



Women Education Leaders in Virginia Summer 2011



July 31, 2011 Vol. 1, Issue 2

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President's Message

Dear WELV Members,

As we move toward the end of summer and start to gear up for the new school year, we encourage each of you to take an active role in developing your own leadership potential as well as enabling your colleagues to do the same. A membership to WELV provides opportunities to network with other women in education, receive information about upcoming annual and regional events, and stay informed with our quarterly newsletter.

If you are interested in becoming actively involved, then please join us for our planning committee meetings which are listed on the schedule on page 5 or submit a proposal to present at our annual conference in March 2012. In addition, watch for specific information about regional representatives in our next newsletter. Your input and participation are the key ingredients to WELV's success, and we look with you during the 2011-2012 school year!

Sincerely,
Paula C. Lichiello
WELV President



MEMBER PROFILE

Each quarterly newsletter will feature a brief interview with a WELV member.

Name: Mary Ann Hardebeck, Ed.D.

Current job title and location: Assistant Superintendent for Personnel Services, Loudoun County Public Schools

Education: Ed. D. and Masters in Education Administration, Virginia Tech
Masters in Reading Education, Syracuse University
BA in Education, Marshall University

WELV Member: since the beginning – November 1998

What led you to select a career in education?

Two things led me to a career in education. First, I've always loved working with kids. Second, I've always loved the idea that learning is not so much about "being smart" as it is about "getting smart." I read recently that many people believe that our intelligence is fixed, and that decades of research suggest that belief is wrong - - abilities of all kinds are profoundly malleable. I think I believed early on that learning promotes growth, and all kids can reach their potential. I wanted to be part of that change.

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STUDENT PROFILE

Each quarterly newsletter will feature a profile of a WELV graduate student.

Name: Lynne Crotts

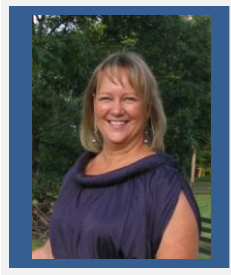
Current job title and location: Doctoral graduate student at the University of Virginia

Education: B.S. in education and psychology from Radford University; M.A. in Counseling from West Virginia University; Ed.S. in Educational Administration and Supervision from University of Virginia

WELV Member: since April 2009

What led you to select a career in education?

I feel fortunate to have chosen one of the most rewarding professions - teaching. As a former art teacher and administrator, it has been my honor to work with children and school faculty



for the past 30 years. From the time I was a young teenager I knew I wanted to support children's growth and development. I hoped that my experiences and knowledge would help them flourish in their lives at school and home. When I was a junior in high school, a small group of us would walk down the hill to my former elementary school and work with the teachers and students.

Luckily, some of my very own teachers still worked there, and were still there when I did my student teaching. I knew then that this was the place for me. My teachers' continued joy and love of children inspired me to be a lifelong learner and teacher.

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Dr. Lorraine Lange named 2011 Virginia Superintendent of the Year

Dr. Lorraine S. Lange, Superintendent of Roanoke County Public Schools, was named Virginia's Superintendent of the Year at the Virginia Association of School Superintendents (VASS) annual conference on Tuesday, May 3 in Roanoke. The State Superintendent of Public Instruction and the leaders of four Virginia education organizations selected her from among eight regional Superintendents of the Year.

Dr. Lange has provided inspiring and innovative leadership in her school district of over 14,000 students. She has significantly improved her district's graduation rate and enrollment in more academically challenging courses despite an increase in the number of economically challenged students in Roanoke County. While the number of students receiving free and reduced lunch assistance has increased almost 10% the last few years, the number of students graduating on-time has increased 1.4% and the number of students enrolled in college dual-credit courses now equals almost a quarter of the entire high school student population.

In presenting her with the Virginia Superintendent of the Year Award, VASS President Philip Worrell said, "Lorraine Lange is a tech savvy superintendent who has capitalized on technology to improve instruction and reduce the socio-

(Continued on Page 6)

Member Profile *(Continued from Page 1)***What is the most rewarding part of your current job/position?**

Working within the school division to help the right people get the right job. It is extremely rewarding to help people enter the teaching profession or to help them step into leadership or support positions to work for students.

Of what accomplishment are you most proud?

