

# THE MAINE APPRISE

A Publication of the Maine Principals' Association

Volume XXIV, Number 3

November 2015

*From the Executive Director ...*

## Little Did I Know

My first real introduction to the MPA was in August of 1985 when I accepted the position of principal at Easton High School. For perspective, Dick Tyler was beginning his second year as Executive Director of what was then known as the Maine Secondary School Principals' Association (MSSPA). **Little did I know** – that he would continue in that position for another 16 years and that I would have the privilege of succeeding him as Executive Director in 2001.

I attended my first MPA Fall Conference in November, 1985, not really knowing what to expect. Those were times when it was easier to leave school buildings and attendance at Fall Conference was around 300. This in spite of the fact that the professional development and speakers featured at those fall and spring conferences paled in comparison to today's quality offerings. I remember being impressed with the ease, confidence, and professionalism exhibited by President Bill Cumming from Wiscasset High School and Dick Tyler as they facilitated business meetings. **Little did I know.**

During my four year tenure as a principal in Easton, I attended both the fall and spring conferences annually and began to understand the depth and breadth of the work done by the Association. My first MSSPA committee was the "Education Policies Committee," responsible for the inception and annual planning of the Senior Honors Luncheon. **Little did I know.**

In 1989 I accepted the position of assistant principal at Presque Isle High School and two years later, was promoted to principal. The more I learned about the good work of the Association, the more I wanted to be part of that work. In 1991 I was asked to serve on the MSSPA and the Maine Elementary Principals' Association (MEPA) merger committee – a most rewarding experience since the present day MPA is the direct result of those rich conversations about what a K-12 association might look like.

I served on the eligibility committee giving me insight into the difficult decisions we sometimes have to make regarding individual student athletes. I was a member of the Class A Basketball Committee giving me an inside perspective of the magnitude of some of our events and what they mean to students, families, coaches, officials, and communities. I served on both executive committees (now the Board of Directors and the Interscholastic Management Committee) and had my first national experience serving on and then chairing the eight-member NASSP Small High Schools Committee – defined by

*Continued on Page 2*

## MPA Fall Conference

November 19-20, 2015  
Double Tree, South Portland

**NEW VENUE!**

### Keynote Presentation

"Leading in Times of Change"

Thursday, November 19, 2015

8:00 a.m. - 11:00 a.m. - Concurrent Sessions  
11:00 a.m. - 12:00 p.m. Lunch  
12:15 p.m. - 3:00 p.m. - Keynote Presentation  
with Todd Whitaker  
3:35 p.m. - 4:35 p.m. - Concurrent Sessions

### Legal and Policy Implications of the Proficiency Based Diploma

with

Bruce Smith, Drummond Woodsum

Friday, November 20, 2015

8:45 a.m. - 11:00 a.m. - Concurrent Sessions  
11:05 a.m. - 11:55 a.m. - Lunch  
12:00 p.m. - 2:00 p.m. - Keynote Presentation  
with Bruce Smith, Drummond Woodsum

### ~ Concurrent Sessions ~

- \* A New Accreditation Process to Meet the Needs of Today's Schools
- \* Attendance Matters: Effective School and Community Interventions
- \* Building Assets Reducing Risk for High Schools . . . and Now Middle Schools
- \* Educator Effectiveness and PEPG System Development
- \* Exploring Computer Science for Middle/High Schoolers
- \* Getting Back to "It's All About Learning"
- \* Out-of-School Learning Experience Can Count: Proficiency-Based Learning and the Maine State Science Fair
- \* Personalizing Student Learning Through Blended Online Opportunities
- \* Relationships: The Forgotten "R"
- \* The Power (and Struggles) of Shared Leadership Teams
- \* Transitioning Students from Youth Detention Centers to SAU's
- \* New Administrator Sessions
- \* 12-Minute Student Review
- \* Panel of Experts

... And, More to Come!

Click [HERE](#) for Concurrent Session Descriptions.

