



September 2006

President's Message



It is a privilege and an honor to serve as the HASA President for the 2006-2007 school year. I am looking forward to working closely with Dr. Miliziano, our Executive Director, and the talented individuals on the HASA Board. We want to continue the work of previous HASA Board members by promoting HASA, increasing our membership, improving the benefits that HASA provides its members, and increasing our voice on a state level as advocates of public education .

Throughout the summer, members of the HASA Board met with Mrs. Elia and her staff to share our desire for a pay increase as well as increases in mileage and per diem for travel. We appreciate Mrs. Elia taking the time to listen to us and thank her and her staff for finding the resources to provide administrators with a five percent pay increase, raise the mileage reimbursement from 33 cents to 37 cents, and increase the per diem for meals from \$3 for breakfast, \$6 for lunch, and \$12 for dinner to \$6 for breakfast, \$9 for lunch, and \$15 for dinner.

Please join your fellow HASA administrators as well as Mrs. Elia and her staff on September 25th at 5:00 PM at the Columbia Restaurant for the HASA Fall Social. As always, there will be plenty of delicious food and great door prizes!

- Lou Cerreta, President

EXECUTIVE DIRECTOR

John P. Miliziano, Ed.D.
511 Somerstone Drive.
Valrico, FL 33594
(813) 857-8893

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WEBSITE:

www.hasaonline.com

Hillsborough Association of School Administrators

Vision and Mission Statement:

"To promote the general welfare, encourage unity, establish communications between the components, and exercise leadership, forwarding the purpose and needs of the membership and of the public schools."

Executive Director's Message

By Dr. John Miliziano



HASA Sets Two New Goals for 2006 – 2007

It is hard to believe that it is already September and the school term is well under way. HASA's Executive Board and the Representative Board of Directors are committed to making our administrators' association the best in the state of Florida. To achieve this continuing goal, HASA needs members who are willing to step to the plate and volunteer their time and talents. Members are urged to complete and submit the "*Opportunities to Serve Form*" (yellow form included in your 2006-2007 membership packet and on the HASA website at hasaonline.com) and commit to participate in one of various standing committees.

Service and professional development for our members is an area that HASA would like to pursue this year. Mentoring (A Buddy System) for newly-appointed administrators by seasoned colleagues is something that could prove to be a worthwhile endeavor. For this proposal to work, we will need the support of veteran HASA member administrators who are willing to be a mentor or a buddy to a beginning administrator. This idea is being explored and, with help from our members and district office staff, could become a reality.

Legislative involvement has been an area that HASA and other Florida associations of school administrators have been promoting. FASA has encouraged local district associations to establish Political Action Committees, now called *Committees of Continuing Existence*. By endorsing and supporting state legislative candidates that are advocates of public education, we hope to establish a stronger voice

in Tallahassee. Administrators from all over Florida attend FASA's annual Legislative Days, where lobbying for educational issues takes place. What is missing and needs to be developed in addition to what we are already doing is establishing strong relationships with our lawmakers.

Establishing strong relationships with our legislators is something we need to do more of all year long. We need to take the initiative to invite our legislators to our schools and our programs to let them see first-hand the great job we are doing. In many cases, lawmakers do not have a clear view of what takes place in the school system. They react to what they read in the media or what they hear from people that may, themselves, be misinformed. We administrative educators need to take on the responsibility of getting to know our legislators and making sure they get to know us. Invite them and get them involved in our school activities. HASA will continue to advocate building strong personal relationships with our local legislators so we can gain a stronger voice in the legislative process.

HASA can only be as effective as its members want it to be. All members are urged to support our annual membership drive so our association can truly represent the wishes and aspirations of all Hillsborough County School Administrators. Let new administrators know that membership to HASA is a worthy investment in the future of our profession!

***"One man can be a crucial ingredient on a team,
but one man cannot make a team."***

- Kareem Abdul-Jabbar

HASA's Legislative and Benefits Committee



The committee composed of (*L to R*) Chuck Bowersox, Sylvia Albritton, Jean Leone, Linda Cobbe, Dr. John Miliziano (Chair), and Ernest Fernandez met on August 10th to review a list of candidates from Hillsborough County who are running for the Florida Legislature. The committee's responsibility is to survey the candidates and, based on responses they gave on a questionnaire on educational issues, a recommendation will be made to endorse and/or provide a financial contribution from HASA's Political Action Committee (PAC) fund.

