Board of Regents Wraps Up 2017 with Multiple Action Items
A Report from Cindy Gallagher, SAANYS Director of Government Relations

The December meeting of the Board of Regents (BOR) wrapped up the work of many summer and fall advisory committees and task forces. Recommendations from the Early Childhood Blue Ribbon Panel, the 180 Day Requirement advisory group, and the Principal Preparation Project advisory group were discussed and adopted. A summary of that body of work follows:

BOR discuss CDOS as a pathway towards a local diploma for eligible students with disabilities, a new set of standards for educational leaders, and more.

New Standards for Administrators
After several discussions on the work of the Principal Preparation Project Advisory Team, the BOR adopted the Professional Standards for Educational Leaders (PSEL) to replace the former Interstate School Leaders Licensure Consortium (ISLLC) as the new set of professional standard for administrators. These standards will become the basis for approving programs in institutes of higher education. In 2022, it is anticipated that the standards will be used in APPR principal evaluations.

The PSEL standards depart from ISLLC in several ways. The new standards use approximately 40 additional elements to delineate professional roles or tasks, provide stronger emphasis on skills and responsibilities for establishing culturally responsive and multicultural schools, and places somewhat less emphasis on traditional responsibilities regarding school management.

NYSED provided many ways for the field to provide input. Multiple meetings across the state and with key professional organizations were held, as well as solicitation of written comments. Input from the field yielded the following:

• The themes of equity and cultural responsiveness are an appropriate emphasis for the PSEL standards.
• The field will need realistic timelines for implementation and coordination between the two sets of standards.
• Superintendents must have a working knowledge of the PSELs in order to evaluate and support principals.
• There will be a great need for professional development.
• Strong P-20 partnerships are needed between school districts. Continued on page 3

SAANYS Welcomes New Unit:
— REGION 6 —
Hartford CSD Administrators Group

A Bit of History: Meet SAANYS’ First Woman President
Ruth Auer was the first female president of SAANYS (1976-77). Shown here is a picture of her at that time, and a second picture of her with the inaugural SAANYS Board of Directors, which she served on.

SAANYS – YOUR VOICE, YOUR SOURCE, YOUR ASSOCIATION

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SAANYS® N.Y.S. Administrators of School & Community

Report from the Educational Conference Board

SAANYS as part of the largest coalition of state education groups (Educational Conference Board) has worked on several letters and position papers on critical issues. The first important brief addressed next year’s funding needs for school districts. The Educational Conference Board (ECB) develops an annual brief in advance of the governors’ State of the State and his annual budget. The work of the ECB is highly respected statewide and is viewed as essential for framing future budget negotiations during the legislative session.

A second paper was developed on the impact of proposed Medicaid cuts on our state and school districts. This paper provides current data and information regarding the role of Medicaid funding in our schools and what would be impacted pending anticipated cuts to this program.

Lastly, two letters were developed and sent to our congressional delegation. The first letter discussed the impact of federal changes to the State and Local Tax Deduction (SLTD) and property tax caps. The second letter discussed the impact of the Net Neutrality changes. ECB is very concerned about the access to online resources and the reduced capacity of districts to pay potential cost increases for broadband access. See page 3 for summaries of these important issues being advocated on your behalf.

New Regional Directors of S.A.A.N.Y.S.
A Look Forward

Transforming the Lives of Students with 3D Interactive Multi-Sensory Technology – A New Approach!

Answering the question of how we truly reach and engage in meaningful dialogue with students is an even more difficult proposition than ever before. Children are constantly being bombarded with multiple messages such as peer pressure, parent expectations, social media feedback/validation/shaming, and societal norms that shape their decision-making and positive or negative behavioral choices.

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December Meeting of the Board of Regents  

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districts and institutes of higher education to ensure sufficient mentoring and coordination between practice and theory.

The standards are intended to be phased in over time with 2020 as the timeframe for the standards going into effect for the registration for school building leader preparation programs and 2022 for the evaluation of principals.

Discussion by members of the Board of Regents stressed support for the adoption of the standards. The Regents felt that the PSEL standards were consistent with the future needs of our schools and the skills that building level leaders will need to meet the need to establish culturally responsive buildings and classrooms.

A question was raised as to how the new standards applied to superintendents. Commissioner Elia responded that there is a need to examine this issue further and it was on the docket at SED.