Click [HERE](#) to register.

*From the Executive Director . . . (Continued from page 1)*

NASSP as high schools with less than 1000 students. This gave me a much broader understanding of national policy and high school issues across the country. **Little did I know.**

The 1995-96 school year was a milestone for me. I served as President of the MPA and was honored as a Milken National Educator. I became more and more aware of the role the MPA plays in professional development and the amount of work necessary for the MPA executive and support staff to prepare and facilitate major conferences. I saw the national perspective from further involvement with the Milken Foundation as well as NASSP. **Little did I know.**

But that was my 25th year in education, all at the high school level, and it prompted me to question what my next 25 years might look like. I returned to Easton as elementary principal and superintendent – a move that gave me a much better perspective of the work of elementary educators—and a much clearer understanding of the value and need for early intervention. As I settled into that position, I began to truly understand the breadth and depth of PreK-12 education as well as the financial responsibilities inherent in overseeing a large budget. **Little did I know.**

I was selected to serve on the National Federation of State High School Associations (NFHS) Board of Directors, and was president of that Board in 1999-2000. I was one of four school administrators along with eight state association executive directors from across the country serving on the Board. Maine places a principal on that Board once every 64 years. I was amazed at the amount of litigation occurring in other states and at the national level. I also began to better appreciate the value of having good policy and making sound decisions on a case by case basis. **Little did I know – but I was beginning to learn.**

Dick Tyler retired in 2001 and I was offered the opportunity to become the executive director of the association that had provided so much professional growth and valued experiences for me. In 2004 my colleagues asked me to serve as vice chair and then chair of the NAESP state executive directors group for a four year term. **Little did I know -- but I continued to learn.**

In retrospect, my background prepared me for the professional and interscholastic aspects of this association – but little did I know how rewarding this work would be. I am blessed to work with outstanding staff, highly professional officers, a dedicated board, thoughtful committees, and a membership of caring educators. **Little did I know -- but much I appreciate!**

My best wishes to you, your family, friends, and staff as you approach the coming holiday seasons. In these most hectic of times, please stop and reflect on what and who you appreciate – and how much you know!

**Finally, if you haven't registered for the MPA Fall Conference in Portland on November 19 and 20 – please do so! It might be a life-altering experience!!**

~ Dick Durost

## Save the Date Notice



### 2016 Maine NHS Annual State Convention and Banquet

Theme: "Food for Thought"

**Dates:** March 10 and 11, 2016

**Place:** Brewer and UM Orono

**Approximate Cost:** \$32 per person  
for Banquet and Convention

Complete registration packets will be available  
online in January.

If you have any questions, please contact

George Knox III, MNHS Co-Adviser,  
george.knox@sad1.org

Meagan McKeon, MNHS Public Relations,  
mckeaonm16@rsu20.org

Pamela Murchison, MNHS Co-Adviser,  
pamela.murchison@eastonschools.org

**State Service Projects:** We are partnering with End Hunger NE with the goal of packaging 20,000 meals at the convention and the Good Shepherd's Food Bank. Prior to convention, we will be sending out more information on how chapters can be prepared for the projects. More information about End Hunger NE can be found at [www.endhungerne.org](http://www.endhungerne.org)

*Like us on Facebook/National Honor Society of Maine*

## 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/professional-division/membership-and-dues.html>. If you would like to receive this newsletter and other member benefits, please contact Patty at the MPA office at 207-622-0217, ext. 30 or at [mpa@mpa.cc](mailto:mpa@mpa.cc) to join your professional association!

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### 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.

## Save The Date!

The 2016 MPA Summer Leadership Retreat is the Maine Principals' Association, in collaboration with Great Schools Partnership, annual three-day retreat for leadership teams to:

- Build internal leadership capacity;
- Learn and develop specific strategies to effectively implement proficiency-based learning with emphasis on policy, practice and community engagement;
- Utilize a school improvement coach to support the completion of data analysis, receive feedback on your work, and suggest best practices and promising approaches based on the unique context of your school or district; and,
- Leave with a completed action plan for the coming year that is informed by the cycle of action, Global Best Practices, and specific feedback from other participating teams.

