



School Administrators Association of New York State

A history of dedication and service to the profession of school leadership.



“Education of our citizenry is the bedrock for the survival of the republic. It is more important than any other aspect of our society. It is more important up front than military defense; it is more important up front than economic prowess. For you see, it is more important up front because education is where it all begins.”

– Robert W. Melia, SAANYS President, 1995-96

With Appreciation ...

To our publisher:



and the Lifetouch NY Territory Managers:

Craig Brown

Tim Healy

Rob Locke

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Joe Sell

Belinda Waldron

Written and Designed by Michelle Hebert

Project Team

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This project, chronicling the history of SAANYS, envisioned by Executive Director Kevin Casey, turned into somewhat of a trip down memory lane for the two of us as longtime employees of the association. More than a sentimental journey, however, this project reminds all of us at SAANYS of the foundational philosophies that the association was built upon – service to the member, respect for the complexities of school administration, and a commitment to k-12 education in New York State.

The pages and accounts within chronicle that philosophy throughout the decades and bring to life the history that made SAANYS the association that it is today. We are immensely thankful to all those who took the time to share their stories and memories, particularly past executive directors Robert Lancto and Richard Thomas. In addition, few could relate the excitement and turbulence of the early '70s with as much zeal as Stephen Cleary and B. J. Costello, SAANYS' former lobbyists and legal counsel.

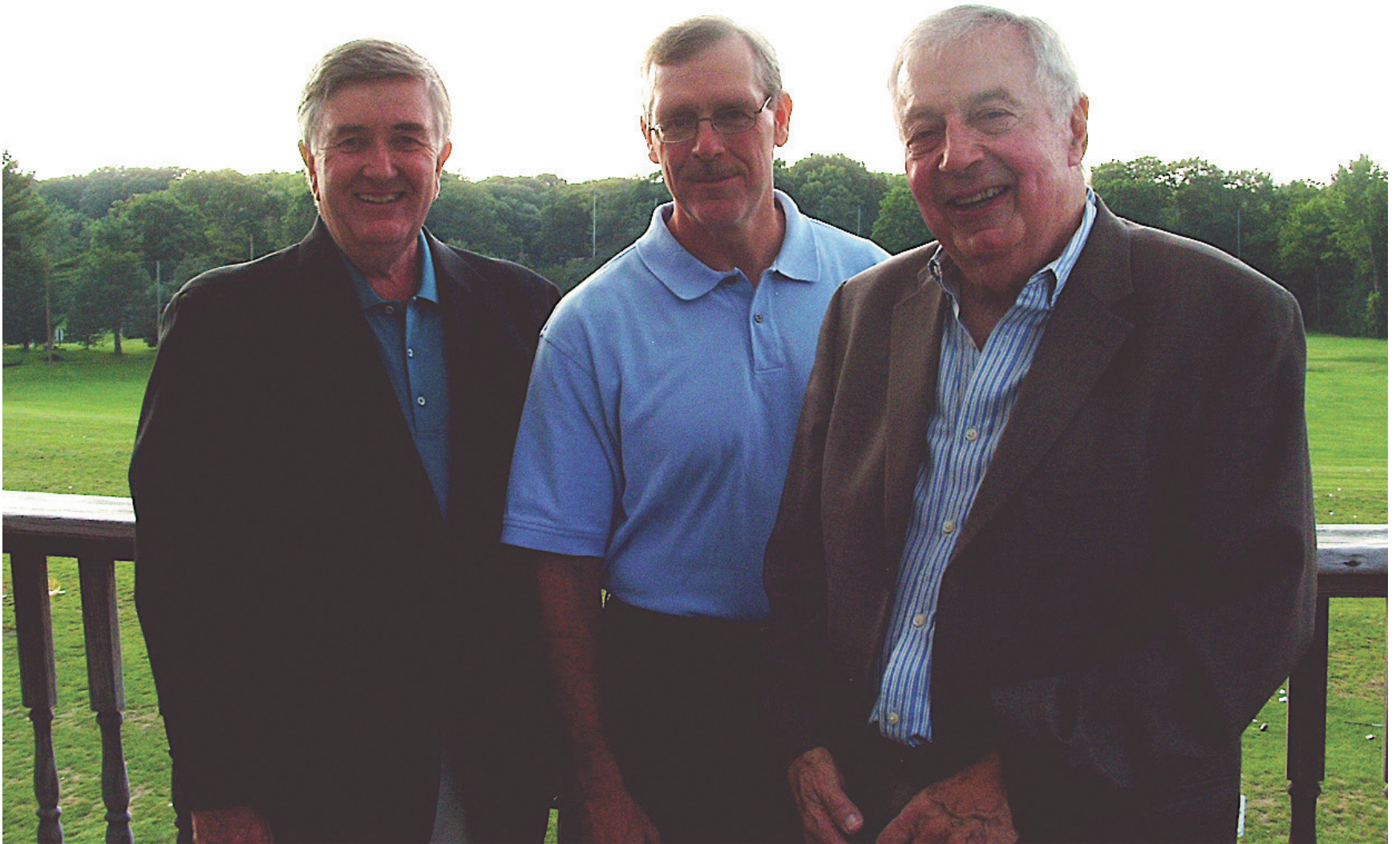
That's where we begin – in the early '70s amid the battle for tenure and a host of other legislative issues that shaped our present day. You'll find timelines, historical documents and content, and personal reflections of it all. We hope you enjoy the journey as much as we did.

Sincerely,

Deborah Taylor
Director of Corporate Services

Michelle Hebert
Director of Communications

Pictured L to R: Executive Directors Richard Thomas, Kevin Casey, and Robert Lancto



Executive Leadership

SAANYS, often mistaken for a union, is in fact a professional association. Webster's Dictionary defines an association as "an organization of people with a common purpose." Our purpose is to support our members, who in turn work every day to improve the quality of public education in New York.

The nature of that support and the related efforts of many (but far from all) are chronicled in this book. Support takes many forms. It is at varying times legal, legislative, regulatory, negotiations, professional development, communications, professional networking, and so on.

Over the years, the issues of the moment evolve, but the need for support is a constant. The individuals who provide and receive the support also change, but again the need for support is a constant. At some point it occurred to me that a book providing an overview of the SAANYS experiences to date might help provide perspective to those who will follow us. Fulfilling our mission to serve and support our members has required facing down numerous challenges in the past. Undoubtedly, new challenges will arise in the future, and new people will step up to face them. Those people will be demonstrating that they share our common purpose: the one which I hope you agree is reflected in this book.

Kevin S. Casey
Executive Director

1972 - 1973	Rowland Ross Executive Director
1973 - 1990	Robert Lancto Executive Director
1990 - 2006	Richard Thomas Executive Director
2006 - Present	Kevin Casey Executive Director

Deputy/Associate Executive Directors

Francis (Bud) Miller
James Shapland
Joseph Purcell
John Cassese
John Yagielski
Kevin Casey
Donald Nickson



SAANYS Presidents

1972 - 2017 | 45 Years of Leadership

1972-73	Dale Caughey	Region 9
1973-74	Lou D'Ascoli	Region 4
1974-75	Warren Hochberg	Region 1
1975-76	C. James Shapland	Region 7
1976-77	Ruth Auer	Region 12
1977-78	James Doolan	Region 1
1978-79	Donald Bruso	Region 5
1979-80	Richard Stank	Region 9
1980-81	Maynard Bowman	Region 7
1981-82	Donald Loughlin	Region 11
1982-83	Robert Walters	Region 4
1983-84	David Kidd	Region 10
1984-85	Richard Germaine	Region 5
1985-86	Dale Hawley	Region 9
1986-87	Phyllis Dean	Region 8
1987-88	Richard Coates	Region 12
1988-89	Ralph Pescuma	Region 1
1989-90	Peter Griffin	Region 6
1990-91	Robert Drennen	Region 5
1991-92	Robert Kampf	Region 4
1992-93	Arlene Sardo	Region 10
1993-94	Norman Kopeck	Region 12
1994-95	Gerard Corrado	Region 1
1995-96	Robert Melia	Region 6
1996-97	Ronald Coleman	Region 6
1997-98	William Grobe	Region 12
1998-99	Rexford Hurlburt, Jr.	Region 9
1999-2000	Sandra Simpson	Region 8
2000-01	Linda Melton Mann	Region 4
2001-02	David Rausch	Region 7
2002-03	Susan Hirst	Region 10
2003-04	Vincent Bruck	Region 5
2004-05	Alene Abrams	Region 1
2005-06	Geoffrey Grace	Region 12
2006-07	Mark Turner	Region 11
2007-09	Bonnie Tryon	Region 6
2009-10	Peter Kruszynski	Region 12
2010-11	Fred Kirsch	Region 10
2011-12	Nadine Jackson Ivey	Region 4
2012-13	Karl Thielking	Region 11
2013-14	Frank Sutliff	Region 8
2014-15	Christine Foglia	Region 6
2015-16	John McKenna	Region 12
2016-17	Paul Fanuele	Region 4
2017-18	Joyce Carr	Region 8

Pictured L to R: Past Presidents Paul Fanuele, Ronald Coleman, Frank Sutliff, Robert Drennen, Mark Turner, Vincent Bruck, Bonnie Tryon, and Geoffrey Grace



Founding Board of Directors

Formed 1972 | Representing 12 State Regions



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

Left to Right – 1st row—Warren Hochberg, Terrence W. Kelly, Mrs. Cecile Timmerman, Brother Peter A. Pontolillo, Donald Brusco, Victor W. Haggar. 2nd row—Michael W. Storonsky, Edward Dalton, Maynard Bowman, C. James Shapland, David T. Clancy, Edward Shalkey. 3rd row—Peter Daraio, Albert Kouba, William J. Springett, Vincent J. Scalise, Mrs. Ruth Auer, William O’Connell.

