



# Citizens for Education



Fall Issue

October, 2007

**The objectives of Citizens for Education are to ensure a quality education for all students of the Council Rock School District, to better inform the Council Rock community of educational issues, and to increase the involvement of the community in the decision making processes affecting the quality of education in Council Rock.**

## Transitioning to High School: More Activities, Student Survey, Will Help Make the Adjustment Easier and Reduce Stress

Examining transition issues for students in Council Rock High Schools is an ongoing process. At both high schools, there are some activities and programs that take place to ease the transition from middle to high school. Every year, Council Rock North and South have a program planning night in the winter to familiarize parents with course offerings, and each spring middle school students visit their future high school. This year, both schools added two summer orientation sessions when parents and students visited, had pizza and took walking tours. Also at both schools, the freshmen had a barbecue on the first day of school and were given t-shirts with their class graduation year.

At Council Rock North, a few additional opportunities are given to new students and parents to get acquainted with the high school. North has the extended homeroom followed by first period, which allows students to get to know each other by providing different programs each day. This benefits all grade levels, not just freshman. Also at North, a new mentoring program pairs up several freshmen with an upper classman, who helps them adjust to their new surroundings. Ninth grade parents and parents of students new to the district are provided an evening program at the start of school to introduce principals, counselors and others, and answer questions. There is also a 9th grade spaghetti dinner, allowing students to get together with other classmates in a social setting.

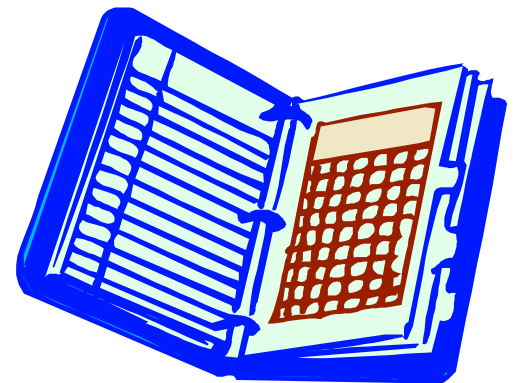
These activities aid students in developing a comfort level with their new school and address their emotional and social adjustment, not just their academic

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Your advocacy organization, Citizens for Education has worked diligently for many, many years to enhance the quality of public education in the Council Rock School District. Your dedicated support is the "backbone" of our existence and longevity. Your participation is the "engine" that will drive us forward. We all have a vested interest in the quality of Council Rock!

Join the effort!

## Mark your Calendar



### **Citizens for Education Annual Membership Meeting**

**Chancellor Center  
Wednesday, November 7, 2007  
Historic Classroom #1  
7:30pm**

## School-by-School Breakdown of Teaching Experience

Citizens for Education went on a fact-finding mission to learn the years of experience, by school, of the teaching staff in the school district. As in any thriving community, it is important to have a balance of experienced individuals along with a newer staff. It allows for positive mentoring, continuity of school culture, and an influx of new ideas and methods of teaching. To this end, we received a breakdown of the teaching staff for each school in the District. **The chart on the next page (3) indicates our findings.**

As the data demonstrates, the school district has a relatively even mix of teachers in every stage of experience, at each of the school levels. The only skewed numbers seem to be in the area of the middle schools (and specifically Newtown Middle School), which is more heavily weighted towards greater years of experience (44% of teachers have been teaching for 16 years or longer, in comparison to the high school – 30 % and the elementary school – 36 %). Of course, this is a snapshot view, and needs to be considered as a baseline assessment to be used over the long term. For example, the fact that the high schools have the population of teachers with the least amount of experience could be a result of Council Rock South, opened just 6 years ago, and the hiring that took place at that time.

It is imperative that, in employing new teachers, the School District use a very selective set of criteria in their hiring practices. The administration has put several systems into effect, including a mentoring program, and a three-year

teacher induction program, using a series of standards that new teachers are reviewed upon.

