

THE MAINE APPRISE

A Publication of the Maine Principals' Association

Volume XXVIII, Number 4

December 2019



From the President . . .

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

In continuing with our theme of wellness in the principalship, I'd like to offer up the concept that as good as we are as principals at so many things, one thing we are not good at as a whole is self-advocacy. We are used to being the ones who can be everything to everyone—problem solvers, pedagogical innovators, supportive and yet demanding supervisors, communicators, financial managers... The list is long. Inevitably there comes a time when it gets to be too much. We have amazing capacity and yet there's a limit to everything. It is at these times that we need to give ourselves permission to speak up and look out for ourselves and each other.

Building administrators in the district that I work in recently ran into one of these moments. We are lucky to work in a place in which our superintendent has ten years of experience as a building principal and can see us from a place of empathy. Recently many of us reached out to him for help trying to identify the causes of our discomfort and ways to alleviate them. At a daylong meeting last week, we went through an illuminating exercise. Each of us took a stack of sticky notes and wrote one responsibility that can cause stress on each note. Inevitably we went through a lot of stickies in a short time. This activity reminded me of Michael Copeland's *Myth of the Superprincipal*, which essentially states that taken as a whole, our jobs are completely undoable because of the breadth and depth of the skill set required. As we

went through the activity, I had an epiphany. I think Copeland was mistaken. The capacity that we have as leaders in our buildings is immense and diverse. We really are Superprincipals. We get through the litany and we actually do it really well. So what is the problem? Why are we feeling so much stress?

In my opinion, the reason we are that we don't actually realize how well we're doing. At times we're crushed by a hopeless feeling of inadequacy. We don't have the time to reflect on the things we accomplish and also because the vast majority of the feedback we receive is seemingly urgent and often unflattering. Based on this perception, we feel like we're letting our students, teachers, bosses, communities, and loved ones down. Even though nothing could be further from the truth this can become our reality.

The good news is that there's an antidote to this particular venom. We have each other. Only we can empathize with what it means to be a building administrator. I challenge us to help each other to hold up a mirror so we can objectively see how good each of us is at our jobs. If we don't do it, nobody else will. I'll take the first turn holding the mirror for anyone who has managed to read this far down the page. I want to close out this column the same way past president Maggie Allen closed out the spring conference a few years ago. You Guys Are AWESOME!!

Note to Non-Members

Non-Members are receiving *The Maine Apprise* in October, November, and December compliments of the Maine Principals' Association. Member benefits are described on our website at <http://www.mpa.cc/index.php/about-us/membership-and-dues-314>.

If you would like to receive this newsletter and other member benefits, please contact Patty at the MPA office at 622-0217, ext. 130 or at mpa@mpa.cc to join your professional association!

Happy
Holidays

Mike Burnham Tammy

Holly Patty

Diane

Mike Bisson

from the MPA Staff!

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.

State-wide Book Study

Exclusive For MPA Members Only

Leading Change In Your School

By Douglas S. Reeves

January 3, 2020—May 29, 2020

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

**MORE INFORMATION
TO FOLLOW.**

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.

Save the Dates Notice

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



Complete registration packets will be available online in January.

If you have any questions, please contact: **Chris Carver**, MNHS Co-Adviser, ccarver@rsu10.org; **Meg Doughty**, MNHS, Co-Adviser, mdoughty@rsu10.org; or **Holly Couturier**, Executive Director | Professional Division, MPA, hcouturier@mpa.cc.

Student Council State Conference

May 20, 2020

SAVE THE DATE!

MPA Summer Leadership Retreat

July 1-3, 2020
Sugarloaf Resort,
Carrabassett Valley

Details to
come soon!!!

PR Tips

Culturally Informed Communication

The following are tips from NSPRA’s Communication Equity and Diversity Task Force. The tips focus on the broader concept of diversity and inclusiveness and how to incorporate culturally informed communication in your schools.

- **Think beyond race and ethnicity.** This includes students with disabilities, students who identify as LGBTQ, and students who aren’t raised in a traditional family unit.
- **Be aware of your unconscious biases.** Consider how your life experiences may influence your perspective and avoid making assumptions about other people.
- **Make an effort to experience other cultures.**
- **Tune into nonverbal communication.** Be aware of your own body language and recognize that nonverbal language varies from culture to culture.
- **Respect language preferences.** Adapt your school materials as needed into multiple languages.
- **Click on link below to read additional tips.**

<https://www.nspr.org/sites/default/files/docs/inclusive-practices-tips.pdf>

—National School Public Relations Association,
Principal Communicator,
November 2019.