Region 1

Warren Hochberg, Setauket
James Doolan, West Islip

Region 2

Terrence Kelly, N. Roslyn
Earl Keefer, Baldwin

Region 3

Cecile Timmerman, New York City
Peter Pontolillo, Most Holy Trinity, Brooklyn

Region 4

Edward Russo, Yorktown Heights
John Whearty, Thornwood (Mount Pleasant)

Region 5

Donald Brusco, Spring Valley (E. Ramapo)
Victor Haggar, Valley Central

Region 6

Michael Storonsky, New Lebanon
Edward Dalton, Granville

Region 7

Maynard Bowman, Canton
James Shapland, Lowville

Region 8

David Clancy, Oneida
Edward Shalkey, Delaware Academy

Region 9

John Goodwin, Elmira
Richard Stank, Susquehanna Valley

Region 10

Peter Daraio, Auburn
Al Kouba, Manlius

Region 11

William Springett, Newark
Vincent Scalise, Geneva

Region 12

Ruth Auer, West Seneca
William O’Connell, Pioneer



A message from Past President Paul Fanuele

SAANYS has stayed true to its original focus of being an organization that is member driven. It is an association of members for members. When elementary and secondary administrators came together to form SAANYS in 1972, the main challenge facing members was the removal of tenure in 1971. This removal came without any discussion or deliberation with administrators. The irony of removing a due process law without apparent due process united administrators of all levels and jump-started the mission of SAANYS. The efforts of SAANYS would effectively lead to the restoration of tenure, and the association has never looked back as it advocates for all of its members. The organizational structure of SAANYS ensures that its members will always be the focus. There are over 7,200 members across 12 regions in New York State. The SAANYS Board of Directors has representatives from all 12 regions who voluntarily serve. This structure ensures that the challenges we face at the ground level are at the forefront of any decision-making and/or advocacy initiatives of SAANYS.

Another attribute of SAANYS that sets it apart from others is its focus on professional development. Lifelong learning has always been important but today its value in our personal and professional lives seems to be at an all-time high. Administrators are change agents and need to be at the forefront in learning in order to problem solve and face challenges head on. Administrators need the tools and confidence to be visionary leaders when implementing innovative ideas. SAANYS provides an arena for administrators to learn from each other, work together, and continue to make improvements as we educate our youth. SAANYS allows educational leaders to remain focused on what is most important, our students.

The 2017-18 SAANYS Executive Committee

*L to R top row: Kevin Casey, Paul Fanuele,
Harry Leonardatos, Donald Nickson*

*L to R bottom row: Stuart Pollak, President Joyce
Carr, Regina Huffman, and Tony Cardamone*

I hope you enjoy this book on the history of our association. It is informative and tells the story of how a statewide organization had, and continues to have, a major impact on education.

The SAANYS organization throughout its history has provided its membership the opportunity to belong to a professional organization with a solid foundation that is statewide and now includes a variety of professional titles within its ranks. Belonging to this organization allows us to network and collaborate with administrators who provide services across the gamut, as well as across the state. Being a SAANYS member gives us the opportunity to learn from and lean on one another as we perform our daily duties.

SAANYS also provides us with peace of mind when it comes to being able to function in an ever-changing world where we as school administrators make decisions on a variety of topics on a daily basis and can be challenged in regard to our decisions or actions. The legal support that SAANYS provides its members is invaluable both on a personal level and as a unit. SAANYS' assistance with labor relations and negotiations is priceless, especially in times when our contracts are being publicly scrutinized. Our legal team is here to support our members anytime 24/7; that peace of mind is irreplaceable.

As the educational scenery has changed over the years, so has the SAANYS organization, but one thing that remains constant is that we continue to focus on the mission of supporting school leaders as they help build a brighter future for New York's students. SAANYS, I believe, has had a profound impact on our ability to provide leadership in the past and present. I also trust that together we have a bright future as an organization, whose sole purpose is to support our profession as educational leaders in New York State. I look forward to adding to our illustrious history that is so beautifully captured in this book.

SAANYS 2017-18 President Joyce Carr



2017-2018 Board of Directors

Executive Committee

President | Joyce Carr, Elmira
Past President | Paul Fanuele, Arlington
President-Elect | Regina Huffman, Sewanhaka
Stuart Pollak | Connetquot
Tony Cardamone | Baldwinsville
Harry Leonardatos | Clarkstown

Susan Bonner, Deer Park
Stuart Pollak, Connetquot
Scott Comis, Valley Stream
Emily O'Brien, Plainedge
Hilary Roberto, Arlington
Harry Leonardatos, Clarkstown
Christine Arlt, Clarkstown
Linda Klime, Lansingburgh
Jennifer Drautz, Voorheesville
Andrea Miller, Carthage
Kevin Hulbert, AuSable Valley
Brian Coleman, Little Falls
Kathleen Carney, New Hartford
Michelle Feyerabend, Chenango Valley
Robert Bailey, Elmira
Jeanne Brown, Liverpool
Tony Cardamone, Baldwinsville
Joseph Pustulka, Webster
Gary Manuse, Monroe 2-Orleans BOCES
Charles Smilinich, Williamsville
Larry Badgley, Tonawanda
Arthur Grimes, Syracuse
Timothy Cliby, Rochester
Bruce Gorman, Retiree
Karl Thielking, NASSP Coordinator
Thomas Payton, NAESP Representative

Standing Committees

Government Relations Committee
Conference Planning Committee
Retiree Advisory Board
Vanguard Editorial Board
Awards Committee

Time Capsule | the '60s

The growth of the labor movement in America and the dawn of SAANYs

“To put it in context, the '60s in this country were a time of great civil unrest. In 1967 the Taylor Law was passed, which had a tremendous impact on all of this, that only happened because of strikes by the garbage workers and the transit union workers in NYC, who basically said we’re not going to work. All of this created a need, and Governor Rockefeller did this, to basically set up something called the Public Employment Relations Board, to permit collective bargaining and a whole other raft of relationships between the employer and the employee, to avoid these strikes.

So in 1968 the law was changed to create an exemption called the management/confidential exemption, and school boards decided that principals were part of management because they’re involved with budgets and personnel, so they claimed that principals couldn’t collectively bargain.”

– B. J. Costello



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STRIKE

UNITED INVINCIBLE
TWU - AFL - CIO

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UNITED INVINCIBLE
TWU - AFL - CIO

“The old principal groups were more professional groups before then, it had nothing to do with hard-nosed negotiations or litigation.”

– B. J. Costello

The times they were a-changin’.

The Merger to Form SAANYS

The established associations of the New York State Association of Elementary School Principals and the New York State Association of Secondary School Administrators merge to form SAANYS – the School Administrators Association of New York State, effective September 1, 1972.



“Our new association is now on its way to serving your needs and promoting your interests. We face numerous professional challenges as we cope with the issues and problems confronting education today. As we move ahead, we will be working together **to improve the status of the administrator** as a vital force in the implementation and operation of each school district’s educational program.”

– SAANYS News & Notes Newsletter, September 1972



Rowland Ross (above) serves as SAANYS' first executive director, with Francis (Bud) Miller as associate executive director.



March 11, 1971

Bud Miller makes the motion at the meeting of the officers of the New York State Association of Elementary School Principals and the New York State Association of Secondary School Administrators to merge the associations. The motion was approved unanimously.

April 1971

Little did anyone know at the time that a storm was brewing that would change the course of the profession and have a profound effect on thousands of school leaders and the future of our new association. Surprise legislation passes, removing tenure for school administrators.

September 1, 1972

SAANYS is officially launched with its own constitution and bylaws, with a combined membership of 2,200. Rowland Ross serves as the first executive director, with Bud Miller as associate executive director.

“Sordid Friday” | April 2, 1971

School administrators lose tenure

As SAANYS emerges as a new association, the issue that would frame its future blindsides the profession, forcing SAANYS into new territory as a more assertive advocate for professional rights and protections. It was the early 1970s and it was a period in time that SAANYS and its attorneys and lobbyists will never forget.

“That particular year they were going around some financial issue ... they needed votes, and had a group of legislators headed by Connie Cook – who was chairwoman of the Assembly Education Committee – who were very much opposed to tenure. They kept all the deliberations on the budget absolutely secret; on these ancillary bills, they were making deals like crazy. Then, as now, we were up there every day, sniffing around and trying to figure out what was going on, and all of a sudden, I mean right out of the middle of nowhere, they were closing down the budget, the very last day of budget deliberations, they wheel out this bill as part of the budget. Nobody, I mean half the people in the chamber, had any idea what the hell it was. That was their price, this group of Assembly people, for voting on this budget. **We stood there like someone hit us in the face with a 2x4 – nobody expected it – it was literally like getting shot.**”

– Stephen Cleary, SAANYS Lobbyist

That was the wake-up call for SAANYS. Then Executive Director Rowland Ross set the association's mission in place: **“We have to grow this association and get tenure back.”**



*Connie Cook, Chair
Assembly Education Committee, 1971*

October 1972

First SAANYS Annual Conference at the Concord Hotel in the Catskills with over 700 members in attendance, 1,300 including spouses and guests. The theme was “The Administrator: The Advocate of Alternatives in Education.”

March 1972

After many years of leasing space from the New York State Teachers Association, SAANYS headquarters moves to Washington Avenue in Albany, now leasing space from the NYS School Boards Association.

