

THE MAINE APPRISE

A Publication of the Maine Principals' Association

Volume XXIV, Number 8

April 2016



From the President ...

Marty Bouchard, Principal, Houlton Middle/High School and President of the MPA

Rules of Engagement

Over the past several years I have had the opportunity to attend some wonderful professional development presentations. I have traveled all over New England and even to Long Beach, California, to hear experts in our field. I am happy to say that I believe we can take something positive from every bit of professional development we attend, however, I also am quite fond of striking up a conversation with my colleagues here in our state. I always come away with new ideas and perspectives when listening to strategies and ideas from other people in my field. The common theme I have come up with as a key to having a successful school is engagement. I will try to articulate some of my thoughts below.

Employ teachers who can work with kids. It is so difficult to acquire a true sense of a person during the short time you have in an interview. When we scan applicants, we can look at transcripts and review the letters of recommendations, but in my mind that hardly gives you a true picture of your candidate. When I am looking for a new teacher, I strive to find someone who has the combination of content knowledge and the personality to deal with students.

Never address students in a way that embarrasses them in front of their peers. It used to be considered normal procedure to call kids out loudly and give them corrective feedback. These days, however, the first thing they do is look around to see who is listening. In the long run, this will not help you create positive relationships with your students. If you need to address something with them, take a deep breath and try to catch them when you can have a private conversation. I think you will like the results.

Give students an equal amount of positive and constructive feedback. I like to have this be a focus in everything we do at our school. I preach it to our teachers, educational technicians, coaches, and advisors. If you only give negative or constructive feedback, you will find the students will tune you out much more quickly than if you equally distribute your feedback.

Anticipate potential issues before they become nasty. Often times you can tell how a situation is going to play out just by the body language you are receiving from a student. Knowing the pulse of the situation will help you decide to keep pressing forward or if backing off is the best method to obtain results. Again, if the student's mindset is not in a good place, pressing forward will be fruitless in the long run.

Getting to know your students on a personal level is important. I really enjoy talking to students on Monday morning about their weekend. Trust me, I do not always hear a great story, but I feel it is important for me to have an idea about their

(Continued on Page 2)

MPA SPRING CONFERENCE

Mental Health vs. Mental Illness in Maine: How To Support Our Students and Ourselves with National Alliance on Mental Issues and Spurwink

April 28-29
Samoset, Rockport

Keynote Presentations:

Thursday, April 28—**Brianne Maselli**, Director of Technical Assistance and Evaluation for Youth M.O.V.E. National, *Surviving to Thriving: Overcoming A Trauma-Induced Childhood.*

Friday, April 29—**Jenna Mehnert**, Executive Director, NAMI Maine, *Beyond the Behaviors: Changing Perceptions on Mental Health.*

Sessions Include:

- * ***Suicide Protocol - Part I and II***
- * ***What's In Their Back Pack***
- * ***Networking - Elementary***
- * ***Suicide Awareness***
- * ***Childhood Trauma***
- * ***Networking - Middle Schools***
- * ***Self Harm***
- * ***Functions of Behavior***
- * ***Poverty Comes to the Classrooms***
- * ***Networking - High Schools***
- * ***Mental Health Supports and Resources***
- * ***Trauma Informed Yoga***
- * ***Creating A Positive Environment***
- * ***So You Didn't Receive A Hard Hat at Orientation***

Click [HERE](#) To Register.

From the President . . . (Continued from page 1)

lives outside of school. In turn, I also think it is important for staff members to let their students know they have a human side as well. Talking about your interests and hobbies will at times entertain your students and help build positive relationships with them.

Expect a great deal from ALL students in your school. Schools are under such pressure these days to have all students be proficient, and at times I am concerned about us lowering our standards to lessen the pressure. It is also uncomfortable to see students struggle to achieve. I believe it is imperative for us to build a system within our schools that will allow us to deliver a rigorous curriculum to all our students and help them find success. As our students struggle with more and more barriers this will be difficult, however, we must trudge forward and demand a great deal from all of our students.

Mindset is an important word to focus on with your students and staff. The difference between a fixed and growth mindset is critical to your success. I see students, and teachers for that matter, who categorize themselves frequently. Whether you are working with a special education, regular education, or an academically gifted student, they all can grow and learn. Similarly with your staff, everyone can get better no matter how good they are currently. Focusing on self improvement and a growth mindset will set you asail.

