

Summer 2015 Issue

Principals Supporting Principals

The Professional Voice of MESPA

A man in a dark suit is speaking at a podium with a microphone. He is looking towards an audience of diverse professionals seated in a conference room. The background is slightly blurred, showing a modern office environment with large windows and ceiling lights.

**Principals
Supporting
Principals**



FROM the EXECUTIVE DIRECTOR *by Rich Burchill*

I hope that this summer issue of the “new look” Principal View finds you enjoying a less frenetic pace than the school year. The duties and responsibilities of an elementary principal have become so overwhelming that it is critical to seize any opportunity to disengage from the job a bit and to spend time with family and friends. For most of the 24 years that I was a principal I was blessed to be off for most of the summers. I realize that isn’t the case anymore for the majority of you but I do hope you are able to embrace a less stressful period any chance that you get.

As a former elementary school principal and long term member of MESPA, I’m very excited about assuming my new role as your Executive Director. I feel fortunate to be working with a Board of Directors who are as committed as I am to developing ways to make MESPA work for you. The theme of this issue, “Principals Supporting Principals” captures that goal.

At our Spring Conference this year, our Professional Development Committee (PDC) sagely planned for workshops offered by active principals to be a major component. They were a huge success both from the perspective of the attendees, but also from the presenters. We’ve included in this issue not only a small sampling of the feedback from attendees, but also comments from presenters about their experience.

The success of those conference workshops has helped frame our review of how we offer professional development, who offers it, where and when is it held, and how can we offer it at little or no cost to our members (non-members could attend for a fee.) We are exploring how to share best practice, form principal support groups, and utilize technology and social media in ways that are more accessible to our members. We are expanding our outreach and support to member assistant principals with workshops and possibly a conference designed specifically for them. While our education center is here in Marlborough we want our service to principals to occur all across the state.

It is truly one of the most exciting times I can recall to be a member of MESPA. There was wonderful spirit at the Spring Conference and we intend to channel that energy into providing useful, practical service to our members. At the June board meeting and July board retreat, the excitement and passion generated about rethinking MESPA was palpable. I invite you to partake. If you have a workshop you would like to offer to colleagues or are interested in being part of a collegial principal support group please let me or your county director know.

In these challenging times in schools, nobody knows your job better than other principals and nobody understands principals better than MESPA. I invite you to join or renew membership in MESPA and to become part of this collegial effort to provide meaningful support and service to Massachusetts principals.

Bright moments,
Rich



President's Message

Denise Fronius, Principal
Stony Brook Elementary School, Brewster

It is with pride, honor and enthusiasm that I will be serving as Massachusetts Elementary School Principals' Association President. I do not take this position lightly and will work to serve each and every principal in Massachusetts to the very best of my ability.

As many of you know, Nadya Aswad Higgins retired this past June 30th after 36 years as MESPA's Executive Director. Nadya's passion in the field of education was to provide quality professional development for administrators and cultivate principals through CPAL (Certification Program for Administrator Licensure). We all wish Nadya, and her husband Jim, good health, peace and time with family.

Stepping up to fill the position of Executive Director is Rich Burchill. The two Board of Directors meetings Rich has led thus far have been filled with vision, enthusiasm and transparency. By taking a short amount of time to read each issue of the Principal View, you will be kept up-to-date with all the exciting events and changes that will be taking place over the coming year. You will even notice the Principal View is taking on a new and spirited look.

To tell you a little about my professional experience, I am beginning my eleventh year as principal of Stony Brook Elementary School in Brewster. Brewster is part of the Nauset Regional School District on Cape Cod. Prior to Brewster, I was principal at Page Hilltop School in Ayer for five years. Before that, I was a first and third grade teacher in Mashpee for eleven years. I was a member of the CPAL graduating class of 2000 and am currently serving as Facilitator for CPAL.