June 1973

SAANYS issues “sanctions” against the Poughkeepsie City School District and appeals to the education commissioner in support of two Poughkeepsie members. “Members of SAANYS are urgently requested and strongly advised not to seek employment in Poughkeepsie.”



“... so now you have principals who cannot bargain, because they are management/confidential, no salary statute, they had no right to get anything in terms of their salaries, they had no civil service protections at all, tenure was gone, there was no vehicle to have a conversation other than whenever the school board decided we’ll come and talk to you.”

– B. J. Costello

The Growth Rise an Association

& need for increasing legislative prowess

The landscape was indeed changing in Albany, around the state, and in school districts. SAANYS attorneys regularly battled with local school boards to get members some professional protections and the recognition they needed to lead their schools. “It was a sea change in the relationship of principals, assistant principals, guidance counselors, administrators in general, and their work environment,” said attorney / lobbyist B. J. Costello.

SAANYS Executive Director Robert Lancto and chief lobbyist/attorney Steve Cleary, along with Costello, tenaciously traveled the state, recruiting and educating members, turning them into “political beings,” at the grass-roots level – encouraging them to speak with their local members of the assembly or senate to explain their situation regarding tenure and the like, and the effects that these policies were having on our schools. Reflected Lancto, “I spent most of my time on the road, I went from unit to unit, someone said I should be a salesman – I was selling membership.”

“Crisis is always the best, it makes people perform at their highest. Crisis is a good thing, and Bob Lancto used it.”

– B. J. Costello

September 1973

Robert Lancto is hired as SAANYS' second executive director.



October 1973

SAANYS successfully lobbies and achieves an amendment to Commissioner's Regulations now requiring a certified principal for each school, Section 100.3, effective January 1, 1974.

November 1973

The City of Syracuse Association of Administrators joins SAANYS.

December 1973

Oswego City School District posts a high school principal vacancy – salary range: \$17,000 - \$25,000.

February 1974

SAANYS' professional publication, *The Principal*, is renamed the *SAANYS Journal*.

June 1974

SAANYS successfully lobbies and achieves a **mandated contract bill**. Without tenure, a contract bill was a significant and needed victory for school administrators.

The intent of the bill was to offer some professional protections, but importantly, it also paved the way for the impending restoration of tenure.

Spring 1975

SAANYS attorney Steve Cleary drafts a bill effectively declassifying school building administrators as management/confidential, thus once again allowing for collective bargaining under the Taylor Law. The SAANYS bill passes and is signed.

SAANYS Makes Its Mark

Collective bargaining restored for building leaders

School administrators were facing an uphill battle in the early 1970s, but SAANYS took on the challenge. Armed with strong leadership, an active membership, and two young and eager attorneys, SAANYS was fighting for increased professional recognition and support. Attorney/lobbyist, Stephen Cleary then saw an open window in 1975 that would change the future of collective bargaining for school administrators.

“Because of some loose language in the law, some school board attorneys were taking the position that administrators were management/confidential, and therefore couldn’t negotiate,” said Cleary. “So, we [Cleary] drafted a bill, that for the purposes of the Taylor Law school administrators shall be considered to be ‘employees,’ not management confidential. It passed and **we had solidified in law the ability for administrators to negotiate.**”

Reflected fellow SAANYS attorney B. J. Costello, “I was in awe of that. It was another example of how life was changing rapidly in the law and we had this open canvas to go to work on it ... **we made a lot of law.**”

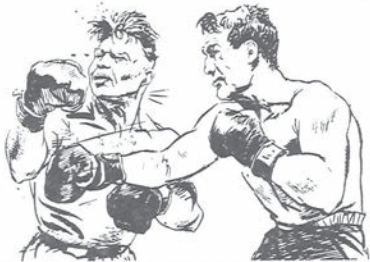
L.1971, c. 503 legislation

L.1971, c. 503, § 5, as amended by L.1971, c. 504, § 2; L.1974, c. 504, § 2; L.1975, c. 854, § 1, provides:

“It is the intention of the legislature that designations of employees as management or confidential pursuant to subdivision seven of section two hundred one of the civil service law as amended by this act [subd. 7 of this section] reflect the extent to which a public employer has from time to time organized itself for collective negotiations. It is not the intention of the legislature to destroy existing employer employee negotiating units such as principals or other school administrators who do not formulate policy or

The Fight for Tenure

FIGHT BACK!



WE'VE BEEN TAKING IT ON THE CHIN LONG ENOUGH!

WRITE! NOW!

SAANYS NEWS and NOTES

“Principals were suffering because of it [loss of tenure] and we had the conditions to explain that. For example, there was a secondary principal in the western part of the state, he had to suspend a student from school because of drugs and a lot of other things that were happening. His father became a board member the next year and worked immediately to get rid of him, and he succeeded.”

“So I drew up a plan for tenure to be restored – a renewable thing. I didn’t like it, but I thought it was the only way we could get it back. Well, they [school boards and superintendents] roared, laughed, said principals shouldn’t have tenure. Well then I talked to Steve Cleary and he said, ‘Let’s go after it, 100 percent.’ We got it passed and the superintendent group was madder than hell.”

– Executive Director Robert Lancto



ANNUAL LEGISLATIVE EDITION

NEWS AND NOTES

SCHOOL ADMINISTRATORS ASSOCIATION OF NEW YORK STATE
150 State Street Albany, New York 12207

Vol III No. 7

Phone 518-449-5829

March 1975

"A SAANYS Member Does Not Stand Alone."

SAANYS LEGISLATIVE ACTION NEEDED NOW!

... THIS EDITION OF NEWS AND NOTES is your guide to legislation introduced and supported by your Association. We solicit the support of each individual member and each local affiliate in order to promote passage of the following important bills which affect the future of our profession.

... RESTORATION OF TENURE —

Assembly Bill 5361 — Mr. Stavisky, et al — Education Committee

Senate Bill 4099 — Mr. Marchi, et al — Education Committee

After more than a month of negotiations and discussions with all representatives of administrators' organizations, including several discussions with SAANYS representatives John Lynch and Stephen Cleary, Dr. Leonard P. Stavisky, Chairman of the Assembly Education Committee has introduced the administrative tenure bill. Senator John J. Marchi has introduced a companion bill in the Senate. Both the Senate and the Assembly bills have many co-sponsors.

The tenure reinstatement bill calls for a probationary period of not to exceed three years. It provides the same fair dismissal procedure during the probationary period as is now enjoyed by teachers. It covers all administrators in all school districts in the State.



CHIEF COUNSEL STEPHEN CLEARY and EXECUTIVE DIRECTOR ROBERT LANCTO plan legislative strategy.

"It was so gratifying for us, because the average school administrator association before this happened was professionally oriented, but not politically oriented and not organized, and that's what Bob Lancto did and he deserves an awful lot of credit for that."

— Stephen Cleary

The Restoration of Tenure | 1975

“They [administrators] walked out of that thing in May of '71, they were sitting there naked in a thunderstorm, no protections at all. Getting tenure back was proof in the pudding of building up the membership of SAANYS to be acutely aware of how they could affect legislation.

School administrators – principals, vice principals, department chairs – they were very responsive, we started a PAC back then, we started to make the individual legislators aware of who we were, the fact that we lived in the district, that we were highly thought of in the district, so when they would go talk to their representatives, it meant something, that was the way it was passed. There were some lucky breaks, there always are, but the real reason was that the individual administrators, through SAANYS, that Bob built up, was able to, in a very classic way, influence enough of the legislators to let the return of tenure go through. What we did was the mechanics of it, the most important part was **the SAANYS members in the field who had spent two or three years making sure that the local legislators understood who they were, what they wanted, why they wanted it, and that they were organized, that they had a statewide organization, and that they weren't going to be pushed around.**”

– Stephen Cleary

July 1975

The bill restoring tenure for school administrators and supervisors is signed by the governor.

December 1975

SAANYS sees significant growth on Long Island with the addition of 82 members of the Brentwood Administrators and Supervisors Association along with 64 members of the Sewanhaka Supervisors Association.

“ We got a principal in each building in '73; we got the managerial/ confidential bill through; then tenure returned in '75. There was a foundation, we were growing then, and people wanted to be a part of it. We kept growing and growing and staying on the leading edge. ”

– Robert Lancto

1976

The Plainview-Old Bethpage school board bans all smoking for students, staff, and visitors.

The Middle School in '76

It is estimated that there are now approximately 4,500 middle schools throughout the United States. ASCD reports a “significant gap” between middle school philosophy and practice. “If answers are not found to serious questions on the underlying rationale and purpose of the middle school, it may flounder, remaining little more than a name and assemblage of grades.”

1977

Administrative tenure continues to be challenged – the NYS PTA adopts a resolution calling for the replacement of tenure with five-year contracts. The resolution is withdrawn in 1978.



Our Children, Our Schools, Our Future

1979 – International Year of the Child

In 1959, the United Nations General Assembly adopted the Declaration of the Rights of the Child. The proclamation of 1979 as the International Year of the Child was intended to draw attention to the many problems that affected children throughout the world and to the fact that in many instances the 1959 declaration had failed many children. A Convention on the Rights of the Child followed in 1989.

“ The International Year of the Child is upon us. If it does nothing else but remind us that our culture is always but one generation away from extinction, the International Year of the Child will have succeeded.



The task confronting us demands that we internalize the grand idea embodied in the International Year of the Child for practical application in the world of teaching and learning. If the chief role of the administrator and supervisor is to enhance that world, then we must take the lead in using tested ways and developing new ways of making sure our children are better prepared to take on the challenges of the adult world than were their forefathers.”

