

CSAANYS NEWS

December 2012
January 2013
Volume 40, Issue 11

*Merry Christmas and
Happy New Year
from the CSAANYS Executive Board and
Staff*



Top 5 Resolutions for School Principals by Nathan Wear

Even though this article was written in December 2011, I believe it is very relevant and the resolutions applicable to our needs in Catholic education. Need a New Year's resolution at work? Here are 5 things every school principal should do.

- 1. Focus on competency based education-** Challenge the establishment of grading. Iowa educators held a conference on the idea that school systems should structure themselves so students can earn credit and advance based on mastery of skills rather than the amount of students spend in a seat. As one presenter put it, "In a system built on seat time, we focus on efforts on the wrong end of the learner."
- 2. Develop a culture of accountability-** Frequent formative walkthroughs are a great coaching tool for school administrators. *Get out of your office* and coach your teachers to improve their practice.
- 3. Build relationships-** *Write thank you notes* to members of your organization. Additionally, shake a hand with a member of your community at every extra-curricular event you attend.
- 4. Develop your message-** Your voice in education is critical. Develop a short "elevator speech". The message should be short and sweet. Nothing that would last more than the time it takes to ride in an elevator. Select two or three important facts that you want to deliver to your community. Share as often as you can!
- 5. Create a sense of urgency for change-** Learn, read, and develop your Professional Learning Community. Be an advocate for change and innovation for your students!

Has everyone in your school community joined the Catholic Advocacy Network? Remind people to join today! Go to www.nyscatholic.org, click Join the Network. Your voice is needed in our advocacy efforts!

Oh, Father,

When your precious Son became a tiny baby in a stable in Bethlehem in poverty and simplicity, you changed our world. As we imagine those surroundings, we join with the shepherds and the wise men in wonder and praise. We thank you for our material lives, praise you for our spiritual lives, and trust in you for our eternal life. Amen.

CSAANYS Publications, and Workshops

At the end of this newsletter is the order form for publications and a workshop list. Carol is available to do professional development for your teachers (Title IIA eligible), and workshops for parents and students. Call today!

The Catholic School Administrators
Association of New York State
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Case
sensitive

Leaders have at least four options of involvement in decisions: deciding alone, seeking participation and input, seeking collaboration, and letting others decide. These approaches are termed *autocratic*, *participative*, *collaborative*, and *laissez fair*, respectively. A wise leader uses participative and collaborative strategies for all important decisions. However, such an approach is not always possible, nor is it preferable in all situations. The leader must assess 5 factors to decide on the level of involvement:

Time

Urgency may require the leader to make his or her own decision without consulting others. Participative decisions, especially collaborative decisions, require more time than a decision made alone. If important decisions are at stake, the leader must schedule more time for involvement.

Staff Interest in the Decision

Barnard (1938) found that individuals have a "zone of indifference" in which they simply accept the leader's decision and are apathetic toward the decision. In these cases, the leader would not benefit from trying to gain participation or collaboration. At higher levels of interest, however, more participation or collaboration is appropriate. Leaders who desire more collaboration must generate interest in the decision.

Staff Expertise

Followers who have very low levels of expertise accept the decisions of leaders. Staff members who have higher levels of expertise require either participation or collaboration to arrive at successful decisions. The leader who desires collaboration must raise levels of expertise to successfully involve subordinates.

Importance or Need For a High-Quality Decision

Some decisions are much more important and carry significant consequences. This is usually the case for instruction and learning, whether directly or indirectly. For important questions that demand high-quality decisions, collaboration is the best model. If the decision is relatively unimportant, then the leader should simply make the decision.

Degree of Need for Buy-In or Support for the Decision

Many decisions in schools need staff support for successful implementation and results. A collaborative model often increases buy-in and support.

School Leader Internship (3rd Edition): Developing, Monitoring, and Evaluating Your Leadership Experience, by Gary E. Martin, Arnold B. Danzig, William F. Wright, Richard A. Flanary and Fred Brown.

