



Horace Mann League of the USA

Founded in 1922 to Support Public Education

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**An Honorary Association of
Public Education Leaders**

June 23, 2026

Greetings!

**Welcome
The HML Post,**

**News, Insights, and Perspectives
Shaping Public Education**

The HML Post is published every Tuesday to engage and inform the League's members of trends and issues facing public school leaders.

*If you change your email address, **please send us a note** so you can continue receiving the Post.*

Editor
James Minichello, Executive Director, The Horace Mann League



Thought of the Week

"Leadership is not a one-person gig. It's important for a group to move together in a positive direction. The leader must make it about 'us' rather than about 'me.'"



— **Martha Bruckner, past president, the Horace Mann League;
current member of the League's Board of Directors**

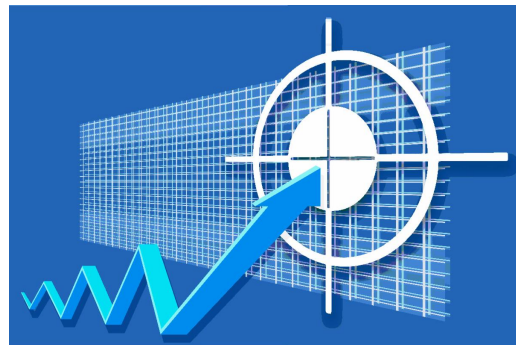
HML News

HML Leadership Approves 5-Year Vision

The Horace Mann League Board of Directors has unanimously approved a new five-year vision statement designed to guide the League's work through 2031.

Building on the organization's rich history and enduring commitment to public education, the vision statement outlines a strategic framework to strengthen the League's voice, expand member engagement, and advance democratic public education at a time of significant change and challenge.

The statement reaffirms the League's founding principles while charting a path toward greater impact through focused advocacy, strategic partnerships, thoughtful governance, and meaningful member involvement.



The Horace Mann League's 5-year vision statement

Within the next five years, the Horace Mann League will be recognized not only as a guardian of Horace Mann's legacy, but as a dynamic and respected national voice for democratic public education.

The Horace Mann League's Board of Directors will work with our members and partner organizations to realize this vision through operationalizing the following seven goals:

1. **Over the next five years, the League will move deliberately** from a primarily honorary society to a strategically focused advocacy organization — one that translates our ideals into organized action. Our influence will no longer rest primarily on legacy. It will rest on visible impact.
2. **We will remain rooted in our founding principles** — that publicly governed public schools are a cornerstone of our communities and of our democracy, that they serve the public good through universal access to equitable and excellent educational opportunity, and that our public schools are, and remain, non-sectarian.
3. **We will identify and pursue clear, national priorities aligned with our mission.** Whether making a strong case for uniform accountability measures for all educational systems receiving public funds, promoting the civic purpose of education, safeguarding constitutional principles, or other issues of educational significance, our voice will be coherent, disciplined, and consistent.
4. **Our publications will speak with clarity.** Our public statements will reinforce shared priorities. Our programming will reflect strategic focus. Our partnerships will amplify our influence, and we will act with intention and continuity.
5. **Membership will evolve from affiliation to engagement.** League members will see themselves not only as supporters of an idea, but as participants in a structured effort to advance public education nationally. We will create opportunities for scholarship, public dialogue, and coordinated advocacy with other like-minded educational organizations to strengthen intellectual engagement, civic presence, and action.
6. **Governance will reflect strategic discipline.** The Board of Directors will guard focus carefully, ensuring that resources — financial, intellectual, and reputational — are aligned with clearly defined objectives. We will measure our influence thoughtfully, tracking growth in membership, public presence, policy engagement, and strategic partnerships.
7. **The Horace Mann League will be seen as a strong and influential voice for public education** — an organization that speaks for democratic principles without rancor, that defends public education without apology, and that models critical thinking and reasoned civic leadership.

We will not attempt to compete with larger organizations in scale. Our influence will come from clarity, coherence, and credibility.

