

KAPPA TALK



THE AMERICAN UNIVERSITY CHAPTER (0151) OF PHI DELTA KAPPA INTERNATIONAL
Website: www.americanuniversitypdk@0151.org

Special points of interest:

- Fund Raising Events, and Grants
- Budget Expenditures
- Recruitment Ideas and Tools
- Chapter Guidance, Structure, and Infrastructure
- PDK International Leadership, **Forward Thinking**, and Next Steps
- Membership Participation

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Remembering An Outstanding Educator and Member JoAnne B. Smackum by: Gloria C. Smith

The American University Chapter of Phi Delta Kappa has lost a dear friend, and devoted member of 23 years, Mrs. JoAnne B. Smackum, on June 23, 2018.

It was through Marian Carrick, a long-time friend, traveling companion, and colleague that JoAnne became a member in 1995. She remained active in the chapter, rarely if ever missing a meeting or activity until very recently, when declining health prevented her participation. From the very beginning, she was a very dedicated and devoted member. She held office every year, including president in 1998, and either chaired or served on several committees annually. She worked tirelessly to uphold the

goals and ideas of Phi Delta Kappa, and to lend a hand or her vast knowledge and expertise to anyone needing it. JoAnne did not just talk the talk, she walked the walk. She took all her duties and responsibilities seriously, whether she was leading a project or working with others. She jumped in wherever she was needed. She was dependable, capable, and easy to get along with.

It was during her second year as a member of our Chapter that JoAnne brought in for initiation one of our most successful, beloved and longest serving presidents in our Chapters' history, Ms. Adrienne Herriott,



JoAnne B. Smackum (Ret.) An Extraordinary Teacher Leader

who was a long-time dear friend, traveling companion, and professional colleague for many years.

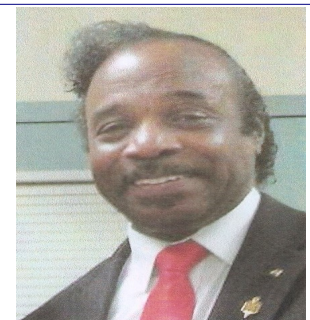
JoAnne's contribution to the Chapter were many and unforgettable. It was during her

“President’s Message”

Dear Members of Phi Delta Kappa,

I would like to welcome you back to another year of upcoming programs, activities and anticipated events that I feel will surely become noteworthy achievements for American

University Chapter #0151. We had an outstanding close of events this past year that included much recognition through a wide range of innovative projects and programs. With this year upon us, I expect our chapter to do even more. We already got a preview of this

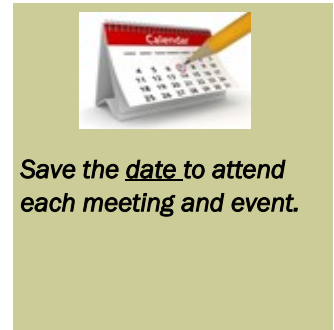


Thomas L. Jones, President

year's possibilities at the August 18, 2018, Executive Board

2018-2019 AU CHAPTER CALENDAR OF EVENTS

- August 18, 2018 Executive Board—Planning Meeting
- **August 24, 2018** **Newsletter Contributions Due**
- September 15, 2018 Regular Meeting—**Retain! Reclaim! Recruit!**
- October 20, 2018 Executive Board Meeting— **Guest Speaker: Dr. Josha P. Starr, Chief Executive Officer, PDK International (TBA)**
- October 24, 2018 Stay-at-Home Tea; 8:00 p.m.
- November 17, 2018 Regular Meeting—Celebrating AMERICAN EDUCATION WEEK
“Student Essay Contest”/**Guest Speaker: Amanda Alexander (TBA)**
- **November 16, 2018** **Newsletter Contributions Due**
- December 15, 2018 Regular and Holiday Meeting—Pre-Initiation
- January 19, 2019 Executive Board Meeting
- February 16, 2019 Regular Meeting—Initiation
Guest Speaker: (TBA)
- **February 22, 2019** **Newsletter Contributions Due**
- March 16, 2019 20th Annual Scholarship/Education Dinner Dance
Theme “St. Patrick’s Day”
- April 20, 2019 Annual Chalk Walk for Education
National Arboretum (10:00 a.m. – 12:00 noon)
- May 18, 2019 Election (Membership) & Awards/Educator of the Year
Location: American University Campus
- **May 24, 2019** **Newsletter Contributions Due**
- June 15, 2019 Regular Meeting—Installation of New Officers



Note: All meetings will be held at the Crowne Plaza Hotel (formerly Greenbelt Marriot) at 11:00 a.m., unless otherwise noted. The hotel is located at 6400 Ivy Lane, Greenbelt, MD 20770.