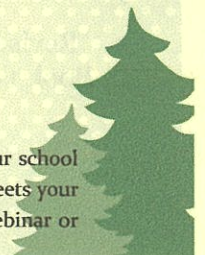
Information from NYSED

- ⇒ **Resources and Guidance for Hurricane Sandy**—<http://usny.nysed.gov/hurricane-sandy.html>
- ⇒ **Grades 3-8 and Regents resources**—<http://www.p12.nysed.gov/assessment/>
- ⇒ **Technology Readiness Webinar and Tools**—<http://www.p12.nysed.gov/technology/>
- ⇒ **Mandated Services Reimbursement Update**—The online system is not yet available for entry or submission of claims for the 2011-12 school year. The Department does not expect it to open for submission of that year's claims until November when all testing data has been made available. Paper claims cannot be processed for the 2011-12 school year until the online system is available for that year.
- ⇒ **Calculator Use on NYS Math Assessments**— Go to www.csaanys.org, Resources for Principals for answers to questions about calculator use on the April math assessments.



The CSAANYS Newsletter is sponsored by

At FACTS, we've spent over 20 years defining what tuition management should be. Today, we unveil a new vision for serving your school and families. In addition to better helping families manage costs, we also offer expanded flexibility for parents and schools that meets your high expectations—and ours. To experience [FACTS Tuition Management](#) for yourself, visit our website to sign up for a free Webinar or give us a call. www.factsmgmt.com | 877.606.2587



April Assessments

April 2013 Grades 3-8 Assessments —
Regional Centers and Contact information
<http://www.p12.nysed.gov/assessment/ei/eigen.html>

Tools for the Exams clarified — <http://www.p12.nysed.gov/assessment/ei/eigen.html>

Are parents thinking of opting out of the April tests? This memo may provide some information for you — <http://www.p12.nysed.gov/assessment/ei/2013/student-participation.pdf>

Rubric and Scoring training information - <http://www.p12.nysed.gov/assessment/ei/eigen.html>

Foreign Language Exams

With the discontinuation of many Foreign Language exams schools have struggled with the creation of regents comparable exams that SED will allow to be claimed on Mandated Services forms. For a \$30 annual membership in the Foreign Language Association for Chairpersons and Supervisors — www.flacs.org, schools can now have access (for free) to the exams that they need. This organization is located on Long Island. These tests are vetted, field tested, and secure. They are sent as a pdf., with testing dates/times. Please don't lose out on MSR and stress over exam creation any more.

Great leaders don't tell you what to do....They show you how it's done.

Data Driven Instruction and Inquiry

“Data Driven Instruction and Inquiry (DDI) is a precise and systematic approach to improving student learning throughout the year. The inquiry cycle of data-driven instruction includes assessment, analysis, and action and is a key framework for school-wide support of all student success.”- EngageNY.org



With teachers becoming more comfortable with the SHIFTS in instruction called for under the common core, it is time to start thinking about the 2013-2014 school year. With new ways of teaching and learning comes new ways of assessing and monitoring. As the Principal, ask yourself, “how do *I* know that all the children in my school are learning and achieving their best?” “What steps do I take on a daily, weekly, monthly, etc. basis to witness success?” “How can *I* do better as the **instructional leader** of my school to ensure that all children are successful?” We all keep up on the reading, best practices and instructional strategies, but do we put them into practice? When was the last time you modeled instruction? When did you last engage the teachers in conversation about **WHY** a particular instructional strategy was employed? Has there been a time recently that you questioned the methods of a teacher, knew there was a different way, and offered suggestions? One of the greatest shifts for principals is to instructional leader, and with that role comes the need to grasp, understand and use data driven instruction. Begin the conversations now as to how DDI is going to be used and/or enhanced next school year. There is an implementation rubric available at: <http://www.engageny.org/sites/default/files/resource/attachments/driven-by-data-data-driven-implementation-rubric.pdf>

How are you doing with Common Core Standards implementation? Do you have the information, resources, and tools you need to ensure your students are successful for their future? Call Carol 518-273-1205 if you need information, advice, or just want to talk about the standards and your school.



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At FACTS, we've spent over 20 years defining what tuition management should be. Today, we unveil a new vision for serving your school and families. In addition to better helping families manage costs, we also offer expanded flexibility for parents and schools that meets your high expectations—and ours. To experience [FACTS Tuition Management](#) for yourself, visit our website to sign up for a free Webinar or give us a call.

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Catholic School Advocacy

What have we accomplished this year? Through your hard work and diligence with the help of the Catholic Conference and lawmakers the MTA Payroll Tax was repealed effective April 1, 2012. This was a huge win and fiscal relief for the downstate schools in the MTA region.

