



NORTHERN LEBANON

SCHOOL DISTRICT

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To Prospective Board Candidates:

On behalf of the Northern Lebanon School District (“NLSD”) Board of Directors, thank you for your interest in filling the now vacant board seat. Your interest in this important position and concern for our school district and community is invaluable and very much appreciated.

The selection of the next Board Director will be made by majority vote of the Board at the next Regular Meeting on Monday, November 7, 2022 (please note the change of date of this meeting to the second Monday of November in order to accommodate the November 8 Elections). At the November 7 meeting, all prospective candidates will be given an equal opportunity to provide a verbal statement of interest and answer a few questions from the Board. The Board President will then receive nominations from sitting Board Directors. All prospective candidates receiving a “second” from another Board Director will then be named as a candidate to fill the vacant seat. The Board will then conduct a vote of all nominated candidates. Any candidate receiving a majority vote of the Board (*i.e.*, five votes) will be seated as the new Board Director, to be sworn in immediately, with all rights and responsibilities of a full Board Director, for the remainder of the Board Meeting and for a term of office expiring in December, 2023. In the event that no candidate receives a majority vote at any point in this process, the candidate receiving the fewest votes will be eliminated from the process and a vote of remaining candidates will be conducted until a majority vote of the final two candidates is reached.

Based on prior experience in filling vacant Board seats within the District, and in order to best assist both you and the Board in the process, we have prepared a list of written questions to be answered in advance of the Board’s selection. These questions are not intended to trip you up or embarrass you, but are intended to provide you with an opportunity to give meaningful feedback and to help the Board with making a final determination. Please provide your written responses to the attached questions to the NLSD Board Secretary, Pat Martin (pmartin@norleb.k12.pa.us) no later than 3:00 P.M. on Tuesday, November 1, 2022, which is the date of the Board’s next scheduled Committee Meeting. Please feel free to answer directly on this document or provide your responses on separate sheets.

**** Please note that in order to comply with the Board’s Sunshine Law requirements these questions, and each prospective candidate’s responses, will be published with the November 7, 2022, Regular Meeting Agenda.**

Again, thank you sincerely for your interest in this important position. We look forward to getting to know each of you in this process. Please do not hesitate to contact me, the Board Secretary, or any Board Director if you have questions.

Barry A. Naum, NLSD Board President

bnaum@norleb.k12.pa.us

24 October 2022



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Questions for Prospective Northern Lebanon School District Board Candidates

1. Please describe your current and past professional work experience and any experiences that have in serving on boards, whether governmental, non-profit, or for profit? If there is no relevant board experience, please describe any work you have done in a volunteer leadership capacity.

I am employed by Lebanon Valley College and I serve as the department chair of the athletic training program. My previous position was Athletic training program director and interim Dean of the School of Health Sciences at Charleston Southern University.

I currently serve on the advisory board of the sports medicine program at Lebanon County Career and Technology Center. I have also served as the state chair of the ATsCare program. This program is a peer to peer system to assist, monitor, and encourage Athletic Trainers that have been involved in a catastrophic incident.

In the community, I have served on consistory at Zion Goshert's UCC and as the ads and patrons committee chair for the Lebanon County Choral Society.

2. Please describe your background and experience with public education. How will your background and experiences contribute to your service as Northern Lebanon School District Director

I was employed as an athletic trainer at North Clarion High School and Cheltenham High School. In these roles I was able to interact with faculty, staff and administrators to advocate and develop plans of care so students could recover from an injury or illness and get the accommodations they needed to be successful in the classroom.

In my current role, I meet with administrators and athletic staff to form relationships for clinical education sites but also assist them with any patient care or research ideas.



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3. What personal or professional connections do you currently have, or have you had, with the Northern Lebanon School District (*e.g.*, employment, contracting, alumni, parent of students, etc.)?

I am a parent of two children in the district.

4. Please describe your understanding of the role and authority of the public school board.

Setting the vision, mission and goals of the district. Developing policy, hiring of administrators and oversight of the budget.

5. What do you see as the positive aspects of the Northern Lebanon School District?

The district has a great sense of community. The faculty and staff are supportive and all want the children to be successful.

6. What would you describe as your primary issues of focus or concern with the Northern Lebanon School District? What priorities do you think the district should focus on in the coming years?

Recruitment and retention of teachers

Ensuring students who have IEPs have the services they need to succeed as learners.

Construction or renovation of HS/MS



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7. What are your personal goals for serving on the Northern Lebanon School District Board?

I want to make sure all the children of the district are able to receive a great education and be prepared to be successful in whatever they pursue after graduation. I have an extensive background in assessment, strategic planning, accreditation and grant writing. I feel these skills would be helpful to the board.

8. The Pennsylvania School Board Association lists the following as Principles for Governance and Leadership: Advocate Earnestly; Lead Responsibly; Govern Effectively; Plan Thoughtfully; Evaluate Continuously; Communicate Clearly; and Act Ethically (descriptions available at <https://www.psba.org/about/governance/principles/>). Which of these principles would you say are particular strengths of yours? Which may be particular weaknesses? Which principles would you say are particular strengths and weaknesses of the Northern Lebanon School Board? Please provide examples.

My areas of improvement are communication and planning. Understanding that those are my areas of improvement I am intentional about taking time to improve.

My strengths are: Act ethically, Advocate earnestly and Evaluate continuously.

I think the board does a great job of allowing an open exchange of ideas during the board meetings.

I would like to have seen a comprehensive plan to replace buildings earlier.



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9. What significant challenges do you envision on the horizon for public education in general, and for the Northern Lebanon School District specifically?

Hiring and retention of teachers

School funding

Keeping schools safe

Privatizing of schools

10. What do you believe are the absolute essentials of a high-quality education?

Students should be able to think critically through problems then express themselves in speaking or writing. Students should be comfortable working with people who are different. Students should be able to pursue a variety of extracurricular activities. The ultimate goal should be creating a lifelong learner; someone who is always curious and looking to expand their knowledge.



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11. Please state your belief of the value of the following in public education:

Athletics and extracurricular activities

Most of my adult life has been working in athletics from youth to professional athletes. Sports teach children great life lessons and hopefully they find an activity to keep them physically active through adulthood.

Fine and performing arts

I think all children should have the opportunity to experience the arts. This experience could lead to career or a lifelong passion.

Applied and technical arts

All students should access to applied and technical arts.

Taxing and capital investment

The best learning environment for the children does require significant capital investment into buildings and equipment. Alternative sources of funding such as grants could be used offset costs and lower the burden on tax payers.

Cyber/Charter Schools

These schools do pose a threat to public education and lack some of the accountable that public schools have.



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School choice

Parents should be able to send their children to whatever school they choose but the cost of any tuition should not be on the taxpayers of the district.