The survey asks the candidates questions regarding their participation and relationship with the school system. Candidates are asked about their thoughts on public education issues such as the shortage of school administrators, their intentions on filing legislation on educational issues such as the rising cost of insurance, training and professional development for administrators, funding of public education, and their position on the class size amendment.

HASA will not endorse local legislative candidates for the primary elections but will endorse several local legislative candidates for the upcoming general elections in November. As an affiliate member of the Florida Association of School Administrators FASA-PAC, HASA provides input on endorsing and supporting legislative candidates from throughout Florida who are proven friends of school administrators. In the primary election, the FASA-PAC will be supporting 15 candidates for state-wide offices, including Victor Crist and Faye Culp from our district.

HASA does not endorse or support candidates for local elections such as School Board, Board of County Commissioners, Mayor or City Council. HASA members that would like to have input in this political process are asked to contact members of the committee listed above.

On August 14, 2006 a telephone conference call was held by representative affiliates of the Florida Association of School Administrators (FASA) Political Action Committee (PAC) to select which candidates running for the Florida Legislature would be endorsed and supported. The following candidates were selected for endorsement and financial support by the FASA/PAC for the primary election on September 5th:

Victor Crist (SD 12)
Faye Culp (HD 57)
Ralph Arza (HD 102)
Charlie Justice (SD 16)
Bill Posey (SD 24)
Don Gaetz (SD 4)
Ray Sansom (HD 4)

Geraldine Thompson (HD 39)
David Mealor (HD 34)
Bill Heller (HD 52)
Rod Jones (HD 54)
Laura Benson (HD 69)
Matt Meadows (HD 94)
Joe Gibbons (HD 105)
Ben Graber (SD 32)



HASA Representatives Attend FASA State Conference

By Dr. Linda Denison, Career/Tech Representative

The Florida Association of School Administrators, FASA, held its annual state conference July 21-23 at the Boca Raton Resort in Boca Raton, Florida. The HASA representatives who attended this year's conference included: John Miliziano, Pat Smith, Ken Allen, Tee Solomon, Jean Leone, Audrey Miller, Carla Bruning and Linda Denison. Additional HASA members who attended included Ashley Smith, Gilda Garcia, Ruth Hall, Cynthia Castillo, Liz Uppercue, Susan and Buddy Rayburn, and Nuri Ayres. Nuri Ayres, our former HASA president, is now serving at the state level of FASA, and is also going to be one of the FASA Professional Partnership consultants with the Daggett organization.

Jim Warford, Executive Director for FASA, announced that FASA wants to present professional development on the very best educational practices. Since FASA wants to be the statewide leader in secondary school redesign, FASA has established a partnership with Bill Daggett's *Successful Practices Network*. The goal of this partnership is to provide the resources to show what rigor, relevance, and relationship looks like in a school, a classroom and a lesson plan. More about this resource plan will be provided in the near future.

Our own Superintendent, MaryEllen Elia, was invited to be a part of a panel discussion of leading Florida school superintendents with Dr. Bill Daggett. The message from numerous school districts across the state is that school performance data is critical as a resource for decision-making and school reform. Our superintendent, administration and school leaders present themselves as leaders at the forefront of effective data usage in school decision-making.

The agenda for the conference was packed with excellent breakout sessions and opportunities to network with administrative colleagues from other districts. During one networking gathering with other districts' administrative representatives, there was quite a buzz about the leadership that Hillsborough County's administrative association is providing statewide. Dr. Miliziano has become a role model and resource for other districts as they strive to effectively pool resources to strengthen state-level legislative advocacy efforts.

QUOTES from the FASA Summer Conference:

"FCAT skills are the starting line, not the finish line." Dr. Bill Daggett, President, International Center for Leadership in Education

"Public education has the most educated workforce in the world." Dr. Ray McNulty, Executive Director, *Successful Practices Network*, International Center for Leadership in Education

"'Where the Rubber Meets the Road' that Jim Warford talks about is the point and moment where and when each of us faces his or her challenges. And to do so, one needs the right tools." Ruth Hall, FASA President, 2006-2007

"You shouldn't have to reinvent the wheel, just a few spokes that work for your school's unique DNA." Jim Warford, CEO, Florida Association of School Administrators



Seated, L to R: Laureen Allen, Jean Leone, Katie Miliziano.
 Standing, L to R: Dr. Ken Allen, Dr. John Miliziano



L to R: Ashley Smith, Cynthia Castillo, Pat Smith, Dr. Ray McNulty,
 Dr. William Daggett, Dr. Ken Allen, Gilda Garcia, _____



Front row, L to R: Susan Raburn, Jean Leone, Carla Bruning, Ruth Hall, MaryEllen Elia, Dr. John Miliziano; Back row, L to R: Tee Solomon, Liz Uppercue, Buddy Raburn, Dennis Mayo, Linda Denison, Audrey Miller, Nuri Ayres



Second from left: Dr. Ron Parlett, Hillsborough Superintendent MaryEllen Elia; Ends: Guest associates from Nova University.