We encourage you to patronize the following hotels and resorts which generously donated getaways for two that were drawn at the MPA Fall Conference:

- * DoubleTree Hotel, South Portland
- * Hilton Garden Inn Freeport Downtown
- * Embassy Suites by Hilton, Portland
- * Hilton Garden Inn Portland Downtown Waterfront (2)

Sugarloaf Golf Club Certificate (Evaluation)
Joel Hall, Principal, Ashland District School

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.

Do You Know An Outstanding Elementary or Middle Level/High School Principal?

The Maine Principals' Association, in cooperation with the National Association of Elementary School Principals and the National Association of Secondary School Principals invites you to nominate an outstanding elementary or middle level/high school principal for consideration as *Maine's 2020 Principal of the Year*.

The successful candidates will represent Maine at the 2020 National Principals' Programs that will be held in the fall of 2020 in Washington, D.C.

The Maine Principals' Association will honor our state's 2020 Principals of the Year at an awards banquet during the 2020 MPA Spring Conference at the Samoset.

Elementary National Distinguished Principal of the Year ~ Click [HERE](#).

Middle/High School Principal of the Year ~ Click [HERE](#).

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 (i.e. site/meet director, coach, official, media, etc.)? Each year the MPA honors up to three recipients to be honored with the Larry LaBrie Award at the Spring Conference Awards Banquet. Click [HERE](#).

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? Each year the MPA honors up to two awardees with the Dr. Phyllis Deringis Service to Maine Youth Award at the Spring Conference Awards Banquet. Click [HERE](#).

2020 Secretary of the Year Award—We all have them—the incredible people who know every student and parent in the school ~ the people who help keep the districts in order and organized ~ those who greet our students and communities and set the positive tone in our schools and districts—our AMAZING secretaries/administrative assistants. You can recognize their hard work and dedication by nominating them for the 2020 Secretary of the Year! All nominees will be considered for this honorable recognition. The Secretaries will be publicly announced at the Secretaries Conferences in April and then they will be honored at the MPA Spring Conference on April 30 at the Samoset Resort. Click [HERE](#).

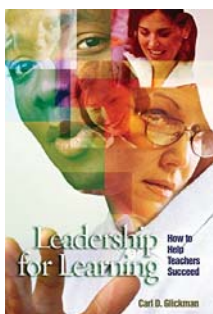
For more information please contact Tammy McNear at 622-0217, ext. 122 or tmcnear@mpa.cc. Deadline for nominations and completed applications (as required) is January 31, 2020

DATES TO CELEBRATE

- * **December 1**
 - *World AIDS Day*—World AIDS Day is an opportunity to promote AIDs education and to commemorate those whose lives have been lost or affected by AIDS. Learn More by clicking [HERE](#).
- * **December 10**
 - *Human Rights Day*—Learn more on the United Nations website by click [HERE](#).
- * **December 15**
 - *Bill of Rights Day*—See how you can celebrate this day from the National Constitution Center's website by clicking [HERE](#).
- * **December 21**
 - *First Day of Winter*
- * **December 22-30**
 - *Hanukkah*
- * **December 25**
 - *Christmas*
- * **December 26-January 1**
 - *Kwanzaa*

Professional Reading Suggestions

*** MPA Spring Book Study *** Leadership for Learning: How to Help Teachers Succeed by C. Glickman.



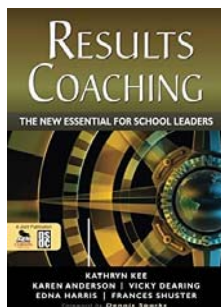
“In a follow-up to his earlier book, *Developmental Supervision*, distinguished educator and author Carl D. Glickman provides instructional leaders—supervisors, principals, and teachers—with practical guidance and thoughtful insight to help them succeed as they work with teachers to improve classroom teaching and learning. In a straightforward and easy-to-read manner, Glickman discusses Structures of classroom assistance—clinical supervision, peer coaching, critical friends, and action research groups; Formats for observations—frameworks for teaching, open-ended questionnaires, samples of student work, and student achievement on high-stakes tests; and Approaches to working directly with teachers—directive, collaborative, and nondirective.

Scenarios that describe interactions with teachers of diverse backgrounds and skill levels bring the various approaches to life. The author also provides useful information on summative and formative evaluation of teachers. In addition to forms and examples that readers can duplicate or adapt to their own situation, the book includes an extensive list of resources on the topics of looking at student work, professional development and instructional leadership, and educators' ethnic, cultural, and personal diversity.

Leadership for Learning goes beyond the basics of supervision to place the work of instructional leadership within the context of whole-school improvement. Drawing on his years of experience in working with schools in varied settings, Glickman offers both advice and inspiration to instructional leaders who strive toward the ultimate goal of providing the best possible classroom experience for every student.”

