

eBulletin, Fall 2000



1400 Maple Avenue, Downers Grove, IL. 60515

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News from ISACS

NAIS President Selected: NAIS has chosen Patrick F. Bassett to become the next President of its organization, effective August 1, 2001. At the culmination of its national search, the Search Committee, chaired by Bruce Shaw (head of Shady Hill School in MA) and including from the ISACS region Lucinda Katz (head of University of Chicago Lab Schools in IL) and Maurice Watson (trustee, Barstow School in MO) recommended Bassett partly because of the fact of ISACS' success as a similar organization. Also serving on the NAIS board from ISACS are Becky Glenn (head of Forsyth School in MO), Jeanne Snyder (teacher from Avery Coonley School in IL) and Ty Tingley (former head of Blake School in MN and current head of Phillips Exeter Academy in NH). Bassett will complete his 8th year at ISACS in July.

ISACS Executive Committee Forms Search Committee: The Executive Committee is in the process of inviting an inclusive and representative group of ISACS constituents to form a search committee to seek the next president of the organization. The organization seeks a leader with vision, character, and independent school leadership experience who can guide the association in its mission of advocacy, accreditation, and professional development services. We invite all ISACS constituents to nominate candidates: Please encourage nominees to contact the ISACS Search Committee by sending an email to info@isacs.org, indicating interest and including as a Word attachment a resume and statement of educational philosophy or statement of organizational philosophy. Salary and benefits will be competitive. The term begins

July 1, 2001. (Alternatively, candidates may send printed versions to the following: ISACS Search Committee, 1400 Maple Ave., Downers Grove, IL, 60515.)

Heads' Conference: Reminder to all school heads to make hotel reservations at the downtown Chicago Westin Hotel by the hotel deadline; December 16, 2000. Also, the conference registration deadline to submit registration to ISACS is January 4, 2001. (Email info@isacs.org if you need new registration materials). Soon another mailing will go out to all school heads to choose one of three tracks for this newly formatted ("heads' retreat") conference: 1. A Marketing & Media Relations track led by Heather Hoerle (NAIS) and Jane Hulbert (media consultant, Chicago); 2. A Leadership Development track led by Marc Frankel (Triangle Associates, St. Louis); 3. A Great Books track based on selected classical leadership & ethics readings, led by Christopher Nelson (president of St. John's College, Annapolis).

eStaffing: Made possible by a \$30,000 seed grant from the Klingenstein Foundation (which ISACS hopes will be the first installment in a three-year commitment), ISACS' eStaffing initiative is a revolutionary system of electronic "Internet mining," prospect recruitment, candidate interviewing, and screening of potential independent school teachers. The initiative is the outgrowth of a collaboration between ISACS, eStaffing and Self Management Group (SMG), an international firm that does similar recruitment for the for-profit universe. To our knowledge, we are the first enterprise seeking to capture the full power of the Internet for the recruitment and screening of independent school teachers. The system will work by ISACS' "pulling" prospects to our website, "making the case" for teaching in independent schools, inviting candidates to enter vital information digitally, and administering our unique "EQ Lite" test that measures EQ (emotional intelligence). The latter factor is rooted in the original research ISACS conducted last year that revealed the baseline scores (high) of emotional intelligence in independent schools teachers in general and the specific scores (higher in a couple of key areas) for independent school "master teachers." SMG will monitor and track placements over time to determine the biographical, education, experience, and EQ variables that are related to the most successful placements and careers. In January, all ISACS schools will receive their passwords and IDs to access the eStaffing website, with an instructional manual. A demonstration of the site will occur at the Heads Conference. For now, encourage prospective independent school teachers to visit our Careers in Teaching website: <http://www.isacs.org/jobopenings/index.html> .

Teachers-teachers.com: A related undertaking for ISACS is the partnership with [Teachers-teachers.com](http://www.teachers-teachers.com), an on-line teaching job clearinghouse with over 7000 teacher resumes on line. Teachers-teachers.com has an impressive presence on college campuses and is planning an aggressive advertising campaign to invite prospective teachers to post their resumes on the Teachers-teachers website. ISACS will now be highlighted prominently as a partner in that outreach and marketing, and we will be developing strategies to encourage those listed on the website to come to the ISACS

website to subscribe to our e-staffing process. Added advantages of joining Teachers-teachers.com beyond the volume of resumes available on the website are the searchable database and the online audiofile interview for many of the candidates, allowing schools "to hear" a prospective teacher talk about essential matters before the school takes the next step of contact. ISACS schools seeking to enroll with Teachers-teachers.com should visit the website and follow the instructions there, noting in the request that the school is an ISACS school (and thereby qualifying for the specially negotiated terms: a 10% discount on the annual fee of \$950 for schools with one division and \$1450 for schools with multiple divisions). Teachers-teachers.com also has a relationship that may eventually help ISACS as well, one with Teach for America, another organization that has been very successful in attracting high ability, high idealism young people into the profession. For further information, contact Brett Spokak, Teachers-teachers.com president: bspodak@teachers-teachers.com (410.832.2684).