– Donald Brusco, SAANYS President, 1978-79

Issues of the Day

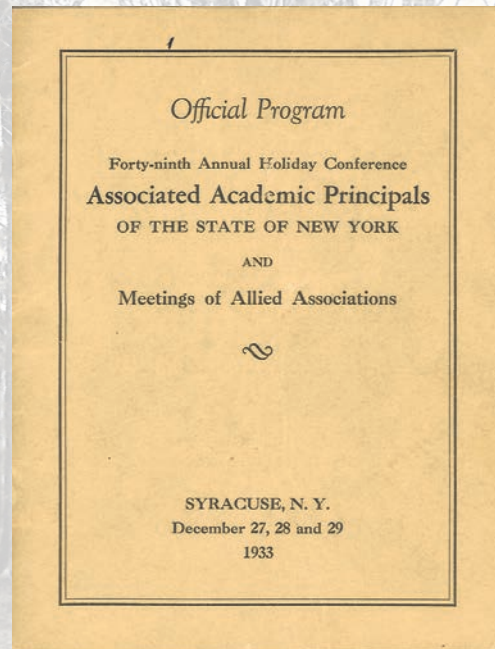
What were the pertinent issues facing schools and school leaders in the mid to late 1970s? Take a peak inside the February and May 1976 issues of the *SAANYS Journal*, which included such article titles as:

- **Those In-Service Workshops**
- **A Team Approach to Mental Health Services**
- **Community Responsive Schools**
- **What is Outdoor Education?**
- **A Case for Teacher Self-evaluation**
- **An Unknown Anomaly: A Profile of the Black Public School Administrator**
- **Group Guidance and Counseling**
- **Career Education: Infusion or Confusion?**
- **Bomb Scares and Fire Alarms in the Public Schools**
- **Bilingual Education for Young Children**
- **Maintaining Student Discipline in the Integrated School**

A Deeper History | 1884

The Associated Academic Principals

Although SAANYS was chartered in 1972, making it a seemingly young association, its roots go much deeper than most are aware. As mentioned previously, SAANYS came about from a merger of the New York State Association of Elementary School Principals and the New York State Association of Secondary School Administrators, both long established professional associations in the state. However, the history of the secondary administrators association can be traced back to 1884 and its predecessor, the Associated Academic Principals of the State of New York. In 1939, the Associated Academic Principals changed its name to the New York State Association of Secondary School Principals, and by 1965 the group was known as the New York State Association of Secondary School Administrators. The elementary principals group, an “Allied Association,” can be traced back to 1930.



Pictured: Falley Seminary, est. 1850, replaced by Fulton High School in 1922

Past Presidents of the Associated Academic Principals | 1901-1919



EXCELLENCE
IN
EDUCATION
1983-84



Time Capsule | the '80s

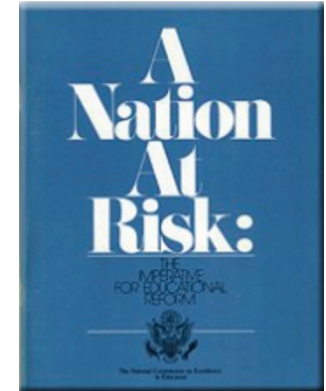
A Nation at Risk: The Imperative for Educational Reform was published in 1983 as “an open letter to the American people” by President Ronald Reagan’s National Commission on Excellence in Education. It overwhelmingly concluded that the United States public education system was “in urgent need of improvement.”

The commission recommended that schools adopt more “rigorous and measurable standards,” have higher expectations for student performance and conduct, and that more time, in the form of a longer school day and year, be devoted to teaching ‘the new basics’ (*Parks, Education Week, 8/04*). The report also offered recommendations for improving the teaching profession, recommending that salaries for teachers be “professionally competitive, market-sensitive, and performance-based,” and that teachers demonstrate “competence in an academic discipline.”

The commission in its findings went so far as to declare that **“if an unfriendly foreign power had attempted to impose on America the mediocre educational performance that exists today, we might well have viewed it as an act of war.”**

The report certainly had many critics. However, it still had a strong impact on American education and is said to be the impetus for the modern standards movement and focus on school accountability (*Weiss, 2003*).

Most notable of those critics were David Berliner (SAANYS’ 2015 Annual Conference keynoter) and Bruce Biddle, authors of the 1995 rebuttal, *A Manufactured Crisis*, which argues that the largest challenges to student achievement are actually societal and economic issues.



“The educational foundations of our society are presently being eroded by a rising tide of mediocrity that threatens our very future as a Nation and a people.”

– U.S. Department of Education, 1983

March 1980

The Association of Supervisors and Administrators of Rochester (ASAR) votes to join SAANYS. One of SAANYS' largest units then and now, ASAR currently has 385 members with SAANYS.

1987

Thomas Sobol is named New York State Commissioner of Education.

May 1988

The SAANYS Board of Directors officially examines shared decision-making, concluding with "areas of decision-making where collaboration would be most effective."

November 1989

As membership reaches 4,200, Robert Lancto announces his retirement, and the search for a new executive director begins.

ROCHESTER ADMINISTRATORS AND SUPERVISORS AFFILIATE WITH SAANYS



JOHN TOSCANO, VICE PRESIDENT, ASSOCIATION OF ADMINISTRATORS AND SUPERVISORS OF ROCHESTER (ASAR) IS CONGRATULATED BY EXECUTIVE DIRECTOR ROBERT LANCTO AND SAANYS COUNSEL B. J. COSTELLO AFTER THE P.E.R.B. BALLOT COUNT WHICH REVEALED THAT ASAR MEMBERS VOTED TO AFFILIATE WITH SAANYS. THE VOTE COUNT WAS HELD AT P.E.R.B. HEADQUARTERS IN ALBANY ON MARCH 18.

A Growing Association

As SAANYS continued to grow, so too did its reputation for protecting members' professional rights. Negotiations were at the core, coupled with powerful legal and legislative representation at the individual and organizational levels. Enhanced by increasing professional growth and collegial offerings, SAANYS' reputation as a full-service professional association took hold in the '80s from Rochester to Long Beach.



Standing around Executive Director Robert Lancto, are (L to R), Melanie Seguin, Linda Castilla, Beverly Hackett, David Kidd, Kathleen Bievenue, Patricia Igoe-Hans, and Deborah Taylor.

“SAANYS protected city administrators ... negotiations were our lifeline and we didn't make a decision without SAANYS.”

– James Cannon, Past Unit President,
Syracuse Association of Administrators and Supervisors

“ SAANYS provides a forum for developing, integrating, and facilitating continuing growth in administrative expertise. ”

– A. Victor Jonus, Chautauqua



Standing: Gerard Corrado, President Pescuma, NAESP Representative Irving Schwartz, Elizabeth Scott; seated: Frank Carnese and Earl Mosley.

“ SAANYS provides a support system and a circle of friends that significantly enhance one's profession and one's life. ”

– Elizabeth Scott, Oyster Bay



Plattsburgh National Leadership Workshop

“ The longest running hit on the educational circuit. It was the greatest for camaraderie, education, and developing membership. ”

– Peter Griffin,
SAANYS Past President and
Leadership Workshop planning team member

For 35 years, from 1956 to 1991, hundreds of school administrators and prospective school administrators gathered for two full weeks each summer in Plattsburgh, New York, “to study, to learn, to share, to laugh.”

The workshop was nationally recognized and cosponsored by SAANYS’ affiliates, the National Association of Elementary School Principals and the National Association of Secondary School Principals. National presenters and university leadership program professors, along with support and endorsement from SUNY Plattsburgh, brought hundreds to the Lake Champlain area for an intensive two weeks of professional learning to gain college credit toward advanced degrees.

Educators flocked to the Adirondacks for more than educational credits and quality programming; the setting provided an ideal place to rejuvenate and make professional connections that would last throughout one’s career. Social programs included everything from legendary sporting competitions to game nights and boat cruises on Lake Champlain.

“The experiences at Plattsburgh were my introduction to SAANYS as an influential professional association for educational leaders. As a result of an outstanding course on instructional leadership with Dr. John Lovell, I spent a year studying under his guidance at the University of Tennessee. This led to administrative certification, 18 years as a principal and, ultimately, to my work at SAANYS for the last 15 years. **The National Leadership Workshop was critical to the careers of many of our members over the years.**”

– Donald Nickson, SAANYS Deputy Executive Director

Decades at a Glance

1977

“Administrators in Defense of Education will rally at the Concord Hotel on October 16-19 in order to support and promote our beliefs in A School for Everyone.”

1987

Topics focused on “the major issues facing school administrators”:

- AIDS Education
- Teacher Evaluation
- Shared Decision-making
- Suicide Intervention
- Classroom Motivation

1997

“The Heart and Soul of Educational Leadership” in Buffalo, New York.

2007

Saratoga was the place to discuss:

- Leading for Diversity
- Smaller Learning Communities
- Leading New Technologies


The SAANYS Annual Conference

Since long before SAANYS was formed, and even prior to its predecessors, the New York State Association of Elementary School Principals and the New York State Association of Secondary School Administrators, school administrators have been convening to advance their skills and knowledge base and to promote professional camaraderie.

This practice is both traditional and practical, as the task of leading schools that meet the needs of all students – rich or poor, struggling or gifted, eager or disengaged – is ever changing and ever challenging. As an educational association, **SAANYS holds professional growth to be of equal importance to professional protections.** It is only when these services are delivered together in equal measure that members are truly supported to the degree that is necessary for our schools to thrive under their leadership.