Who Makes it Happen?
WE MAKE IT HAPPEN!



The Editor's Recommended Book of the Month List for Educators

Fellow Kappans, here are eight education-related books that I highly recommend we read and add to our professional libraries. In keeping with **LaVerne Brown's** suggestion at our May meeting, we should consider selecting, reading, and discussing a book once a month, or one every three months (**November, February, and May**), to continue honing our skills, make actionable decisions, and remain informed educators!

1. Reign of Error: The Hoax of the Privatization Movement and The Danger to America's Public Schools, by: Diane Ravitch (National Best Seller) **(October)**
2. Teaching with Passion, Purpose, and Promise by: Teaching with Passion, Purpose and Promise, by Peter Loel Boonshaft **(November)**.
3. Learning to Improve How America's Schools Can Get Better at Getting Better, by: Anthony S. Bryk; Louis M. Gomez; Alicia Grunow; Paul G. LeMahieu **(December)**
4. "Proof," Policy, & Practice Understanding the Role of Evidence in Improving, by: Michael S. McPherson **(January)**
5. Collaborative Professionalism: When Teaching Together Means Learning for All, by: Andy Hargreaves and Michael O'Connor **(February)**
6. The Human Side of Education: How to Lead Change with Clarity, Conviction, and Courage, by: Julie Margaretta Wilson **(March)**
7. Uncommon Learning: Creating Schools That Work for Kids, by Eric C. Shininger **(April)**
8. Design-based School Improvement: A Practical Guide for Education Leaders, by: Rick Mintrop **(May)**
9. Death and Life of the Great American School System: How Testing and Choice Are Undermining Education, by: Diane Ravitch (National Best Seller) **(October)**

"I cannot live without books..." – Thomas Jefferson





2018-2019 Executive Board Members

- **Thomas L. Jones**, *President*
- **Adrienne Herriott**, *Immediate Past President*
- **Cynthia Greene**, *Treasurer*
- **Mariana Zimmerman**, *Secretary*
- **Vasser J. Baldwin**, *Foundation Representative*
- **Wanda Means-Harris & Ruby Haraway**, *Technology Representatives*
- **Helena P. Jones & Dr. Keith E. Robinson**, *Grants Writer Representatives*
- **Theresa McClurkin**, *Membership Vice President*
- **Cassandra Penn Lucas**, *Programs Vice President*
- **Dr. Gwendolyn Means & Dr. Katherine James**, *Research Representative*
- **Barbara McClurkin & Dr. Thomas Penn**, *Special Concerns Representatives*
- **Sheila Holt**, *Historian*
- **LaVerne P. Brown**, *Delegate*
- **Catherine Wilson**, *First Alternate Delegate*
- **Dr. Keith E. Robinson**, *Newsletter Editor*
- **Gloria C. Smith**, *AU (#0151) Chapter Advisor*

FROM THE EDITOR



*Dr. Keith E. Robinson,
Newsletter Editor*

Greetings, Fellow Kappans, and welcome back! It is my genuine hope that you and your families had an exciting, enjoyable, and memorable summer and that you are refreshed and ready to resume PDK chapter business. I'd like to thank you for your vote of confidence, and for electing me as your new newsletter editor. This is a new learning *opportunity* for me, and I assure you that I will strive to

serve you in the same efficient, effective, and professional manner modeled by Dr. Mildred L. Musgrove, immediate past editor, and Ms. Joan A. T. Kelly, assistant newsletter editor. To facilitate my success in that regard, I respectfully request that all writers file clean copies of their articles on time, and that they be publication-ready. Here are a few new sections that have been added, and will

be featured in our newsletter: *A Note from the Editor; New Member Profile; News & Fast Facts You Can Use; The Editor's Recommended Books for Educators; and Notable/Quotable*. These are exciting times, so let's seize the moment by being more innovative and passionate thinkers, and take advantage of every *opportunity* that comes our way in 2018-2019 and beyond!

New Member Profile

Again, we'd like to welcome our newest chapter members:

- ◆ Ruby Haraway
- ◆ Valeria Reed (Ret.)