E-tutor: On the new technology front, ISACS is now offering in partnership with E-tutor access to web-based lesson plans for K-12 teachers, plans that capitalize upon the multimedia and resources available on the Internet for each lesson. E-tutor's goal is to have 10,000 lesson plans on-line by the end of the year. While the intention is to utilize the lessons for enrichment purposes, it is possible that lessons will increasingly become organized by individual teachers into core units within courses. The system is based on the creation of a user-friendly interface for lesson creation, LessonPro, that allows teachers to utilize a template to create the lesson that can reside on one's own server and/or on the E-tutor server. Teachers whose lessons are accepted for E-tutor receive \$50 per lesson. The lesson plan program is a subscriptions service (whichever is less, \$25 per student for the year **OR** \$250 per teacher, with a minimum of four teachers, plus a one-time \$600 fee for teacher-training.). A demonstration of the offerings is available on E-tutor's website, www.e-tutor.com. Contact information: Molly Meiners, E-tutor Midwest Sales representative: mmeiner@e-tutor.com (773-867-4500).

New Staff at ISACS: ISACS is pleased to announce the appointment of *Anna Sheppard* as the ISACS director of professional development services, replacing Marcia Millar, who retires at the end of the calendar year. Although Anna does not begin full-time until January, 2001, she has already visited the ISACS operation for several days, including "working" the Annual Conference, and will continue to do so to facilitate a smooth transition. Anna's experience includes professional development work and conference planning for the leadership training program of the Kellogg Foundation out of Battle Creek, MI.

Alerts

From STATOnline: The December 15 deadline for all ISACS schools to have submitted their statistics via the NAIS STATOnline program is imminent! Please

check that all your forms have been submitted by going to www.nais.org and clicking on STATSonline. If you have misplaced your id and password, NAIS schools can call NAIS and non-NAIS schools can call ISACS to retrieve them.

From: Debra A. Podurgiel, Assistant Director of Regulatory Affairs

NAIS, 1620 L St., NW, Washington, DC 20036, Tel: 202 973 9716 Fax: 202 973 9790

The following relates to an issue that may surface in your state legislatures, or may already be in play. NAIS has already commented on this issue at the federal level, but it has now moved into the state arena.

On June 13, 2000, the Department of Labor (DOL) issued final regulations authorizing states to implement programs that provide additional time off for parents gaining a child through birth or adoption. The regulations provide that unemployment compensation may be used to pay at least partial wages to individuals who take advantage of the leave. NAIS filed comments against these regulations during the comment period because so many of our member schools already provide substantial paid parental leave for employees. Despite our best efforts, and those of our colleague associations, DOL issued the final regulations.

At their essence, the regulations provide up to 12 weeks of additional parental leave to parents gaining a child, defined as any individual under the age of 18, and the leave may be taken any time in the first year following the addition of the child. This leave is distinguishable from, and in addition to, the leave provided by the Family Medical Leave Act (FMLA). This new leave applies to all employers regardless of size, lacks a job protection provision, and is paid for through unemployment compensation. The regulations, which are couched as "experimental," give states the option of implementing the program. Therefore, these regulations do NOT automatically apply to all NAIS schools. Each state may design, within certain parameters, its program differently, if it chooses to implement the program at all. There is a fairly comprehensive list on the web of bills currently pending within the legislatures of many states. That list may be accessed by clicking on http://www.workingforthefuture.org/in_the_states.html .

The consequences of a state's choosing to implement the program proscribed by the regulations are the following: a potentially dramatic increase in the amount of parental leave employees take, general applicability to all employers, and a possible rise in the cost of unemployment payments made by the schools. NAIS suggests that member schools ascertain the status of any implementing legislation in their states, and remain apprised of the status of the law in this area.

From Jefferson Burnett, NAIS Director of Government Relations:

Is Your School Saving with E-rate? The Year 4 Window is Now Open!

As many of you know, the E-rate program provides eligible (schools with endowments in excess of \$50 million are ineligible) private and public schools and libraries affordable telecommunications access to the Internet. The program, now in its third year, has been valuable to many NAIS schools over the past few years (approximately 28 percent of NAIS schools participated in Years 1 and 2, saving nearly \$8 million in telecommunications, Internet access, and connectivity charges).

While Year 4 does not commence until July 1, 2001, the application cycle is underway. On November 6th, the 74 calendar day window opened for filing the October 2000 version of Form 471. It must be "postmarked" by January 18, 2001 and can be completed on line or in hardcopy.

