

THE MAINE APPRISE

A Publication of the Maine Principals' Association

Volume XXVIII, Number 6

February 2020



From the
President . . .

**Matthew Haney, Principal,
Mount Desert Island
High School and
President of the MPA**

February and March can be some of the most difficult months of the year for school leaders. The excitement of the new year has come and gone, we've navigated the ups and downs of the holiday season and survived the dark and cold of January. In doing so we may have burned through some of our energy reserves. Finding ways to exercise and to get outdoors are two ways to refill the tank.

Because of the unfriendly winter weather and ever-present darkness it can be challenging to get outside, especially during daylight hours. However, if we can make it a priority to do so, even for ten minutes, there is a huge body of research that says it's one of the best decisions we can make. Seeing the daylight can increase energy, boost our immune systems, and supply us with Vitamin D while sharpening our creativity, focus, and vision. At the same time those who spend time outdoors are less prone to pain and inflammation, lower blood pressure, and decrease the occurrence and severity of anxiety and depression. We all have job-related excuses to go outside. We can greet students when they get off the bus and/or wave goodbye at the end of the day. Walking the perimeter of the school grounds is always a productive thing to do. Those of us in high schools have the opportunity to stroll through the student parking lot - not necessarily looking for trouble - just putting ourselves in the position to have an interaction with a student who is coming or going. Every little conversation can lead to relationship building, and having them outdoors is all the better.

Regular exercise is a separate but equal partner in our physical and mental wellbeing. 30-minutes of moderate exercise 3 to 5 times a week has proven to improve mood, confidence, pride, and satisfaction in work performance, energy, quality of sleep, and focus. Exercise also decreases stress, anxiety, and depression.

Sometimes we are able to combine exercise and being outdoors and sometimes we can't. Winter can provide some serious logistical challenges to this process but with the right gear and determination we can do it. So, if you find yourself low on energy, creativity, focus, or good sleep try to find a way to get your blood pumping a little and head out the door. It will certainly be time well spent.

Just a Friendly Reminder!

As we discussed at the Fall Conference, the MPA Board of Directors is proposing that the MPA Dues be increased to the following beginning with the 2020-2021 school year:

- ◇ Active Individual—\$340.00
- ◇ Associate—\$125.00
- ◇ Retired—\$50.00
- ◇ Student—\$30.00

This will not be finalized until the full membership vote at the Spring Conference; however many of you will need this information for your school budgets.

Please call Holly Couturier, Executive Director | Professional Division, (622-0217, Ext. 126) if you have any questions.

Recognition Counts

Take advantage of the numerous opportunities for you to nominate an exemplary member of our educational community in Maine. Commit a few moments to shine your light on excellence.

Larry LaBrie Award for Outstanding Contributions to the MPA Interscholastic Division—Do you know an outstanding contributor to the Interscholastic Division of the MPA as a building administrator, athletic administrator, or other person? (Click [HERE](#) for nomination form.)

Volunteer of the Year ~ Dr. Phyllis Deringis Service to Maine Youth Award—Do you know an outstanding adult volunteer who is making a difference for students in your school, your district, or possibly beyond? (Click [HERE](#) for nomination form.)

2020 Secretary of the Year Award—You can recognize your secretaries/administrative assistants hard work and dedication by nominating them for the 2020 Secretary of the Year! (Click [HERE](#) for nomination form.)

For more information please contact Tammy McNear at 622-0217, ext. 122 or tmcnear@mpa.cc. Extended Deadline for nominations and completed applications (as required) is Friday, February 28, 2020.

Public Schools Week

Passing along this note from the NASSP Executive Director with information about Public Schools Week, taking place February 24-28. We encourage everyone to sign the pledge and find ways to get involved.

<http://lovepubliceducation.org/publicschoolproud/>

School Redesign In Action

The New England Secondary School Consortium (NESSC) and Great Schools Partnership sponsors the annual *School Redesign in Action Conference* that will be held on Monday and Tuesday, March 23 and 24 in Norwood, MA.