Ms. Ruby Haraway is a dynamic educator, classroom teacher, and guidance counselor at Prince George's County Public Schools. In her initiation ceremony speech, she mentioned that "*students react in an exciting and favorable manner to teachers who show enthusiasm for teaching and learning.*"

Ms. Valeria Reed is a highly venerated retired elementary classroom teacher. In her initiation ceremony speech, she stated that "*it is important for teachers to carry themselves in a positive way, so that students will have supportive role models throughout their academic journeys.*"



News & Fast Facts You Can Use

‘Measurability is a critical component of teacher leadership, leading change, accountability and bridging gaps.’

The National Assessment of Educational Program (NAEP) is a continuing and nationally representative measure of trends in academic achievement of U.S. elementary and secondary students in various subjects. It is the largest continuing and nationally representative assessment of what our nation’s students know and can do in select subjects.

It was first administered in 1969 to measure student achievement nationally. Teachers, principals, parents, policy-makers, and researchers all use NAEP results to assess progress and develop ways to improve education in the United States. Assessments are conducted periodically in mathematics, reading, science, writing, the arts, civics, economics, geography, U.S. history, and in Technology and Engineering Literacy.

Source: <https://www.nationsreportcard.gov/focus/onnaep/#/>

“The ultimate goal of education is not “high-stake testing”, but the true goal is to develop the students into Leaders4Life...”



Student Development

President’s Message (Cont’d from pg. 1)

Planning Meeting, where we discussed how best to make a better impact on selected activities. Every officer worked diligently to formulate new ideas, through in-depth discussions to help get us moving in the right direction.

The Planning Committee moved forward with suggestions and recommendations that will not only enhance our meeting activ-

ities and programs, but will also give us an opportunity to move one step further in being recognized as a highly innovative and effective chapter. For this reason, it behooves our chapter to bring about outstanding programs, events and activities, while seeking greater participation from our membership. The camaraderie we have demonstrated with our newly elected officers thus far, lets me know

that we are on the right path to reaching achievement and growth as a viable organization.

One particular area of development that has enabled our chapter to become highly successful and fully recognized through the years is the publication of the outstanding American University Chapter #0151 KAPPA TALK Newsletter. For more than 15 years, this

“Every officer worked diligently to formulate new ideas, through in-depth discussions to help get us moving in the right direction.”

A Comparison: Business Leader vs. Teacher Leader

Business Leader

- Focus on organizational goals
- Outcome—Economic value
- Byproduct Skill up graduation
- Subordinate works for the superior

- Focus on small group and individual processes

- Power and Politics

Teacher Leader

- Focus on student goals
- Outcome — Intellectual value
- Byproduct — Intellectual

- Curiosity and reflectivity

- Student works with the teacher

- Focus on all large, small and individual processes

- Engagement and encouragement



Teacher Leaders in action...

Remembering JoAnne B. Smackum (Cont'd from pg. 1)

tenure as vice-president of programs that she played a major role in planning and organizing the Chapter's most successful Metro meetings, which was held at George Washington University in 1997 and featured Judge Mary Gooden Terrell as guest speaker. The following year, JoAnne helped to organize our Chapter's first Fashion Show fundraiser that was sponsored by the Hecht Company in Chevy Chase, Maryland. It was under JoAnne's leadership as president in 1999 that our Chapter

held its first Scholarship Dance at Alfios la trattoria in Chevy Chase, Maryland. The dance was and continues to be the most successful and profitable fundraiser for our Chapter.

She participated in our Chapter's many endeavors, such as the Big Chair reading initiative, the Student Symposium, the Stay at Home Tea, the Chalk Walk, Read across America Day, Science Fair judge, Teacher Appreciation Reception and

whatever other projects we took on. She never missed a beat. In her capacity as delegate, a position she held for several years, JoAnne represented our Chapter with pride and distinction. She took advantage of every opportunity to share with other delegates the exciting and meaningful activities our Chapter was involved in. She also made sure that we were made aware of what other chapters were doing. She proudly displayed on whatever unique and stylish outfit

she was wearing at the time, all her PDK pins she had been awarded during her years of service.