Maintaining balance in our profession is incredibly important. First and foremost we cannot be good to our family, friends and school community unless we take good care of ourselves. Keeping in this line of thinking, we also need to take care and support each other. If you were fortunate enough to have attended the Spring Conference, you would have noted all breakout sessions were led by principals. Between each of us, we have an incredible amount of talent. The theme for MESPA about which you will hear over the next year and beyond is **Principals Supporting Principals**. Not only should we provide our own personal expertise to our colleagues when needed, we also should support each other through professional difficulties and celebrate each other's accomplishments.

If you are not a member of MESPA, I highly encourage you to become a member. **Time, Budget and/or Technology** tend to be the reasons why some principals do not join MESPA. It is so important to set aside **time** each month, even if it is to read the Principal View or attend a County Meeting. I have also heard elementary principals say they do not have money in their **budgets** to join. Secondary principals and superintendents all build professional memberships into their **budgets**. It is simply that important to maintain and expand collegiality and collaboration as an elementary/middle school principal. In spite of the critical importance of **technology** in today's educational world, we still must maintain personal and professional camaraderie as they are found in professional development seminars, meetings and committees.

In closing, I look forward to an exciting year as your President. If you wish to contact me for any reason or question, please do not hesitate. My email address is froniusd@nausetschools.org.



John Quinn, NAESP Representative

Mark your calendars and update your requests to be a presenter!

The 2016 NAESP National Conference will be coming to National Harbor, MD from July 6-8, 2016. Yes, this conference will be a great opportunity for quality professional development and nationwide networking. It will also be a great venue for principals from Massachusetts to exhibit their skills at the national level.

This past MESPA Spring Conference was very successful due to the fact it was principals who presented the majority of the workshops. The energy that came out of the sessions was hard to miss. So many talented people, right here from Massachusetts, showcased their knowledge and expertise on a variety of topics.

I am encouraging any of you who presented at the MESPA Spring Conference in 2015, to seriously consider putting in a proposal to present at the National Conference in National Harbor, MD in 2016. Why Not?

One of my goals this year will be to encourage as many principals from Massachusetts to attend the NAESP National Conference. The geographical location is almost perfect and I truly believe we have some of the most talented principals from across the country. The theme for MESPA this year is "Principals Supporting Principals." So, let's showcase our passion for education and support principals all over the country.

The conference planning is in the initial stages. I encourage you to go to naesp.org and sign up to receive notifications on the 2016 conference. It only takes a minute and as soon as they start asking for proposals, you will know immediately.

My job as the NAESP Representative is to keep you updated on what is going on at the national level. Throughout this school year, I will do my best to provide the members of Massachusetts with the most current news and happenings from across the country. My hope is that this school year will culminate with a strong representation of principals from Massachusetts attending and presenting at the NAESP National Conference.

The Every Child Achieves Act

One of the biggest roles that NAESP participates in is advocacy. This morning I spoke with **Kelly Pollitt** of NAESP. Kelly is the Chief Strategist for Policy & Alliances and a wealth of knowledge on legislative issues. As you may have read, the United States Senate passed an overhaul of the Elementary and Secondary Education Act, the country's federal K-12 law, which if enacted, would significantly roll back the role of the federal government in public education and give states more flexibility in the process. The following is a press release written by NAESP, the American Federation of School Administrators (AFSA), the National and the National Association of Secondary School Principals (NASSP):

Principals Groups Applaud Senate Passage of ESEA Bill

Our three organizations, representing the nation's nearly 100,000 principals, applaud the Senate for its passage of the bipartisan Every Child Achieves Act (S. 1177), which includes many of our recommendations to provide principals with necessary support, training, and resources to help students and teachers achieve their greatest potential.

Numerous provisions contained in S. 1177 represent a huge step forward from current legislation: the elimination of adequate yearly progress and the 100 percent proficiency requirements, tempering the test-and-punish provisions of No Child Left Behind; the continued requirement of disaggregated subgroup data; removal of the unworkable school turnaround models required under the School Improvement Grant and Race to the Top programs; clarification of the term *school leader* as the principal of an elementary, middle or high school; inclusion of the use of Title II funds for a "School Leadership Residency Program"; activities to improve the recruitment, preparation, placement, support, and retention of effective principals and school leaders in high-need schools; and the allowable use of Title II funds to develop induction and mentoring programs that are designed to improve school leadership and provide opportunities for mentor principals and other educators who are experienced and effective.