Emotions are a huge barrier in education much of the time. When something negative happens in a student's life, emotions are almost always running high. It makes it very difficult to get anything accomplished when this happens. The same thing happens with your staff. When someone is upset about something, it is the biggest thing in their world at that point in time. Try to keep emotions in check and ask your staff members to do the same. At the beginning of the year our coaches hold a preseason meeting with parents. We ask them to tell parents to please not contact the coach on game days because everyone's emotions are usually running high. The same thing happens with our students and staffs.

Name the expectations you have for your students and staff ahead of time. There is nothing wrong with having high expectations, but you should make them be known ahead of time and follow through consistently. This refers to behavioral and academic expectations.

Thinking about what is best for students is always a good motto to follow. I bet if you ask the question, "Is it best for students?" before making all of your decisions, you will make the right ones most of the time.

"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>

Interested in Becoming a Mentor for a New Principal or A.P.?

The MPA is proud to offer mentor/coaching for new principals and assistant principals in our state. The program, now in its 11th year, has four new principals working with mentor/coaches in the year two cohort and one new administrator working with mentor/coaches in the year one cohort.

The MPA will offer Mentor/Coach Orientation and Training on May 26. More information will be sent to members this spring. Give consideration to joining the cadre of trained mentor/coaches who are giving back to the profession by working closely with our newest colleagues.

Follow us on Twitter!

MPA Professional—@DurostMPA.
MPA Professional Division—
Holly Couturier—@HDCouturier



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Join us on Sebago Lake this summer and earn credits!

Courses for Educators include:

- Maine Special Ed Law
- Research Design in Education
- The Standards Driven Classroom

Register Now!

Visit sjcme.edu/summer2016 or call 800-752-4723 to learn more.



Educating for life.

NASSP Update: Ignite 2016

For many of us this has been a good winter season with little snow and higher than usual temperatures.

Aside from dealing with flight delays, cancellations, and a late night bus ride home from Boston it was a great conference with learning opportunities abound.

Attending a national conference of this scale presents the attendee with many options and ways to make the experience unique and pertinent to their own professional development needs. There were big names like Wormeli and Whitaker, break out sessions on every hot button topic you can think of, and a chance to connect with principals around the country. You can learn from current practitioners about how they are improving their school's culture, increasing STEM, or addressing the needs of large percentages of English Language Learners.

The nuts and bolts information is always great, but I am sure you all would agree that hearing from other education professionals about best practices is at the heart of our own improvement. The networking and informal conversations are where I find the most benefit. Throughout the conference I talked with principals from all over the country. Some had huge schools of over 3000 students, some worked at what they called "smaller schools" of around 1000 students, and one principal I talked with leads a school of only students who have dropped out of another school. What I took away was that, regardless of size, region, or demographics, we are all dealing with similar issues. It seems that they were all working on developing systems so that student achievement was measured on demonstrating proficiency of standards. Many talked about new evaluation systems that required improved student performance and the cumbersomeness of the accreditation process.

While budget constraints are always a real issue for so many of us, I do hope you will consider attending next year's conference. This will be a historic event in which NASSP and NAESP will offer a joint conference in Philadelphia in July of 2017.

In the meantime, NASSP is constantly working to be an advocate for all middle and secondary principals. This includes advocating for the Recruiting and Retaining

Effective School Leaders Act. You can learn more about this initiative and other advocacy efforts at at <https://www.nassp.org/advocacy>

~ Dan Welch , Principal
Boothbay Region High School and
NASSP Coordinator

The Maine Apprise is published 10 times a year, September to June, by the Maine Principals' Association.

The Apprise welcomes articles from its members and other representatives of the education community. Please submit them to the editor by the first day of the month preceding publication.

The material published in this newsletter does not necessarily reflect the opinion or views of the Maine Principals' Association.

For advertising or subscription rates, please write or call the address below.

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MPA Summer Leadership Retreat

MPA in partnership with Great Schools Partnership will offer the MPA Summer Leadership Retreat at Point Lookout in Northport on June 22-24, 2016.

Click [HERE](#) for more information and to register!