The League was founded in 1922 to perpetuate the ideals of Horace Mann. In the coming five years, we will ensure that those ideals are not only remembered — but actively advanced.

“For more than a century, the Horace Mann League has championed the principles that underpin public education. This vision statement represents our commitment not only to preserving that legacy, but to advancing it with purpose, focus, and renewed energy in the years ahead,” said Carl Hermanns, president of the Horace Mann League. “I want to thank our Board of Directors for the care, insight, and dedication they brought to this process. Their collective efforts have helped create a vision that honors our past while positioning the League for an even stronger future.”

Larry L. Dlugosh, Past President of the Horace Mann League.

February 2, 1943 - April 17, 2026

Larry Dlugosh was President of the Horace Mann League of the USA in 2003 after serving on the Board of Directors for eight years. During his time as department chair of educational administration, he was instrumental in creating the joint doctoral program with the University of Nebraska at Omaha.



Larry was a lifelong advocate for public education. He served as a high school science teacher before being selected as a high school principal in Bennington Public Schools. He then moved to Elkhorn Public Schools, where he served as high school principal and later, as associate superintendent. He served as superintendent of schools in Springfield-Platteview and Grand Island Public Schools. In 1990, he became a professor of educational administration at the University of Nebraska-Lincoln. He retired as chair of the department in 2011.

Larry volunteered for and served on the boards of several community organizations throughout his lifetime. He served on the St. Francis (Grand Island) Hospital Board, was the chairman of the board for Bryan College of Health Sciences, was a longtime member of the Heartland Center for Leadership Development, and led the University of Nebraska-Lincoln Emeriti and Retirees Association.

He was named the outstanding young educator for the Nebraska Jaycees in 1989. Larry was recognized by the Nebraska Council for School Administrators with the Distinguished Service Award in 1997. He was recently given the Wisherd Award for Outstanding Community Service from the UNL Emeriti and Retirees Association.

Larry and Janee prioritized traveling the world. They visited over forty countries and all seven continents. They took each of their grandchildren on a trip following eighth grade to a destination of their choosing, that included Italy, the Swiss Alps and Dolomites, and an African safari. There were numerous trips, with family and friends, both domestic and international.

Larry was an engaging individual whose quick wit and easy smile made him someone that people enjoyed. He worked in many different roles in many different cities, but his personality allowed him to connect with people from all walks of life. With his commitment to learning about the world, he supported many different international students by providing housing, offering invitations to dinner, and extending to them his friendship. Through Larry's gift for telling stories and making people laugh, he maintained lifelong connections with so many people.

Lessons Learned by Larry Dlugosh

Many lessons are learned throughout a person's lifespan
- there seems to be an unlimited supply of lessons waiting to be learned!



First, never underestimate the power of a smile and a kind word. It is important to learn how powerful a smile or a kind word can be. In some cases, the one who speaks the kind word or sends the smile may never have knowledge of the benefit to the recipient - send them anyway!

Next, build your reputation on trust and honesty. What you say may be important, but what you do tells the real story. One of my favorite books is *Fierce Conversations* by Susan Scott. It is about the notion that our lives succeed or fail one conversation at a time. Be intentional about the words you use in every conversation because the life of the receiver may be changed positively or negatively because of what you say and how you say it. The 'doing' part of reputation building is the canvas upon which your life story is painted,

one good deed or bad deed at a time. Be certain your good deeds are far more numerous than your bad deeds.

Read. Read all you can to satisfy your curiosity.

Travel. The world is not all that big, and it is important to leave the comfort of your surroundings and experience other cultures. People are pretty much the same all over the world. They want to be safe, have an adequate food supply, take care of their families, and experience joy. Janee and I started traveling abroad in 1990. That trip helped us understand that the United States is young; the rest of the world has history and traditions of which we were unaware. Now, 35 years later, we have been on all seven continents and more than 40 countries. We have loved every minute of the mind-broadening experiences of travel!!

Be generous. There are students who need scholarships, people who need food, areas that need to recover from disasters, and charities that provide hope. Give a little or a lot when you can. I think the people of America are among the most generous people in the world.