PROFESSIONAL OFFERINGS

MPA SPRING CONFERENCE

Keynote Thursday

"The Principal: Surviving and Thriving" with Andrew Marotta
and

Keynote Friday

"Whatever It Takes For All Students To Succeed In School & Life"
with Dr. Bryan Pearlman

April 30—May 1, 2020 - Click [HERE](#) to Register.

ON DEMAND WEBINAR

"I'm Sad, Mad & Traumatized & You Still Expect Me to Learn?"

with Best-Selling Author and Speaker Dr. Bryan Pearlman

Click [HERE](#) to Register.

MPA Summer Leadership Retreat

June 29-30, 2020

**Sugarloaf Resort,
Carrabassett Valley**

Click [HERE](#) to Register.

33rd Annual Seminar for School and District Secretaries, Special Education Secretaries, and Administrative Assistants

Tuesday, April 7, 2020

Hilton Garden Inn, Bangor

Wednesday, April 8, 2020

Double Tree by Hilton,
So Portland

Click [HERE](#) to Register.

2020 Maine NHS Annual State Convention and Banquet

Dates: March 17 and 18, 2020 ~

Place: Brewer and UMO, Orono

Approximate Cost: \$40/person for Banquet and Convention

\$25/person for Convention only or
\$18/person for banquet only

Click [HERE](#) to Register.

PR Tips

Increase Your School's Culture Competency for Meetings

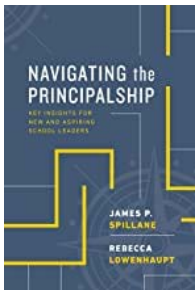
Cultural competence is the ability to understand, communicate with, and effectively interact with people across cultures. Here are a few tips on how principals can increase their school's cultural competency during school meetings:

- Make sure meeting venues are big enough. Many immigrant families show up with extended family members. Recognize that this is a cultural norm for many of these groups.
- Since many families bring small children, have a separate, supervised area, or room specifically geared to providing activities for younger children so as not to create a distraction for important information given at these meetings.
- When sending information to parents, using phrases like "reserved or limited seating," "free events," or "refreshments provided" resonate. You could have parents fill out a registration form to attend this event as well.
- To help schedule a day and time for a meeting, understand what habits dictate daily life for your diverse communities. Think about whether it would make more sense to have a meeting during the day, as opposed to after school and work, or vice versa.

Source: NSPRA's *Diversity Communications Toolkit*

—National School Public Relations Association,
Principal Communicator,
January 2020.

Professional Reading Suggestions



Navigating the Principalship: Key Insights for New and Aspiring School Leaders (2019) by J. Spillane & R. Lowenhaupt

Navigating the Principalship, James P. Spillane and Rebecca Lowenhaupt look at the major challenges of the principal position, examining how new principals adapt to the role, set an instructional agenda, and build cooperation and collaboration. They focus in particular on the dilemmas that mark the principalship--the inevitable, complicated conflicts that arise from a clash of worthwhile values, and resist simple solutions, such as:

- * Addressing the demands of various internal and external stakeholders;
- * Accomplishing seemingly limitless tasks in limited time;
- * Sharing leadership duties while maintaining ultimate responsibility for the school and everyone in it;
- * Creating a safe space for teaching and learning while building bridges to the outside world; and
- * Balancing work life and home life.

Based on original research conducted with new principals in an urban environment, and rich with authentic voices discussing real conflicts and proven strategies, this book presents pragmatic ways to manage the most difficult parts of the job. Use it to spark both reflection and action and chart a course for effective, rewarding school leadership.

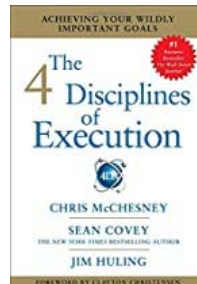
The 4 Disciplines of Execution: Achieving Your Wildly Important Goals (2016) by C. McChesney & S. Covey

Do you remember the last major initiative you watched die in your organization? Did it go down with a loud crash? Or was it slowly and quietly suffocated by other competing priorities? By the time it finally disappeared, it's likely no one even noticed. What happened?