What do we still need to work on? We are still dealing with the growing CAP debt. We need to keep the pressure on lawmakers to have CAP fully funded and the correct appropriation asked for by SED. With Mandated Services being fully funded this year, we are heading in the right direction. Keep the pressure on your local representatives to fund CAP at \$60 million.

How you can help? Join the network at <http://nyscatholicconference.org/>, click TAKE ACTION and sign up for the network. Give all your teachers, parents, board members and parish members this information so your voices are heard when a Action Alert is issued. Schedule a meeting with your representatives to discuss CAP and Parental Choice in education. Call us for information and resources!

Marketing Ideas

- The school can send an email blast to the parents of its enrolled students encouraging everyone to be a part of the marketing and enrollment campaign. Brochures can be given attached to the email for easy forwarding. Parents of prospective students can then be called to invite them to the school for a tour.
- With all the sophisticated media from television to the Internet vying for parents' attention, it is important to create a marketing campaign that cuts through all the noise. Schools should have a Facebook page, a Twitter account and a website with sophisticated media such as flash video. Consider adding videos that include a typical classroom lesson, a personal greeting from the principal and a promotional video of the school.
- Some parents simply want to know the best school for their children and the price for tuition. A personal letter to parents with a fact sheet comparing the performance of the school with other schools in the area is helpful. Not only academic numbers but a cost-benefit analysis that shows such intangibles as successful graduates. The NYS Education Department makes available the academic performance of public schools.
- Good press coverage is one of the keys to establishing a school's name and reputation within the community. A professional who has solid contacts with local news media can be hired to handle press relations. By creating interesting events on major religious holidays such as Easter and Christmas that involve the students, you can provide local television a good story and give the school great publicity in return.

News from State Ed and beyond....

- Emergency management assistance and Safety Audit resources are available at <http://usny.nysed.gov/newtown-ct-tragedy.html>
- Regents Exam schedules for 2013 and 2014 are available at <http://www.p12.nysed.gov/assessment/schedules/schedule-hs.html>
- Textbook Aide for the reproduction of curriculum modules: Schools that choose to reproduce the New York State Common Core ELA/Literacy and Mathematics curriculum modules may claim the expenditures for reproduction for State Textbook Aid. <http://engageny.org/content/state-textbook-aid-for-the-reproduction-of-the-new-york-state-common-core-elaliteracy-and>
- [BOCES Erie 2 and Washington, Saratoga, Warren, Hamilton, Essex \(WSWHE\) BOCES](#) are copying and binding the curriculum modules.

The Catholic School Standards Project

Have you visited the Catholic School Standards Project webpage yet? The link is <http://www.catholicschoolstandards.org>. According to the website "This website serves as a platform for providing, exchanging, and creating knowledge and information related to the *National Standards and Benchmarks for Effective Catholic Elementary and Secondary Schools* and to other projects and initiatives that grow out of implementing these standards and benchmarks." The website has various pages including the standards, tools, networking and the Common Core Catholic Identity Initiative. Lastly, all in one place principals and teachers can find the information, standards, survey's, tools and resources to further enhance and deepen their work. I encourage you to spend time on the webpage and check it frequently for updates.

NY State Education Department

- **The 2012-13 Textbook, Software and Library Materials Aid will be frozen April 30, 2013.** Please make sure you have spent your funds!! Call your LEA if you are not sure ASAP.
- **D.H. Cadwell Earth Science Workshop, July 8-10, 2013** Join State Museum geologists at the 13th Annual Earth Science Workshop and learn more about Earth Science and New York's unique geology.
- **Archaeology for the Classroom!, July 23-24, 2013** The New York State Museum is pleased to offer this two-day workshop to provide educators with classroom lessons, activities, and projects designed to expose students to the excitement of archaeology.
- **Summer Reading at New York Libraries** The [New York State Library](#) has created a wealth of summer reading information and promotional materials that educators can use to help students and their families continue to read all summer long. These resources include [flyers for educators and parents](#), [manuals for early child-care providers and educators](#), and [New York State themed booklists](#). Find the [latest research about the value of summer reading here](#).

Mobile Learning Devices

Thinking about purchasing mobile learning devices for your school? Have mobile devices and need a resource? Edutopia (a great, free website, chockfull of information) has put together a resource guide — <http://www.edutopia.org/mobile-devices-learning-resource-guide>. This guide can help you better understand how mobile gadgets -- cell phones, tablets, and smartphones -- can engage students and change their learning environment.