Ask more questions. When I was a young student, I was afraid to ask questions because I did not want to reveal my lack of understanding. Big mistake! Ask as many questions as it takes to gain clarity.

Feature Stories



Why Principals Are Key to Solving Schools' Biggest Problems

By Olina Banerji / *Education Week*

Schools face numerous pressing challenges, from chronic absenteeism and falling grades to more structural problems like retaining teachers and workforce development. District and state-level leaders have approached these problems separately, but often they neglect the most strategic lever in the education system: principals.

[Read More](#)



My Annual 3-Part Summer Leadership Ritual

A school leader explains how he uses the summer to reflect on what has worked well and how to adjust where necessary.

By Matt Pitman for *Edutopia*

The ring of the final bell is a memory, the corridors are quiet, and the to-do list has finally started to shrink. For school leaders, the time that follows the end of term is a paradox, both a much-needed pause and a precious planning window.

[Read More](#)



Summer learning loss: What we know and what we're learning

By Megan Kuhfeld and Andrew McEachin / NWEA

Concerns about students losing ground academically during summer break go back at least a century, with early evidence suggesting that summer contributed to large disparities in students' outcomes. This narrative spurred expansion of a variety of summer programs and interventions aimed at stemming summer learning loss.

[Read More](#)

Liz Bowie, Jill Barshay Among Top Journalism Honorees at EWA National Seminar

Award-winning education journalists Liz Bowie of *The Baltimore Banner* and Jill Barshay of *The Hechinger Report* were among the top honorees recognized at the Education Writers Association's 79th National Seminar, held earlier this month in Baltimore, Md. Bowie and her colleagues received EWA's prestigious Fred M. Hechinger Grand Prize for Distinguished Education Reporting for their investigative project examining barriers to school choice and student transportation, while Barshay earned the Ronald D. Moskowitz Prize for Outstanding Beat Reporting for her in-depth coverage of federal education policy and the dismantling of the Institute of Education Sciences. Their work exemplifies the vital role of high-quality journalism in advancing public understanding of education issues.

Award-winning education journalists Jill Barshay (left) and Liz Bowie (right) accept top honors during the Education Writers Association's 79th National Seminar in Baltimore. (Photos by James Minichello)



Issues of the Week



Despite fewer exit plans, teacher stress, burnout still high

Though teacher turnover appears to be on the decline, Rand Corp. finds wage gaps and stress rates remain issues for the profession.

By Anna Merod / K-12 Dive

Signs of [job-related stress among teachers](#) have declined since the COVID-19 pandemic but still remain fairly high — especially when compared to similar working adults, according to a recent Rand Corp. survey. But despite job-related teacher stress dropping overall, Rand

found burnout rates among teachers have slightly increased, rising from 54% in 2021 to 57% in 2026.

[Read More](#)



Canvas hack exposes schools' vulnerability to cyberattacks

By Susan Svrluga, Ian Duncan and Lauren Lumpkin / *The Washington Post*

The vast data breach at education platform Canvas this week exposed the vulnerability of student information as hackers increasingly target school systems, colleges and the tech companies they rely on in hopes of scoring big ransom payouts.

[Read More](#)



Schools doubling down on education to protect boys from gambling problems

The Hechinger Report covers one topic: education. Sign up for our newsletters to have stories delivered to your inbox. Consider becoming a member to support our nonprofit journalism.

By Caralee Adams / *The Hechinger Report*

As Pete Hall kicked off a four-day unit on gambling prevention in April, he asked his high school health class what comes to mind when they hear “sports betting.”

Fantasy football. Money. Socially engaging. Power. Control. Students typed on their laptops as Hall read their answers aloud.

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Poll: Americans believe they aren't being taught enough about democracy

A new NBC News poll shows that Americans remain committed to the nation's founding ideals - but widely feel that schools are not adequately teaching what's needed to sustain them.

By Stephanie Perry and John Lapinski / *NBC News*

For Thomas Jefferson, James Madison and other bold-face names struggling to bring about a new nation, an educated and informed citizenry was essential to the success of the American experiment.