JoAnne was great fun to be around. She had an amazing sense of humor and loved to crack jokes and play jokes on people. In spite of declining health the last few years of her life, she never lost her sense of humor and sharp wit. JoAnne was funny without even trying to be. She was also very sweet

President's Message (Cont'd from pg. 5)

publication has been widely circulated among our membership, with copies being forwarded to other PDK chapters, as well as the business office of Phi Delta Kappa International. We are all very proud of KAPPA TALK, because it is a viable and effective component that highlights our chapter's activities and programs, as well as educational matters and opinions. The selfless dedication that is

offered in the production of such a publication as this one is beyond a doubt the very best. The number of volumes that are housed in our archives serves as a testament to our achievement.

Therefore, on behalf of the members of Chapter #0151, I would like to take this opportunity to give a warm and sincere thanks to the former Editor

and Assistant Editor of KAPPA TALK, Dr. Mildred L. Musgrove and Ms. Joan A. T. Kelly, for the excellent and outstanding manner in which they produced and published our newsletters through the years. We are very grateful for their expertise in helping our chapter reach the greatest heights through the production of outstanding publications. They will continue to be available to offer their

"We are all very proud of KAPPA TALK, because it is a viable and effective component that highlights our chapter's activities, programs, as well as educational matters and opinions."

President's Message (Cont'd)

expertise wherever needed. At this time, we would like to sincerely thank Dr. Keith E. Robinson for expressing an interest in serving as Newsletter Editor, which was unanimously approved by the Executive Committee. Congratulations to Dr. Robinson for his new role as the KAPPA TALK Newsletter Editor! It is noted that Dr. Robinson is

the author of a number of books and articles; therefore, we look forward to his support in furthering the goals of the KAPPA TALK publication.

At this time, I would like to pause for a moment and offer tribute to two individuals who will always hold a special place in our hearts. This past June, following a long illness, Dr. April

A. Battle and Ms. JoAnne Smackum were eulogized at a Celebration of Life and at a Going Home Service. April and Joanne certainly left us with many fond memories of the times we shared as PDK members, as well as the wonderful camaraderie through the years. As a result of their tireless efforts and support of programs

and activities, JoAnne and April enabled American University Chapter #0151 to receive noteworthy accolades as an outstanding educational organization.

Thank you for being a part of an outstanding organization. I look forward to your support as members of American University Chapter #0151.

Remembering JoAnne B. Smackum (Cont'd from pg. 6)

and kind to everyone she came in contact with and the best friend anyone could ask for.

Whereas JoAnne Smackum's sense of humor, kindness, energy and graciousness enriched those fortunate enough to know and work and or serve with her, her true legacy lies in the profound effect she had on the countless women, men, and children she mentored, taught and served with throughout her career. We mourn her loss and will miss her amazing smile, sharp wit, and all around good

nature.



Thank you for your admirable service JoAnne!

“Her true legacy lies in the profound effect she had on the countless women, men, and children she mentored, taught and served with throughout her career.”

Teachers Change Lives (In part)

It is not an exaggeration to say that a great teacher can change a student's life. There are an endless amount of great teacher stories that attest to the benefits of a strong relationship between an educator and pupil.

As some of the most influential role models for developing students, teachers are responsible for more than just academic enrichment. If you want to be a

great educator, you must connect with your pupils and reach them on multiple levels, because the best teachers are committed to their students' well-being both inside and outside the classroom. By forging strong relationships, educators are able to affect virtually every aspect of their students' lives, teaching them the important life lessons that will help them succeed beyond term papers

and standardized tests. It is not always easy to change a student's life, which is why it takes a great teacher to do so. Here are three aspects that are directly affected by great teachers:

1. Education
2. Inspiration, and
3. Guidance

The editor said “in part”, because he did not use the entire article, just some of the salient points.

Source: <https://teach.com/what/teachers-change-lives/>

Recommitting to Our Mission and Vision

Mission

- “To grow and connect leaders to education.”

The PDK family of education associations:

- Connects members in vibrant learning communities
- Shares proven research,

innovations, and best practices and

- Empowers members to advocate for their students and their profession.

Vision

- “To be the experts in cultivating great educators for tomorrow while continuing to ensure high-quality education for today.”

**DECIDE.
COMMIT.
SUCCEED.**

Forward Thinking Teaching: One on One Leadership by: Keith E. Robinson, Ed.D.

The future and reputation of any organization or school, regardless of its type or mission, rests primarily on the shoulders of its knowledgeable leaders and the strategic decisions they make. Leaders' personality strengths, understanding of purpose, and ability to articulate expectations of learning success are the core means by which organizations and schools of all types and sizes will identify, cultivate, guide, and develop employees/students into future leaders.