Further information on this item may be found by scanning the QR code.

Early Childhood Blue Ribbon Panel

An initial set of nine recommendations was proposed and adopted. The nine recommendations provide for the expansion of prekindergarten for four-year olds and establishment of necessary system supports to sustain a high quality service sector for children ages zero to eight. The recommendations result in a funding request of $37 million, which the panel and Board of Regents submit is a conservative plan and much more effective than interventions and remediation programs that are often provided too late and too sporadically.

The nine recommendations include:

• $20 million to expand the prekindergarten programs to approximately 2,000 four-year-old children in 40 school districts.
• $300,000 to conduct a cost study to examine the actual cost of a high-quality prekindergarten program for all four-year-old children.
• $6 million for pilot programs that will fund half-day and full-day 10-month and summer inclusion prekindergarten programs for three and four-year-old children.
• $2 million to establish five Early Learning Regional Technical Assistance Centers (TAC) to provide support to early care and educational settings.
• $2 million as a formula-driven, non-competitive funding

continued on page 7

Summaries from the Educational Conference Board

ECB Requests a $2.0 Billion State Aid Increase for 2018-19 and Commitment to Foundation Aid

ECB is issuing a set of recommendations designed to ensure that New York’s schools and its students have the resources needed to continue current programs and improve education with targeted funding for critical areas. ECB also calls for a commitment to the long-stalled Foundation Aid formula, so that all students can receive the education promised to them by the state Constitution. The ECB organizations, including SAANYS, also continue to seek modifications to the tax cap that provide a greater degree of sustainability for our educational system.

ECB School Finance Recommendations

Provide a $2.0 billion state aid increase for 2018-19.

• $1.5 billion to continue current school services, based on current projections for school costs and the tax cap.
• $550 million to address priorities such as supporting schools in receivership, college and career pathways, and professional development.
• Update the Foundation Aid formula and establish a firm timeline to fully phase it in.
• Conduct a new cost study to determine the amount needed to provide students with an education that prepares them for the future based on current factors.
• Revisit the formula weightings for poverty, disability, enrollment growth, English language learners, geographic sparsity, and other factors.
• Fully phase-in the $4.2 billion currently owed to schools within three years.
• Modify the tax cap to better reflect the fiscal realities of schools.
• Provide for an “allowable levy growth factor” of at least 2 percent rather than using CPI.
• Approve the BOCES capital cost exclusion and include PILOT properties in the tax base growth factor.

Scan the QR Code to read more.

continued on page 7

Contract Settlements

NOTICE: Please send copies of your unit’s settlements in the event that SAANYS did not negotiate the contract. This information is important and is helpful to fellow SAANYS members.

North Bellmore Principals Association, Region 2

The North Bellmore Principals Association negotiating team led by Faith Skelos and Jeff Rosol informally negotiated a two year rollover for 2 percent salary increase per year with all other terms and conditions remaining the same. In the end, with the assistance of SAANYS General Counsel Art Scheuermann in the preparation for this round of collective bargaining, Skelos and Rosol were able to strike a quick and profitable contract.
Your Role In Addressing the Growing Mental Health Crisis Among Students

BE INFORMED. BE AWARE.

Be a part of the conversation. Our public school students depend on it.

ALL NYS EDUCATORS ARE INVITED

MARCH 1 - 3:00 pm-6:00 pm
Greece CSD, Odyssey Academy, 750 Maiden Lane, Rochester, NY

Keynote and Welcome: Ken Slentz, Superintendent, Skaneateles CSD and former NYSED Deputy Education Commissioner

Panel Discussion: Where are we now in NYS?
- What is a ‘trauma informed’ school?
- Early detection and response
- Working collaboratively and building partnerships for student mental health

Two Districts Tell Their Story: Learn what you can do in your district to create solutions through training, partnerships, and advocacy strategies, from two NYS school districts, Cohoes CSD and Lyons CSD, that are doing the work and meeting with success at different stages of implementation. Their leaders will share their strategies and the important lessons learned along the way to implementation.

MARCH 22, 2018
Greece CSD, Odyssey Academy, 750 Maiden Lane, Rochester, NY

Keynote: Dr. Hal Lawson, Professor of Educational Policy and Leadership and Social Welfare, University at Albany

Who Should Attend: All NYS current or aspiring educators.