Often, the answer is that the “whirlwind” of urgent activity required to keep things running day-to-day devoured all the time and energy you needed to invest in executing your strategy for tomorrow. *The 4 Disciplines of Execution* can change that forever.

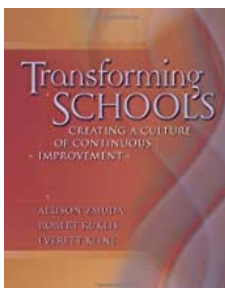
The 4 Disciplines of Execution (4DX) is a simple, repeatable, and proven formula for executing your most important strategic priorities in the midst of the whirlwind. By following the 4 Disciplines—Focus on the Wildly Important; Act on Lead Measures; Keep a Compelling Scoreboard; Create a Cadence of Accountability—leaders can produce breakthrough results, even when executing the strategy requires a significant change in behavior from their teams.

4DX is not theory. It is a proven set of practices that have been tested and refined by hundreds of organizations and thousands of teams over many years. When a company or an individual adheres to these disciplines, they achieve superb results, regardless of the goal. 4DX represents a new way to think and work that is essential to thriving in today’s competitive climate. *The 4 Disciplines of Execution* is one book that no business leader can afford to miss.



Transforming Schools: Creating a Culture of Continuous Improvement (2004) by A. Zmuda & R. Kuklis, et. Al.

Uses a fictional school setting with representative characters to discuss the essential principles of school improvement efforts.



DATES TO CELEBRATE

- * **February 1-29**
 - National African American History Month ~ Click [HERE](#) to Learn ways to recognize this month.
 - National Children’s Dental Health Month ~ Click [HERE](#) to visit the American Dental Association Website for resources.
- * **February 2**
 - Groundhog Day
- * **February 3-7**
 - National School Counseling Week is sponsored by the American School Counselor Association. This year’s them will be “School Counselors: Helping Build Better Humans.” Click [HERE](#) to find activities and a promotional toolkit on their website.
- * **February 14**
 - Valentine’s Day
- * **February 17**
 - National PTA Founders Day
 - President’s Day
- * **February 25**
 - Mardi Gras

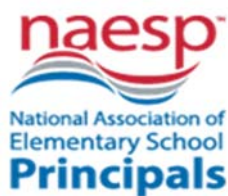
“LIKE US” ON FACEBOOK!

Click on the link below to go to our Facebook page:

<https://www.facebook.com/pages/Maine-Principals'Association-Professional-Division/1703592959867688>

Follow us on Twitter!

Holly Couturier —@HCouturierMPA
Mike Bisson—@MikeBissonMPA



NAESP Report

By Jane P. Stork, Principal of the Etna-Dixmont School and
NAESP State Representative

jistork@rsu19.net

Advocacy News

The dramatic rise in youth vaping is a public health crisis, threatening the health of American children. A staggering 5 million U.S. kids now use e-cigarettes (97% use flavored e-cigarettes). Aside from the unknown long-term health consequences, e-cigarettes could become an on-ramp to nicotine addiction for a generation of youth. NAESP encourages Congress to support **S. 1832, the Smoke-Free Schools Act, and H.R. 2339, the Reversing the Youth Tobacco Epidemic Act** to protect children against this growing epidemic. Representative Pingree is a sponsor of the bill and barring any unacceptable amendments, Representative Golden expects to support it.

<https://www.naesp.org/blog/advocacy-update-january-2020>

The Success for Rural Students and Communities Act of 2020 introduced January 8, 2020 by Sens. Susan Collins (R-Maine) and Maggie Hassan (D-New Hampshire), in a bipartisan effort, would encourage rural students to pursue higher education goals and connect them with opportunities for employment.

<http://www.ccdaily.com/2020/01/senate-bill-focuses-rural-students/>

The Success for Rural Students and Communities Act would improve college access and success for rural students by spurring innovation and investment in new strategies to prepare them to complete their credentials and step into the high-demand jobs in their communities. The bill would create a demonstration program to encourage rural community stakeholders to partner together to help their students matriculate, graduate, and enter the workforce. These partnerships would draw on the talents of local school districts, institutions of higher education, regional economic development entities, and rural community-serving organizations.

