. The Educators Health Alliance, with representatives from the NCSA, NSEA, and the NASB, operates under a mutual interest model. We do not approach problems in health insurance with organizational positions that we score as won or lost. These discussions and decisions are marked by genuine attempts to seek out the unique interests of each organization and to solve the problems that those interests color in distinctive ways. As educators, the NSEA and the NCSA share a world of mutual interests. When we remember to honor those interests and seek to meet them, we honor the space in which we can meet our own interests. That is the challenge for both Mike and me—it is also the grounding principle of our personal and professional relationship.

RENEW YOUR NCSA MEMBERSHIP ON-LINE NOW!

Please take a moment to renew your 2007/2008 membership, if you have not already done so.

At the NCSA website, just click on Membership on the left side of the screen home page. Then click on Membership Form. You may then choose either DOWNLOAD membership form or COMPLETE ONLINE membership form (this is the preferred method). Be sure to print a copy of the form to submit to your business office. Then send your payment to NCSA and your membership will be renewed!

Please remember that we cannot activate your membership until we receive your payment.

If you have any questions about this process, please e-mail julie@ncsa.org, or call her at (800) 793-6272.

Go to ncsa.org to renew online now!

ncsa.org



LB 316, Special Education Task Force

by Steve Milliken, Special Services Director, Westside Community Schools



Milliken

During the most recently passed legislative session, Senator Mike Friend of the Nebraska Legislature sponsored Legislative Bill number 316. LB 316 created the

Special Education Services Task Force. The overall intent of the task force is to examine the provision of special education services in Nebraska and to make recommendations for policies and potential legislation. Any recommendations developed by the task force will be finalized and presented on or before December 31, 2007. So needless to say, the timeline is short with a lot of work to do.

The task force is represented by 15 members with a vast interest in special education. There are three members of the legislature including the chair of the Education Committee, Senator Ron Raikes, who is the designated chair of the task force. Additional members include; three parents, three special education teachers, one private school principal, one school board member, one member from the NDE special populations office, one representative from the Department of Health and Human Services, one representative of a private provider of special education services and last but not least, one special education director (the only public school administrator represented).

The task force will examine, but will not be limited to the following:

1. Applicable federal and state law.
2. The provision of special education services in other states.

3. Application of the least-restrictive environment doctrine.

4. Availability of special education services across the state.

5. The use of private providers of special education services by public school districts.

6. The use of private providers of special education services by private citizens.

7. The provision of special education services for wards of the state or wards of the court.

The task force will meet once a month with meetings scheduled as follows:

- Tuesday, July 31, 2007
- Tuesday, August 28, 2007
- Friday, September 21, 2007
- Monday, October 29, 2007
- Tuesday, November 27, 2007
- Tuesday, December 18, 2007

The first meeting was held July 31, 2007 in Lincoln with the discussion of two major agenda items:

- Background/History of special education and
- Availability of services across Nebraska.

While a majority of the day was spent just presenting a variety of "histories" of services in Nebraska, the task force also had some discussion on how well parents understood the services that were available to them across the state. The task force also considered how varied these services were from district to district and if parents were able to access a preferred special education service in another district.

"Availability of Services" and "The

Least Restrictive Environment," will continue to be on the agenda for the next couple of meetings. The task force will also examine funding pertinent to both special education in general and funding related to state wards. As it probably should be, the funding issue is on the agenda for the September meeting and will continue to be a focus for the rest of the meetings. The final meeting is scheduled for December 18, 2007 with the agenda items "Finalize Report" and "Recommendations." According to LB 316, the Special Education Services Task Force will terminate on December 31, 2007.

RECORD-KEEPING FOR CLOSED OR MERGED SCHOOLS

Maintaining records for closed or merged schools is a very important issue. When a school closes, or is merged with another school, it is the responsibility of the receiving school to maintain the employees' records. This is required through Statute §79-485. This information is vital when verifying years of service and when calculating retirement benefits. Please keep these records secure and available.

Phyllis Chambers, Director
Nebraska Public Employees
Retirement Systems
1221 "N" Street - PO Box 94816
Lincoln, NE 68509-4816
pchamber@npers.ne.gov
402.471.2056





UPCOMING EVENTS...