Superintendent MaryEllen Elia speaks to conference attendees.

Superintendent's Roundtable Meeting



On Wednesday, August 16, 2006, HASA's Executive Board met with Mr. Dan Valdez to discuss several items of interest to the association. Mr. Valdez sat in for Superintendent Elia rather than cancel or reschedule our monthly Roundtable Meeting.

HASA expressed an interest in working with the district office in developing a mentoring program for newly appointed, first-time administrators. The idea is to see if there is an interest from veteran administrators who would be willing to be matched with and serve as a buddy to a newly-appointed administrator.

We also discussed what priority legislative issues our district would be considering for the upcoming 2007 Florida Legislative Session. It will be beneficial for our district priorities to be

in-line with HASA, the Tampa Bay Area Coalition, and FASA's priorities.

Mr. Valdez was asked to inform the Superintendent's Staff that HASA's Annual Fall Social would be held on Monday, September 25th at the Columbia Restaurant in Ybor City from 5 – 7 PM. We are striving to make this next Social a time when all administrators can share an evening of congeniality and relaxation, while savoring good food and refreshments.

The next Superintendent's Roundtable is scheduled for September 20, 2006. HASA members who wish to have a particular issue discussed with the Superintendent should let their board representative or alternate know.



Welcome Aboard!

HASA would like to welcome the following new members from June, July and August:

Christopher Antalek
Shamara Byrd
Cristina Benito
Michelle Carrick
Todd Connolly
Karin Davis-Thompson
Michelle Spagnuolo

Cindy Dowdy
Ben Gerhardt
Maria Gsell
Stephen Hegarty
Edward Henderson
Troy Henson
David Suarez

Janet Kelly
Shaylia McRae-Hall
Anthony Montoto
Alison Myers
John Olewski
Frances Otero
Johan Von Ancken

Abeba Salter
Travion Smith
Kelly Wisneski
Susan Slaton
Beth Hastings

TAMPA BAY AREA COALITION UPDATE

The results of a recent survey of eight employment benefits that administrators receive from their respective districts was presented. The eight items surveyed included:

- 2% Multiplier to Senior Staff
- 100% Payout of Accrued Sick Leave
- Longevity Pay
- Health Insurance Payments for Employees & Family Members
- Payment of Health Insurance Premiums for Retirees.
- Payment of Life Insurance Premiums for Retirees
- Masters, Specialist, and Doctoral Degree Supplements

For the full survey results, members can log on to HASA's website, www.hasaonline.com and click on HOT MAIL.

Jim Warford, the Executive Director of FASA, spoke to the group about a Survey Capability System called "School Zone" that FASA is in the process of implementing. Once this system is fully operational, FASA will be able to survey all Florida school administrators to determine which educational issues are most critical to them. This information will be an important tool for FASA to use when lobbying lawmakers regarding the priority issues in Florida's schools.

Mr. Warford said that the assistant principals' group represents the largest single administrative segment of the 10,000 plus school administrators employed in Florida. For this reason, the dues to join FASA, for this group, have been reduced to encourage them to join the association. A six-month trial membership is also being considered as an incentive for assistant principals to try a period of free membership with hopes that they would then become dues-paying members of the organization. FASA has also agreed to create a new component section for assistant principals so they will have full representation on the FASA Board of Directors.

Jim Warford reasserted his support for building strong local administrators' associations, seeing the value that they can play in promoting grassroots support for state wide legislative issues. Jim also said that building a network of regional clusters of administrators' associations strategically located throughout Florida, as proposed by Dr. Walter Pierce, is receiving some consideration. It is important that before such a plan is implemented, we must understand how it would work, what its function would be, and how it would fit in with FASA's overall operation.