PRincipal Tips

Proofreading ... There's no denying that principals and teachers are busy and may not have the time to read and re-read their notes, emails, and other writing. But grammar goofs and typos can be embarrassing. Keep these proofreading tips in mind:

- ✓ **Have a second set of eyes proofread all copy**—preferably someone who hasn't seen it before.
- ✓ **Read the copy backwards.** This forces you to focus on each word.
- ✓ **Read the copy out loud.** Missing words or poor constructions are more likely to be found by the "ear" than the eye.
- ✓ **Use spell check, but don't rely completely on it.** Remember, spell check doesn't distinguish between homonyms like "for" and "four."
- ✓ **Make a list of problem words and always double check them, for example:**
 - Your vs. you're.
 - Their, there, and they're.
 - To, too, and two.

—National School Public Relations Association,
PRincipal Communicator,
March 2016.

CALL THE MPA HELP LINE
207-622-0217

We are here to help you and answer questions!

Extensions:

- | | |
|----------------------|---------------------|
| 24 = Dick Durost | 22 = Tammy McNear |
| 25 = Mike Burnham | 27 = Diane Patnaude |
| 26 = Holly Couturier | 30 = Patty Newman |
| 41 = Gerry Durgin | |

Education Leaders Experience (ELE)

The Education Leaders Experience (ELE) program is administered by Educate Maine in partnership with Unum and the Maine Principals' Association. The ELE program: 1) Offers established educational leaders a unique experiential learning opportunity; 2) Is designed to build strong relationships between educational leaders and partners; 3) Creates a collaborative support network of leaders statewide; and 4) Provides exclusive access to key community and business leaders who provide insight on how we can prepare Maine students to participate productively in the Maine economy.

Participants will join 25 colleagues from across Maine selected for their leadership skills, talents, and life experiences. All share a core commitment to helping Maine kids reach their full potential. The *ELE Epsilon Class* will be eligible for contact hours (not CEUs) as well as graduate level credits. The opening session will be August 1-2 at Sugarloaf.

To Apply for the *ELE Epsilon Class*, please click [HERE](#) to complete the application.



WANTED

Fall Conference Proposals

November 17-18, 2016 ~ Double Tree, South Portland

Consider such timely topics as:
Effective Communication ~ Data-driven Decision-making ~ Professional Learning Communities ~ Leading and Sustaining Change ~ Implementing the Common Core ~ Coaching Teachers ~ Proficiency-based Education ~ Supervision/Evaluation of Staff ~ Technology: Implications and Practices ~ Wellness for Administrators ~ School Culture and Climate ~ Hot and Timely Topics Related to the Conference Theme

Consider collaborating with district and regional colleagues, teachers, and/or students to design and present a session.

Click [HERE](#) to download the Concurrent Session Request for Proposal (RFP). Due: June 1, 2016

Life is not a problem to be solved, but a gift to be enjoyed.
~ Joseph P. Dooley

Children are half of our population--and all of our future.
~ Anonymous

Observances

- * **April 1-30**
 - National Autism Awareness Month
 - Child Abuse Prevention Month
- * **April 2**
 - International Children's Book Day
Inspiring the love of reading
- * **April 4**
 - Passover
- * **April 4-8**
 - National Robotics Week
- * **April 6**
 - Paraprofessionals Appreciation Day
- * **April 7**
 - World Health Day
- * **April 11-15**
 - National Volunteer Week
 - National Library Week
- * **April 13**
 - Thomas Jefferson's Birthday
- * **April 15**
 - Jackie Robinson Day
 - World Art Day
- * **April 18-22**
 - Safe Kids Week
- * **April 22**
 - Earth Day
- * **April 27**
 - Administrative Professionals/ Secretaries Day
- * **April 28**
 - Take Our Daughters and Sons to Work Day

MPA Mission Statement

To assure a quality education for all students, the Maine Principals' Association will:

- (1) promote the principalship;
- (2) support principals as educational leaders; and
- (3) promote and administer interscholastic activities in grades 9-12.

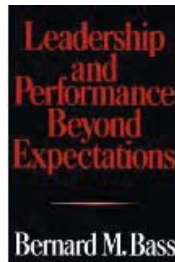
Professional Reading Suggestions

Leadership and Performance Beyond Expectations, by B.M. Bass

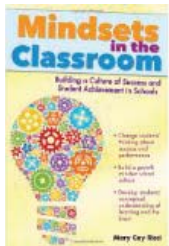
"Why do most leaders or managers elicit merely competent performance from their followers, while a select few inspire extraordinary achievement? Leadership expert Bernard Bass takes this question beyond the usual speculation, presenting original research that for the first time documents the traits of the exceptional leader.