Common Core Workshops

Carol is working on her calendar for next year! The days are starting to fill up already. If you would like a single workshop or sustained ongoing professional development focused on the Common Core please call Carol at 518-273-1205 or email csaanys@nycap.rr.com. She has been doing a great deal of PD around the common core, beyond the what it is, but getting to the minutia of the shifts and how to implement them in our schools. As a NYSED Network Team CCLS turnkey trainer she has the information and practical applications available to help your school. It will be well worth your time to have a conversation with her.

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For the Peace of Christ

O most sacred, most loving heart of Jesus, Thou art concealed in the Holy Eucharist, and Thou beatest for us still. Now as then Thou sayest, "With desire I have desired." I worship Thee, then, with all my best love and awe, with my fervent affection, with my most subdued, most resolved will. O make my heart beat with Thy heart. Purify it of all that is earthly, all that is proud and sensual, all that is hard and cruel, of all perversity, of all disorder, of all deadness. So fill it with Thee, that neither the events of the day nor the circumstances of the time may have power to ruffle it; but that in Thy love and Thy fear it may have peace.

A Prayer by John Henry Cardinal Newman

From State Ed.

Instructional Material Aid Flexibility: Beginning in the 2012-2013 school year all schools may now utilize the funds available for textbooks, software, and hardware to acquire any of the instructional materials available in each of the categories including library materials. Library funds can only be used for library materials. The equitability provisions under the textbook loan statute have been retained. Please remember this flexibility when you are making your orders for the 2013-2014 school year. The regulation can be found at https://stateaid.nysed.gov/tsl/html_docs/amendments_statutes_tsl_2011_12.htm

Science Standards

The Next Generation Science Standards have been released. The website is <http://www.nextgenscience.org/>. New York is a lead state partner in this project.

The list of the topics by grade can be found at: <http://63960de18916c597c345-8e3bed018cb857642bed25a591e65353.r63.cf1.rackcdn.com/K-12%20Combined%20by%20Topic%20with%20storylines%20grouped%20together.pdf>

Criteria for Common Core-Aligned Math Resources, Grades K-8

Developed by one of the authors of the Common Core State Standards, the seven criteria for Resources outlined in this document should guide development of curriculum modules and accompanying materials. The criteria, which are described in this document, include: promoting effectiveness, quality materials, developing mathematical practices, balanced approach, capacity building, content alignment, and comprehensiveness.

Student Achievement Partners released an updated Spring 2013 K-8 Publisher's Criteria, revised from the previous version in July 2012.

<http://www.engageny.org/resource/criteria-for-common-core-aligned-math-resources>

Springtime

Your message of hope
to a world tiring of winter's starkness
longing for that first crocus
to push through snow's icy blanket
and spread its leaves
like arms outstretched
to its creator
Springtime
Our yearly reminder, if we needed one
that to a world that was dark and cold
a world devoid of love's sweet warmth
you sent your Son
to break through sin's icy blanket
and, arms outstretched
on a cross
he brought us hope
Thank you

Why is Advocacy Important?

It seems like every day we are fighting for what is ours. Our schools do what they are asked by statutes and laws, but we are still fighting for the dollars. Please know that we are working hard to keep the pressure off of you our members. If you need talking point for conversations you are having with state leaders please don't hesitate to call Carol at 518-273-1205 or email her at csaanys@nycap.rr.com.

CSAANYS News
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At FACTS, we've spent
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for yourself, visit
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free Webinar or give us a
call. www.factsmgt.com
1.877.606.2587



Meaningful Consultation

You must make the most out of your consultation meetings. Dollars are few and needs much greater. You can not rely on the public school district to have your best interests in mind when it comes to Title money. Consultation **MUST** occur before you sign the Private School Participation Form. It is irresponsible to sign a blank form. Title I and IIa are to be used to benefit the children in your school! You need to understand what grants the district (of school location) is applying for (Title I, Title IIa, UPK, etc), your school **MUST** be written in as participants in the title grants. Consultation occurs between you (or your designee) and the district. Consultation must be meaningful and timely, handing you a blank form to sign is **NOT** meaningful. The district should be asking you about the needs of the children and the professional development plans for the upcoming school year. You should be able to talk about the services that you would like the district to provide and how you plan on using your professional development money (Title IIa). The district can not file the grant application without your signature. **DO NOT** be pressured to sign anything without consultation. Before you leave the consultation meeting ask for a copy of the Private School Participation Form. *This form should be completely filled out and include the signatures.* You have an obligation to know the law, know the amount of allocation your school is receiving and know how these dollars will benefit your students.