However, as we previously shared in our [joint letter on the bill](#), certain aspects of the bill must be improved by the Conference Committee in order to fully meet the needs of school leaders and their students. Principal professional development must be a required use of Title II funds; states are not required to base assessment and accountability systems on student growth; and the law does not urge states and districts to adopt principal evaluation systems that incorporate the six key domains of school leadership (namely, student growth and achievement; school planning and progress; school culture; stakeholder support and engagement; professional qualities and practices; and professional growth and learning).

Our organizations will be strongly encouraging principals and other school leaders to urge the conferees to adopt these much-needed improvements to the legislation. We look forward to fully endorsing a final piece of legislation that fully recognizes the crucial role that school leaders play in fostering student growth and in creating safe and supportive school environments.

As always, if I can be of any assistance to you, feel free to email me at jquinn@naschools.net. Enjoy the rest of the summer and make sure you take some well-deserved vacation time!



MESPA MEMBER LEGAL SERVICES

In these difficult times for principals, MESPA membership provides legal assistance.

Legal Consultation

Members are entitled to a consultation with the MESPA Counsel. Each MESPA Active Member shall be entitled to one hour of legal assistance to evaluate a job-related issue or to receive employment contract advice. Members first call the Executive Director and discuss the concern. When legal assistance is needed the Executive Director connects the member and MESPA Counsel. MESPA is only charged for evaluation of the situation up to one hour. Once the attorney takes the case, the member is responsible for further cost.

LEGAL SERVICES PROGRAM

This service is designed to provide MESPA Active members with more extensive legal coverage. Members who elect to subscribe to this service will receive unlimited office-based legal assistance for the negotiation of the principal's employment contract with a school district and, for legal services relating to enforcement of statutory rights of employment and the obligations contained in the principal's employment contract, in other words only the negotiation and enforcement of individual principal contracts with a school district.

The cost of the service is \$200 for the period of time beginning on July 1, 2015-June 30, 2016 and covers phone and email communication and meetings in the attorneys' Wayland offices.

Deadline for enrollment is September 1, 2015. Given the vagaries of some of the law around principal contracts, this service is added protection but it can not be acquired after September 1.

Principal Presenters Prospectives from the Spring Conference

"Presenting to my principal colleagues has always been on my radar screen, however, I never took that risk to do so in an environment such as the MESPA conference. This year, I decided to step out and jump in to present a workshop for new and aspiring administrators. I feel that my workshop gave me the opportunity to share my creativity and innovative thinking about how to develop collaboration around school culture and community. I thank MESPA for providing me with this opportunity to take a risk, try something new, and share knowledge and excitement about how important collaboration is as part of our school communities."

Kim Taylor, Principal, King Elementary School, Framingham, MA

"What motivated me to share at MESPA was my passion for increasing principal connectedness, by both sharing and learning. MESPA is a tremendously supportive organization of principals, where support is expressed and experienced. There were many moments where we connected in sessions say, "Me too!" There is nothing like principals connecting with principals!"

Sandra A. Trach, Principal, Estabrook School, Lexington, MA

"Preparing for this presentation allowed my School Psychologist and I to collect our resources in one place and recognize the efforts of so many educators in creating an environment that supported students' social, emotional and behavioral needs. The most powerful aspect of presenting has been the continuous feedback and collaboration, which has occurred post-(MESPA) conference. We now have an Edmodo group where we can continue to share information and ideas regarding ways to support our students' non-academic needs. Although I truly enjoy presenting to my colleagues, I enjoy learning from them as well. This group seemed enthusiastic about collaborating in the future and we have already had visitors from another district come visit us in Topsfield!"

Michelle Costa, Principal, Steward Elementary School, Topsfield, MA

"Presenting at the MESPA conference has raised my professional practice. Presenting to my colleagues made me examine my work in ways I normally would not. As a result, I learned how I can improve the work I am doing in my school."