Bob Clark and Richard Wells (the Executive Directors of Orange and Seminole Counties associations) proposed to sponsor the third annual FASA Drive-in Workshop, like those previously held in Tampa at Jefferson High School in January 2005 and 2006. Seminole, Orange, and Brevard Counties will sponsor this workshop that will be held in the Orlando area, at a centrally located place, convenient to administrators that would come from all over Florida. Jim Warford said he was very supportive of this initiative and vowed to lend his and FASA's support and participation. It was tentatively agreed that the workshop would be scheduled for the third Saturday in January 2007. **Members of HASA are asked to mark their calendars and are encouraged to attend this worthwhile workshop.**



Tampa Bay Area Coalition Members and Guests



Hillsborough Association of School Administrators

“HASA NEEDS YOU!”

Recruitment Incentive Program

August 7, 2006 – October 2, 2006



The HASA Executive Board is seeking to have 100% of all administrators belong to the organization. By adding your membership, it will help all administrators to stay on the “cutting edge” of our profession. With everyone on board, we will strengthen the association. Please urge any new administrators you know to join this worthy group.

All new members who join before October 2nd will not only receive the great benefits of this organization, but they will also receive a **FREE gift certificate** to any OSI restaurant (Outback, Carrabba’s, Bonefish, Flemings, or Roy’s). For those who join on or before September 25th, gift certificates will be given out during the Fall Social. New members not present at the Social or who join between September 25th and October 2nd will receive their gift certificate in the mail.



Over 75% of all administrators, including the Superintendent and most of her staff, belong to this important association. Join now!

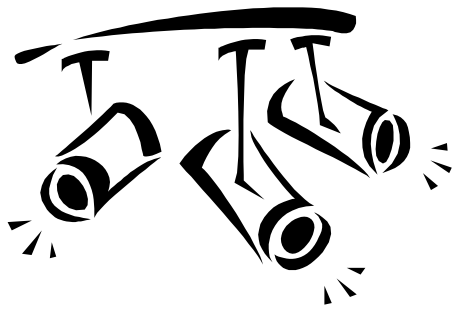
Reasons for Joining HASA

- ✓ ***A forum for all component group members, including retirees, to share mutual concerns.***
- ✓ ***Direct voice with the Superintendent and her staff.***
- ✓ ***Direct contact with our School Board Members via forum with the School Board.***

- ✓ ***HASA membership and representation on the district's Salary and Benefits and Health Insurance Committees and other county-level groups and organizations.***
- ✓ ***Influence with our local Legislative Delegation via the Political Action Committee that endorses and supports state-level political candidates.***
- ✓ ***A Legislative Committee that continues to lobby to improve terminal pay benefits and other retirement benefits.***
- ✓ ***HASA members' presence in Tallahassee during the Legislative Session to lobby for district issues and HASA interests.***
- ✓ ***Monthly newsletter that provides information on latest local and state issues that impact our profession.***
- ✓ ***Networking and coordination efforts throughout the State of Florida with other administrative and supervisory professional groups.***
- ✓ ***Web page that helps to communicate news with members, including updates in benefits, legislative updates, and important future events.***
- ✓ ***A strong voice in FASA to pursue legislative issues that impact our profession.***
- ✓ ***Fall Social for members and invited guests to meet and enjoy professional interaction.***
- ✓ ***Spring Social where members of our component groups are recognized and honored for special achievements.***
- ✓ ***Opportunity to enjoy the fellowship, council, and support of retired administrators and supervisors who understand and appreciate the challenges of our profession.***
- ✓ ***Low and reduced services provided exclusively to HASA members in areas of legal services, investment and retirement counseling, cellular telephone services, and homeowners/automobile insurance.***
- ✓ ***Free legal defense coverage in employment related issues for members in good standing.***
- ✓ ***Opportunity to develop leadership skills and network with colleagues at all levels of administration.***
- ✓ ***A scholarship program for our members who are pursuing his/her degree and teachers who are aspiring to become administrators.***

Have questions or need additional information? Contact:

- John Miliziano at (phone) 857-8893 or (email) jmilizia@verizon.net
- Marilou King at (phone) 684-0675 or (email) mking813@verizon.net



MEMBER SPOTLIGHT



Lewis A. Brinson
Assistant Superintendent for Administration

Lewis Brinson has roots in adult education. He began his tenure with the district in 1974 as a paraprofessional in the Migrant Education Program. Just one year later, he became the Job Specialist at Gary Adult Center and remained there until 1982 when he transferred to teach Social Studies at Eisenhower Junior High School. On July 5th, 1994, he was appointed Principal at Eisenhower. In 1997, Mr. Brinson was asked to head the newly-built Benito Middle School. A milestone in his career was the opportunity to become Principal at Blake High School from 2001-2003 before becoming General Director for Area IV schools. Again, during the month of July 2005, he was selected by Superintendent MaryEllen Elia as Assistant Superintendent for Administration, a job he obviously does well and enjoys.