Growth, development, mentoring, and retaining the best and brightest high potential [ready now], and high performing [ready later] employees are vital factors in leadership. As never before, leadership requires a complete and steady use of progressive talents, enriched skills, and know-how from every employee in the organization. How well schools prepare students for these endeavors will determine their future success.

As internal stakeholders, shareholders and the public continue to scrutinize organizational leadership practices, it becomes crucial that leaders continue sharpening their people, interaction, and policy skills. School administrators, teacher-leaders, and senior leadership must ensure that they and their staff are ready and fully capable of developing students into leaders in the 21st century and beyond. The fundamental job of a leader is to develop other leaders. They must ask the question: What must be done differently than what has been done before?

"One-on-one leadership" is a must. But, before we get started, let it be understood that there is nothing complicated about this leadership technique. Perhaps what contemporary thinking management experts, thought leaders, and the highly venerated former Chief of Naval Operations (CNO) Admiral Boorda meant about the attractiveness of this leadership style was that it was a *marvelous new evolutionary concept that does nothing, but help improve employees, organizations, students and teachers, schools, missions, and operations.*

Conventional styles of leadership required similar skills but left no room for improvement. We need to consider applying more of the one-on-one contemporary thinking leadership mind set. The concept appears to be a sure way for us to continue contributing to the success of future leadership development.

The objective of one-on-one leadership is to assist organizations including schools, in becoming more creative, situational, and strategically involved, re-examining current leadership styles and practices, making changes where needed most, and exploring new ways of leading. The challenges of one-on-one leadership are:

- making things happen by paying closer attention to employees/students and getting involved
- knowing employees/students (not just of them)
- care taking, truth telling, being passionate and ensuring fair treatment (no matter what the situation)

- recognizing others' resourcefulness and learning styles (focusing on the good)
- setting and reaching strategic goals
- discovering and understanding others' needs
- fulfilling personal/professional aspirations
- being thoroughly aware of their contributions, talents, aspirations, and fears
- developing rock solid work/class room-related partnerships
- helping employees/students tap untapped potential
- providing authentic leadership
- demonstrating "more wag and less bark"

The father of modern day management, Dr. Peter F. Drucker reminds organizational leaders that they should know the people, the work, and the business of the organization. He has encouraged contemporary leadership practices to demonstrate "more wag and less bark." In order to honestly meet this challenge, leaders and teacher-leaders must be willing to venture away from their comfort zones and begin deliberately thinking outside of their conventional boxes.

Former Stanford University Professor Jim Collins acknowledged that *when you combine a culture of discipline with an ethic of entrepreneurship, you get the magical alchemy of great results.* Once this is done, the organization will experience the payoffs—such as

a more loyal, dedicated and engaged knowledge workers, improved work performance, improved interactions, and minimized work barriers. As a result, many of the conventional barriers that once existed eventually go away as interactions between management and employees (teacher and student) gradually change course for the better. Total Quality Management expert Dr. W. Edward Deming affirmed some time ago in his revered 14 points of total quality management about the important need to *break down barriers between staff areas.*

Senior leadership (teacher leaders) in all types and sizes of organizations, I challenge you to pause, reflect, and begin embracing this new leadership concept. The bottom line is that the familiar conventional path of the past—as convenient and traditional as is may be—will not necessarily lead us to the future of being employers of choice, great places to work, or being able to transform ourselves from satisfactory to exceptional.