The first official SAANYS Annual Conference was held October 15-18, 1972, at the Concord Hotel in the Catskill Mountain area, New York’s vacation and entertainment mecca of the time for families and professionals. Over 700 members were in attendance, approaching nearly 1,300 including spouses and special guests. Workshops covered the issues of the day, including the Alternative High School Program; Alpha Learning; Contracts for Nontenured Administrators; Differentiated Teaching Models; Changing Teacher Behavior and Attitudes; Accountability: Teacher & Principal; Evaluations; and more.

PROCEEDINGS
55th Annual Meeting
Associated
Academic Principals
of the State of New York



December 27, 28, 29, 1939
Syracuse, N. Y.

FIRST ANNUAL CONFERENCE

CONCORD HOTEL
Kiamesha Lake
October 15-18, 1972

Theme: The Administrator:
Advocate of Alternatives
in Education

- Nationally-Known Speakers
- Discussion Groups
- Workshops
- Preconference Institutes
- Professional Growth
- Exhibits of Textbooks, Materials
Equipment, and Services
- Special Program for the Ladies

saanys

SAANYS STATE CONFERENCE
October 20-23, 1974
Concord Hotel — Kiamesha Lake

Theme:
"The Administrator-Competence Makes
The Difference"

.....The Annual SAANYS Conference-October 20-23, 1974, Lake Kiamesha-Concord Hotel
Theme—"THE ADMINISTRATOR—COMPETENCE MAKES THE DIFFERENCE"

Headliners
Daniel Schorr-CBS noted commentator—best known for investigative reporting on "Watergate"—"Our Poisoned Air"—"The Day They Had To Close The Schools"—"Don't Get Sick In America"—"What Are We Doing To Our Children?"—and "A Boy Named Terry Ligan"—Mr. Schorr has served throughout the world and should be an outstanding keynoter for Sunday night's opening program on October 20th at our conference.


Dr. Frank Brown-Noted educator will speak on "Reform of the Secondary Schools—Implications for the Elementary Schools" Frank Brown's many experiences in educational reform of secondary schools makes him a great choice for the second keynote spot.

"Daniel Klepak The Year After" WILL CLOSE OUR CONFERENCE ON Wednesday morning, October 23rd, since he has studied certain aspects of education, Mr. Klepak will focus on the need for solid leadership in the administrator's chair. The educational administrator makes the difference will be highlighted by Mr. Klepak.


In addition to the above-workshops-seminars-discuss-rap sessions-model schools will be presented. Dr. Jehu, Zachary Clements, Lillian Glogau, Linda Larnel, Dr. William Jones, Bob King, David Weeks and many other headliners will lead the many sessions on competencies, school reform, legal relationships, Reading-The Administrator's Failure!, Mainstreaming the Problem Learner-Are You Ready?, Sexism in the Schools and many other subjects.

The CONCORD RESORT HOTEL
Kiamesha Lake, NY 12751 A Parker Family Resort

22nd Annual Conference
School Administrators Association of NYS
OCTOBER 17-20, 1993



TWENTY-SIXTH ANNUAL CONFERENCE
of the
SCHOOL ADMINISTRATORS ASSOCIATION
OF NEW YORK STATE





The Heart and Soul
of
Educational Leadership

BUFFALO, NEW YORK
NOVEMBER 1-4, 1997

SARATOGA

SAANYS 1999 Annual Conference

October 23-26, 1999

40th Annual Conference
Hyatt Regency, Rochester

Keynote Speakers
Anthony Muhammad, Ph.D.
Transforming School Culture:
How to Overcome Staff Division
Author of the book *Transforming School Culture: How to End Staff Division* (2009) and a contributing author to the book *The Collaborative Administrator: Working Together as a Professional Learning Community* (2008).

Jeff Livingston
Be the Change. Don't Watch the Change:
The Enlightened Administrators Guide to the Future of the American High School
Senior vice president of Applied Career and College Readiness Learning Solutions Center for McGraw-Hill.

Pre-Conference Screening
RADE TO NOWHERE
A concerned mother turned filmmaker aims her camera at the high-stakes, high-pressure culture that she says has invaded our schools and our children's lives—in what she calls a "race to nowhere."

October 23-24, 2011





Traveling the Road Ahead

ANNUAL CONFERENCE
OCT 23-24 2016

SURVIVING TO Thriving

THE SAGAMORE RESORT
LAKE GEORGE, BOLTON LANDING, NY







Time Capsule | the '90s

A time of transition and a new vision for the association and education

“Before we enter the 21st century, it is time to take stock and review our dedication toward making the school administration of our schools the best in the United States. Surely, there are many good things happening in our schools, but to feel we cannot improve upon them would be a mistake. We can, and will, always get better.

Opportunity in shared decision-making, cooperative learning, new compacts, excellence and accountability and creativity during critical financial times are but a few of the challenges awaiting our input.”

– Robert Kampf, 1991-92 SAANYs President
1991 Annual Conference Address, Saratoga Springs

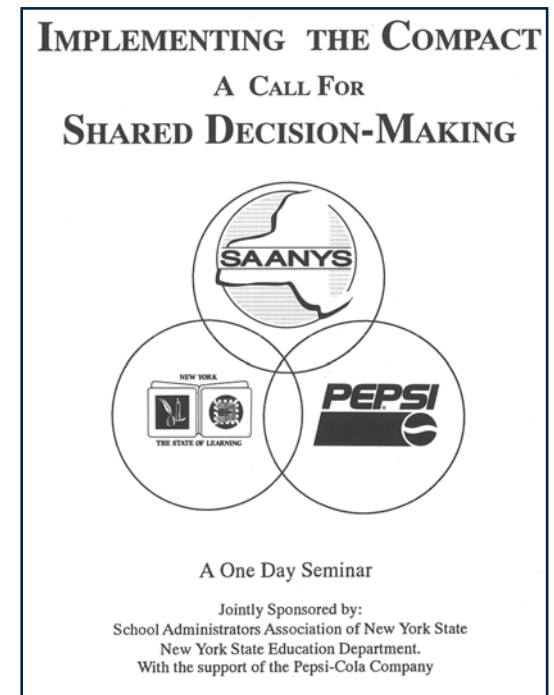
Compact for Learning

In 1991 the New York State Board of Regents adopted **A New Compact for Learning** as a “comprehensive strategy for improving public elementary, middle, and secondary education results” in the 1990s.

The Compact’s endorsement followed a series of revisions based on the recommendations of concerned members of the community, including teachers and school administrators, as well as professional organizations such as SAANYS. As per SAANYS’ recommendation, the Compact was expanded to more adequately reflect the role of school principals and supervisors in school reform measures. In an entirely new section entitled “The Principal,” the revised Compact stated:

“Strong leadership is vital to an effective school. The principal sets the tone; by encouraging teamwork and collaboration, by welcoming participation of parents and community members in the life of the school, by monitoring the performance of teachers and other members of the school staff, and above all, by expecting steady progress and high achievement of all pupils, the principal plays a key role in the New Compact for Learning. In many schools other administrators and supervisors also have important parts to play; their contributions to the total team effort are needed for success.”

– SAANYS News & Notes Newsletter, May/June 1991





A New Era in Leadership

The promise of a new decade also brought with it new leadership to the association as Dr. Richard Thomas took the helm as executive director on October 1, 1990. “**Dick brought a vitality to SAANYS** that was important,” reflected 1991-92 president Robert Kampf ... “a new wave of getting more involved.”



“The future will require intensive efforts at collaborative problem solving, which will involve all school-community constituencies. SAANYS has the responsibility to **lead in the quest for excellence** in education, while serving the needs of our membership.”

– Richard Thomas, June 1990



*Executive Director
Dr. Richard Thomas*

December 1990

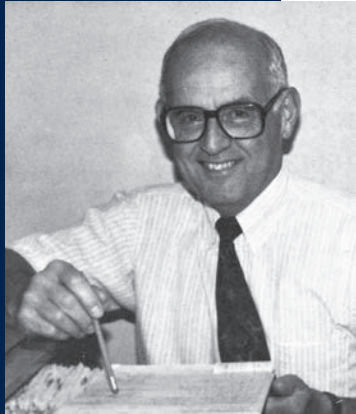
SAANYS institutes a number of standing committees to enhance the participation of the statewide membership. Committees on conference planning, legislation, member services, retirees, awards, and SED liaison were just a few avenues for greater professional involvement.

February 1991

The Board of Directors and executive director launch 10 Strategic Goals “to lead SAANYS into the 21st century.”

A Member-Driven Association

*Deputy Director
Dr. Joseph Purcell
joined the SAANYS
team in July 1991.*



October 1991

The membership votes to revise the SAANYS constitution. Among other items, the revision allows large city membership units (such as Rochester and Syracuse) to elect one voting representative to the SAANYS statewide Board of Directors for a two-year term.

December 1991

SAANYS' headquarters relocates to 4 Wembley Square in Albany (pictured on page 42) in order to "expand the scope and breadth of our member services."

“In the beginning, I brought in a think tank group to explore every option – we were getting organized. All of these things started to come together. Membership was increasing and we were building really good relationships with other education organizations. We had a new constitution that talked about **‘members’ and not just principals**. We were exploring ideas for the future. The biggest thing was that we formed all of these committees. Prior to this we had no mechanism for membership involvement. We created committees on curriculum, publications, the conference, government relations, etc. **This was the way of bringing members into the involvement of their association...** a member-driven association.”

– Richard Thomas

Regional Representation

With the focus on quality service and member input to drive the future direction of SAANYS, its regional structure became more important than ever. From local representation at the negotiations table to local events that developed professional networks and personal friendships, the concept of a full-service association propelled growth and camaraderie. Key to this was and is the role of the regional representative. “Collegiality at the local level is very important,” comments past president and former representative Richard Coates. “You can’t do it alone and you find out that you have people with you and there is strength in numbers.”