Mr. Brinson is energized by challenges. He regularly shares his expertise in the education business with current and aspiring administrators. His “open door” policy is refreshing and a welcome addition to the second floor of the four-story building we all know as ROSSAC. His office is comfortable and filled with family photos and memorabilia. He and his wife Beverly have three school-age children, two sons and one daughter. Beverly works for Aetna Life Insurance Company.

Who are your heroes? My grandmother, Rosetta Davis was my inspiration. I was born in Tampa and she raised me after my mother passed away when I was just a baby. She taught me to be fair when dealing with others and always encouraged my sisters and me to not let obstacles ever stand in our way.

What do you like to do for fun? I have always been involved in youth basketball; for many years in the summer league at Riverfront Park. I work out at the gym in the early morning hours and enjoy fishing and biking.

What is the best advice you can give to administrators? Do the best job you can do. You were put in a position so does that well and doors will open for you. In other words, “grow where you are planted.”

What are four words your wife would use to describe you? Supportive, caring, dependable and honest.

What is the biggest change you have seen since you began in education? Accountability issues. Teachers are now forced to teach and teach well. There is much more emphasis on numbers and outcomes.

Booker T. Washington said, “I have learned that success is to be measured not so much by the position that one has reached in life as by the obstacles which he has overcome while trying to succeed. Out of the hard and unusual struggle through which he is compelled to pass, he gets strength, a confidence, that one misses whose pathway is comparatively smooth by reason of birth and race.”

That quote may best describe Lewis Brinson’s philosophy and creed.

Janelle Buck, HASA Historian



HILLSBOROUGH ASSOCIATION OF
SCHOOL ADMINISTRATORS'

2006 FALL
MEMBERSHIP SOCIAL

*“HASA – Working to make
miracles happen every day!”*

When Monday, September 25, 2006
Where *Columbia Restaurant*
2117 E. 7th Avenue, Ybor City
Time 5:00 PM – 7:00 PM

All current administrators should mark their calendars now for an evening that includes:

- complimentary beverages
- Spanish cuisine buffet
- door prizes

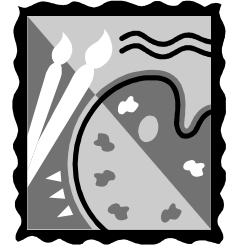
This is an excellent opportunity to meet Mrs. MaryEllen Elia, our Superintendent of Schools, as she shares her goals and vision for the School District of Hillsborough County, as well as an opportunity for you to socialize with fellow colleagues! The HASA Fall Social is open to all administrators, whether or not they are currently members of HASA!



Calling all VOLUNTEERS!!

The HCPS Fair Committee is looking for RETIRED administrators to volunteer as hosts/hostesses for the 27th annual Art Exhibit at the Florida State Fair from Feb. 8-19, 2007. There are over 1 million visitors in a 12-day period of time! More than 600 students' talent and energy were involved in last year's exhibit!

Volunteers are scheduled in 3-hour blocks and begin at 9 AM. through 9 PM. Each volunteer receives two FREE passes for the day and parking is free!



 For additional information and/or to sign up call Barbara Leon at 272-4091



Notes From the Administrative Assistant...

- Marilou King

1. 2006-2007 membership packets have been sent out! If you were expecting a packet and did not get one, please email me at mking813@verizon.net or call me at 684-0675.
2. Our Executive Director, Dr. John Miliziano, has a new email address. To contact him by email, please use the following address: jmilizia@verizon.net.
3. Don't forget to send your home (personal) email so we can add you to the email tree! If you have changed providers, please let me know. Also, please add my email address to your address book so that HASA information sent out does not appear as "SPAM" in your inbox.
4. We'd like to welcome the following new board members to the HASA 2006-2007 Board of Representatives:
 - Charlene Staley, Representative for Supervisors
 - Mark Hunt, Alternate for Supervisors
 - Mike Levine, Alternate for Coordinators/Site Administrators
 - Herbert Peeples, Representative for Middle School Principals
 - Tim Ducker, Alternate for Middle School Principals
 - Chris Farkas, Alternate for Senior High Principals
 - Cynthia Castillo, Alternate for Elementary Assistant Principals