For more information on any of these conferences
or to register online please visit ncsa.org

September 11-12
NASES Fall Conference
September 11th - 1:00 pm - 8:00 pm
September 12th - 8:00 am - 12:00 pm
Holiday Inn - Kearney

September 18
Managing Student Conduct Within the Law
9:00 am - 3:00 pm
Scottsbluff Public Schools

September 19
Managing Student Conduct Within the Law
9:00 am - 3:00 pm
Holiday Inn - Kearney

September 21
Managing Student Conduct Within the Law
9:00 am - 3:00 pm
NCSA Offices - Lincoln

September 26
School Law Update
8:00 am - 3:00 pm
Holiday Inn - Kearney

October 3
Teacher Evaluation Workshop
9:00 am - 3:00 pm
Holiday Inn - Kearney

October 9
Paraeducators Conference
8:00 am - 2:45 am
Holiday Inn - Kearney

October 17-19
Leadership In Classroom Assessment Conference
Hilton Hotel - Omaha

October 24-25
Balanced Leadership - Eastern Cohort
Cornhusker Hotel - Lincoln

October 26
Balanced Leadership - DPD Training
NCSA Office - Lincoln

November 7-8
Balanced Leadership - Western Cohort
Sandhills Convention Center - North Platte

November 12
Assistant Principals Conference
Cornhusker Hotel - Lincoln

November 14-16
NASA/NASB State Convention
Holiday Inn Central - Omaha

November 26-27
NSASSP State Convention
Holiday Inn - Kearney



Check Out Our New Website!

NCSA has redesigned the website. Be sure to go online and see all of the new features at ncsa.org



Book Review by Ron Joekel

1001 Ways to Reward Employees (2005)

by Bob Nelson

New York: Workman Publishing Co., Inc.

ISBN: 10-7611-3681-9



With the beginning of a new school year, I wanted the first book review to be something different and of a practical nature. I asked several people at Administrators' Days, Aug. 1-3, for suggestions and what would be helpful to them. It was suggested that I look for a book that was practical and light, something they could use immediately. I thought about what they said and ran it over and over again in my mind and suddenly one of those aha! moments occurred, as I remembered a book that one of my doctoral students had sent me focusing on ways to reward employees.

Experience is a wonderful thing, and one thing that I learned early in life was that everyone wants and needs to be appreciated. We all have a need to feel valued by others so this book by Bob Nelson immediately came to mind. As administrators, we deal with people on all levels and in a variety of contexts but how do we express our appreciation for what they contribute? Most of us are too busy or trying to "put out a fire" to remember that recognition is something that not only we crave, but others crave as well. This book is a ready-made tool as it makes a compelling case that recognition, rewards, and positive reinforcement all work and they can work for you.

The need to recognize a deserving teacher, student, colleague, etc. is basic to a successful organization and we need to show our appreciation for deserving people. No longer will using praise, recognition or rewards be optional in managing and leading other people. The author presents some powerful

research and ideas that any administrator can tailor to their own situation. Bob Nelson has conducted one of the most thorough research studies that I have come across on this topic. His book is based on what employees most often reported they want today via the research he has conducted at Peter Drucker's School of Management for his Ph.D. and additional updated information after graduation. He is a former Vice President at the Ken Blanchard Companies and has now formed his own company, Nelson Motivation. His work is widely recognized, particularly in the business community, and has made numerous television appearances on the major networks.

There is a body of research that confirms that while money is important to employees, the thing that really motivates them to perform and to perform at higher levels is the thoughtful, personal kind of recognition that signifies true appreciation for a job well done. The motivation is even stronger if the recognition creates excitement and an enhanced sense of value and respect. Nelson in his research has reported that we need to understand terminology used in appreciating and recognizing the work of others.

Recognition typically refers to an intangible activity, such as thank-you, pats on the back, and positive gossip.

Reward on the other hand refers to something tangible, like money-merchandise or travel. However, in practice the two terms are often used interchangeably. For example, you give someone an

on-the-spot reward of \$20 while also verbally thanking them.

An Award is a combination of these terms that typically takes the shape of a trophy, a plaque, or certificate. It is a specific item that serves as an honor for a certain achievement, and almost always goes with some formal presentation.