Citizens for Education addressed the steps leading to employment in the last newsletter. In addition, even the requirements to achieve interview status for a position are rigorous, and take into account many factors. According to the District brochure, all applicants need the following credentials:

- PA teaching certificate
- College transcripts
- Resume
- Three or more written references
- Examples of strong written communication skills
- Superior student teaching evaluations
- Academic strength in subject area of certification
- “Evidence of observable instructional strategies that reflect a standards-base classroom”

Since the hallmark of a school district is its teachers, it is always advantageous to have a high standard for incoming staff.

This article does not in any way address the quality of the teaching staff, nor does it want to imply that years of experience is a criteria for an individual's ability to be a superior teacher. A relatively even distribution of years of teaching experience does, however, ensure that each school has the benefit of those issues mentioned earlier: continuity of school culture, knowledge of what has been done in the past, and an ability to bring about change, as needed.

<b>Teaching Staff Years of Experience</b>					
<b>Location</b>	<b><u>0-5 Years</u></b>	<b><u>6-15 Years</u></b>	<b><u>16-25 Years</u></b>	<b><u>25 + Years</u></b>	<b>Total</b>
CHANCELLOR CTR			2	1	3
CRHS-NORTH	47	73	13	32	165
CRHS-SOUTH	36	67	16	33	152
SLOAN	3	1			4
HOLLAND MID	9	21	7	17	54
NEWTOWN MID	10	24	15	19	68
RICHBORO MID	15	15	7	9	46
CHURCHVILLE	5	22	10	11	48
GOODNOE	23	14	8	14	59
HILLCREST	8	18	10	8	44
HOLLAND ELEM	12	16	4	8	40
NEWTOWN ELEM	19	23	15	6	63
RICHBORO ELEM	9	20	10	8	47
ROLLING HILLS	9	12	8	8	37
SOL FEINSTONE	21	16	12	9	58
WELCH ELEM.	11	23	11	8	53
WRIGHTSTOWN	8	22	2	8	40
Total by Years	245	387	150	199	981
Total by Percentage	25%	40%	15%	20%	100%
High School %	26%	44%	9%	21%	100%
Middle School %	20%	36%	17%	27%	100%
Elem. School %	26%	38%	18%	18%	100%

## Al Funk Moves Over to South To Become the New Principal

The 2007-2008 school year ushers in a new chapter at Council Rock High School South with Mr. Al Funk, the school's new principal. Mr. Funk is no stranger to the Council Rock School District. He embarks on a challenging, new role following his promotion from Assistant Principal at Council Rock High School North. Through his five years at North, beginning as a 9<sup>th</sup> grade principal and following that class of students all the way to their graduation, Mr. Funk gained invaluable insights and experience which make him uniquely qualified for his new job.

Mr. Funk lives in the Warrington area with his wife and five (yes five!) sons, ages 12, 10, 8 and 2-year-old twins. As a child, Mr. Funk attended elementary and middle schools in the Lower Moreland School District. His high school years were spent at La Salle College High School. He earned a Bachelor's Degree in English from Villanova University. After graduation he joined his family's trucking business for a few years. When that business declined, Mr. Funk decided to return to school to pursue a degree in education. He received his Master's Degree in Special Education from Beaver College (now Arcadia University) and his Principal Certificate from Penn State-Malvern.

Mr. Funk began his career in education at the grassroots level, as a teacher assistant and recess aide at Jenkintown Elementary School. Once he was certified, he took a position in the Crisis Intervention classroom at Norristown High School, providing behavioral support for low performing students. After one year there, he moved to a position at

Central Bucks High School East, where he served as an Emotional Support teacher, and later became Department Chair. He gained valuable leadership experience in Central Bucks, as chair of Accreditation for Growth (AFG) committee and on the Blue Ribbon Schools of Excellence Committee, during which time the school was bestowed that honor. Mr. Funk also served as an interim assistant principal at CB East for six months.

His experience led him to apply for an assistant principal job at Council Rock High School North. Mr. Funk came to the Council Rock School District in 2002, a monumental year. The year began with a work stoppage, an unfinished new high school and split sessions for students. While it would be natural to question your decision to take a new job during such a contentious time, Mr. Funk's attitude, on this and most things, was optimistic and positive. "In some ways it's good to start (in a situation) like that. Now I feel like I can survive anything!"