A few important reminders, notes, and resources:

* Before your school files its form 471, it must complete and post the form 470 for 28 days (no less!). For purposes of Year 4, the last possible date for posting the 470 (meaning that it is actually on the SLD website) is December 20th; January 18th would be the 29th day and also the last day for filing 471.

* If your school applies for Internet access and/or connectivity discounts, it must have an approved technology plan. Should the school already have an approved plan that is more than three years old, it should be updated and re-approved. Most NAIS member local, state, and regional associations may approve technology plans.

* In the past, very few NAIS schools have been approved for discounts on connectivity requests due to funding issues (last year, schools had to be above 75 percent of students qualifying for the Federal lunch program to qualify for discounts on connectivity). Please bear this in mind when considering which "buckets" you are requesting.

* While our legal counsel has advised us that participation in the E-rate program should not constitute receipt of federal financial assistance, it is not beyond Congress to impose requirements. Currently being considered, as part of the Labor/Education/HHS Appropriations bill, is a provision that would require schools to purchase, install, and use blocking and filtering software.

* The primary resource on all things E-rate related is the SLD site at www.sl.universalservice.org.

Resources

- **The Fulbright Memorial Fund (FMF) Teachers Program** is once again offering fully-funded, three-week study/visits to Japan for U.S. Educators. For an application, go to www.iie.org/pgms/fmf or email fmf@iie.org Application deadline is December 19, 2000.
- **Klingenstein Center Programs.** The Klingenstein Center for Independent

School Education at Teachers College, Columbia University, offers several fellowship and scholarship opportunities for independent school teachers and administrators: **The Joseph Klingenstein Fellows Program** (for independent school teachers with five or more years of experience); **The Klingenstein Summer Institute** (for teachers with 2 - 5 years of experience); **The Klingenstein Visiting Fellows Program** (for school heads in January of each year); the **Master's Degree in Educational Administration**. To explore the prestigious Klingenstein Fellowship programs, go to their website: www.klingenstein.org. Application deadline is January 15, 2001.

- **National Endowment for the Humanities (NEH) Seminars & Institutes for School Teachers.** Each summer the National Endowment for the Humanities supports a variety of study opportunities in the humanities for school teachers. Seminars & institutes are national (open to those who teach American K-12 students), residential, & rigorous. Designed to strengthen the quality of the humanities instruction available to American students, they are led by some of the nation's outstanding scholars & take place at major colleges & universities & archival facilities across the country & abroad. Topics considered among the 30 seminars & institutes for school teachers offered during the summer of the year 2001 include Jamestown, the American West, the Civil Rights movement, China & the world, Shakespeare, & the tales of the Brothers Grimm. For a complete list of both seminars & institutes, go to the NEH Web site (<http://www.neh.gov/teaching/seminars1.html>), or phone (202/606-8463), or e-mail (sem-inst@neh.gov).
- **TABS - The Association of Boarding Schools.** TABS has just completed a very successful national conference and is beginning to plan for next year's conference, to be held in Chicago, November 28 - December 2, 2001. A call for proposals for program offerings is available on the website: www.schools.com or by calling the office: (202) 966-8705. Professionals in ISACS schools are encouraged to submit a program proposal.

What's New on the Website

Careers in Education:

eStaffing Service Online: ISACS' new venture in teacher recruitment is launched. Prospective teachers may come to the Careers in Teaching page of the ISACS website and take an on-line interview to generate a resume and indicate preferences for teaching. ISACS schools will have access to all who enter the system.

<http://www.nemnet.com/> National Employment Minority Network. Schools post job

openings (for a modest fee) and individuals post resumes in a private school clearinghouse. Over 1000 resumes of teachers of color!

<http://www.teachers-teachers.com/> Teachers-teachers.com has a cornucopia of teacher resumes: over 7000 and growing. ISACS schools are offered a 10% discount on a very reasonable annual fee to join the network and search the resume database.

New Monographs:

[Communication in Schools](#)

[Conference 2000 Summary: Synopses of Major Presentations](#)

[Parent Covenant, Sample 3](#) (Minneapolis Jewish Day School, MN)

New Links:

[Harry Potter](#): Trivia contests, talk to the author, discussion groups.

[Cool & Useful Student Resources](#): Several hundred links in 12 different categories all of which are rated. Great place for high school students to start any search for content on the Web.

[High School Hub](#): Academic resource for high school students. Contains original interactive learning activities, ongoing poetry contest, etc.

[African Music Encyclopedia](#): Encyclopedia may be searched by country or artist.

[Distance Education at a Glance](#): Information on all the technologies and strategies for successful planning, deployment, and evaluation.

[ERIC Clearinghouse on Disabilities and Gifted Education](#): Resources for gifted and special ed programs.

[Special Education Resources on the Internet](#): Resources for gifted and special ed programs.