Mentoring New Teachers Through Collaborative Coaching: Linking Teacher and Student Learning by K. Dunne & S. Villani (2007).

“What are the best approaches for developing effective teacher mentors? In their work across the country, Kathy Dunne and Susan Villani have combined the nonjudgmental approach of collaborative coaching with a focus on student learning to heighten teacher effectiveness. The result is a stunningly effective model that benefits mentors and teachers alike — all in the service of students. For education leaders who oversee mentor programs and those who provide professional development for mentors, this book looks at mentoring from the context of the research on effective mentoring and provides extensive guidance on how mentors can understand the needs of new teachers, build strong relationships with them, and coach them through an ongoing process of improving their teaching practice. Step-by-step professional development activities spell out the details in the companion facilitation and training guide.”



Results Coaching: The New Essential for School Leaders by K. Kee (2010). “This resource offers “coach-leaders” tools and strategies for guiding staff to continuously grow and improve, maximize their potential, and create productive school cultures.”

Alternative Education Survey

The Alternative Education Association of Maine, along with assistance from the Department of Education and the MPA, is trying to compile information about Alternative Education Programs in Maine Schools.

Would you please take a moment to fill out the survey or pass it along to the appropriate person in your district. This will go a long ways towards the AEA's ability to network with other professionals around the state who do the work with some of our most challenging students. Thank you for your assistance.

Click [HERE](#) for the Alternative Education Survey.

Maine School Leaders Network (MSLN)

All Maine schools need positive, sustained, and impactful leadership

The mission of the **Maine School Leaders Network (MSLN)** is to create a network of school leaders to support and coach other existing school leaders around timely and relevant aspects of their growth as a leader. At its core, the network is a group of learning leaders connecting with other learning leaders. Please share in what topics/areas do you want/need advice in from a fellow school leader and then rate at least 15+ other comments that your colleagues have shared. Our network wants to offer support in the areas you collectively have identified as priorities. Thank you for helping shape how our support services will look. ~MSLN

To participate please go to the following: <https://my.thoughtexchange.com/#865065218>
OR

Text the 9-digit code 865-065-218 to the phone number 728-55 to get a link to participate in this exchange.

NAESP Report

By Jane P. Stork, Principal of the Etna-Dixmont School and
NAESP State Representative ~ jstork@rsu19.net or (207) 992-0735

NAESP Advocacy News—New Per Pupil Expenditure Reporting Requirement: What You Need to Know

A new public-reporting requirement included in the Every Student Succeeds Act (ESSA) that directly impacts principals is now taking effect across the country.

The new requirement means states will have to calculate spending of local, state, and federal dollars by school and to make public a “per pupil expenditure” (PPE). Previously, states have been required to report at the district level but not down to the school level. This is significant because communities can compare spending from school to school, as opposed to getting an aggregate number for the district, with student outcomes. The PPE calculation must include the actual costs including salaries and benefits of teachers, administrators and other school staff, instructional expenses, and transportation, among other expenses.

This change will mean that principals will be on the front lines of this discussion with community members, district leaders, and the media. NAESP has partnered with the Collaborative for Student Success to develop resources to help prepare principals for these critical conversations around resource allocation in their community. These documents will help principals drive an equity agenda for their school and help ensure more thoughtful decisions about what dollars are spent and how those dollars best serve students. Visit the following link for more information: <https://www.naesp.org/pupil-expenditure-requirements>.

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>.

NAESP Members Benefits Corner

American Hearing Benefits is a convenient hearing benefits program which provides access to free hearing consultations and significant discounts on hearing aids through our nationwide network of hearing professionals. As a member of NAESP, you

and your family are entitled to the following hearing savings through American Hearing Benefits:

- Free annual hearing consultations for you and your family;
- Free one year supply of batteries;
- One year of free office visits;
- Free Deluxe Warranty Plan, including loss and damage; and
- 60-day trial period.

NAESP December Webinars Free Professional Development

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

WEBINAR WEDNESDAY: EMOTIONAL POVERTY IN ALL DEMOGRAPHICS: HOW TO REDUCE ANGER, ANXIETY, AND VIOLENCE IN THE CLASSROOM

Date: Wednesday, December 18, 2019

Time: 3:00 P.M. - 4:00 P.M. (ET)

Every evening on the news, there are multiple stories about violence and anger erupting. Workplace and school violence are increasingly a reality. Using a brain-based approach, this session looks at the underlying causes of anger, anxiety, and violence; how they develop; and the tools that can be used to change those responses. Emotions are processed 200 to 5,000 times faster than thought. To change behavior, the motivation for the behavior must be changed. This session will provide understandings on how that can be used with family, relationships, institutions, and oneself.