[Read More](#)

Leadership Ideas



Well-being of School Leaders Matters

By Karla Neathery for *Education Elements*

Burnout rates are high among principals. How can we promote self-care? The past few years have been tough on school leaders. Principals have been putting out fires and coping with unexpected situations. Many principals admit that their careers have become very stressful with work overload, breakdown with communication, and values conflicts.

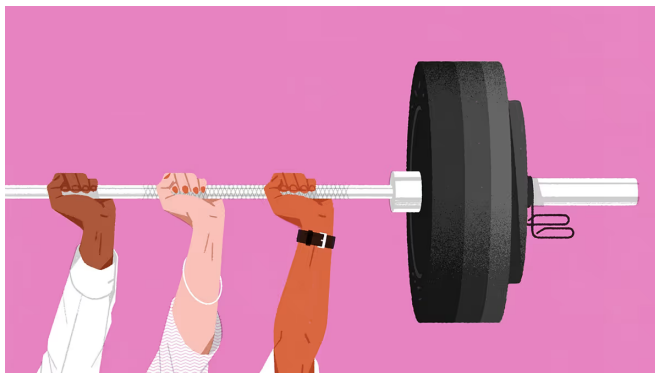
[Read More](#)



Eat the Change Founder Discusses Team Building

The founder of brands like Honest Tea and Eat the Change, Seth Goldman, explains how to hire and develop your team.

[Read More](#)



The Best Leaders Embrace the Role of Supporting Character

By Jamil Zaki / Harvard Business Review

In 2024, Y Combinator's Paul Graham [wrote](#) that Silicon Valley leaders must directly impose their vision on employees—a style of leadership he called “founder mode.” His essay attracted 20 million views on social media and launched dozens of think pieces ([including at HBR](#)).

[Read More](#)

HML Wants to Hear From You

Share Your News With the League

One of the greatest strengths of the Horace Mann League is the remarkable work our members do every day on behalf of students, schools, and communities.

We invite you to share your accomplishments—or those of a member of your staff—including publications, awards, leadership transitions, innovative programs, noteworthy events, and other news that may be of interest to fellow members.

By sharing your stories, you help strengthen our community and showcase the many ways League members are advancing public education.

Please send submissions and ideas to James Minichello, executive director of the Horace Mann League, at jminichello@hmleague.org. We look forward to hearing from you.

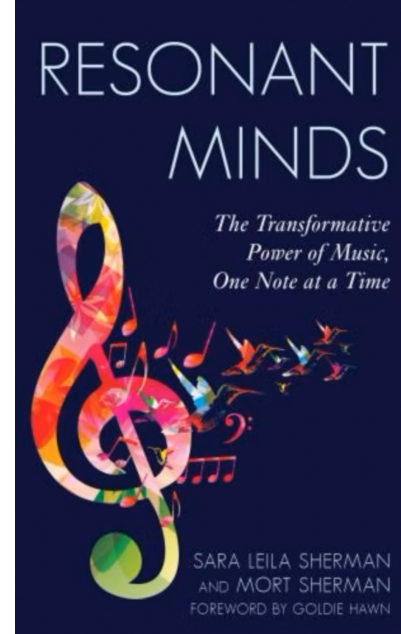


Featured Book

Resonant Minds calls for a movement of significant scale, connecting music, mindful action, executive function, and technology. The nexus among those elements creates exciting and new possibilities. For parents, educators, and other curious minds, *Resonant*

Minds provides guidance on integrating music into daily routines, educational settings, and community activities—making it accessible for all ages.

“The music that once filled our home became the foundation for my love of movement, my love of music, and the deep secret of mindfulness.” — *Goldie Hawn, foreword to Resonant Minds*



ChatGPT and AI



A Day In The Life Of A Principal Using AI

How one school principal uses AI to save time on administrative tasks that can be better spent with students and staff

By Michael Gaskell for Tech & Learning

Since AI came onto the scene, a lot has changed with it while some recurring themes have sustained. AI continues to act as a broad tool that provides **remarkably imperfect productivity**.