An Incentive is most often thought of as a planned reward, that is, advance knowledge that if you do a certain thing, you will be given a certain award.

Nelson claims that most forms of reward and recognition fall into two categories: formal and informal. Formal tends to be planned, structured programs that are typically repeated over time and continue for years, such as an employee-of-the-month or years-of-service awards. Informal rewards are more spontaneous forms of sincere thanks and appreciation for doing good work. They are often fresh and fun and can be used to acknowledge a specific behavior, such as cost saving ideas or teamwork, or finishing a project. He says that his research shows that the most highly valued forms of recognition have shifted from the formal to the informal and spontaneous and from the tangible to the intangible and interpersonal. As such, motivation for many people today has become increasingly personal and situational. One size no longer fits all when it comes to recognition!

The book is organized into six parts with a number of examples provided for each in detail. The six are:

Part I:

Day to Day Recognition

- *personal practice & recognition
- *written praise & recognition
- *electronic praise & recognition
- *public praise and recognition

Part II:

Informal Intangible Recognition

- *information, support & involvement

[continued on next page]



Book Review by Ron Joekel

(continued from last page)

- * autonomy & authority
- * flexible work hours & time off
- * learning & career development

Part III:

- Tangible Recognition & Rewards
- * outstanding employee & achievement awards
 - * cash, cash substitutes & gift certificates
 - * nominal gifts & merchandise
 - * special privileges, perks & employee services

Part IV:

- Group Recognition, Rewards & Activities
- * group recognition & rewards
 - * fun, games & contests
 - * celebrations, parties & special events
 - * trips and travel

Part V:

- Rewards for Specific Achievements
- * sales revenue
 - * customer service
 - * employee suggestions
 - * productivity and quality
 - * attendance

Part VI:

- Formal Organizational Reward Programs
- * multilevel reward programs
 - * company benefits & perks

- * employee & company anniversaries
- * charity & community service

Nelson promotes the idea that reward and recognition should reflect the values of the organization and that employees should be involved in their development. He urges us to move beyond what he calls "jelly bean" motivation-giving the same reward to every member. He urges us to take time to "celebrate" accomplishments and achievements as they are great for morale and the climate and culture of an organization.

Like many authors today, Nelson has an array of other books and programs that I have not read but you can look at them by going to: www.workman.com

Summary: A practical inexpensive book of 330 pages loaded with ideas of a variety of rewards that have been used successfully by others. A "quick read" or reference that busy administrators will find most helpful. The book also includes in the appendix a list of where to get specialty reward items. Three things that I gleaned from the books are:

1. Match the reward to the person
2. Match the reward to the achievement
3. Be timely and specific 

WEBINARS

NCSA is proud to announce its new Webinar Program. Members will be able to attend an interactive workshop from the convenience of their office. All you need is a computer and a phone. Look for future e-invitations to an NCSA Webinar.

CONGRATULATIONS TO...

 Congratulations to all members who have accepted new positions effective the 2007-08 school year. Please review the "Administrative Changes Spread Sheet" located at the end of this issue.

-  **Bennington Public Schools**, on the passing of their bond issue
-  **Southern Valley Public Schools**, on the passing of their bond issue
-  **Centennial Public Schools**, on the passing of their bond issue

**2008 Administrators' Days:
July 30-August 1
Mark your calendars!**



Dulaney

OUR VISION

Mike Dulaney, Executive Director, NCSA
 Dan Ernst, Associate Executive Director, NCSA



Ernst

Yogi Berra once wrote, "The future ain't what it used to be." We could not agree more with the Yankee great, whatever he may have meant.

Welcome to the future, the next generation of the Nebraska Council of School Administrators! We are very excited about what lies ahead for this great organization, and we want to share with you our vision for both the immediate and near future of the NCSA.

We want you, the members, to know that your professional organization is under leadership dedicated to the needs of the individual school administrator. The programs we implement this year and the years to follow will be structured to address what our members want and expect: attention to the detail of their professional lives. It is our desire and responsibility to enhance the professionalism of our members and to provide each of you with the tools and resources to be successful.