**WHEN:** Wednesday June 22, 2016, 1:00 p.m. – Friday, June 24, 2016 3:00 p.m.

**WHERE:** Point Lookout, Northport, Maine

**WHO:** District, School, and Teacher Leaders

**LODGING:** Point Lookout is offering 1,2, and 3 bedroom cabins

**REGISTRATION:** Opens December, 2015

**COST:** \$2,000 per team (up to four people), \$375 for each additional member

**FMI:** Visit our website or contact [dhart@greatschoolspartnership.org](mailto:dhart@greatschoolspartnership.org), or call 773-0505

### 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	

### Follow us on Twitter!

MPA Professional—@DurostMPA

MPA Professional Division—  
Holly Couturier—@HDCouturier

MPA Interscholastic—  
@MPAsportsDurost

### Follow us on Instagram!

MPA Professional—MPA\_PD\_Holly

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.

Maine Principals' Association  
50 Industrial Drive, Augusta, Maine 04330  
Telephone: (207) 622-0217  
Website: <http://www.mpa.cc>

Marty Bouchard, Houlton Middle/High School, President

Daniel Welch, Boothbay Region High School, President-elect

Richard Durost, Executive Director

Michael Burnham, Assistant Director

Holly Couturier Editor/Assistant Director

Gerald Durgin, Assistant Director



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Visit [sjcme.edu/apprise](http://sjcme.edu/apprise) or call 800-752-4723 to learn more.



*Educating for life.*

## Do You Know an Outstanding Elementary, Middle Level, or 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, middle level, or high school principal for consideration as *Maine's 2016 Principals of the Year*.

The successful candidates will represent Maine at the 2016 National Principals' Programs that will be held in the fall of 2016 in Washington, D.C.

The Maine Principals' Association will honor our state's 2016 Principals of the Year at an awards banquet during the 2016 MPA Spring Conference at the Samoset.

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

*National Distinguished Principal of the Year (elementary)* ~ [Click Here](#).

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## 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* ~ [Click Here](#).

*Dr. Phyllis Deringis Service to Maine Youth Award* ~ [Click Here](#).

*2016 Secretary of the Year Award* ~ [Click Here](#).

For more information and/or nominate someone, please contact Tammy McNear at 622-0217, ext. 22 or [tmcnear@mpa.cc](mailto:tmcnear@mpa.cc). Deadline for nominations and completed applications (as required) is December 23, 2015.

## Time and Priority Management for Educational Leaders with Kim Marshall

Tuesday, October 20, 2015



## PRincipal Tips

Keep your support staff happy and engaged in school life. Here are some ideas:

- ✓ Be certain ALL staff, not just teachers, get *essential information about your school*.
- ✓ Urge support staff to *make suggestions and share ideas*.
- ✓ Encourage support staff to *assume new responsibilities*. For example, a custodian could create a club for students to help with school improvements.
- ✓ *Recognize support staff publicly*, at PTA/PTO and staff meetings, for their accomplishments.
- ✓ *Offer professional development opportunities* to support staff.
- ✓ *Send birthday cards* and recognize other personal and professional achievements.
- ✓ *Eat in the cafeteria*. Show food service staff you appreciate their work.
- ✓ *Ride a school bus occasionally*. Learn about the challenges drivers face and show them you care about their concerns.

—National School Public Relations Association,  
**PRincipal Communicator**,  
October 2015.

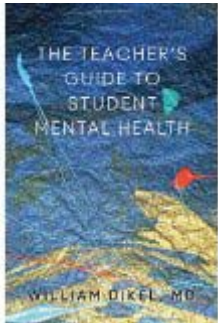
## "LIKE US" ON FACEBOOK!