Some of the most rewarding aspects of my career have come about as bonds were built with other educators and community members who had high expectations for students and a track record for improving student performance. Whether in my present position as an Assistant Superintendent or as a High School Director or Principal, the work with others to keep the focus on moving schools forward has been the most fulfilling. For example, at Chapel Hill High School our efforts to close the achievement gap and to increase overall student achievement across the board resulted in the school being named twice by the North Carolina Department of Public Instruction as one of the top ten most improved high schools in the state.

What are some of your hobbies?

I enjoy catching up with friends, traveling, reading about travel, theater, bridge and tennis

What is your favorite quote?

"To love what you do and feel that it matters -- how could anything be more fun?" -- Katherine Graham

Is there any other information you would like to share?

Yes, two books I am reading are The Social Animal: The Hidden Sources of Love, Character, and Achievement by David Brooks and La Seduction: How the French Play the Game of Life by Elaine Sciolino.

Student Profile *(Continued from Page 2)***What is the most rewarding part of your current job/position?**

As a full-time dissertation writer, the most rewarding part of researching is continually learning something new every single day.

What are some of your hobbies?

I love to read, go to the movies, watch ice hockey, and travel (all these things when I'm not working on my dissertation, of course)!

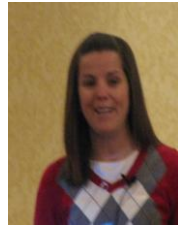
What is your favorite quote?

"One thing life has taught me: if you are interested, you never have to look for new interests. They come to you...All you need to do is be curious, receptive, and eager for experience. And there's one strange thing: when you are genuinely interested in one thing, it will always lead to something else." --Eleanor Roosevelt

Is there any other information you would like to share? I'm also working with the Curry School of Education at U.Va. along with members of the Compassionate Care Initiative and others, on bringing mindfulness to the education community. It's an exciting and rewarding methodology that can ultimately improve educational outcomes for students.



Ladies Who Lobby *by Noelle Ellerson, AASA*



I was humbled to speak with your group during the 12th annual WELV conference this past March. I think I was most struck by presence of both leadership and camaraderie, and it was a truly refreshing environment to step in to. Following that experience, it was a no-brainer when Margaret asked me to put a little something together for the WELV newsletter.

Given that my work has a hyper-focus on advocacy, I thought I would share my top four rules of thumb, the ones that guide my advocacy work.

They can't tell you 'no' until you ask. Some may call it bold, others may call it wreckless. This lesson comes from my childhood. My parents raised my siblings and I to be self advocates, knowing that we couldn't be told "no," until we asked. It was one of the best life lessons that also applies to work. I can't tell you how much information I've been able to obtain simply because I asked for it. Sometimes the perceived barriers to information are just that: perceived. All it takes is a simple, direct ask for what you are looking for. And even when I do hear a 'no', I am then in a place to start a conversation that will hopefully lead to a workable compromise.

Advocacy is a marathon, not a sprint. I'm a runner, and the training for races really parallels successful advocacy work. Success comes from training and the 'training' for advocacy is all about maintaining relationships and keeping communication open. Sure, the final days of a piece of legislation might be flashy and fast-paced, but any successes in getting legislation passed or stalled really stems from the lower-profile behind-the-scenes work that comes from day-to-day conversations with staffers. One of the best tips I have for building an advocacy relationship takes only 15 minutes a month. Dedicate five minutes each week to federal advocacy outreach: The first week, send an email or make a call to your Senator/their education staffer. The second week, email or call your Representative/their education staffer. The third week, email/call your second Senator/their education staffer. On the fourth week, rest. For as ridiculously simple as that sounds, it is amazingly effective. It establishes a regular communication between your school district and your Congress member. More importantly, regular conversation will allow you to share examples of both what works and what doesn't, and as an educational leader, you know the importance of hearing from people in both good times and bad. Fifteen minutes a month is all the marathon training you need for advocacy!

I represent school administrators to Congress, not the other way around. I learned this in my first weeks on the job from my boss. Bruce Hunter has an excellent reputation on Capitol Hill and is largely responsible for the institution of AASA advocacy. He explained to me that consistency in messaging is the key to success, and consistency only comes when you are reflecting the priorities of your members. I take the AASA message to the hill, not the other way around. This helps build strong relationships not only with AASA members, but also on the hill, as staffers come to see that AASA has few hidden legislative agendas and that our talking points come directly from our member feedback. My presentations may give you an update on what is going on in Capitol Hill, but any policy recommendations in the presentation come from AASA members, not from Congress.