One of our focuses is on the needs of first-time administrators, whether they be principals, superintendents, directors of special education, or business managers. The NCSA already offers an outstanding program for first and second year elementary and secondary principals under the direction of Dr. Bill Kenagy, NCSA Principal Liaison. The NCSA Networking with New Principals Program offers participants the practi-

cal tools to cope with the challenges facing building administrators.

Building upon the success of this program, we have implemented the New Superintendents Liaison Program in order to expand leadership skills specific to the needs of new superintendents, to

who are entering the profession of school administration to mold the future leaders in public education.

We are extremely proud of the training and development opportunities afforded NCSA members. It is our continued desire to provide meaningful and

timely programs for all members that will promote the opportunity for personal and professional training and development. Charles Darwin said, "It is not the strongest species that survive, nor the most intelligent, but the ones most responsive to change." Please feel free to communicate with us to let us know how we may better serve your needs as school leaders in changing times in a changing world. Indeed, the future ain't what it used to be.

Your NCSA staff is dedicated and com-

mitted to responding to the ever-changing needs and demands on schools and our members as school leaders. We are confident in our abilities to work together, hand in hand with our members and other educational partners to provide quality education to students in the Great State of Nebraska. Best wishes for a great school year. 

"The future ain't what it used to be."

~Yogi Berra

promote the opportunity to participate with peers and share in a year-long experience to improve leadership skills, and to provide practical applications that may promote success as a superintendent. This new program has already enriched the professional lives of our newest school district leaders.

The NCSA will soon unveil mentor programs for special education directors and school business officials. The idea is to embrace the unique needs of those



Nebraska ACT Composite Scores

Congratulations to Nebraska Schools as 2007 ACT composite scores have increased for the fourth consecutive year. Nebraska results compare most favorably to national results and are particularly noteworthy as 76.9% of the Nebraska Class of 2007 students tested as compared to 41.8% of students nationally per state. Information provided by ACT, West Region – Denver Field Office, 3131 S. Vaughn Way, Suite 218, Aurora, CO 80014.

Nebraska and National Average ACT Composite and Subject Area Scores, 5-Year Trends

		2003	2004	2005	2006	2007
English	State	21.2	21.2	21.4	21.5	21.8
	National	20.3	20.4	20.4	20.6	20.7
Math	State	21.4	21.5	21.6	21.6	21.8
	National	20.6	20.7	20.7	20.8	21.0
Reading	State	22.0	22.0	21.9	22.2	22.4
	National	21.2	21.3	21.3	21.4	21.5
Science	State	21.7	21.6	21.7	21.8	21.9
	National	20.8	20.9	20.9	20.9	21.0
Composite	State	21.7	21.7	21.8	21.9	22.1
	National	20.8	20.9	20.9	21.1	21.2



Paraeducators Conference Tuesday, October 9, 2007 Holiday Inn Kearney, NE

Paraeducators perform a vital role in education.

They are dedicated to providing students with the best educational opportunity. To recognize the important role they have, the Nebraska Council for School Administrators (NCSA) and the Department of Special Education and Communication Disorders, College of Education and Human Sciences, University of Nebraska-Lincoln (UNL) have established the **Paraeducator of the Year** award to honor paraeducators who consistently perform in an exceptional manner. The NCSA and UNL will be honoring two paraeducators with Paraeducator of the Year awards at the Nineteenth Annual Nebraska Paraeducator Conference.

To download a form and register your paraeducators, please go to

The Nebraska School District Liquid Asset Fund (NSDLAF+)

The Nebraska Council of School Administrators and the Nebraska Association of School Boards sponsors the Nebraska School District Liquid Asset Fund Plus (NSDLAF+). Barry Ballou has representative the fund for Nebraska Public School Districts, ESU's and Community Colleges for one year. He has enjoyed traveling our great state and meeting with members in your school districts. Thank you for the business and the hospitality when Barry is arranging visits.

The NCSA and the NASB both receive a sponsorship fee each year from the fund. As the fund grows the sponsorship fee grows so we look at that relationship as a win/win. The fund has grown in total dollars and in the number of participating districts and ESU's in the past year.