As assistant principal at North, his duties were numerous. Mr. Funk served as liaison to the Math Department, school nurses, and social worker. He served on both the AFG and Strategic Planning committees. He oversaw the Supervisory and Evaluation process and was liaison to the Twilight School and Sloane School. Other responsibilities included CARES, Special Education, PSSA testing and the Child Study Team.

Now at South, Mr. Funk hopes to refresh and enhance the culture that has been developing since the school opened. During the summer, Mr. Funk

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Growth Committee Update:  
Phase 1 of Renovation  
to Focus on Churchville, Holland Ele-  
mentary Schools

As you may have read in previous issues, a Council Rock Growth Committee, or Citizens Advisory Committee, was formed to deliberate the issue of the district's long-term growth in terms of student population and facility infrastructure. Charged with determining how to eliminate 67 full-size modular classrooms that are well past their appropriate life, the committee weighed various options over time, facilitated by Hayes Large Architects, LLP. The committee also reviewed enrollment projections prepared by the Pennsylvania Economy League, which anticipate declining enrollments due to lower birth rates in recent years and a slowdown in residential growth.

Last June, the direction recommended by the committee was unveiled. Building re-utilization, renovations and, in some cases, additions were determined to be the most cost-effective approach to the district's long-term planning, as opposed to building any additional schools.

The plan, proposed to extend 10 years or more, has been tentatively scheduled based on "sequence criteria." For each criterion, each building was evaluated as to whether it should be early, late, or in the middle of the planning period. The order was determined by factors such as projected enrollment changes, necessary modifications and/or upgrades and maintenance to facility systems,

safety and security issues, and educational limitations that were exposed by an extensive Building Condition Study (BCS).

The end result will be the elimination of the district's modular classrooms as well as providing safe, appropriate, effective learning environments well into the next 30+ years.

The Administration intends to implement the proposed plan in stages, with new building projects beginning each year. The initial project, approved by the School Board of Directors, is slated to begin this fall.

The first phase of the plan will include construction and renovation at both Churchville and Holland Elementary Schools. On October 18<sup>th</sup>, the Board voted to hire two architectural firms to do design and engineering; Foreman Architects for Holland Elementary and Schrader Architects for Churchville Elementary. The School Board recently approved the borrowing of \$8.8 million to fund the beginning phase of the project. The BCS determined that these schools were top priority because their mechanical and electrical systems have exceeded their life expectancies and the Educational Support classrooms are inadequate. Most of the renovation work would ultimately be needed for efficiency and operation sake, but would normally be addressed in the Capital Project Planning.

Instead, if implemented on a larger scale rather than as individual capital projects over time, the district will see some reimbursement by the state. Both schools will benefit from adding a central main entrance, the addition of classrooms, and various renovations to address deficiencies. Construction work

*(Continued on page 12)*

## Rolling Hills Elementary in Capable New Hands As Joe MacClay Takes Over as Principal

Joe MacClay is not afraid of change. He's also not afraid of hard work. Last March it was announced that he would become Rolling Hills Elementary School's next principal, replacing retiring 38-year Council Rock veteran, Craig Ogelby.

Though Mr. MacClay did not officially begin his new job until July 1<sup>st</sup>, he spent last spring commuting back and forth between his "old" school, the 1,000-student Cold Spring Elementary in the Central Bucks School District, where he served as Assistant Principal, and Rolling Hills. (In the Central Bucks School District, elementary schools with student populations over 800 students have both a Principal and an Assistant Principal.) During that transition time, he observed every teacher on the Rolling Hills staff and provided written commentary to them about his observations.

On September 4<sup>th</sup>, he opened the building to the students, at a time when every grade level except 6<sup>th</sup> grade had new staff. And by the way, on September 13<sup>th</sup>, he became the proud father of a baby girl, his third child. He also has 4- and 6-year-old sons.