“The idea that we as regional reps made appearances not only at meetings but by visiting individual schools brought forth to them that there was a segment here from SAANYS available to answer questions and help them out with any needs. I enjoyed that more than anything else – visiting the individual administrators who felt more at ease sharing with you whatever their needs were. That probably meant more than anything to them.”

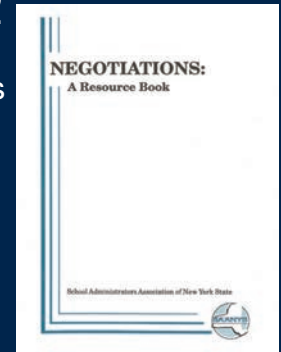
– Robert (Bob) Garrow, Retired Region 7 Representative

July 1992

SAANYS hires its first full-time director of professional development.

March 1992

The “Negotiations Handbook” makes its debut.



May 1992

The first member salary and benefits data report is issued. SAANYS continues to publish regional and statewide annual salary surveys today as a key negotiating tool for units.

May 1993

Working with the New York State Police, SAANYS presents the “Violence in Schools” workshop in 13 cities throughout the state.

October 1992

The SAANYS Board of Directors creates the Magellan Foundation – an independent 501(c)(3) charitable organization.

The foundation grew out of a need recognized by SAANYS to facilitate improvements in education by linking those who know what is necessary to improve the quality of education with the resources to make it possible. The foundation serves as a conduit through which businesses, charitable institutions, and other organizations can partner to offer quality programming to support school building leaders and the students they serve.



Since its inception, the Magellan Foundation has brought many unique opportunities to school administrators by partnering with a variety of organizations including the New York State Education Department, the Gates Foundation, BOCES, and other education associations.

In 2001, the Magellan Foundation, in partnership with SAANYS and the New York State Council of School Superintendents, received a \$7.5 million grant from the Bill and Melinda Gates Foundation as part of the Gates Foundation State Challenge Grants for Leadership Development. The grant was a national commitment to help provide every superintendent and principal access to state-of-the-art professional development, with a focus on whole systems improvement and technology integration. The program became NYTALKS (Technology, Achievement, Leadership, Knowledge, and Skills) and resulted in a multiyear professional learning endeavor around the state.

It was an exciting time for the foundation, SAANYS, and the membership and was an example of how SAANYS was focused on creating quality partnerships with other education groups for the greater good of educational advancement. **“True progress will only be made on the wheel of collaboration,” said then SAANYS Executive Director Richard Thomas. “The foundation grant will begin turning this wheel as SAANYS, NYSCOSS, and the State Education Department combine their resources to offer leaders the tools they need to take their schools and students into a new era.”**

The Magellan Foundation has spearheaded numerous innovative professional growth programs for school leaders. In addition to the Gates Foundation Grant, here is a snapshot of just a few of the programs presented throughout the years:

The Cornell University School Leadership Assembly

These leadership retreats were developed in cooperation with the State Education Department, the NYS Council of School Superintendents, and the NYS Association of School Business Officials.

Technology Workshops

The foundation and SAANYS have a valued partnership with the NYS Association for Computers and Technologies in Education (NYSCATE), offering such programming as iPad workshops and Google Camps.

SED Professional Development Grant

In 2015, the Magellan Foundation was awarded a grant from the New York State Education Department in response to the growing need for professional development and support for New York State's instructional leaders. The LIFT NY program kicked off in July 2015 with instructional leadership institutes in Rochester, Albany, and Nassau County.

Mentor Coach Service

The Magellan Foundation, SAANYS, and the Educational Learning Corporation began the Mentor Coach Service to support new and midcareer administrators. It has expanded today to include a statewide group mentor coaching model.



September 1996

SAANYS Executive Committee and staff
break ground at 8 Airport Park Boulevard.

A Place to Call Home

SAANYS breaks ground on its new headquarters

By 1996 SAANYS had expanded its services, and the staff that delivered those services, to the point where it needed physical expansion as well. At this time the SAANYS Board of Directors concluded that it was in the best interests of the organization to no longer rent space, as it had for many years, but to own a headquarters capable of serving a state-wide membership. In addition, reflected then board member Joanna Orr, **“The board felt we needed a home and we needed to show people we were serious and we were there, and we were not going to go away.”**

The goal was also to allow enough building space for SAANYS to rent to other educational organizations with similar missions of advancing opportunities for educators and students. Today, 8 Airport Park Boulevard is home not only to SAANYS but also the New York State Retired Teachers Association and the New York State Public High School Athletic Association.

“ The building is a visible edifice and tangible manifestation of our history and of our commitment to the future. ”

– 1994-95 President Gerard (Gerry) Corrado

September 1995

Membership reaches 4,800.

June 1996

Once again SAANYS members rally, this time to secure critical federal dollars. The effort is acknowledged by then Commissioner Richard Mills.

Dear Dick:

Thank you for the help you and your associates gave on behalf of the New York State Education First Alliance, our grassroots campaign to promote federal education funding. We came a long way back from what might have been a \$300 million loss to New York in fiscal year 1996. Your calls, letters, and other actions made it happen.

We now have to look ahead to negotiations on 1997 dollars. I hope we can call on you again to persuade the Congress that the federal government must continue its key support of education. ...

– Richard P. Mills

October 1996

SAANYS joins the tech revolution by launching SAANYS.org and email communications.



Advocates for the Profession

The need to support school leaders beyond the bargaining table is what has sustained SAANYS as a full-service association. Throughout the years there have been ongoing battles about tenure and evaluations, discussions about the role of school building leaders, and more, but nothing shook the profession to the core as a tragic incident in the spring of 1997. A superintendent of schools committed suicide following yet another acrimonious executive session meeting with her board of education. The incident propelled SAANYS to take a stand in the form of “An Open Letter to the Educational Community.” The lengthy commentary by Executive Director Richard Thomas was printed in June 1997 in *Education Week* ...

“ ... Somewhere during the last decade the veneer of civility within the educational community has been lost. We have been required to accept in our public life behavior we would not tolerate in our private lives. In some communities, the divisiveness between elected members of a school board and the superintendent has reached the point of a blood sport. Once stirred, the acrimony spills over into the school district, to the administrative team, to the teachers and support staff, to the parents, and to the students. Sides are chosen, and odds are placed on the combatants – only these odds are manifest in the behaviors people display. In the end, just like any other war, no one wins and everyone loses.” ...

“An association does more. There were people on Long Island who saw the need to attend to the professional side of school administration, and my sense is that those people, including Irving Schwartz and others, formed SAANYS so that it would not only serve union rights to bargain for salary, benefits, and working conditions but also provide for the professional needs and growth of administrators.

That kind of personal support and legal support together make a powerful service component which very few other organizations – none in our field – provide.”



– Dr. John Cassese,
Regional Representative, Suffolk Co.;
Past Deputy Director

Advocates for Public Education

“The funding that we get and the programs that we have had to cut, especially over the past three years, are not in the best interests of our kids.”

– Kathleen Carney, past Elementary School Principal of the Year, Herkimer

“I’m not against testing, I’m against over-testing, and I’m against testing that isn’t clear or for a purpose that isn’t defined.”

– Mark Mambretti, past Middle School Principal of the Year, East Aurora

“No measure of performance used for high-stakes purposes should put the best interests of students in conflict with the best interests of the adults who serve them.”

– Carol Burris, past High School Principal of the Year, Rockville Centre

Central to the SAANYS mission is the support of, and advocacy for, public education and policy and legislation that are in the best interests of New York’s schoolchildren. Since the 1970s when SAANYS was thrust into the political arena, the membership continues to rally to support and strengthen our public schools.

The long-standing SAANYS Government Relations Committee (GRC), an extremely active committee of members from around the state, continues that tradition, meeting regularly in the capital city to establish legislative priorities for the association and lobby those issues on behalf of fellow educators. The years have seen both state and national legislative battles over education funding, safe schools legislation, mandate relief, standards and assessments, support for special education and English learners, privatization, teacher and principal evaluations, professional development funding, NCLB, ESSA, APPR, and more. And throughout the years, the SAANYS membership has stood up, spoken out, and answered the call.



**KIDS,
Not Cuts!**

**SUPPORT
PUBLIC
EDUCATION!**
PRE-K THROUGH POST-GRAD

**SUPPORT
PUBLIC
EDUCATION!**
PRE-K THROUGH POST-GRAD

**SUPPORT
PUBLIC
EDUCATION!**
PRE-K THROUGH POST-GRAD

**March
For Public
Education**
Pre-K through Post-Grad
May 3rd
An Alliance

**KIDS,
Not Cuts!**

**KIDS,
Not Cuts!**



The 2000-2001 SAANYS Executive Committee:

*Top L to R: President Linda Melton Mann, Susan Hirst, Vincent Bruck, Executive Director Richard Thomas
Bottom L to R: Past President Sandra Simpson, President-elect David Rausch, and Alene Abrams*

A Seat at the Table

Women in administration – and the presidency

In 1976 Ruth Auer became the first female president of SAANYS, but progress was slow for women in educational administration. While women dominated in the classrooms around the country, the principal's office was a different story. Slowly, through tenacity and confidence, the voices of many intelligent and talented women began to rise. Today, women outnumber their male counterparts within the SAANYS membership.