Cost covers BOTH sessions:
$100 SAANYS members
$150 for non-members

Who Should Attend: All NYS current or aspiring educators.

For additional information, contact Karen Bronson at kbronson@saanys.org.

REGISTER ONLINE
Register by 2/15/18 to guarantee attendance at saanys.org.

SAANYS and Magellan are now Approved CTLE Providers!

SAANYS Professional Growth Circle
Group Mentor Coaching
A MENTORSHIP OPTION FOR BEGINNING OR MID-CAREER SCHOOL LEADERS

SAANYS is a NYSED approved CTLE provider.

For information on any SAANYS professional development event, contact Karen Bronson at kbronson@saanys.org.

SAANYS is proud to be offering several upcoming events focused on the topic of Addressing the Mental Health Needs of Students. There is wide agreement across the state that the increasing needs of our students present with at all levels demand new approaches, strategies, and partnerships.

Last May, SAANYS partnered with NYSSBA to offer a full day conference: Your Role in Addressing the Growing Mental Health Crisis Among Students. The conference was held in the Capital Region and attracted school board members and other educators from around the state. Shortly afterward, both SAANYS and NYSSBA were asked to develop similar conferences in other locations around New York State.

Region 5 SAANYS Event
January 17, 2018, 5-7:30pm
Crowne Plaza, 3 Executive Blvd, Suffern, NY 10901

Your Role in Addressing Student Mental Health Issues
5:00-5:30 Meet & Greet, Refreshments
5:30-7:00 Presentation by John Richter, Director of Public Policy at the Mental Health Association of New York State.
7:00-7:30 Question & Answer

Register online at saanys.org

SAANYS and Magellan are now Approved CTLE Providers!
Please add us to your list of approved PD providers.

For more information, contact Karen Bronson at kbronson@saanys.org.

Visit https://saanys.org/professional-learning/pd-on-demand/ for more information.
Lessons Learned 2.0

Experienced administrators sharing their hard-earned wisdom

March 13, 2018 | 4:30-6:00pm

SAANYS Headquarters

Join some of our seasoned school leaders who will share their hard-won wisdom on the kinds of dicey relationships and situations that we all face: How do you handle negative factions among faculty that try to undermine good work? What if you and your superintendent/board differ on tenure recommendations? What if you are a new administrator drowning in paperwork and stuck in interminable meetings that keep you away from the things that matter most?

Current and aspiring administrators are invited to attend this panel discussion focused on these kinds of situations that are very common, challenging, and timeless for school leaders. This event is not about the latest technology; it is about the lessons learned regarding leadership, relationships, and navigating challenges that demand reasoned and thoughtful response.

Here’s what November’s participants had to say:

“Having access to the wealth of knowledge and experience on the panel was awesome! The best part was practical advice and finally feeling like I’m not alone!”

“It was inexpensive, and after work hours – otherwise I wouldn’t have been able to come. I appreciated the advice about scheduling one’s time.”

Who Should Attend:
All current or aspiring administrators eager to learn what only experience can teach.

For additional information, contact Karen Bronson at kbronson@saanys.org.

Light refreshments will be served.

FEB 2 | Basics of Taxes

Tax time is upon us, and it always provides us with an opportunity to review our investment and income strategies to ensure that we are maximizing our retirement plans. The seminar provides an overview of basic tax concepts including pre- and post-tax definitions, Roth options for savings alternatives, and others.

MAR 9 | Pension Maximization

Your New York State Pension is one of the most important assets you will have in retirement. Pension Maximization is a retirement planning strategy that can secure a maximum pension benefit for you, while still providing for a spouse/family benefit. This presentation reviews how the strategy works, the decisions that are required at retirement for pension plan participants, and the importance of planning early.

APR 13 | Student Loan Forgiveness*

There are a number of Student Loan Forgiveness options available to New York State educators, but sorting through all of them can be a challenge. Let us help you navigate the requirements by going over who may be eligible, how you may be able to qualify, all the way to how to submit the paperwork.

MAY 4 | Social Security, Medicare, Long-Term Care Planning

The Social Security and Medicare system is one of the most important, and often misunderstood, retirement systems out there. This seminar provides helpful information about the Social Security and Medicare system and how to maximize your benefits. We will also discuss Long-term Care planning and how to coordinate benefits in the ever-changing retirement environment.