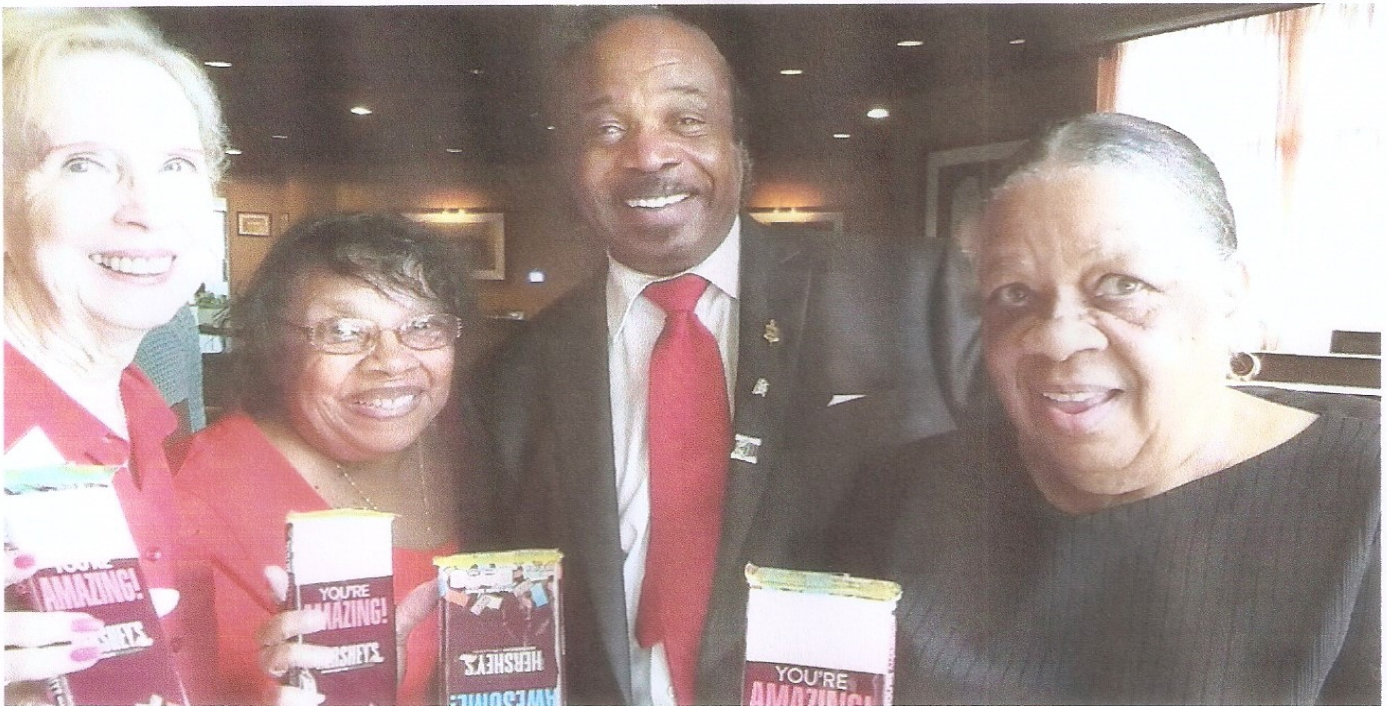
Management expert and futurist Dr. Joel Barker has validated that *past achievements do not guarantee future success.* However, a positive dose of proactive one-on-one leadership will ensure achievement.

Organizational and teacher leaders, you have a huge stake in the continued success of your organization/schools, so be encouraged and think of one-on-one leadership as one of your organization's/school's forward ideas. This simple yet powerful idea may become a remarkable 21st century version of leadership excellence... guiding tomorrow's leaders into the future.

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“For all you do,
This bar’s for you!”
Gratefully,
Your Phi Delta Kappa Colleagues



On Saturday, August 18, 2018, at the close of the Executive Board meeting, Dr. Katherine James brought smiles to our faces by announcing the names of the recipients on the “personalized” Hersey’s Milk Chocolate Candy Bar, as a token of appreciation for all we do. It was signed, “Gratefully, Your Phi Delta Kappa colleagues.” Here are a few of the officers, such as Dr. Katherine James, Barbara McClurkin, Thomas L. Jones and Mariana Zimmerman who posed for a photo with goodies in hand!



**American University Chapter (#0151)
Phi Delta Kappa International**

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**Our Core Values Are:
Research. Service. Leadership**

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Kappa Talk is published quarterly. If you would like to submit an article for the newsletter, e-mail your articles to kedwardrobinson@yahoo.com. Send in items to let us know what you are doing, articles on educational issues (fast facts) , or any other item you feel would be of interest to the members.

*To facilitate the process, it is kindly requested that all articles and photos be submitted by **November 16, 2018** to be published in the **December** issue. Education sharpens one’s curiosity about events. Members of the AU Chapter are curious about what fellow Kappans are doing. Let us know about your exciting events and careers. Our newsletter is an important communication tool for the American University Chapter of Phi Delta Kappa. Share your knowledge.*

Notable and Quotable

“Great teachers rise to the top not by chance, but through **passion and purpose.**”

“They **facilitate** forward thinking.

They **engage** minds.

They **listen** actively to questions.

They **encourage** risk.

They **support** struggle.

They **cultivate** dreams.

They **learn** every day.”

They Teach...