“When I came to SAANYS it was all men,” reflects past president Linda Melton Mann. “A trailblazer back in those times as a woman in administration meant having to make your voice heard. There were times you would be in a workshop and they would talk over you. My thought was I had an opinion and I was going to say what I had to say. I applaud SAANYS for giving me the opportunity to be the president and an outstanding administrator ... I would not be the administrator I am today without the association because I knew if I had a problem I could go to SAANYS. **There is a comfort level knowing you guys have our back.**”

“When Dick came in it was time for a change and more women started coming to the conference. Things changed. Dick welcomed everyone.”

– Linda Melton Mann, 2000-01 President

Women in the Lead as SAANYS Presidents



1976-77	Ruth Auer (<i>pictured above</i>)
1986-87	Phyllis Dean
1992-93	Arlene Sardo
1999-2000	Sandra Simpson
2000-01	Linda Melton Mann
2002-03	Susan Hirst
2004-05	Alene Abrams
2007-09	Bonnie Tryon
2011-12	Nadine Jackson Ivey
2014-15	Christine Foglia
2017-18	Joyce Carr

July 1997

The first SAANYS Summer Institute is held at the University at Albany in partnership with the University and the NYS Education Department.

October 1998

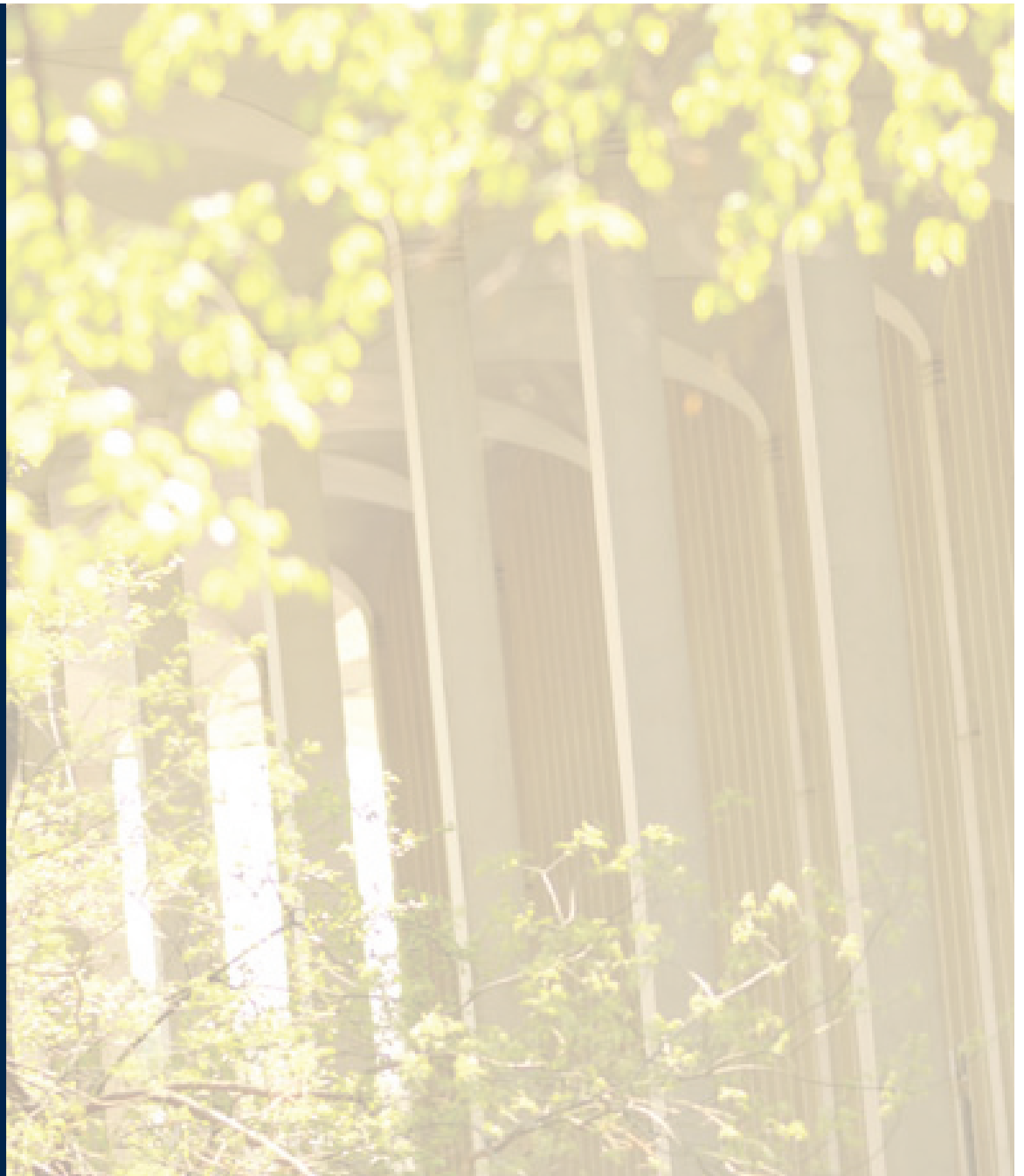
SAANYS premieres *Vanguard*, a new full-color magazine.

April 20, 1999

Two teens open fire at Columbine High School in Littleton, Colorado, killing 13 people and wounding more than 20 others. The horrific incident rocks the nation and puts the spotlight on school safety and early identification and intervention.

December 1999

SAANYS cosponsors a national symposium on school violence in Baltimore and a statewide school safety series throughout New York.

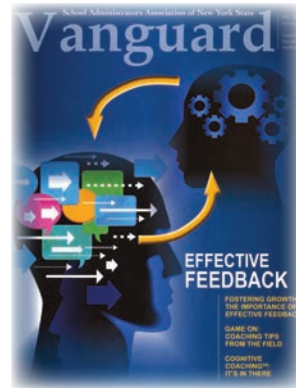
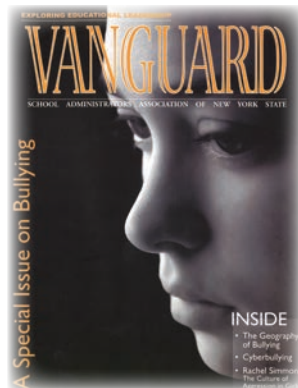


Vanguard

“Exploring Educational Leadership”

SAANYS dips its foot in the publishing pool with the launch of *Vanguard* magazine. The timing of the publication was no mistake as then Commissioner Richard Mills and the Board of Regents turn their focus toward enhancing and supporting the role of the school leader. Different than anything before it, *Vanguard* examines both the role of school administrators and the timely and pertinent issues that affect them in their work. In his guest column for the first issue, Mills sets the tone for his new agenda:

“We don’t get to teach them directly. Our task is leadership. Our task is to create the conditions that enable others to teach and to learn. Leaders project a vision of what could be, win others to the task, and marshal resources to bring that vision to life. ... **We will stand up for school leaders.** I have started a monthly television program about school leadership. The Regents and I will devote the next year to school leadership.”



“A magazine designed by school leaders for school leaders,” *Vanguard* has always relied on the input and guidance of its practitioner editorial board.

Inaugural Editorial Board

- Ronald Coleman, Shenendehowa
- Douglas Hamlin, Schodack
- Roger Gorham, Ballston Spa
- Robert McClure, Shenendehowa
- Raymond O’Connell, Questar III
- Thomas Sands, Watervliet
- Anne Schiano, NYS Education Dept.
- Christine Sheridan, Watervliet





Time Capsule | 2000

A heavy heart and renewed
focus on school safety

"My friend was laughing and then
it turned into crying and I thought
my God, why is this happening to us."

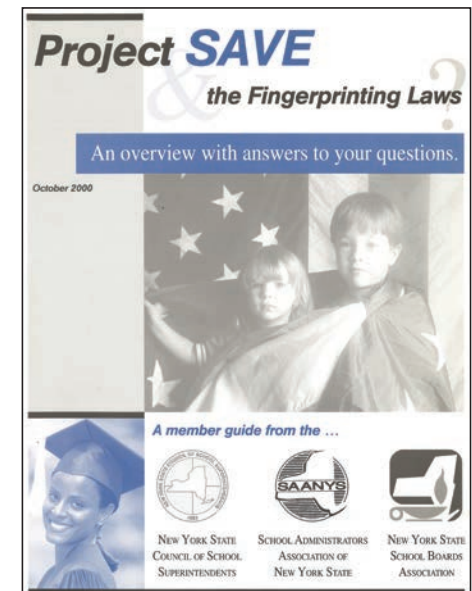
(student)

Columbine and School Safety

Could it happen here? These were the words on everyone's mind after the shocking school massacre at Columbine High School at the close of the 20th century. The nation mourned and entered a new century wondering what could have been done and what can be done in the future to prevent such tragedy. History has since shown that absolute answers still elude us, but the efforts to address issues of school safety and mental health continue to emerge as priorities for educators, schools, and the association.

In New York State, the first year of the new century saw the passage of Project SAVE – the Safe Schools Against Violence in Education Act. The new law sought to codify many existing regulatory requirements and provide new tools for educators. The legislation covered suspensions and a principal's authority over them, removal of students from class, school safety teams, character education, and fingerprinting and background checks for all school employees. The law also mandated that school districts and BOCES adopt codes of conduct with expanded requirements and enhanced school safety plans that reached further than the previously regulated emergency response plans.

SAANYS worked diligently to educate members about the new legislation and collaborated with the New York State Council of School Superintendents and the New York State School Boards Association on a widely distributed Q&A document and sample code of conduct.



September 11, 2001

More than 3,000 children lose a parent on one of the most horrific days in our nation's history.

"I missed father/daughter dances, I missed 16 years' worth of Father's Days."