<https://www.collins.senate.gov/newsroom/bill-help-rural-students-and-communities-succeed-introduced-collins-hassan>

NAESP Members Benefits Corner

Travel Saving Center

NAESP members have access to exclusive travel savings from car rentals, hotels, and ticketing discounts to condos, villas, cruises, guided tours, and group travel packages. Whether you simply want to get from here to there or make your dream vacation a reality, NAESP members have all the tools right at your fingertips. Visit the NAESP Travel Saving Center at <http://savings.travel/naesp/>.

NAESP February Webinars – Free Professional Development

NAESP Members may register for all webinars using the following link: <https://www.naesp.org/career/webinars>.

WEBINAR WEDNESDAY: ADDRESSING IMPLICIT BIAS IN THE PRE-K-8 CLASSROOM

Date: Wednesday, February 12, 2020 ~ Time: 3:00 P.M. - 4:00 P.M. (ET)

Join Dr. Gilliam as he discusses the latest findings regarding expulsion and suspension practices in early education settings, gender and racial disproportionality, and potential causes for these disparities, including the potential role of implicit bias. Although the session will focus on research findings, attendees will also be exposed to emerging information about how early educators understand implicit bias and how preschool expulsions and suspensions are understood within a social justice and civil rights framework. Early childhood mental health consultation will be discussed as a means for addressing issues of both social-emotional climate and equity in early childhood settings.

NAESP NATIONAL MENTOR TRAINING May 5-6, 2020 at the MPA Conference Center

NAESP Maine and the Maine Principals' Association will be hosting the NAESP National Mentor Training and Certification Program on May 5-6, 2020 at the MPA Conference Center. This mentor program strategically aligns the curriculum with NAESP's new 2019 edition of *Leading Learning Communities: Pillars, Practices, and Priorities for Effective Principals*, the Professional Standards for Education Leaders (PSEL), and the NAESP Mentor Competencies. Reserve the date and register early at <https://www.naesp.org/mentor#mentor-schedule>.

2020 Pre-K-8 Principals Conference to be held in Louisville, KY

NAESP will be hosting its annual conference in Louisville, Kentucky on July 12-14, 2020. We hope you will join us and encourage your colleagues to attend this premier professional development conference for elementary and middle-level school leaders. Strands include: Instructional Leadership Development; Management Techniques for Effective Learning Communities; Strategies for Technology, Social Media and School Branding; Best Practices in Social Emotional Learning; and Innovative Leadership Approaches.

Thank you for all you do to support your students and communities.

S  LARISE
MAINE
SCHOOLS
SUMMIT

MARCH 17, 2020

5:00 PM - 8:00 PM • SPACE GALLERY

538 CONGRESS ST, PORTLAND, ME

CORWIN Visible Learning^{plus}

Join Us in Portland!

Visible Learning^{plus} Institute

SEPTEMBER 23–24, 2020
PORTLAND, ME



The Visible Learning^{plus} Institute is a two-day event designed to provide you with the tools to identify key takeaways from the Visible Learning research, learn about the five strands of Visible Learning, and identify the difference between influences that impact student learning.

At this institute, you will learn:

- The key philosophy of Visible Learning and the major factors that influence student learning
- The importance of learning intentions and success criteria
- The mindframes leaders should have in order to impact instruction
- The key characteristics of assessment-capable learners

PLC+ workshop with Nancy Frey & Karen Flories

Maximize your learning at our PLC+ post-conference workshop where attendees will gain a better understanding of the PLC+ framework its potential impact, the required steps for implementation, and learn how it builds individual and collective efficacy, as well as teacher credibility.

General Pricing: \$399 per person | **Post-Con Pricing: \$199** per person

Enjoy **\$25 off** registration to main event with promo code **MPA**

To register, visit www.corwin.com/MaineVL

Keynote Speaker:



John Hattie

Workshop Presenters:



Nancy Frey



Karen Flories

In partnership with:



CORWIN

MPA Photo Album



GREAT BEGINNINGS
SESSION III
January 8, 2020



ELE
Bath/Brunswick
January 10, 2020