Mr. MacClay graduated from La Salle University, where he earned a degree in Political Science and History. After college he enlisted in the Navy, where he was later medically discharged. With his career path now altered from what he previously thought,

he became interested in the education field and was hired as a substitute teacher in a parochial school. At the same time, he attended Holy Family University and earned his elementary teaching certification. He earned his Master's and Administrative Certification from Delaware Valley College. While pursuing his education, he taught Computers in a South Philadelphia Catholic School, followed by teaching 7<sup>th</sup> grade at St. Ephraim School in Bensalem, before earning a position in the Central Bucks School District. He was initially hired as a 7<sup>th</sup> grade learning support teacher and then moved to 5<sup>th</sup> grade, which he taught for nine years.

One year ago, he started in a new position, Assistant Principal at Cold Spring Elementary. It was shortly thereafter that he learned about the open Principal position at Rolling Hills. "When you are student teaching, you are always looking ahead to when you can have your own classroom. When you are an Assistant Principal, you look ahead to when you can have your own building." With that spirit, he wanted to be part of the process, while not really thinking he'd get the job. That obviously played out a little differently than he initially thought. "For me, I knew the future was either in Central Bucks or in Council Rock. I wanted to be a part of a high-performing, quality school district. I know a lot of people with connections to Council Rock. I guess this was meant to be."

Mr. MacClay said that he wants to use this year as a "learning year" and not make any major changes. But changes, in small ways, are already altering the landscape, from both District and self-directed points of reference. The empha-

*(Continued on page 12)*

## John Radick Takes On CRHS South Roles of 9<sup>th</sup> Grade Principal, Athletic Director

John Radick's new position as 9<sup>th</sup> Grade Principal and Athletic Director at Council Rock South began on July 1<sup>st</sup>, but his story with Council Rock dates back to 1977. It was in that year that Mr. Radick was a new student at Council Rock High School, entering as an 11<sup>th</sup> grader when his family moved to this area from Northeast Philadelphia. Relocating in the middle of your high school career is overwhelming and stressful, but Mr. Radick said his introduction and experience at the high school was nothing but positive. He felt welcome from the first time he walked in the door and that feeling has led to nearly 30 years of continuous service with Council Rock.

As a student, Mr. Radick built relationships with teachers and coaches that inspired him to want to become a coach himself. He earned his Bachelor's Degree in Business from La Salle University and then began working in his family's construction business. During this time, he simultaneously coached basketball at the CRHS (remaining as head coach for 14 years) and pursued his teaching certification from Rider University. He will earn his Principal Certification this February from Drexel University.

Mr. Radick's first teaching position was at Truman High School as a teacher in the Business Department. He held that position for four years and still continued to coach at Council Rock. His desire to teach and coach in the same building led him to move to Council Rock High School as a Business teacher in 1998. When South opened in 2002, he moved to that building, and in 2005 he was promoted to the newly

created position of Dean of Students. At that time the Dean position was half-day, with the other half of the day spent as a Business teacher.

Last year, the School Board approved increasing the Dean of Students position to full time. That proved Mr. Radick is the kind of person who handles change and pressure well. Shortly after the year began, Mike Holland (former principal at South) went out on an extended medical leave. Charlie Cassady, 12<sup>th</sup> Grade Assistant Principal, filled in as interim Principal and Mr. Radick filled in as the "interim Mr. Cassady." Shortly after Mr. Holland's return, Mr. Radick stepped into the role of Interim 12<sup>th</sup> Grade Assistant Principal and Athletic Director (AD), when John Nodecker vacated that position. His experiences during that time led him to apply for the full-time position of 9<sup>th</sup> Grade Principal and Athletic Director when that became available. Out of the 25 Suburban One schools, very few are set up similar to Council Rock, having the same person serve as an AD and Assistant Principal. Additionally, liaison to Math, Health and Phys. Ed and Family and Consumer Science departments fall under his umbrella.