For half a century, leadership studies have focused primarily on "transactional" leaders: those who provide well-defined rewards to their followers -- whether they be office employees, community volunteers, or infantry soldiers -- for well-defined services. Because they are harder to study and measure, "transformational" -- or charismatic -- leaders have been largely ignored. Until now.

Leadership and Performance Beyond Expectations represents a major breakthrough in our understanding of who these leaders are, how they get results, and why their leadership often exceeds all expectable limits."



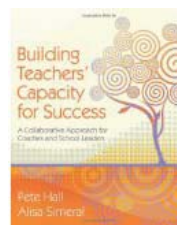
Mindsets in the Classroom: Building a Culture of Success and Student Achievement in Schools, by M.C. Ricci



"When students believe that dedication and hard work can change their performance in school, they grow to become resilient, successful students. Inspired by the popular mindset idea that hard work and effort can lead to success, *Mindsets in the Classroom* provides educators with ideas for ways to build a growth mindset school culture, wherein students are challenged to change their thinking about their abilities and potential. The book includes a planning template, step-by-step description of a growth mindset culture, and "look-fors" for adopting a differentiated, responsive instruction model teachers can use immediately in their classrooms."

Building Teachers' Capacity for Success: A Collaborative Approach for Coaches and School Leaders, by P. Hall and A. Simeral

"Filled with clear, proven strategies, and organized around two easy-to-use tools the innovative Continuum of Self-Reflection and a feedback-focused walk-through model this book offers a differentiated approach to coaching and supervision centered on identifying and nurturing teachers individual strengths and helping them reach new levels of professional success and satisfaction. Here, you'll find front-line advice from the authors, one a principal and the other an instructional coach, on just what to look for, do, and say in order to start seeing positive results right now."



Planning to Retire?

If you are or know about a principal, assistant principal, or career and technology center director who is planning to retire this year, please notify Patty at the MPA. The association will honor its retiring members at the annual MPA Awards Banquet that will be held on April 28, as part of the Spring Conference at the Samoset.

What Can We Do About Bullying?

NEW DATE



NEW DATE

October 26-27, 2016

with Stan Davis

**Two one day workshops:
you may attend either one or
both days.**

Designed for Principals, Assistant Principals, Deans of Students, Counselors, Social Workers, Nurses, Educational Technicians, Special Education Directors, Special Education Teachers, Teachers, and Athletic Administrators.

**Registration material can be
found by clicking [HERE](#).**

Looking Ahead

- * **MPA Spring Conference** - April 28-29, Samoset, Rockport
Mental Health vs. Mental Illness in Maine: How To Support Our Students and Ourselves ([Click Here](#))
- * **"Building Supportive, Connected Schools: Preventing Bullying, Preventing Harm"** with Stan Davis, October 26-27, MPA Conference Center, Augusta ([Click Here](#))
- * **MPA Summer Leadership Retreat** with Great Schools Partnership, June 22-24, Point Lookout, Northport. ([Click Here](#))
- * **Special Education Law Summer Institute** with Drummond Woodsum, July 12-15, Thomas College, Waterville ([Click Here](#))
- * **Maine School Law Finance Institute** with Drummond Woodsum, July 10-22, Drummond Woodsum, Portland ([Click Here](#))
- * **Maine School Law Summer Institute** with Drummond Woodsum, July 26-29, Point Lookout, Northport ([Click Here](#))

Featured Regions!

Each month, the *Apprise* is going to feature at least three schools from each of the eight regions in Maine. There are many great things going on in our schools that people don't know about, and it's time THEY ARE spotlighted! The April *Apprise* features the Midcoast Region. Next month we will feature the Washington Region. If you would like to have your school spotlighted, please send Holly Couturier an e-mail stating your interest and at least one great thing about your school. She will contact you and make arrangements for an hour long visit. During her visit, she will not only speak to you and take a picture of you and the school, she would also like to talk to students in your school and get their perspective of "What makes their school and principal great?" Enjoy!

MORSE HIGH SCHOOL

Morse High School is a grades 9-12 school in Bath, Maine. It houses 625 students who are taught by 42 teachers and 11 educational technicians. They have a 37% free/reduced lunch rate and a 15% special education population.