The fund is a secure, easy to use method of maximizing return on dollars invested. The fund also helps school districts maximize the return on bond proceed dollars. Information about the fund is available on the NCSA and the NASB websites. Take a look at it or call Barry anytime at 402-705-0350 or e-mail balloub@pfm.com. Have a great start to the school year. 

2008 Administrators' Days: July 30-August 1 Mark your calendars!

SYMPATHY

☞ **Renee Jacobson**, Assistant Superintendent at Papillion-LaVista Public Schools, on the death of her father

☞ **Virge Horn**, Assistant Superintendent at Lincoln Public Schools, on the death of his mother-in-law

☞ **Bill Marshall**, retired Special Education Director from McCook, on the death of his wife

☞ The family of **Ron Mindt**, Special Education Director, Epworth Village in York

NCSA strives to keep current on all member changes, recognition and condolences. Please help us by notifying Carol at carol@ncsa.org

School District	Superintendent	Asst Supt	Secondary Principal	Asst/Assoc Prin	Middle Sch Prin	Elementary Prin	Director/Administrator	Asst Dir
Osmond Community Schools	Steve Rinehart		Darin Hahne			Jane Brummels		
Palmer PS	Gary Monier							
Papillon-LaVista PS	Rick Black							
Perkins County PS	Tobin Buchanan							
Pierce PS				Gary Timm				
Plattsmouth PS	Rich Hasty			Debra Graeve				
Prague PS	Ray Collins							
Ralston PS			Jason Buckingham					
Randolph PS	Steve Rinehart		Pat Sweeney			Pat Sweeney		
Sandhills PS	Chuck Hafer		Dale Hafer			Dale Hafer		
Santee PS			France Blanchard		Mike Mason	France Blanchard		
Scottsbluff PS				Jim Schmucker				
Seward PS	Greg Barnes		Chad Denker	Steve Borer				
Sidney PS								
Silver Lake PS	Jeff Walburn							
Southern Schools								
South Sioux City PS				Tom Luxford, Allyson Olson	Tom McGuire	Gerald Rempe	Jeff Murphy	
St. Patrick's Catholic School								
Sutherland PS	Brian Maschmann		Don Ridder					
Tri-County PS	Alan Ehlers		Brandon Lavaley					
Wahoo PS			Matt Uher					
Wakefield PS	Bill Heimann		Jason Heitz	Susan Heine	Jason Libal			
Walthill PS	Ed Stansberry							
Wausa PS								
Waverly PS	Phil Warrick		Brad Hoelsing	Zach Kassebaum			Craig McLeY	
West Point Central Catholic			Ryan Ricebaw					
Westside Middle School			Mike Loflin	Russ Olsen				
Westside High School			Pat Hutchings	Tony Weers		Tiffany Heese		
Winnebago PS								
Wood River PS	Cindy Huff							
Wynot PS	Dan Hoelsing							



Calendar of Events

SEPTEMBER

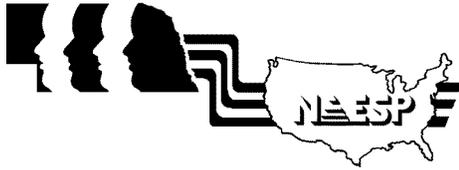
5	NSASSP Region I	5:30 p.m.	Cortland Bar & Grill	Cortland
11-12	NAESP/NDE Fall Conference	1:00 p.m.	Holiday Inn	Kearney
18	Student Conduct Workshop	9:00 a.m.	Gering Civic Center	Gering
19	Student Conduct Workshop	9:00 a.m.	Holiday inn	Kearney
19	NAESP Region II	5:30 p.m.	Soaring Wings	Louisville
19	NAESP Region III	2:00 p.m.	Lifelong Learning Center	Norfolk
19	NSASSP Region III	2:00 p.m.	Lifelong Learning Center	Norfolk
19	NSASSP Region IV	1:30 p.m.	ESU #10	Kearney
19	NSASSP Region V	10:00 a.m.	Prairie Winds CC	Bridgeport
21	Student Conduct Workshop	9:00 a.m.	NCSA Office	Lincoln
22	NCSA 2nd Annual Tailgate	TBD	NCSA Office	Lincoln
26	School Law Update	8:30 a.m.	Holiday Inn	Kearney