Under the radar is the place to be. The results of AASA's advocacy work are a reflection of the amount of work our advocacy team puts in. That's as far as it needs to go, though. We know that the results are in direct proportion to the effort we put in. No need to list accomplishments or keep score. I prefer to fly under the radar. In building a network, I prefer to spend my time building a contact than telling others about the contact I just built. Low-profile is the way to be, and it's an approach that builds a broad, strong network that speaks for itself.

And, lastly, I wouldn't be doing my job if I didn't tell you how to get the latest AASA advocacy information. I post to the blog regularly, and it is the first place we put advocacy news. Short of emailing me daily (which I strongly discourage©), check out the blog at www.aasa.org/aasablog.aspx.

Noelle Ellerson works for the American Association of School Administrators. You can reach her at nellerson@aasa.org.



WELV IS ABOUT TO TURN 13!

By

Margaret VanDeman Blackmon, Executive Director

Wow! It is hard to believe that WELV is almost thirteen years old. A few weeks ago, I located the file I had saved from the "1st Annual Leadership Conference for Virginia Women Educators." It was held on November 12-13, 1998 in Charlottesville and was sponsored by the Department of Leadership, Foundations & Policy at the University of Virginia's Curry School of Education. This conference was the work of Dr. Deborah Versteegen, an associate professor at the Curry School. A highlight of the conference was a candlelight dinner honoring Virginia's women superintendents in the Dome Room of the Rotunda. It was in my second year as a superintendent, and I was pleased to join my colleagues in Thomas Jefferson's Rotunda. (He may have been rolling over in his grave to see women leaders in his former library!)

The following day at the Boar's Head, the featured speakers included:

- Lois Harrison-Jones, the first African American woman superintendent in Massachusetts and Virginia
- Emily Couric, the senator who represented the Charlottesville area in the Virginia Senate
- Charol Shakeshaft, Professor and Department Chair at Hofstra University and author of Women In Administration (Charol is now department chair of Educational Leadership at VCU, recently published Women and Educational Leadership with Margaret Grogan, and is active in WELV.)
- Margaret Grogan, a UVA professor and author of Women Aspiring to the Superintendency. (Margaret is now the dean of the School of Educational Studies at Claremont Graduate University in California)
- Judith Duncan, the very first woman superintendent in Virginia (Wythe County 1981-84 and York County 1984-91)
- Elizabeth Morie, a JMU professor and the third woman to be a Virginia superintendent (Lexington)

Mark your calendars and join us for the 13th birthday of Women Education Leaders in Virginia (WELV) at our annual conference on March 22-23, 2012.

If you would like to submit a proposal to present at our 2012 annual conference please visit our website at www.welv.org
Deadline for submission is Dec. 1, 2011

Dr. Lorraine Lange *(Continued from Page 3)*

economic achievement gap in Roanoke County Schools.” He continued, “Her bold leadership investing in technology in the face of severe budget cuts has paid off in major gains for the students and staff members in Roanoke County.”

Dr. Lange has worked in Roanoke County Public Schools for more than thirty four years. She began her career with the school district in 1976 as a principal and continued to serve as a principal in three different schools until 1988. After that, she served as the county’s Assistant Director of Instruction for two years and as the Deputy and Assistant Superintendent for six years before becoming the district’s chief educational officer in 2006.

The Virginia Superintendent of the Year Selection Committee included the State Superintendent for Public Instruction, the President of the Virginia Education Association, the President of the Virginia Congress of Parents and Teachers, the President of the Virginia Association of School Superintendents and the Executive Director of the Virginia Association for Supervision and Curriculum Development. Dr. Lange was selected as the state winner from eight regional Superintendents of the Year who were chosen from the entire field of 133 superintendents in Virginia.

We are proud to have Lorraine as a WELV member and congratulate her on achievement of being named Virginia Superintendent of the Year!

Calendar of Events

3rd Annual Regional Forum –
Randolph College, Lynchburg, VA
Saturday, March 3, 2012
8:30am – 12pm

2012 Annual Conference –
Charlottesville, VA
March 22-23, 2012
WELV Turns Thirteen!

Conference Planning Committee 2011-2012 Calendar

September 30
October 21
December 9
January 27
February 24



All meetings are held in Zehmer Hall at the UVA campus from 4-5pm.

Add these dates to your calendar and check our website at www.welv.org for call-in information and additional details.

Keep an  out for our Fall

Newsletter coming in late October!