Morse's history is exceptionally interesting. Beginning in 1858, Morse High continues to receive "strong community support and has one of the largest, oldest, and most active high school alumni associations in the country." According to Principal, Jay Pinkerton, the very active and involved Alumni group began with a donation of \$100 (a long time ago) and awarded \$50 to a student and invested the other \$50. This has grown to millions since then. Because of this they were able to award \$340,000 in scholarships to their students – LAST YEAR ALONE!



Another great connection to the community is the relationship with the Office of Defense, who offers internships to Morse High School students at Bath Iron Works (BIW). The school also has the regional career and technology center attached to it allowing for students to easily access programs in automotives, carpentry, commercial arts, culinary arts, engineering, early childhood education, electrical, health science, nursing, and welding. The majority of these classes allow the community to approach each program with specific needs and the school is able to meet those needs all while providing real-world experiences for students. It is also exciting to see students hard at work in an AP Calculus class while directly across the hall the Morse High Rock Band was practicing in music class.

The staff at Morse High also offers a morning and an afternoon alternative education program, MHS Academy, as well as a high-needs life skills program. These two programs demonstrate the school and community's desire to continue to meet the needs of individual students. They also have bragging rights that last year one of Morse High School students received the ONLY perfect score on the AP Environmental Science assessment – in the world!



Walking through the old building, you get a sense of history. From the boys' gymnasium, or "Pit" as they call it, to the majestic auditorium, the school focuses on school spirt, interscholastic sports, and the arts. Everywhere you go in the school you see plaques on the walls of awards won, art displayed in old glass cabinets, and posters demonstrating the amazing clubs in which students can take part. Morse High School offers something for each of the students who enter the building.

If you want to see modern teaching in a historical environment, I highly encourage you to visit Morse High School. You will need to do it soon however, there are plans for a new high school to be built in the near future!

Contact Information:

Morse High School, 826 High Street, Bath, ME 04530 ~ 207-443-8250

Principal: Jay Pinkerton / Assistant Principal: James Lemont

E-mail: jpinkerton@rsu1.org





Nobleboro Central School

Nobleboro Central is a grades k-8 school in Nobleboro, Maine. Fourteen teachers and 6.5 educational technicians teach the 141 students who attend the school. They have a 50% free/reduced lunch rate and a 15% special education population.

A strong partnership between students, staff, parents, school board, the AOS, and the community is one of the most amazing aspects of Nobleboro Central School. Principal Ann Hassett states, "They all believe in education and in the students. The community has confidence in our very strong staff. We also have an incredibly supportive PTO."

Where the community is so closely linked to the school, they have the ability to receive constant feedback from all stakeholders. This has helped to create a culture of continuous improvement. One of the new initiatives for all students in grades 6-8 that involves the community is the "Be a Learner" program. During the social studies period each day, students participate in individualized learning projects using technology. Part of this program has each student research something of his/her choice and then make personal connections with individuals and businesses in their community. This hands-on, real-life experience is proving to benefit both the students and the community, which further provides positive community relations with the school.



Mrs. Hassett is very proud of her student-centered, dedicated staff. "Everyone feels fortunate to work here.

We have built strong bonds with the students and we pay close attention to small details to make sure all students' needs are met. Because we are small, we have the ability to do what some larger schools may not have the luxury to do."

I had the opportunity to speak to Mr. Williams, a teacher at Nobleboro Central. He said, "I can't speak highly enough about the school leadership at this school. The environment is professional and collegial – we all love working here!"

When speaking to one of the 8th grade classes at Nobleboro about what makes their school great, they enthusiastically said, "We are a big friendly and happy family. We get to learn in a safe environment from very supportive teachers and from the community. They challenge us and help us to get ready for high school. They give us a choice of what we want to learn. We also get to focus on helping the community, it's nice to give back."

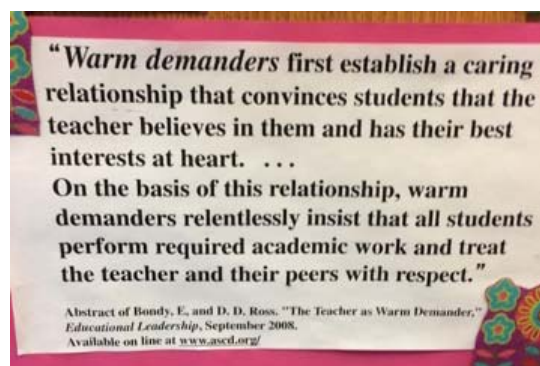
If you have the opportunity to visit an amazing school who knows how to effectively include the local community to improve student learning, I highly advise you visit Nobleboro Central School.