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Spotlight Conversations



Tobin Novasio, Superintendent of Montana's Hardin Public Schools

"In rural education, our greatest strength is the power of relationships."

"The future of rural communities depends on our ability to attract, support, and retain great educators."



Louis Wool. Superintendent of New York's Harrison Central School District

"If we don't see that connection, that very precious thing that has defined my life, given me so much opportunity, can soon be gone. And when we lose public school, in my mind, we lose America."



The Horace Mann League's Video Archives

HML Gallery 1996-2023

2023 Annual Meeting Video -Presidents and Boards

HML Board Meeting and Annual Meeting 2015

The Iceberg Effect - Student Achievement

Special Reports for League Members

Click on the title to view (and download) the topic of interest.

1. [Wisdom and Leadership](#) (updated on May 11, 2026)

2. [Letters to the Editor from the Superintendent](#)
(updated on June 9 2026)
 3. [Arguments by Conservatives to Diminish Public Schools. \(New\)](#)
 4. [OP-ED Letters to the Editor: Ideological and Policy Arguments About Public Education \(new\)](#)
 5. [Most Common Theories of Leadership](#)
 6. [Long-Range Planning](#)
 7. [Quotes for Leadership](#)
 8. [Good to Great: The Guide to the Superintendent's Success](#)
 9. [The Blueberry Story: Operating Schools Like a Business.](#)
 10. [What Teachers Make: Wow! You Asked Me What I make?](#)
 11. [Better Interview Questions and Possible Responses](#)
 12. [Suggestions Guidelines for Better Presentations](#)
 13. [Opening the Schoolhouse Door for Patrons](#)
 14. [Signals in the Life of the Superintendent](#)
 15. [Best Leadership Quotes of All](#)
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Podcasts by Education Leaders

The Horace Mann League's Podcast Series. (Click on the [blue](#) title to listen.)

Glenn Robbins: Nationally recognized leader in education technology.

Glenn was recently honored with the 2026 School Leader of the Year Award from EdTech Digest. During the conversation, he reflects on what the recognition means to him, his district, and the Brigantine community.

A Tribute to David Berliner by Dr. Gene Sharratt.

We honor the life and legacy of Dr. David Berliner, one of the most influential education researchers of our time and a steadfast advocate for public education and democracy.

Growing Partnerships that Strengthen Learning Communities by David Law, President of AASA and Superintendent of the Minnetonka Public Schools.

Rural Schools are the Backbone of Many Communities by Dr. Melissa Sadorf, Executive Director of the National Rural Education Association.



On Fire, Under Fire, or Fired: Reclaiming Passion, Purpose, & Progress in Troubling Times by Dr. Kristi Wilson and Dr. Susan Enfield.

Schools Reimagined with Dr. Jacqueline Grennon Brooks. Unifying the Science of Learning.

Path to Leadership by Dr. Martha Bruckner
Suggestions for women educators striving to advance their careers in education administration.

Artificial Intelligence in School Settings by Dr. Ray McNulty

Equity Paradoxes Created by Educational Policies

Dr. Alfredo J. Artiles:

Diversity in America: Teaching Students to Know, to Care, & to Act in Global Times by Dr. James Banks

Women in Leadership by Andi Furlis
Andi Furlis describes her career journey and shares suggestions for women seeking to grow their public education careers.

The Journey with Dr. Jack McKay. An opportunity to meet some great public educators.

Artificial Intelligence, the Landscape of Public Schools by Joshua Starr

Artificial Intelligence and the impact it has on public education today by Ben Williamson

Equity and Leadership with Gary Orfield and Patricia Gande

The Future of Public Education with Gloria Ladson Billings, professor at the University of Wisconsin. (Annual Meeting Presentation)

Democracy and Education: The Crisis of our Times with David Berliner and Joel Westheimer

The Future of Public Education with Valerie Strauss, education journalist for the Washington Post. (Annual Meeting Presentation)

Why Public Education is the Best Safety Net for Democracy with James Harvey and Jimmy Minnichello.