The 29th Annual CAIRS
conference will be
November 18 & 19, 2013
The online conference
registration link is at
www.nyscirs.org
The Albany Marriot Hotel
reservation is now open
518-458-8444
Phone reservation code is
CRS
www.marriott.com
Online group code is
CRSCRSA

Don't Forget to check out
the CSAANYS website
www.csaanys.org
regularly for new
information.

Your CSAANYS
Executive Board
representatives regularly
receive e-alerts and
updates, let your rep. know
if you are not getting these
emails.

Catholic School Administrators Association of NYS

525 4th Ave., Troy, NY 12182 • 518-273-1205 • 518-273-1206 fax • www.csaanys.org • csaanys@nycap.rr.com

nysadm@nycap.rr.com • Member login Username: member13 • Password: cardinal

Greening the Cleaning

Visit <https://greencleaning.ny.gov/benefits.asp> for more information and help.

Though this is not a new initiative, summer is a great time to re-evaluate how we are doing things. Cleaning is one area that may be set to the side of the desk. Quickly review this information from NYS.

Groundwork - The first step is to build a Green Cleaning Team (Team). This should include at least one representative from each of the facility's stakeholder groups. The Team will work to develop a Green Cleaning Program (Program) that meets the needs of the facility and stakeholders, and builds support for the Program.

Assessments - The facility Green Cleaning Baseline Assessment helps the Team compare existing cleaning practices with green cleaning practices, and identifies both strengths and areas for improvement. The Team can use the results of the assessment to identify possible goals and objectives for the Program.

Planning - The core of the Program is based upon the findings of the facility's Green Cleaning Baseline Assessment. From the assessment, the Team needs to do the following: identify and prioritize goals and objectives; identify existing and budget additional custodial resources; produce a written Program; establish a timeline for completion; and seek feedback from facility stakeholders.

Implementation - While implementing the Program, the Team should hold regularly scheduled Team meetings, communicate progress to stakeholders, evaluate progress towards meeting established goals and objectives, and reinforce the importance of stakeholder contribution. In addition, Program implementation may include training. Several on-line training courses are available for use through this website.

Evaluation - The Team should evaluate the Program by measuring its progress against benchmarks set in the timeline for implementation of goals and objectives. This will reveal what parts of the program are on target, and highlight areas that may need improvement. The Team should document the Program's accomplishments and challenges, and update the stakeholders on its progress. Based on the findings of the evaluation, the Team should revise the Program to address needed changes and incorporate new goals and objectives. The updated Program should undergo implementation and be reevaluated after a set period.

CSAANYS Executive Board Openings

The CSAANYS Executive Board currently has openings. We are looking for individuals who are interested in shaping Catholic education on a statewide level. Please call or email Carol if you would like to volunteer. Seats to be filled:

Buffalo Secondary
Manhattan Elementary
Rochester Elementary

Advocacy

Everyone needs to participate in this summer homework assignment. If you have not signed up each and every family in your school for the Catholic Action Network it is a summer "MUST DO". It is important to engage parents in the process of ensuring their children are getting everything they are entitled to.

Copy and paste the following information in your end of the year newsletter and make it a summer homework assignment.

Go to www.nyscatholic.org and click Join the Network (on the right side), it's as simple as that!



CSAANYS News
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Tuition management | too- ish- uhn man-ij-muht |

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“The single biggest problem in communication is the illusion that it has taken place.” George Bernard Shaw

It's time to get serious about our communication. I am sincerely talking about every bit of information that is produced by the main office, teachers, school board, sports teams, art, etc. Everyone needs to think critically and evaluate the current communications process. If you think you are doing a great job, and everyone is informed, chances are you are wrong. There is *always* areas of improvement. The once a month newsletter from the kindergarten teacher to the families is NOT enough! The weekly newsletter that rehashes the same things over and over is NOT good enough! The Generation X parents that are now the main body in our schools want more, quicker, and better. This generation wants to know not only what is happening in the school i.e. the upcoming fundraiser, but what is happening instructionally, and how they can help.