Kirk Downing, Principal, Brown Elementary School, Natick, MA

"We were thrilled to have our proposal accepted to present at the spring conference. We believe we have developed a model that others can easily adapt to their school communities, and were eager to share the components of our program. We really enjoyed presenting at the conference. Participants were engaged and asked wonderful questions. We truly felt as though others left, able to take components of our program back to their schools."

Patricia Barrett, Principal and Susan Hunter-Jones, School Social Worker, H. Sanborn Elementary School, Andover, MA

"We enjoyed preparing for the presentation... We started with an outline with what we wanted to cover and then built an interactive powerpoint that included hyperlinks that became our presentation... It was a fair amount of work but we think well received."

Christine Kelley, Principal and John Dupuis, Assistant Principal, Lynch School, Winchester, MA

WE WANT YOU!

The MESPA Board of Directors currently has openings for County Directors of Norfolk County and Worcester County. Responsibilities of County Directors are:

- Attend eight Board of Directors meetings a year (held on Friday mornings from 8:30-11:30 at the MESPA Education Center.
- Hold a minimum of two county meetings a year. These can be in a school, restaurant, or other site in the county. They can be focused on one issue or be a free flow discussion and sharing. We have a number of sponsors who would be happy to provide for breakfast or lunch. MESPA staff would help with e-mails and such.
- Help organize principal support groups in the county if members are interested. We will provide training on leading the groups.
- Assist in membership efforts across the county.
- Develop a committee of other principals willing to work with the County Director in support of principals in the county.

County Directors are full voting members of the MESPA Board of Directors. If you are interested in becoming the County Director of either county please contact Rich Burchill at burchill@mespa.org, MESPA President Denise Fronius at froniusd@nausetschools.org, or County Coordinator David Keim at keimd@holliston.k12.ma.us

We are also looking for principals interested in joining a committee to explore how we can better reach out and serve members across the state. An emphasis will be on how we use technology and social media to help get the MESPA message out more clearly. Please contact Rich Burchill if you are interested.

A small sample of what attendees said about workshops presented by Colleagues

A wealth of information

Gave me confidence to lead

~ Leaving with lots of ideas we could implement ~

Brings me back to the pride in being a principal!

Great ideas to steal and use

Fabulous examples - explanations

The themes were relevant and informational to our jobs as principals

You've inspired me as a first year principal

Absolutely amazing! Honest, inspiring, realistic

Networking with similar colleagues

Affirmed several of my current practices

Very ambitious good ideas to take back

This was the best workshop I have attended at MESPA

A w e s o m e i d e a s - s p e c i f i c e x a m p l e s

I want to lead change in my school and this presentation was filled with practical ideas to facilitate change

This presentation hit every mark and beyond

Great ideas for improving culture

I took a ton of notes to bring back to my school

Announcing the 2016
Thomas C. Passios Outstanding Principal Award

Sponsored by the
Massachusetts Elementary School Principals' Association
Massachusetts Department of Elementary and Secondary Education
Fitchburg University Alumni Association
and the

National Distinguished Principal Award

Sponsored by the Massachusetts Elementary School Principals' Association and
National Association of Elementary School Principals

Awards may be presented to on Elementary Level and one Middle Level Principal, chosen by representatives of the Massachusetts Elementary School principals' Association, the Massachusetts Department of Elementary and Secondary Education, and the Fitchburg University Alumni Association.

Deadline for Receipt of Nomination Binders: March 9, 2016

For more information about the Awards, the Criteria for Selection and a Nomination Form, please contact:
Victoria Ellison at 508-624-0500 or via email at: vellison@mespa.org

James Argir Scholarship Program

The James Argir Scholarship Program, so named in recognition of Mr. Argir's 42 years on the MESPA Board of Directors, is available to children of MESPA members to help defray post-secondary education costs. The James Argir Scholarships are offered with corporate sponsorship of VALIC.

Please download the [2015 Application Form](#).