Having coached throughout his entire adult life, he really misses the day-to-day contact with the kids. However, it's not that he regrets that his new role required him to leave his coaching position. As he puts it, "It's not that you get to a point where you want to stop doing something. Instead, you see a broader picture outside the classroom or basketball team, where you realize you can help kids in a different way. I saw an opportunity to positively influence a wider

*(Continued on page 10)*

## Referendum to Eliminate Occupation Tax

The Council Rock Board of School Directors has approved a referendum to be placed on the November ballot, which asks voters if they would like to shift taxes from an Occupation Tax, levied on all workers living in the school district regardless of income, to a 0.2% higher Earned Income Tax.

This referendum is allowed under Act 24 of 2001, the "Optional Occupation Tax Elimination Act," a state law allowing school districts to eliminate their occupation taxes provided the tax shift is revenue neutral to the school district.

The ballot question will read:

*"Do you favor increasing the rate of the Earned Income Tax to a maximum of 1.2%, with the requirement that the increase be used to eliminate the Occupation Tax?"*

Please VOTE on November 6<sup>th</sup> and make your voices heard on this and other issues.



*(Al Funk continued from page 4)*

invited the CRHS South staff to stop in for 20 minutes to share each other's education platform. This gave him the opportunity to be better informed about the ideas and issues the staff were thinking about before students and staff returned to school. A new perspective was illustrated when he welcomed the staff to the building on opening day. Each teacher received a t-shirt depicting the "5 R's" his focus for the year: Relationships, Rigor, Relevance, Resiliency, and Revision.

Other issues were also important from the start. Realizing a need to improve student transition, two days were scheduled during the summer for incoming 9<sup>th</sup> graders for an orientation. Another objective is enhancing student achievement with initiatives such as after-school PSSA remediation. He hopes the school year will afford him many opportunities for informal classroom observations. He looks at that as an opportunity to "catch someone (staff) doing something well." He is pleased that a strong, collaborative administrative level is now in place and is eagerly looking forward to "gelling as a team".

Mr. Funk begins each school day orating a 45 second vignette with inspirational and thought-provoking messages to "set the tone for the day." Each message concludes with the following sentence: "Make it a great day. Or not. The choice is yours."

Citizens for Education is delighted with the choice Mr. Funk has made to take on this new role, and we wish him the best of luck!



*(Transitioning to High School continued from page 1)*

shift.

Another valuable resource the district will be able to use to help students at the high school level is the data collected from a survey that was given to the high school student population in February 2007. Approximately 80% of the students in both schools took the survey, creating a margin of error of less than 1% and a confidence level, in the results, of between 95% and 99%. The results have been analyzed and distributed to school board members, middle school and high school principals and administrators. The results were also shared with the Strategic Planning Committee. **With this actual data assimilated, rather than anecdotal evidence, the district can hone in on specific areas of student needs and create action plans to move in a positive direction.**

To date, the results of the survey have not been shared with parents, students or high school staff, but Superintendent Mark Klein expects to begin discussions with these groups in the near future. Citizens For Education believes that the disseminating of this information to all the stakeholders is vital.

In the big picture, the survey answered some important questions. It demonstrates that the issues faced by our students are “across the board,” and are not centered in any one particular group, or even focus on any one grade level. The major issue the survey revealed was that our high school students are experiencing high levels of stress. In the future, the district wants to hold focus groups with students to look deeper into the stress issues. Mr. Klein stated, “Stress is not always bad and students need to experience stress

to learn how to cope with it. So, along with understanding the stress factors, we will also be working to understand and strengthen the programs and practices we have in schools to address issues of resiliency.” Already, teams have been working together in both high schools to address some of the large concerns that we face as a district regarding suicide and prevention.

Other findings supported that transition programs, as they existed, were an area that needed further attention, as well as the need to strengthen the student-counselor relationship.

Overall, the administration was pleased with the results, because on many of the survey measures, well over 50% of students reported positive feedback. Citizens for Education believes the district needs to study the data and consider ways to improve in the areas where test measures indicate there is room for improvement. The survey can help the district to focus on the areas where greater numbers of students are not feeling as positive, and therefore reliably focus their efforts.

Hopefully, with the new initiatives currently in place and yet to come, the district will be able to help students cope with their new environment and responsibilities in the high-school setting.