JUN 1 | Planning for College

As costs rise faster than inflation, properly planning for educational expenses while balancing the need for day-to-day budgeting and long-term savings is critical. This seminar will provide a brief overview of the need to plan ahead for a college education and the types of planning vehicles available, including UGMA/UTMA, Coverdell savings accounts, and 529 plans.

PD Update
continued from page 4

Because of this interest, NYSSBA is hosting a conference on Long Island on March 15, 2018, and SAANYS is hosting a two part series to be held near Rochester on March 1 and 22, 2018.

The Rochester conference will be hosted and held in the Greece Central School District from 3:45-6:30 pm on each of the two dates, March 1 and 22.

The March 1 program features a welcome and keynote by Ken Slentz, superintendent of the Skaneateles School District and former NYSED deputy education commissioner, followed by a panel and small group sessions. Panel presenters will include the Office of Mental Health, Mental Health Associates of New York State, New York Association of School Psychologists, and other research and practice based leaders on the impact of trauma, ACEs, and other mental health issues on students’ learning and well-being.

On March 22, we will turn the focus to two districts in New York State, Cohoes and Lyons, who are doing amazing work in forming new partnerships and implementing new supports to address this growing need.

Participants will have the chance to learn first-hand from the experience of these two districts who are meeting with success at two different phases of implementation.

This event near Rochester and the NYSSBA full-day conference on Long Island on March 15, promise to be excellent opportunities to learn more about one of the most challenging and crucial issues in our schools. Mark your calendars and visit saanys.org to register.

Search
Your Site

VISIT MY BENEFITS, FIND LEGAL RESOURCES, REGIONAL AND STATE EVENTS, AND CATCH UP WITH THE LATEST EDUCATION NEWS AT SAANYS.ORG.
Preparation for the Negotiation of Collective Bargaining Agreements

On December 14, 2017, SAANYS hosted a workshop for all of its negotiators throughout the state, to provide continuing training on the negotiations process and statewide trends. As we consistently stress when speaking with bargaining units, there is no one “right” way to conduct negotiations. Some units prefer to try to conduct negotiations on their own, whereas others want SAANYS negotiators and/or attorneys to conduct the negotiations. SAANYS is here to assist your unit in any capacity you wish, but we urge you to at least allow us to conduct negotiations. SAANYS negotiators and/or attorneys at the table, we do not count the person assigned as part of this recommended composition, as SAANYS can provide advice on proposals, but the ultimate decision is in the unit’s hands. Once the team is set, it should be defined roles for the members, including the lead spokesperson and the ever-important note taker. It is vital that detailed notes of the positions be taken and saved (Feel free to give them to SAANYS for posterity!) to be used in future events, that they are needed for a grievance years later.

As part of the preparation, SAANYS will prepare for you a detailed financial analysis of the district, as well as provide any contracts and data from neighboring districts. The analysis in advance will help the team determine whether the district is financially able to pay for the proposals, as well as whether the demands are consistent with area trends. As part of this analysis, the contract of the central office administrators and other district bargaining units will be requested, oftentimes along with the district salary report to New York State Teacher’s Retirement System. The Taylor Law entitles the team to information from the district necessary to assist the unit in negotiations. This right to information is in addition to that conferred by the freedom of information law (FOIL). The team should meet as often as necessary prior to actual negotiation sessions with the district to formulate proposals in light of the data that SAANYS can provide. The team should then have the opportunity to present these proposals to ensure that the proposals are reasonable in number and content. Credibility can be lost at the negotiation table and the process stalled if the proposals are so unreasonable that they could not be realistically entertained by the district. To facilitate the process, it is recommended that the proposals are costed out to understand how it impacts the district’s finances. Costing out both your own and the district’s proposals is an ongoing process that should occur both before and during the course of negotiations. Some parties exchange counter-proposals. It is essential to cost out proposals and counter-proposals so that the team has a strong understanding of what each proposal represents in dollars and cents. The team is then better able to assess the reasonableness of the proposal under consideration. The cost of a proposal can then also be represented as a percentage to compare purposes. Costing out proposals will help the team make logical arguments in support of or opposition to proposals that have economic impact.