Contact Information:

Nobleboro Central, 194 Center Street, Nobleboro, ME 04555 ~
207-563-3437

Principal: Ann Hassett

E-mail: ahassett@aos93.org



Abstract of Bondy, E. and D. D. Ross. "The Teacher as Warm Demander,"
Educational Leadership, September 2008.
Available on line at www.ascd.org/

Union Elementary School

Union Elementary is a grades pK-6 in Union, Maine. There are 137 students who are taught by eight classroom teachers, one resource teacher, three part time specialists, a half-time literacy coach, and three educational technicians. They have a 51% free/reduced lunch rate and a 15% special education population.

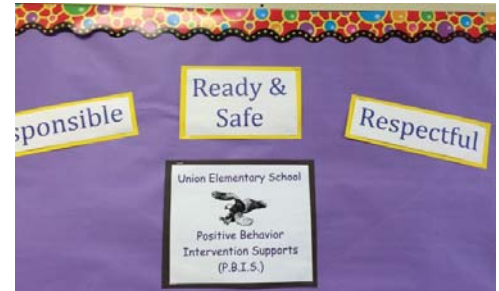
Students' voices are heard at Union Elementary – in one of the most positive and productive PBIS academic environments in Maine. Regardless of grade, the students have input on what can make their already amazing school even better. A perfect example of this was provided to me by one of the 5th grade student council members. "The students recognized that



lunch time in the cafeteria was too loud and many students were not behaving in appropriately. Because of this, we adopted 'Table Families.' Each of the students are assigned a specific table with a group of students from all grades." The 6th grade students have been trained on how to teach appropriate table manners and

effectively implement their trainings on a daily basis. All of the students I had the pleasure of speaking to about their school agree that Table Families was a positive change to their school environment. Now instead of being a negative part of the day, the cafeteria is a time when students look forward to engaging with students at other grade levels.

Another example of how PBIS is used effectively, is by having a monthly goal that all students try to meet. If students demonstrate meeting this goal, their class is rewarded marbles to put in a jar. AS A SCHOOL, once the jar is full, the entire student population participates in an activity chosen by the student council. As one student council member states, "We use to only reward those kids who were good. Those that who made a mistake didn't get to participate in the fun activities, but their behavior didn't change. Now that everyone gets to participate, everyone behavior is better because they have learned responsibility. The better everyone behaves, the faster the jar fills up."



Principal Christina Wotton is exceptionally proud of her students and her staff. They now work with the University of Maine and have fully implemented the workshop model. There is a team that includes the classroom teachers, coach, principal, and special education teacher that meets every three weeks to discuss all students' learning. They graph student growth and determine who needs further intervention. Because of this additional attention to individualized instruction, their data demonstrates tremendous growth!

If you want to see a school who demonstrates student voice and choice at the elementary level, I highly encourage you to set up a time to tour this amazing school!

Contact Information:

Union Elementary, 1070 Heald Highway, Union, ME 04862 ~ 207-785-4330

Principal: Christina Wotton

E-mail: Christina_wotton@msad40.org

MPA Photo Album

*Maine's 2016 NASSP Principal of the Year ~
Derek Pierce, Principal, Casco Bay High School*



*Maine's 2016 NAESP Principal of the Year ~
Roger "Ron" Robert Jr., Principal, North Berwick Elementary School*

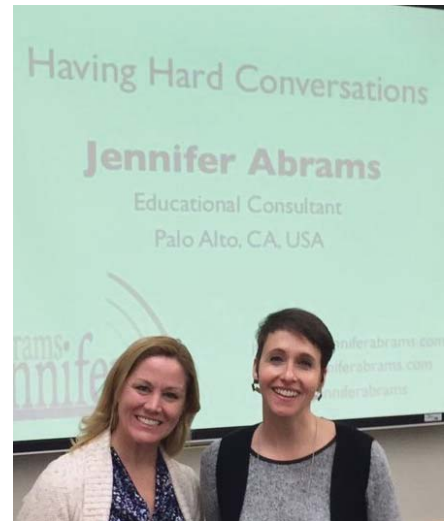


MPA Photo Album

Having Hard Conversations

with Jennifer Abrams

March 31, 2016



National Honor Society Banquet and Convention ~ March 2016