This generation is tied to media. Take advantage of Facebook and Twitter for quick updates. Think carefully about the school newsletter, make sure it includes the most important information, not a rehash of old news. Reminders and such can be put in a newsfeed on the school's website (everyone has one right???) Use technology to your advantage, this generation will love you for it!

Trust me parents don't have the time or desire to re-read old news. Information should be neat, organized and thoughtfully chosen. Instructional shifts and classroom highlights should be the main focus, after all this is why the children are in our schools. Does every newsletter contain a prayer or suggestion on how families can share their faith? An absolute must for our schools! You think you are being repetitive but you can't say enough about our core values.

Now is the time to determine what the key challenges are that you will be addressing this year and develop the talking points to go with them. Use the communication methods at your disposal to keep families and the community in the loop. Don't be afraid to break out of the same old same old, parents will thank you for it. For every one complainer there are ten people thinking “what took so long?” Be bold!

Data Collection

How are you doing collecting data on student's after they leave? This is *really* important! In order to know if we are doing a superb job educating children and teens we need to know how they do when they leave. For younger children create a relationship with the schools (teachers) children advance to. Yes, it is important to know if the children are prepared, but more important to know is if there are gaps in instruction. It is also important to know if the children are excelling and in what areas. For our high school students this data collection is *really* important! Gathering the data might be trickier, first make sure you have contact information (email address) before graduation. Craft an online survey, ask about preparedness, remediation courses, success rates, college graduation rates, employment, etc. Send out the survey a couple of times a year. After analyzing the data, share it with the teachers and the school community, celebrate your success. Reach out to those that reported needing supports after graduation, find out what happened and what the school could have done better. By engaging in this type of work we send the message to the families that we are with them throughout the educational process. What a great feeling for parents to know the school is there to support your child.



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Faculty Meeting Discussion - Why Formative Assessments Matter

Having a conversation about formative assessment techniques that are used in the classrooms is a great way to get a feel for the assessment practices that are happening in your school. Let the teachers lead the conversation. After teachers have had time to share how to use formative assessments within the Common Core. What are formative assessments? They are the assessments that are about checking for understanding in an effective way in order to guide instruction. They are used during instruction rather than at the end of a unit or course. Informative assessments are about guiding instruction where instruction needs to go next. They should be used frequently, and while students are learning a new idea, concept, or process. If formative assessments are used appropriately, gone are the days when teachers are surprised (and not in a good way) at the results on a unit test, project, or essay. Some examples of formative assessment beyond the quiz include:

- Exit slips - give students a question to answer that targets the big idea of the lesson. Make three stacks: get it, kind of get it, don't get it at all. Stack size will guide the next move.
- Student self assessment checklist
- Three minute essay - have the students write what they have learned about the topic. These can be assessed using the stacks as well.
- Misconception check - provide students with common or predictable misconceptions about a specific principal, process, or concept. Ask them if they agree or disagree and why.
- Observations - simply observing what students are doing, and asking questions about can provide a wealth of information.

**2013 CAIRS Conference
November 18 & 19, 2013**

Albany Marriott Hotel

Wolf Road, Albany

Registration Link:

www.nyscairs.org

New for 2013

TECHNOLOGY SEMINAR

For Tech Directors and Principals
Meet the movers and shakers in educational technology, talk about shared purchasing, and new trends, learn what makes a technology program great. Share and learn from colleagues.

WORKSHOP TOPICS:

IPads, Supervision, Title services, Collecting delinquent tuition, Leadership tools for Principals, Green Schools, Team Building, Emergency Preparedness, Integrated Pest Management.

Have you checked out The Catholic Standards Project yet?

<http://www.catholicschoolstandards.org/>

A national task force is beginning work to create a resource guide for teachers and instructional leaders to infuse Catholic identity elements into school level curriculum and instruction based on the Common Core State Standards. CSAANYS is excited to have one of the architects of this project—Lorraine Ozar, Ph.D. speaking at the 2013 Gathering. I encourage you to check out the website and join us at the Gathering to learn and grow in our Catholic identity and faith. We look forward to seeing you on November 17th in Albany!

Think beyond old solutions to problems. Our world is changing so fast that most of yesterday's solutions are no longer the right answers today. Don't get locked into a "but that's how we've always done it" mentality. Yesterday's solutions are not today's solutions and they are certainly not tomorrow's solutions.



Go to www.nyscatholic.org to sign up for the Catholic Advocacy network and get involved!!!