2020 Pre-K-8 Principals Conference

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.

Have a wonderful December and wishing you all happy holidays! Thank you for all you do to support your students and communities.

“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

He who would accomplish little must sacrifice little; he who would achieve much must sacrifice much.

~ James Allen



NASSP Report

By Matt Gilbert, Principal, Mountain Valley High School and
NASSP State Representative ~ mgilbert@rsu10.org

Top Priorities: Support of Title funding at the national level, passing the PREP Act to encourage the pursuit of careers in education, promoting the need for talented principals in every school, offering opportunities for professional growth through conference, online services, networking, and publications, and recognizing outstanding educational leaders through National Principals' Month (October) along with programs such as Principal of the Year/Assistant Principal of the Year/Digital Principal of the Year.

Recognition of Maine: Over the past three months, Maine has been one of the top five states to use "Call to Action" in an effort to contact our congress people in support of education. Call to Action is a service provided by NASSP to make it easier to contact our congress people about specific issues identified by NASSP. A leader among the state to unify the effort of the two associations through joint advocacy conferences, and combining the national conference.

November 2019: The National Association of Secondary School Principals (NASSP) has partnered with Credly to offer digital credentials to student members of the National Honor Society and the National Junior Honor Society. Providing a verified, shareable digital credential ensures that students are recognized for their membership and affiliation in a way that aligns with modern technology.

October 2019: NASSP presented the 2019 Congressional Champion Award to Representative Rosa DeLauro (D-CT) for her ongoing commitment to introducing legislation and supporting policies aimed at benefiting school leaders and the students and faculty in their schools.

September 2019: Reston, VA—NASSP Executive Director JoAnn Bartoletti issued the following statement on the FDA's proposed regulations on flavored e-cigarettes: "The nation's principals applaud the Trump administration for hearing their call and taking decisive action to clear the market of flavored e-cigarettes. Principals consider e-cigarette use one of the greatest public health threats facing schools."

August 2019: NASSP Executive Director JoAnn Bartoletti issued the following statement on the release of the 2019 Phi Delta Kappa Poll of the Public's Attitudes Toward the Public Schools: "We are in a full-blown crisis, and it's only getting worse. Half of teachers are seriously considering leaving the profession."

July 2019: Boston – Robert Motley, principal of Atholton High School in Columbia, MD, has been elected to serve as the 2019–20 president-elect of NASSP. Six school leaders from across the country were also elected to serve four-year terms on the 24-member NASSP Board of Directors.

June 2019: Reston, VA—The vision of effective school leadership just became clear and practical with the release of Building Ranks, an actionable framework developed by NASSP, the leading organization of and voice for principals and other school leaders across the United States. Building Ranks provides a cohesive and accessible picture of the principalship.

May 21, 2019: Herndon, VA—The National Student Clearinghouse and NASSP announced that they are collaborating to help principals examine how high school programs and policies lead to postsecondary success. With the Clearinghouse's nationwide secondary and postsecondary student data, principals can see exactly how each of their school's graduates continue their growth.

Upcoming events include: (1) NASSP/NAESP National Advocacy Conference in Washington, D. C. in March of 2020 and (2) NASSP National Conference in National Harbor, Maryland from July 7-9 2020. You can register for either conference online through the NASSP webpage.

Something to watch: NASSP The Year in Video Link:

<https://youtu.be/RbmYigHvCdc>

A Special Thank You To Our Exhibitors

Thank you to all of our exhibitors for exhibiting at our annual Fall Conference on November 21-22, 2019.

- AIP Retirement Services
- Capstone Classroom
- Creative Office Pavilion
- Education Office of Spain
- Full Plates Full Potential
- Gametime Park & Playground Equipment/MRC
- Hockmeyer with Barksdale
- Horace Mann Companies
- Leader in Me
- Lifetouch School Portraits
- Mad Science of Maine
- Maine Army National Guard
- Maine Bureau of Highway Safety/Alliance IMS
- Maine Children's Trust
- Maine Mathematics and Science Alliance
- McIntire Business Products
- NAESP/NASSP
- Okapi Educational Publishing
- Outdoor Classroom
- Playworks New England
- PortraitEFX of Maine/Bell Studios Inc.
- Scholastic Education
- The Virtual High School
- University of New England Online
- Walsworth Yearbooks
- Wings for Children and Families, Inc.
- World of Change

Walsworth yearbooks



MPA Photo Album

ELE ~ Hancock County

*** November 8, 2019 ***