OCTOBER

3	NSASSP Region II	5:30 p.m.	German American Soc.	Omaha
3	Teacher Evaluation Workshop	9:00 a.m.	Holiday Inn	Kearney
3	NAESP Region I	9:30 a.m.	Beatrice Admin	Beatrice
9	Paraeducators Conference	8:00 a.m.	Holiday Inn	Kearney
10	NAESP Region I	2:00 p.m.	Fairbury Intermediate	Fairbury
11	NCSA Executive Board	9:00 a.m.	NCSA Office	Lincoln
15	NAESP Region II	9:00 a.m.	UNO	Omaha
17	NASA Region IV	10:00 a.m.	ESU #10	Kearney
17-19	Classroom Assessment Conf.	6:00 p.m.	Hilton Hotel	Omaha
19	NAESP Region III	12:00 p.m.	Sports Denn	Norfolk
23	NAESP Region V	9:00 a.m.	Prairie Winds CC	Bridgeport
24-26	Balanced Leadership	8:00 a.m.	Cornhusker Hotel	Lincoln
25	NAESP Executive Board	10:00 a.m.	NCSA Office	Lincoln
25	NAESP Region IV	12:00 p.m.	ESU #10	Kearney
25	NAESP Region IV	12:00 p.m.	ESU #10	Kearney

NATIONAL CONVENTION DATES

ASBO - October 12-15, 2007 - Toronto, Canada
 CASE - November 9-10, 2007 - Long Beach, CA
 AASA - February 14-17, 2008 - Tampa, FL
 NASSP - February 22-24, 2008 - San Antonio, TX
 NAESP - April 4-8, 2008 - Nashville, TN



NAESP LINK

September, 2007

Welcome from the President

Hello. My name is Mark Wragge and I am President of NAESP for 2007 – 2008. I am the elementary principal at Fillmore Central Public Schools, in Geneva, Nebraska, and I'm wishing you an excellent year, professionally and personally. I am honored to serve as NAESP President and I look forward to the many opportunities that I will have to meet my peers throughout this school year.

On a personal note...we've been having some trouble with our A/C in our elementary building and of course it failed on the night of our "Open House." This caused some hand wringing. Unfortunately I can't control the heat of the summer or the cold of the winter. We are all forced to live in the climate that Nebraska gives us.

While we have no control over the climate that dictates the weather outside, we do have a tremendous amount of control over the climate that dictates the "weather" inside our buildings. The climate that exists in your building is to a great extent what you make it. Take a moment and remember that every moment, every interaction, every little decision impacts the climate in your building. So create the climate you want, live it every day, and reinforce it. Your students and your staff will live and learn in this climate for the rest of the year, perhaps even longer.



Mark Wragge
NAESP President
2007-2008

Please take a moment and note in your calendar the following dates:

February 12 and 13, Tuesday and Wednesday. This will be our "Legislative Conference" for Elementary Principals in Nebraska.

What do we have planned?

-Jim Grant – National Speaker on "Common Sense in Schools." He is fun to listen to.

-Kelley Baker and Karen Haase, Education Lawyers, will be speaking on issues directly related to elementary principals. These two are always entertaining and I always come home feeling informed.

-Awards for Nebraska Principals will be presented

-Lunch with your Senator

-Meet and hear from Mike Dulaney, **our new** NCSA Executive Director

-Meet and hear from Dan Ernst, **our new** NCSA Associate Executive Director

-Other sessions are being planned as well. Possibly one on ASD (Autism Spectrum Disorders)

This is our one big event for our affiliate. Please plan to attend!!

The entire conference will be held in one convenient location, The Champions Club, across from Memorial Stadium, Lincoln, NE.

After the awards presentation there will be refreshments and socializing.

You don't want to miss this event. See you all February 12th and 13th in Lincoln.
Mark

Region I, Beth Ericson, Pres.

Welcome back to the start of a new school year! Region I has several exciting opportunities for elementary and middle school principals as well as students attending districts within our region. On **October 16th**, 2007 we will be hosting our 2nd Annual Youth Leadership Conference at Doane College in Crete, NE. Last year this event was a terrific success and we hope to continue to draw future leaders within our region to this fun event. Our keynote speaker this year will be Dave Zimmer who will present a 45 minute keynote address entitled "Follow the Leader." Once again we will offer "break-out" sessions for the students to attend involving topics of leadership.