Deadline for receipt of application is: September 15, 2015

Mail form to:
2015 James Argir Scholarship Committee
MESPA Education Center
c/o Victoria Ellison
28 Lord Road, Suite 125
Marlborough, MA 01752

Telephone: 508-624-0500
Fax: 508-485-9965

Welcome to our new
MESPA Certification
Program for Administrator
Licensure (CPAL)
Students:

- Brooke Beverly
- Kim Booth
- Shelly Chin
- Lori Gover
- John Greeley
- Angela Greene
- Samantha Karustis
- Tanya Lamoureux
- Elke MacKenzie
- Stanley Rousseau
- Kevin Sharkey
- Kimberly Thompson
- Jason Wallace



Model Curriculum Units

Mass Bay Colony • Investigating Material Properties
• Weathering and Erosion • Ratios, Rates, and Percents •
African-American Civil Rights • Analyzing an Author's Style:
Macaulay's Unique Way of Explaining a Complex Process •
Satire: The Nose • Invasive Species: A Study of the
Disruption of an Ecosystem's Dynamics

These and **many more** Model Curriculum Units
(MCUs), PreK-12, were **developed by**
Massachusetts educators working with the
Department of Elementary and Secondary Education (ESE).

Find them, along with a large collection of tools
for curriculum and instruction, on the ESE website:

<http://www.doe.mass.edu/candi/model/default.html>



THANK YOU TO OUR 2015 SPRING CONFERENCE EXHIBITORS:

- Bay Path University
- Cambridge College
- Camp Invention
- Childscapes
- Choose To Be Nice
- Coffee Pond Photography
- Continental Press
- Franklin Covey
- G & B Photography
- GameTime Park & Playground Equipment
- Geskus Studios & Yearbook Publishing
- Hockmeyer Studios
- Horace Mann
- Integrated Classroom Technology, Inc.
- Johnson & Wales University
- Lifetouch Photography
- Lightspeed Technologies
- Lincoln Investment
- McGraw-Hill Education
- McIntire Business Products
- National Geographic Learning
- Nudging the Imagination
- **O'Connor Studio**
- Park Street Playgrounds
- PickUp Patrol
- Planet Aid
- Playground Inspections of New England LLC
- Pro AV Systems
- Purple Umbrella Jewelry
- Renaissance Learning
- Responsive Classroom
- Sadlier School
- Scholastic Book Fairs
- Scholastic Classroom & Community Group
- School Specialty
- Site Specifics, LLC
- Storyboard That
- Teacher Launch Project
- Thompson Island
- Triumph Learning
- UltiPlay Parks & Playgrounds
- VALIC
- Virco, Inc.
- W. B. Mason Company
- WGBH Education
- Whalley Computer Associates

SPECIAL THANKS TO OUR 2015 CONFERENCE SPONSORS... WE COULDN'T DO IT WITHOUT YOU!



Moments from Our 2015 Spring Conference







Membership Enrollment Form 2015 - 2016



MESPA and NAESP Joint Membership
July 1, 2015 – June 30, 2016
Massachusetts Elementary School Principals' Association, Inc.
Massachusetts Elementary School Principals' Education Foundation, Inc.
28 Lord Road, Suite 125, Marlborough, MA 01752
Phone: 508-624-0500 ~ Fax: 508-485-9965

PLEASE PROVIDE ANY CHANGES TO THE INFORMATION REQUESTED TO ENSURE THAT RECEIPT OF MEMBERSHIP BENEFITS ARE NOT INTERRUPTED

Please type or print

Name _____ Position _____

Work Email _____ Home Email* _____

*Emails sent to district email addresses are sometimes blocked. Since we use email to communicate with our membership on a regular basis, please provide us with your home email address to ensure that you are receiving our communications and all of your membership benefits. Thank you.

SCHOOL:

School Name _____ District _____

School Address _____ City _____ Zip _____

County _____

Phone _____ Fax _____

HOME Address _____

City _____ State _____ Zip _____

Home Phone _____ Cell Phone _____

Preferred Mailing: _____ Home _____ School _____

How long have you been a principal/assistant principal _____

If you are new to the profession as a principal or assistant principal, please check one:

_____ I am a first year principal/assistant principal. _____ I am a second year principal/assistant principal

PLEASE PROVIDE THIS INFORMATION

If new or reclaimed, who recruited your membership in MESPA?