Once the proposals are determined, it is important to have SAANYS review anything that contains changes to language to ensure that it accurately conveys what your team wishes. When the proposals are drafted, the next step is to schedule dates with the district and ensure that both sides will come prepared to exchange proposals at the same time.

Again, how your unit decides to utilize SAANYS is entirely up to you; however, we urge you to at least allow us to consult with you during the preparation phase and use our services to help with the data analysis. Knowledge is power and SAANYS has the resources to allow you to cut to negotiations fully armed.
source to allow targeted communities the opportunity to self-identify and meet their specific family and community engagement needs.

• $3 million to expand QUALITYstarsNY.
• $2.5 million to fund professional development so that all teachers may also be culturally competent, culturally responsive, and linguistically capable.
• $500,000 to fund the creation of a unified HIPAA and FERPA compliant data system.
• $700,000 toward the implementation of a comprehensive developmental screening process for all children ages zero to eight.

Discussions around the table confirmed that the recommendations provide for a sustainable system approach for investing in an early childhood system designed to meet the needs of all children zero to eight. The recommendations expand prekindergarten as a needed program in every area of the state and to ensure that children with learning needs are integrated with their peers. Early education programs will be designed to support the learning of both teachers and students so that all environments are culturally responsive in our ever-increasingly diverse state.

180 Day Requirement Recommendations

As a result of a statewide talking tour for educators and administrators on the 180 day requirement, a set of recommendations were made that shift the approach to this requirement. Input from the field suggested that greater flexibility and clarity was needed. In response to these suggestions NYSED has proposed that instead of a 180-day calendar, so long as they meet the annual total minimum instructional hours, an hourly requirement for the entire school year will be used, spread out over 180 days.

For example:
• Pupils in half day kindergarten will be required to have 450 hours of instruction.
• Pupils in full day kindergarten – grade 6 will be required to have a minimum of 900 instructional hours.
• Pupils in grades 7-12 will be required to have a minimum of 450 instructional hours.

Based on this flexibility, it follows then that additional flexibility will occur for such things as shortened sessions. For example, districts that currently offer shortened sessions and have more than the current daily minimum instructional hours will be able to schedule conferences and activities as they see fit within the 180-day calendar, so long as they meet the annual total minimum hours of instruction.

This item was for discussion only and will come back to the board in March for action. Further information on this item can be found by scanning the QR code.

Other Items of Importance

An important decision was made concerning the ability to award a Local Diploma for some students with disabilities. An important decision was made concerning the ability to award a Local Diploma for some students with disabilities due to their learning needs. The recommendation was made that additional options for recognition will be made available to these students as they see fit within the state’s existing framework. This recommendation was made in response to concerns expressed by educators and students with disabilities and their families about the ability to award a Local Diploma for some students with disabilities.

Proposed Medicaid Cuts

While primarily seen as a health care program, Medicaid also provides significant financial support to school districts for a variety of activities. As Congress works to enact a FY 2018 federal budget, it is suggested that significant negative financial implications for school districts. These could have devastating effects on health care and educational programs that benefit the nation’s most vulnerable children (students with disabilities and those living in poverty), as well as threaten programs that benefit schools and local taxpayers. In fact, the proposed changes in Medicaid to become a block grant or a program with a per capita cap would cut Medicaid spending by $1 trillion (or one-third of the program’s budget) in the next decade, according to the Congressional Budget Office.

Governer Cuomo Unveils 15th Proposal of 2018 State of the State: Launch Comprehensive No Student Goes Hungry Program

Governor Andrew M. Cuomo unveiled the 15th proposal of the 2018 State of the State: launch a comprehensive program to provide students of all ages, backgrounds and financial situations access to healthy, locally-sourced meals from kindergarten through college. There are nearly 2.7 million New Yorkers, including almost 1 million children, who do not have consistent access to the food they need to live an active, healthy life. The governor’s No Student Goes Hungry Program includes investments to expand the Farm to School program, legislation to expand access to free breakfast and put an end to lunch shaming, and policy changes to ensure students in kindergarten through college receive access to fresh foods in a quality learning environment.

“Child should never go hungry, and by launching the No Student Goes Hungry Program, New York will ensure hundreds of thousands of students of all ages will receive access to free and reduced-price meals,” Governor Cuomo said. “This program is essential to the success of future students, and we are proud to be a leader in this national effort to ensure that all children have access to healthy, nutritious meals.”

