



NORTHERN LEBANON

SCHOOL DISTRICT

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Fredericksburg PA 17026 ▷ (717) 865-2117 ▷ www.norleb.org

Questions for Prospective Northern Lebanon School District Board Candidates

Candidate: Richard E. Rabuck

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.

a) Boards and Commissions:

1. Fredericksburg Volunteer Fire Company President: 2021-Present
2. Fredericksburg Volunteer Fire Company Vice President: 2019-2021
3. Fredericksburg Fire Company Relief Association Treasurer: 2020-Present
4. Hinkelfest Board Member: 2020-Present
5. Bethel Township Zoning Hearing Board Member: 2019-Present
6. Big Brother Big Sisters of the Capital Region Board Member: 2005-2006
7. Northern Lebanon School District Board of Education: 2001-2005
8. HACC Lebanon Campus Advisory Board: 2001-2005
9. Storage Tank Advisory Committee – PA Department of Environmental Protection (Appointed by Secretary of DEP): 2004-2005

b) Professional Work Experience:

1. For the past 5 years I have held various roles within the field of Human Resources and currently serve as the Associate Director of North America People Operations for a global logistics organization.
2. Prior to working in Human Resources, I spent 9 years working in the Asset Protection field where I was responsible for overseeing compliance, emergency response, occupational safety, risk management, workers compensation, and fraud investigations.
3. In addition to my private sector experience, I spent over 5 years working in the public sector serving as a local government lobbyist for the State County Commissioners Association and later as a press secretary and chief of staff for the Pennsylvania House of Representatives.

c) Education:

1. B.S., Public Policy: 2004, The Pennsylvania State University
2. Master's of Public Administration (MPA): 2012, The Pennsylvania State University



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3. Graduate Certificate, Budgeting & Financial Management: 2011, The Pennsylvania State University
 1. Requirements: 9 Graduate Level Course Credits Focused on Budgeting and Financial Management
 4. Graduate Certificate, Human Resources Management: 2019, The Pennsylvania State University
 1. Requirements: 12 Graduate Level Course Credits Focused on Human Resources
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
- a) I had the honor of being elected to serve on the board in 2001-2005 before deciding not to seek re-election due to starting my career and attending Widener Law School after having earned my bachelor's degree from The Pennsylvania State University. The experience of having served on the board in the past has provided me a solid foundation of the district, as well as the board's policies and processes which will enable me to be an impactful member of the team from day one.
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.)?
- a) I am an alumnus of the Northern Lebanon School District having spent my primary years attend the Fredericksburg Elementary School and later my high school years at the Northern Lebanon High School where I earned my diploma in 2000.
 - b) Currently, I have two daughters who attend the district, the oldest is in 9th grade at the high school and the youngest is in 5th grade at Fredericksburg Elementary School.
4. Please describe your understanding of the role and authority of the public school board.
- a) First and foremost, the role of a public school board member is to be an advocate for the students, parents, teachers, and citizens of the district. It is important that a board member is responsive to the needs of the community and works to have a full understanding of the issues that are facing both our students and our faculty members.
 - b) From an authority perspective, the authority of a public school board member is to establish the vision, goals, and policies of the district and to work with in partnership with the Superintendent of Schools to ensure that vision becomes a reality.



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

- a) One of Northern Lebanon School District's greatest aspects are our faculty members. Their dedication to our students and ensuring the success of our students is unmatched.

As a student at NL, I was very fortunate to forge many relationships with my teachers that lasted well beyond the confines of my days as a student at NL. They became trusted mentors and friends as I worked my way through college, started a family, and grew my career. To this day I have the pleasure of interacting with many of these former teachers on an almost daily basis through text, email, or even joining them for the occasional breakfast.

Through my daughters I have recognized that the same guiding principles and commitment to educating the future that was held by my teachers, are the same qualities that our current teachers exemplify within our buildings today.

- b) Another great aspect of our district is our students. We have an amazing group of dedicated, diverse, and passionate students that are all anxious to make their mark on our community and the world. Whether they are looking to go onto higher education, join the military, carry on the family farm, or enter the workforce directly upon earning their diploma they all have goals and aspirations, and it is important that Northern Lebanon continues to be a place where each of them can thrive and gain the education necessary to be successful in whichever path they choose in life.

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?

- a) **Curriculum:** The district must continue to refine its curriculum and continue to look for ways to offer additional courses of interest to the students. We must work to eradicate elective courses that are of low interest / highly selected by students and work to continue to engage students by focusing on designing courses around their interests, as well as future career goals.
- b) **School Safety / Bullying:** As a district it is important that we provide a safe space for our students to grow and learn that is not only protected from potential intrusions but also free of bullying. Every year we see more and more issues throughout the country of schools being the targets of vicious attacks. Many times, the perpetrators of these attacks are later identified as prior victims of bullying or hazing at the hands



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of their peers. It is vital that we provide our teachers with the CE opportunities during their ACT 48 days to continue to grow their knowledge of how to better deal with potential bullying and improve early detection of bullying within our schools.