On Wednesday **November 14th**, we will host our annual Region I fall social at James Arthur Vineyards in Raymond, NE. The entertainment for the evening will be a melodrama group performance with audience involvement to solve the mystery. Be sure and join us on the 14th for an evening of fun, socialization and rejuvenation for the second portion of the year! We welcome all principals in our region to attend these events and encourage you to join our Region I organization. Beth Ericson
bericson@spsne.org

Region II, Suzanne Hinman, Pres.

Region II membership is open to all elementary principals in a seven county area surrounding metro- Omaha. We have another exciting year planned for our members and guests. Highlights include a joint meeting with Phi Delta Kappa and Region II Secondary Principals as we all thank and recognize our hard working Superintendents and Central Office staffs. In February we will invite aspiring principals to a workshop and dinner. Our 19th Annual Student Leadership Conference is planned in collaboration with UNO's Department of Education. This event continues to grow in popularity. Suzanne Hinman
shinman@mpsomaha.org

Region II Events

September 19, 2007

6:00 pm

Welcome Back Celebration

Location: Soaring Wings - Louisville

October 15, 2007

8:30-3:00

Student Leadership Conference

Location: UNO Milo Bail Student Center

November 28, 2007

6:00 pm

Central Office Recognition Dinner

Joint meeting with PDK and

Region II Secondary Principals

Location: German American Society - Omaha

February 27, 2008

5:30-6:30 Program

6:30 Social/Dinner

Jump Start Into the Principalship

Location: Boyd & Charlies's - Elkhorn

April 23, 2008

6:00 pm

Secretary & Retirees Recognition Night

Location: Lo Sole Mio - Omaha

Region IV, Barry McFarland, Pres.

Welcome from Region IV. The first Region IV meeting will be held on **Tuesday, September 25th** at Mac's Creek Vineyards & Winery in Lexington at 12pm. Other activities scheduled are the Region IV/UNK Youth Leadership Conference at the University of Nebraska-Kearney campus to be held on Friday, **November 16th**. This year's featured speaker will be Mr. Aaron Davis. Officers elected for the upcoming year are President: Barry McFarland, Morton Elementary, Lexington; President-Elect: Drew Welch, Bryan Elementary, Lexington; Secretary: Tony Little, Shelton Elementary, Shelton. Finally, we look forward to seeing all members at the Elementary Principals Conference **February 12-13, 2008**. This will be a great opportunity to network and gather the most current information in our profession!

Region V, Josie Floyd, Pres.

The time has quickly approached us for freshly sharpened No. 2's, bleach white notebooks waiting for a story, and anxious boys and girls arriving at the front doors of our schools. This is an exciting time of the year....a time for change, along with a restored sense of energy and enthusiasm. As Region V President, I would like to wish all of you a successful, safe and rewarding school year.

During the year, Region V will be hosting three meetings which are great opportunities to grow professionally and dialogue with top-notch Nebraska principals. Our first meeting will be **September 19th** in Bridgeport, with Lynette Block presenting on "Reading and Poverty". If you are interested in joining Region V, please contact Josie Floyd @ 386-4321 or jfloyd@esu16.org. Dues are \$50.00 for the year, which encompass both membership and meals. Additional meetings for the year will be **January 23rd** in Ogallala and **April 1st in Sidney**. It is TIME for you to join REGION V and connect with principals at the regional and state level. I look forward to hearing from you! Josie Floyd
jfloyd@esu16.org

NCSA Launches WEBINARS

NCSA is excited to announce its new WEBINAR Program. These programs will be interactive events that allow principals to receive information on specified topics without having to leave the office.

Throughout the year, NCSA will be sending invitations via e-mail to participate in 20 to 30 minute WEBINARS. Participants will simply need a computer and a phone line. Once registered for the WEBINAR, the participant will receive instructions on how to join the WEBINAR event on the date and time specified.

As always, if you have any questions, comments or concerns, do not hesitate to give Kelly at NCSA a call.

NCSA looks forward to having you participate in some of these great WEBINARS!