October 2011

Following the events of 9/11, SAANYS retirees with experience in crisis counseling volunteer their time in downstate schools as needed. In cooperation with the New York State Counselors Association, additional professionals add their expertise to the efforts.

Who will lead?

In cooperation with researchers at the University at Albany, SAANYS publishes its first research study on the profession of the school principal. The findings support what was being widely reported around the state: there was indeed a looming leadership shortage. Then Executive Director Richard Thomas focuses the data results into two clear questions that needed to be addressed if our state's schools were to stay the course: 1) Why the shortage? and 2) What could be done to turn this trend around? With baby boomers retiring at a quick pace, question one is easy to understand; however, with 80 percent of principals planning to retire as soon as they were eligible, burnout is clearly evident. Thomas notes that the reported factors of high stress, compensation compared to responsibilities, and long hours on the job are also the issues that will keep current teachers from moving into administration. SAANYS and the University at Albany conducted a follow-up study in 2005, which again reflected the statewide retirement trend.

“The implications are clear. Strategies must be developed to encourage and support the entry of a younger and more diverse group of principals to replace those who plan to leave over the next five to ten years.”

– *The New York State Principalship: Profile of an Evolving Profession, 2001*



January 2002

The era of **No Child Left Behind** and “AYP” begins with bipartisan support and the president’s signature. The law is an update to the Elementary and Secondary Education Act of 1965 and an outgrowth of concern that American public schools were falling down the scale of international competitiveness and student achievement. The law would go on to be highly criticized as overly prescriptive and excessively focused on standardized tests; however, the carrot for state compliance was the loss of critical Title I dollars.

February 2004

SAANYS joins a coalition of other New York State education groups in outlining necessary changes to NCLB in a report sent to Congress – *NCLB: From the White House to the School House: Common Sense Issues with the No Child Left Behind Act.*

September 2006

The SAANYS membership reaches 6,819 and is acknowledged by NASSP as first in its region for largest percentage of growth in 2006.



Veteran educator Donald Nickson is SAANYS' new deputy executive director. "With 18 years of experience as a school administrator I bring the perspective of someone who has been there and knows the challenges – and the rewards."

A New Leader for SAANYS

Your voice, your source, your association

While the state and profession contemplate the school leadership shortage, the association also sees a change in leadership as long-time Executive Director Richard Thomas announces his retirement. The SAANYS Board of Directors selects Deputy Executive Director Kevin Casey to lead the organization. With a clear focus on service to the member, the board is assured of a seamless transition into the future.

"Kevin possessed all those qualities we were looking for in an executive director. He displayed honesty and integrity in his interactions and demeanor working with others. His legal expertise, insights into organizational administration, and in-depth working knowledge of SAANYS were all qualities we were looking for in an executive director. He approaches his responsibilities with intensity and focus."

– Geoffrey Grace, SAANYS President, 2005-06



Kevin S. Casey
Executive Director
2006-present

“First and foremost, **SAANYS is a service organization.**

We are here to serve you – the educator and administrator in the field – making decisions every day to enhance opportunities for the children of this state. As executive director, I am committed to continually growing and enhancing the services you receive in an effort to support the important work that you do, while ensuring that our association remains at the forefront of educational reform.

Without apology, **SAANYS will advocate** for the personal and professional interests of its members. SAANYS advocates for you and your colleagues at the bargaining table, the Capitol steps, and the door of the commissioner’s office. We’re also here to stand behind you, the individual member, when professional questions, concerns, or even legal conflicts arise. At every level, SAANYS is **your voice and your source.**”

– Kevin Casey, September 2006

Spring 2007

In an effort to present a more unified and influential voice before the legislature and SED, SAANYS and the New York State Federation of School Administrators (the union representing New York City, Yonkers, and Buffalo) join forces in the legislative arena to form the New York State School Administrators Consortium (NYSSAC). Together, the groups represent every corner of the state and the voices of nearly 23,000 administrators.



The NYS School Boards Association seeks reform on tenure, claiming the current system drains money and time. SAANYS rebuts the position, pointing out that it is often the school boards themselves that cause lengthy delays by putting forth numerous unsustainable charges.

Strength in Unity

While maintaining its own Government Relations Committee and lobbying efforts, SAANYS' leadership understands the fact that in Albany there is strength in numbers. Since its inception, the consortium has not only yielded significant legislative gains, but has established a professional statewide camaraderie that continues to benefit both organizations.



Executive Director Kevin Casey, Assembly member Susan John, and Ernest Logan, then president of the Council of Supervisors and Administrators

“It is clear that even in its infancy, the consortium is already opening doors for SAANYS.”

– Executive Director Kevin Casey

A Time of Renewal



The end of the decade brought with it a renewed focus on member benefits and services and a new logo to reflect the mission of a 21st century service organization. New resources such as *The Administrators Handbook* and the *Employment Termination and Position Abolishment* guide serve as important professional references. Seeking ways to further increase the value of membership, SAANYS premieres the online Abenity discount program, offering savings on travel, entertainment, services, and more. With so much rejuvenation, SAANYS joins the social media craze to tweet all about it.

September 2007

SAANYS publishes the first edition of *The Administrators Handbook* – “Offering answers to those questions that only experience can answer.”

April 2008

As they will so often do in the coming years, SAANYS members lobby Washington, D.C. with national affiliates calling for changes to NCLB.

2009

The SAANYS regional student scholarship program continues to grow. The dollar amount per scholarship will eventually triple in value.

SAANYS ups its game by continuing a plan to **double its number of field representatives**. In addition, negotiating teams comprised of attorneys, financial experts, and healthcare consultants working together on behalf of member units continue to provide strength at the bargaining table.



Time Capsule | 2010

Race to the Top and APPR

As a new decade approached, President Barack Obama and Secretary of Education Arne Duncan announce a multibillion-dollar competitive grant program called **Race to the Top** (RTTT) on July 25, 2009. The initiative was funded by the American Recovery and Reinvestment Act of 2009. The competitive nature of the initiative puts states under pressure to develop “improvement” plans to satisfy the new federal agenda, which included, among other things, the expansion of charter schools, developing and adopting common standards, and the controversial matter of teacher and principal evaluations tied to student assessments.

States scrambled to make changes to education policy, regulations, and practices, and New York State was no exception. For its efforts, and because of its large population, New York was awarded a \$700 million grant in 2010, ushering in the era of Common Core standards and the Annual Professional Performance Review (APPR).

A Perfect Storm

May 2010

SAANYS, along with NYSUT, NYSCOSS, and NYSSBA, file a lawsuit challenging the legality and constitutionality of Governor Paterson's action in withholding \$2.1 billion in school aid payments.

October 2010

SAANYS develops an APPR "What You Need to Know" guide, a series of negotiations guidance documents, as well as sample APPR agreements and a member resource webpage. In addition, APPR workshops are scheduled throughout the state.

November 2012

A member-to-member relief fund is established to offer disaster relief in the wake of Hurricane Sandy, which hammered Long Island.

The early part of the decade is consumed with the stress and worry of managing and implementing Common Core standards, new assessments, and the new principal and teacher evaluation law. From the onset, SAANYS voiced its concern over rushed implementation of the new evaluation law and regulations. SAANYS, unlike the teachers' union and other educational associations, declined the State Education Department's request to sign on in support of New York's Round Two RTTT application due to its reliance on the then untested APPR system.

Alas, the law was passed and regulations implemented, and members and schools were under the gun and struggling. In response, SAANYS conducts a comprehensive APPR survey in May 2013 to document with data and testimonials the toll that these new reforms are taking on educators and students alike.

“So much time is spent gathering and tagging evidence and assigning scores appropriately and fairly that I have very little time for hands-on work with teachers. And putting this on top of the implementation of the Common Core standards is simply cruel.”

– APPR survey respondent



December 2013

SAANYS calls for a moratorium on high-stakes testing. Said Executive Director Kevin Casey, “High-stakes consequences of test results, for both students and staff, will risk having the deleterious effect of converting our schools into being test prep focused, which ironically could defeat the deeper integrated thinking the CCLS was intended to promote.”

August 2015

The *New York Times* reports that 200,000 third through eighth graders (20 percent of those eligible to be tested) opted out of New York’s standardized tests in the just concluded school year, quadrupling the number from the year before. The trend continues as parents revolt against Common Core and assessments.

2016

Cautious optimism arrives as the new education commissioner focuses on revised, educator-driven standards and assessments based on significant practitioner input.



The SAANYS Difference

SAANYS celebrates exceptional New York State administrators with an annual awards program. Family, colleagues, and friends gather each May to publicly recognize the contributions of these leaders in New York State schools. It is not only an opportunity to celebrate the annual award winners but also a time to reflect on all the great things happening in our schools and BOCES and to honor the leadership that makes it all happen.

SAANYS is proud to be the official state affiliate of both the National Association of Elementary School Principals (NAESP) and the National Association of Secondary School Principals (NASSP) and their national awards program. Through these strong affiliations, SAANYS members can, and have, been recognized as national principals of the year and national distinguished principals of the year. SAANYS also recognizes a distinguished retiree, outstanding educator, digital leader, and more through additional state-level awards.

Beyond the awards program, SAANYS members and staff are regularly welcomed to Washington, D.C. by both national organizations to lobby at the Capitol, bringing to Washington the voices of their state colleagues.

Affiliate Organizations

The New York State Educational Conference Board
The New York State School Administrators Consortium
The National Association of Elementary School Principals
The National Association of Secondary School Principals













“Today’s best is tomorrow’s starting point.”

– Peter Griffin
SAANYS President, 1989-90

Our Mission |

Providing direction, service, and support to our membership in their efforts to improve the quality of education and leadership in New York State schools.