- c) **Student Mental Health:** The stress facing today's students is unparalleled to anything we have ever experienced before. National statistics indicate that upwards of 75 percent of students have experienced some type of depression, anxiety, or other mental health stress. In severe cases these have led to situations of self-harm or worse. As a district it is important that we work with our federal, state, and county partners to look for creative ways to make mental health services available to our students to help ease the burden of our students and ensure their wellbeing.

7. What are your personal goals for serving on the Northern Lebanon School District Board?
- a) As an alumnus of the district and a parent of two students within the district my goal is to continue to move the district forward and equip our students to be successful in their future. Whether that future is community college, a university, running the family farm, joining the military, or entering the workforce; Northern Lebanon needs to be the place that they can grow and gain the foundations necessary to successful and contributing members of our community.
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.
- a) Over the past several years the current board has done a great job of altering the narrative of the district through clear communication and thoughtfully planning. When looking at the elementary building project the board was open to discussions and shared many options with the district's residents. These actions have all been helpful in building confidence in the board's actions.
- b) If chosen to join the board, I feel that I would demonstrate each of these principles; however, I especially pride myself on being a person of acts ethically and advocates in earnest.



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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?

- a) Staffing Shortages – both Tenure Tract and Substitutes
- b) School Choice
- c) Student Mental Health and Wellbeing
- d) Cost of Education

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

- a) A holistic approach to education that supplements quality academics with opportunities to engage in the fine arts, athletics, and extracurricular activities.
- b) An engaged and committed faculty, administration, and leadership team.
- c) An appealing curriculum that fully engages all students.
- d) Opportunities for parental involvement.
- e) A clear strategic plan and transparent measurements of success.

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

Athletics and extracurricular activities

- a) As a student I participated in athletics at both the HS and Collegiate level and attribute much of my success to the skills I learned while being a part of a sports team. Things such as leadership, teamwork, being humble, the joys of success and the agony of defeat have all helped shape me into who I am and I believe these are vital skills and experiences for our students.

Fine and performing arts

- a) I have had the privilege of watching my oldest daughter participate in both the district's musicals and plays and can say without a doubt that the growth I have witnessed as a result has been instrumental in her success. Being able to participate in the fine arts or performing arts helps to ease anxiety, improves self-confidence, and leads to an overall increase in academic performance.

Applied and technical arts

- a) The applied and technical arts are critical to providing an appealing curriculum that seeks to engage all students. If we are not offering courses that speak to the interest of all students, we will undoubtedly fail a portion of the student population. In addition, the applied and technical arts help to foster innovation and creative thinking that are critical skills for future career success.



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Taxing and capital investment

- a) The ability to provide a state-of-the-art educational facility and be good stewards of the community's tax base are not separate. We must always be looking for creative ways to partner with business leaders, as well as obtain state, federal, and private grants to help offset the burden to our property owners. As a board, it is important to work with our district's administration and faculty to prioritize the must haves, like to haves, and the dreams and to understand the costs associated with each. This will provide a foundation for the board and our administration and faculty leaders to work towards accomplishing all within the financial ability of the district.

Cyber/Charter Schools

- a) Cyber and Charter Schools like the V3 Academy provide an additional outlet for our students and our families to obtain an education. Often these programs allow for the student to take courses at an advanced pace which allows a student to remain interested in their education and not become bored due to a lack of challenge. That said, the funding formula for these programs is outdated and excessively costly to local districts. Additionally, often our local districts outperform the cyber schools. While there have been recent attempts to resolve these issues the state has yet to have acted. As a board it I feel it is important to engage with other local districts to put pressure on our legislators to enact meaningful reforms that will ensure the undue financial drain placed on local districts is addressed.

School choice

- a) School Choice is on the forefront of education in Pennsylvania. However, I do not foresee an immediate move into an open option approach given the current political climate. That said, as a district we need to be prepared for the potential reality. With this in mind, we must focus on our curriculum and establishing NL as a viable option for students in surrounding communities. We are in a unique situation with the current building of the combined elementary campus to look at our existing infrastructure to see if there is a potential to create a magnet school option – similar to Harrisburg's SciTech Campus or the Capital Area School for the Arts. This could assist with keeping district funds within our district, and at the same time serve as a revenue stream for the district when welcoming students from neighboring communities.