Citizens for Education hopes, as the district moves forward to address some of these issues, that this student survey becomes an annual benchmark to track the success of new programs, initiatives and procedures.





## Council Rock Education Foundation Back in Action After a Hiatus

CREF is back! A cross section of community, staff and Council Rock administrators recently reconvened the Council Rock Education Foundation (CREF) after a hiatus from its inception in the 1990's. The non-profit organization's intent is to help enhance education programs that fall outside the realm of school district budgets at no cost to the taxpayer. Funds raised through donations and other initiatives go to award grants to educational programs initiated through requests/proposals submitted by staff.

Last May, CREF was able to award its first grant to an after-school-year program named "Camp Ophelia". Camp Ophelia is a program designed to create a safe place for middle school-age girls to build self-esteem and positive relationships with other girls. Camp Ophelia offers skills-based training in the areas of assertiveness, empowerment and problem-solving. The program helps girls learn strategies to deal with girl bullies, rumors and gossip, while empowering them with confidence to build healthy friendships.

CREF is independent of the school district. To date, funds to support Foundation programs have been raised by donations and family picture day events. An upcoming Family Picture Day is scheduled for Goodnoe and Newtown

Elementary families in November, just in time for portraits to be given as holiday gifts. Tax deductible donations can be made in several forms, such as personal contributions, donations in honor or memory of an individual, family or group, corporate donations, and a "Staff Recognition Program." In lieu of teacher's gifts, this is a great way to acknowledge a staff member. This was widely received at the end of the last school year and CREF hopes that word-of-mouth will spread as a great suggestion at holiday times.

For more information check out the CREF website, located under the top **Resources** tab at [www.crsd.org](http://www.crsd.org).

*(John Radick continued from page 7)*

number of kids."

Mr. Radick is enjoying having the chance to bond with an entire grade level of kids, and he looks forward to staying with them as they move from grade to grade to graduation. "I'm big on relationships. If you can have that, you can overcome many obstacles. I've learned that things can be accomplished when people trust and support each other." He acknowledges the tremendous support he receives from his 9<sup>th</sup> grade assistant, Naomi Simon, his Athletic assistant, Peggy Walsh, as well as the other members of the administrative team at South.

Mr. Radick is thankful for the opportunity to continue to be involved in a community that took him in during his difficult teenage years and provided him wonderful academic and athletic opportunities. Now he is motivated to give back to students in hope that they will feel as welcome and as positive as he did. "No matter what job I do, I just hope all my decisions are based on what's best for kids."

Daniel Griesbaum:  
CRHS North 10<sup>th</sup> Grade Principal and  
Athletic Director

On June 21<sup>st</sup>, 2007 Mr. Daniel Griesbaum was appointed to be the Athletic Director and 10<sup>th</sup> grade principal at Council Rock High School North, replacing Albert Funk, who was appointed to be the principal of Council Rock High School South. In this role, Mr. Griesbaum is also the liaison to the Mathematics, Family and Consumer Science and Physical Education departments, and also in charge of the maintenance/Aramark area at North.

Mr. Griesbaum grew up in the Pottsville area and comes to Council Rock from the East Penn School District, where he served as Assistant Principal at Emmaus High School for four years. Prior to that, he taught Business Education at Reading High School for 10 years and served as a basketball coach during this time. Mr. Griesbaum graduated from Bloomsburg University with a B.A. in Political Science and M.Ed in Business Education. He received his administrative certification from Alvernia College.

Mr. Griesbaum worked as an accountant prior to deciding to go into the field of education, and brings a great deal of experience to Council Rock. He is used to a large high school, as Emmaus has a student population of 3000 in grades 9-12. However, his administrative role there was a bit different. Their Assistant Principals are assigned students al-



phabetically and also interface with the Guidance Counselors, Special Ed teachers, and any other faculty that pertained to his group of students. He developed very diverse skills dealing with all aspects of the student's life. He looks forward to working with the entire 10<sup>th</sup> grade class at North.

As Assistant Principal at Emmaus High School, Mr. Griesbaum began a group called the "Hornet Ambassadors", to assist students in transitioning from the two Middle Schools.