Recent Supreme Court Decision and the Implications for Public Schools with Derek Black and Jessica Levin.

Equity and Equality in the Public Schools with Linda Darling Hammond and Joshua Starr.

The U.S. Dept. of Education and the Local Public School with Secretary Miguel Cardona and Julie Underwood.

Critical Race Theory and School Board Meetings with Bryan Brayboy, Adrienne Dixon, and Daniel G. Solorzano.

The Implications of Charters and Privatization of Public Education with Carol Burris and Kevin Welner

Challenges and Opportunities of Leading with Jeanne Collins, Doug Burge, and Laurie Barron.

Leading a School District During a Pandemic with Jim Sutfin, Luvelle Brown, and Andi Fourlis.

Thoughts on the State of Public Education by David Berliner and Diane Ravitch.

Notable Books and Reports for Members

Click on the title to download.
Long-Range Planning -
(Strategic Plans: Benefits and Consequences)

Good to Great: The Guide to the Superintendent's Success by Jack McKay



The Guide for Using AI - ChatGPT (Getting Started)

The Book of Wisdom (Good coffee - Great Friendships)

Cartoon for the Week



The School Leader's Special Topics

1. Better Interview Questions and Possible Responses
2. Suggestions Guidelines for Better Presentations
3. Opening the Schoolhouse Door for Patrons
4. Signals in the Life of the Superintendent
5. Best Leadership Quotes of All
6. Horace Mann: An Exemplar of Reform
7. The Blueberry Story
8. What Teachers Make. . .
9. Examples of "Letters to the Editor" (updated)

Horace Mann League Officers, Directors, and Past Presidents

The Horace Mann League of the USA Officers and Directors

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Ret. Clinical Professor
Arizona State Univ

President-elect

Jeanne Deweese
Ret. Supt. of Schools.
VT

Vice President

Ms. Toba Cohen-Dunning, Exec. Dir.
Omaha PS Foundation

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Schools (NE) and Ret.
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Ed. Leadership, U. of
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Supt. North Ridgefield,
OH

**Dr. Linda Darling
Hammond**

Purpose

The Horace Mann League, founded in 1922, perpetuates the ideals of Horace Mann, the founder of the American public school system. Its basic purpose and activities are to strengthen our public schools.

The League's members believe that the public school system of the United States is an indispensable agency for strengthening the ideals of our democracy and the most necessary unifying and dynamic influence in American life.

Accordingly, our public schools should be free, classless, non-sectarian, and open to all children of all the people. The school system should be dominated by such purposes that will insure the preparation of children and youth for effective citizenship in our democracy.

The League believes that the American tradition of separation of church and state must

The Horace Mann League Past Presidents

2025 Kevin Riley, (NE)
2024 Brent Clark, (IL)
2023 Bill Mathis (VT)
2022 Ruben Alejandro (TX)
2021 James Harvey (WA)
2020 Lisa Parady AK
2019 Laurie Barron, MT
2018 Eric King, IL
2017 Martha Bruckner IA
2016 Christine Johns, MI
2015 Charles Fowler, NH
2014 Gary Marx, VA
2013 Joe Hairston, MD
2012 Mark Edwards NC
2011 Julie Underwood, WI
2010 George Garcia, CO
2009 Steve Rasmussen, WA
2008 Fred Hartmeister, TX
2007 Colleen Wilcox, CA
2006 Walt Warfield, IL
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2004 Spike Jorgensen, AK
2003 Larry Dlugosh NE
2002 Arthur Stellar, MI
2001 Ben Canada, OR
2000 Kenneth Bird NE
1999 Beverly Reep OH
1998 Jane Hammond CO
1997 Cleve Hammonds MO
1996 Terry Grier, CA
1995 Paul Houston, VA
1994 Edna Manning, OK
1993 Malcolm Katz, GA
1992 Bob Fortenberry, MS

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1926 Payson Smith ME
1922 Carroll Pearce WI



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