[United States Enters the Korean Conflict](#): New from the Teaching with Documents lesson plans from the National Archives.

[American Indians of the Pacific Northwest Digital Collections](#): Resource that integrates over 2,300 photographs and 7,700 pages of text relating to the Northwest Coast and Plateau.

[History of the American West](#): Site that contains over 30,000 photographs from the

Western History and Genealogy Dept. of the Denver Public Library.

[Distance Learning Resource Network](#) : U.S. Dept of Ed resource page for distance learning, K-12 schools.

[Park Tudor School \(IN\) On-line Learning Site](#): Course for credit in computer technology.

[Partnership for a Drug-Free America: Tips for Parents](#): Resources, links, email list.

[Altruis Biomedical Network](#): Portal to biomedical sites on a host of topics.

[Country Watch](#): Current information and statistics on any and all countries in the world.

New Powerpoint Download:

[Teacher Services Committees](#): Outline of responsibilities for local and state association Teacher Services Committee. (Click on highlighted name or scroll to bottom of Workshops page and download the zip file).

News from ISACS Schools

School Notes

Blake School (MN) announces campaign goal: With a goal of \$50 million, \$31 million toward the Centennial Campaign has already been pledged or paid by friends and benefactors of the school. Funds will enhance endowment and benefit capital needs of the school.

Cincinnati Hills Christian Academy (OH) spawns seeds in the inner city: The CHCA Otto Armleder Memorial Education Center opened its doors to 102 students in the historic Crosley Square district. A six-floor building has been renovated and now includes a cafeteria, gymnasium, art and music studies, library, and science and computer labs for inner city PS/Kindergarten through fourth grade students.

Kingsbury School (MN) receives grants: A grant of \$5,000 from POINT and another for \$1,000 from the Four County Community Foundation will facilitate the purchase of an electronic language lab (Fleetwood Digital System) which is being used in Spanish classes. In addition, the Kingsbury Parents' Association provided an additional \$3,000 toward this project.

Old Trail School (OH) Board of Trustees approves grant: A grant of \$800,000 from the Burton D. Morgan Foundation has heightened excitement for the capital campaign that is currently being conducted to increase endowment and complete facilities improvements.

Transitions

Countryside Montessori School (IL) selects new business manager: *Maryellen Lovell*, a graduate of Boston College, is the new business/marketing manager. She was most recently director of marketing for Gurnee Mills.

Missouri Military Academy (MO) names new administrator: *LTC Richard Ray* has been appointed academic dean. After serving 33 years in the military with the US Air Force and the Missouri National Guard, LTC Ray brings an understanding of military structure and curriculum development to the Academy.

Oak Hill School welcomes new principal: *Dr. Sam Sciortino* brings nearly 20 years experience as a principal in the Parkway School District, most recently at West Middle School. Dr. Sciortino has held several administrative positions and has served on the board of directors for several Catholic schools in the St. Louis area.

University Lake School (WI) selects development director: *Robert A. Lange*, CLU, ChFc, has been appointed Director of Institutional Advancement. Lange brings a wide wealth of financial expertise as a recognized expert in planned giving in the greater Milwaukee region. He previously served in the Development Office at Waukesha Memorial Hospital and the Milwaukee Foundation.

The Latin School of Chicago (IL) announces administrative changes: *Michael Kennedy* is new director of admissions and financial aid, and *Chase Ferrer* is the assistant director of admissions.

Chiaravalle Montessori School (IL) head of school announces departure: *Peg Dowling*, head of school since 1998, has announced that the current year will be her last at the school. She is departing to pursue other leadership opportunities.

Mounds Park Academy (MN) founding headmaster resigns: *Robert Kreischer*, who started the school in 1982, announced in November that he will be resigning from his leadership role effective June 30 of 2002 to pursue other leadership opportunities.

Barstow School (MO) seeks new head of school. *Charlie Sachs*, headmaster since 1994, has announced his resignation, effective June 30, 2001, to pursue other leadership opportunities.

Grosse Pointe Academy (MI) announces head of school appointment: *Phil Demartini, Jr.*, head of school of **St. Francis School (KY)** for nine years, has been appointed as head of school for Grosse Pointe Academy and will begin duties on July 1, 2001.

St. Richard's School (IN) former head of school moves to California: *David Peerless* has been appointed the new head of school for Gateway School, Santa Cruz (CA), effective July 1, 2001.

Avery Coonley School (IL) announces appointment of new head of school: *Thomas A. Kracht* will begin duties on July 1, 2001. Tom has served since 1991 as head of the lower school at **Lake Forest Country Day School (IL)**. Prior to that, he served as head of the lower and middle schools at **Elgin Academy (IL)**.

[Upcoming Events: Conferences & Workshops](#)

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