This evolved into a student community outreach organization of over 100 students. Uniquely, this student group was broad-based, from Special Education students to students who were not top achievers to those top achievers who naturally engage in activities. Students would make visits to nursing homes and hospitals to connect with the community.

Mr. Griesbaum says that he has found a "wealth of resources" in Council Rock and "people have been very helpful." He feels he still needs to learn the area and his goal is to acclimate smoothly to the new area and school district. He hopes to develop relationships with the students at CRHS North by meeting them at athletic and school events. He will make himself available for kids and says he "will try to help any kid any way I can. That's why I got into this business!" Citizens wishes him well as he embarks on this new, very busy, facet of his career.

*(Growth Committee Update continued from page 5)*

on these two buildings is expected to commence this summer with any necessary asbestos removal. Since the design and approval process requires a year, actual construction of additions and renovations is expected to begin in phases starting in October 2008, with completion in August 2010.

The long-range plans will be rolled out to the public in the next two months. Thereafter, they will be announced through regular updates at School Board meetings, which are posted on the district web site and televised on cable channel 27 (in November, it will change to channel 28).

To ensure forward progress in a concise, logical and affordable way, two committees--a Design Standards Committee and a Product Standards Committee--have been spawned, consisting of administrators, School Board Directors and staff representing both district- and building-specific needs. The intent is to set district guidelines for both design and product decisions, such as the best approach to security, the number and location of small and medium classrooms, size of core spaces (cafeterias, gyms and libraries, etc.), the extent of air-conditioning, flooring and bus and vehicle traffic patterns. Additionally, for each project, a Building Design Committee will be appointed to add the building principal and staff representatives to the design team.

At this time, the only projects of the 10-year timeline that are certain are the first two schools. Continued monitoring of enrollment projections and the sequencing criteria will determine which projects are next. During the course of Growth Committee deliberations, the priorities have changed for other district

buildings.

Citizens for Education has not always been in agreement with the priorities presented and will continue to closely monitor their evolution. We will continue to report on the progress of renovation projects and district plans in future newsletters.

*(Joe MacClay continued from page 6)*

sis on the e-Friday folder and going "paperless" poses unique challenges in an elementary school, where so much mail moves back and forth between home and school. The new Point-of-Service payment method being piloted in the cafeterias has also brought something new to the school that he and his colleagues around the District are managing. Very soon, a large recycling container will be put on the property to encourage a "greener" attitude in the school and, secondarily, to yield financial rebates back to Rolling Hills. He is also assessing various safety and security issues faced in a building with 10 trailers.

Coming from outside of the District offers Mr. MacClay a very objective view of his new school, which includes the facility itself, the staff and the students. He says the transition has been great. "I am not looking to change things for the sake of change. I look around and ask myself, what's best for kids? What would I want for my children, my children's teachers and in my children's school? I want to take care of the staff emotionally and professionally. I want what's best for kids. We have to take care of each other."

With Mr. MacClay's focus, dedication and enthusiasm it is clear that Rolling Hills is in very capable hands. Citizens For Education wishes him the best of luck!



# Citizens for Education

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## Membership Form

Membership funds enable us to produce our newsletter advocating for quality public education!

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### Citizens for Education

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- **3 Years for \$25.00 (or 1 year for \$10.00) \***
- **Additional Donation (indicate amount) \_\_\_\_\_**

Circle one:

**New Member**

**Renewal\*\***

\*Joining now entitles you to membership through October 2010 (3 year membership), or October 2008 (1 year membership). Membership entitles you to receive our newsletter published semi-annually and voting privileges at our general membership yearly planning meeting, held in the fall.

\*\* Already a member, but need to update information (current address, phone #, e-mail, etc.)?

Please contact [Citizens4Ed@yahoo.com](mailto:Citizens4Ed@yahoo.com).

Citizens for Education is a non-profit, non-partisan community group whose objectives are to ensure a quality education for all students of the Council Rock School District, to better inform the Council Rock community of educational issues, and to increase the involvement of the community in the decision making processes affecting the quality of education in Council Rock.



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