No Student Goes Hungry Program

The Transition to Superintendency Program

An excellent introduction to the New York State superintendency
Cohort 13 - July 18 & 19, and August 8 & 9, 2018
CTLE Credits - OCM BOCES, Syracuse, New York
Moving from principal or central office administration to the superintendency is a reward, a challenge, and a risk. There is a knowledge base, a skill set, and a values base to the superintendency. This position has a steep learning curve, but some of that curve can be overcome prior to entering the superintendency. A high degree of preparation correlates with a high degree of success.

Detailed information and online registration on the web at www.SuperintendentOfSchools.com
James M. Merrins, Ed.D., Executive Program Administrator 716-672-5473 jmerrins@cecomet.net

The time is approaching... are your students prepared?

The time is approaching... are your students prepared?

The time is approaching... are your students prepared?

Please add info@saansy.org to your address book to be sure you receive e-mails. If you have difficulty, please ask your tech support person for assistance as blocking software may prevent receipt. Don’t miss another critical announcement.

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requirements for the CDOS commencement credential.

For such students, the superintendent must conduct a review to determine whether that student has otherwise demonstrated proficiency in the knowledge, skills, and abilities in ELA or math, in addition to any other subject areas where the student was not able to demonstrate his/her proficiency of the state’s learning standards as measured by the corresponding Regents examination required for graduation.

Additionally, there will be some students who have not had the opportunity to work towards a CDOS and for those students, the regulations address their situation and provide options as well.

Summaries from the Educational Conference Board  
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New York leaders and this administration remains committed to removing barriers to healthy food options, while providing a supportive, effective learning environment for students across this great state.”

Scan the QR code to learn more.

This program may now be covered under BOCES CoSer!

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For additional information, contact Karen Bronson at 518-782-0600.

SAANYS is the official state affiliate of both the National Association of Elementary School Principals and the National Association of Secondary School Principals and their state/national principal of the year programs.

A message from a SAANYS corporate sponsor

Apex Learning puts rigorous, standards-based curriculum within reach for all students—from those struggling to those capable of acceleration—so they are prepared for the next stage in their education, work, and life. More learning happens with Apex Learning because students are actively involved in their learning. A wide variety of supports and learning activities engage students in developing deeper understanding of the content. School districts select Apex Learning Courses—in core subjects, languages, Advanced Placement, CTE, and electives—for original credit and credit recovery, and Apex Learning Adaptive Tutorials in 6-12 core subjects to provide instructional resources for remediation and test readiness.

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The Society of Children’s Book Writers and Illustrators Amber Brown Grant

Each year, the Society of Children’s Book Writers and Illustrators (SCBWI) offers schools the opportunity to have a children’s book author or illustrator visit them. In addition to a visit, the winning school receives a $250 stipend and $250 worth of books. All pre-k-12 schools are eligible, and SCBWI membership is not required. The school principal must support the nomination.

Deadline: November 1 – April 15

Learn more: https://www.scbwi.org/awards/grants/amber-brown-grant/

The Lovett Foundation

The Charlie Lovett Fund for Elementary Drama

The Charlie Lovett Fund for Elementary Drama is a philanthropic fund that supports production based theatre arts programs at the elementary school level. Grants are made to elementary schools throughout the United States. Grants are made on a rolling basis, beginning in August of each school year, and every effort is made to make a decision on applications as quickly as possible. If applications are received after the fund for the following year is exhausted, applicants are invited to reapply for the following year. The average grant size is $300.

Deadline: Ongoing

Learn more: http://lovettfoundation.org/elementaryDramaFund.html

“Treat people as if they were what they ought to be, and you help them become what they are capable of becoming.”

—Johann Wolfgang von Goethe

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Tools & Tips

Champion Creatively Alive Children

Together with Crayola, NAESP offers a special opportunity to apply for a Champion Creatively Alive Children Grant. Your school could receive a $3,500 grant (a $2,500 check and $1,000 worth of Crayola products) to establish a creative leadership team and build the creative capacity of your professional learning community.

Deadline: Friday, June 22, 2018. The Early Bird deadline is Monday, June 5. Early Bird applications will receive a Crayola product Classpack®.

Learn more: http://www.crayola.com/for-educators/ccac-funding/grant-program.aspx

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