Principals and Assistant Principals must join as Active Members.

- Active Membership MESPA/NAESP\$550
(unified - covers one individual)
- Associate Membership MESPA.....\$245
- Associate Membership MESPA/NAESP\$380
- Aspiring Membership MESPA.....\$105
- Aspiring Membership MESPA/NAESP\$185
- Retired Membership MESPA.....\$55
- Retired Membership MESPA/NAESP\$115
- Retired MESPA/Emeritus Membership NAESP.....\$173

MESPA/NAESP membership dues are not deductible as a charitable contribution for federal tax purposes.

CHANGE OF SCHOOL INFORMATION:

I was previously at _____ School

in _____

My successor at that school is (if known):

I succeed at my present school (if known):

He/She went to (if known): _____

I will remit my payment by the following method: Check # _____ P.O.# _____ Visa MasterCard AMEX Discover

Required for Credit Card Payment:

Card # _____ Verification Code: Last 3 digits in signature box _____
For AMEX: 4 digits on front of card _____

Signature _____ Expiration Date ____/____

Name on Card (please print) _____

Billing Address _____

City _____ State _____ Zip _____

Fax or Mail Membership Form to:

MESPA, Inc.
28 Lord Road, Suite 125,
Marlborough, MA 01752
Phone: 508-624-0500
Fax: 508-485-9965
Email: mespa@mespa.org
www.mespa.org

Please make all membership payments payable to:
MESPA, 28 Lord Road, Suite 125, Marlborough, MA 01752
(Tax Exempt # 222-710946)

Thank You for the Recognition

by David Keim

On May 27th, 2015, I stood humbly before an audience of fellow Principals, family members, supervisors and Holliston Community members as the Commissioner of Education, Mitchell Chester presented me with the Thomas C. Passios Outstanding Principal Award and the nomination for the National Distinguished Principal Award. It had all started six weeks earlier when I took a call from Eileen Woods who told me that I had been nominated and was a finalist for the award. I had no idea that I had been nominated and that an entire portfolio had been put together on my behalf. A committee came to my building and interviewed the district administrative team, teachers and community members. Several days later I went to MESPA and was interviewed by the committee. I felt like I was on a job interview. As I left my interview, Eileen gave me her notes from the day they came to the Fred W. Miller School of what everyone had said about me. I was speechless and I had a deep sense of pride in the Holliston Community in which I have worked in for the last sixteen years.



In my acceptance speech I acknowledged that I was standing in a room of Principals that just as likely could be standing up receiving this award. I also stated that I know that we all work hard and that this award celebrates all Elementary Principals and the hard work that we do daily. I also recognized my staff and district administrative team. I would not have been standing up there without their dedication to education and the students that they teach. When I accepted the award, I mentioned educators that had helped me grow over the last twenty two years such as, Tim Cornely, Brad Jackson, Rich Burchill, Paul Guerrette, Jane Tremblay, Elaine Mead, Rob Evans and Ken Chapman. This list could go on and on but it is through these many devoted educators that I have been able to grow as a school leader.

MESPA has played a huge role in my life as a Principal. It started at the Spring Conference over twelve years ago where I met colleagues with whom I am still very close. I then joined the Professional Development Committee at MESPA and then later became the Middlesex County Director. After several years on the board I became Vice President and progressed my way up to President of the organization. MESPA has helped me to stay current in educational pedagogy. Through its professional development, workshops and collegial forums I have been able to bolster my educational and leadership skills.

Thank you to all of my family, friends and colleagues from Holliston who were able to attend. I have been blessed by their faith in me to lead the Miller School in Holliston. I would like to restate what I wrote earlier and that is that my acceptance of the Passios Award was a celebration for all Elementary Principals because it symbolizes the recognition of the hard work that we all do as Principals to provide the best learning environments for our students.

GET TO KNOW YOUR COUNTY DIRECTORS



Samuel Hein,
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OPEN POSITIONS:

Norfolk County

Worcester County

We hope that you enjoy this complimentary issue of *Principal View*. Future issues will only be sent to MESPA members.