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

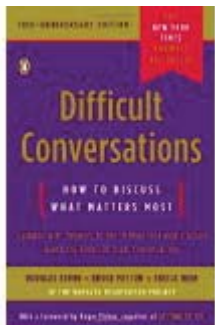
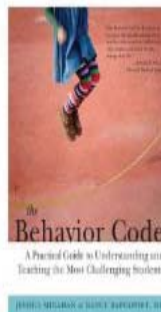


# Professional Reading Suggestions



***The Teacher's Guide to Student Mental Health*** by William Dikel. "Twenty percent of children and adolescents have a mental health disorder and in five percent, the disorder is severe. By understanding child and adolescent mental health issues, general education and special education teachers have additional tools to provide the most successful educational environment for their students. The book profiles successful programs, provided both by school districts and in collaboration with community mental health professionals, including Response to Intervention (RTI), Positive Behavioral Interventions and Supports (PBIS), social-emotional learning, and school-linked mental health services."

***The Behavior Code: A Practical Guide to Understanding and Teaching the Most Challenging Students*** by Jessica Minahan and Nancy Rappaport. "Based on a collaboration dating back nearly a decade, the authors—a behavioral analyst and a child psychiatrist—reveal their systematic approach for deciphering causes and patterns of difficult behaviors and how to match them with proven strategies for getting students back on track to learn."



***Difficult Conversations: How to Discuss What Matters Most*** by Douglas Stone and Bruce Patton. "We attempt or avoid difficult conversations every day—whether dealing with an underperforming employee, disagreeing with a spouse, or negotiating with a client. From the Harvard Negotiation Project, the organization that brought you *Getting to Yes*, *Difficult Conversations* provides a step-by-step approach to having those tough conversations with less stress and more success."

## Assistant Principals' Conference

October 26-27, 2015  
Samoset Resort



## Observances

- \* **November 1-30**
  - Native American Heritage Month
  - Military Family Appreciation Month
  - National Family Literacy Month
  - Aviation History Month
- \* **November 1**
  - Daylight Savings Time Ends
- \* **November 3**
  - Election Day
- \* **November 9**
  - World Freedom Day
- \* **November 9 - 13**
  - National Young Readers' Week
- \* **November 11**
  - Remembrance Day (Canada)
  - Veterans' Day (U.S.)  
*Honor veterans with a special flag-raising ceremony*
- \* **November 15**
  - America Recycles Day
- \* **November 16 - 20**
  - American Education Week  
*AEW online toolkit available at [www.nea.org](http://www.nea.org)*
- \* **November 18**
  - Education Support
  - Professionals' Day
- \* **November 19**
  - Gettysburg Address Anniversary
- \* **November 20**
  - Substitute Educators' Day
  - Universal Children's Day  
*Proclaimed by the UN to promote mutual exchange and understanding*
- \* **November 26**
  - Thanksgiving Day

## 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 November *Apprise* features the Andy Valley Region. Next month we will feature the Aroostook 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!



### Andover Elementary School

Andover Elementary School is a grades K-5 school in Andover, Maine. This quaint elementary school houses 30 students who are taught by three teachers. They also have a part time Title I interventionist, nurse, educational technician, librarian, music, art, and physical education teacher. They have a 13% special education population and are unsure of the free/reduced lunch rate. The reason for this is because there are community members who raise money through the "Hungry Kingdom" program at a local church. This program raises money that covers the cost of breakfast and lunch for 100% of the students at the school.

Andover is a tight knit community with the heart of the town being their elementary school. Every person in the town is closely connected to the building – this includes the teaching principal. Karen Thurston was a

student at Andover Elementary, completed her student teaching here, and is now the administrator of the building.

Even those who no longer have children in the school support the students. There are local farmers who donate their fresh produce to the school. The students are now very excited to try different foods – which are now homemade at the school for the first time in 20 years – because they know where the food comes from. There is so much food donated that Andover was able to serve a meal to everyone who attended on "Grandparents Day."

The three classes in this beautiful building are multi-level: k-1, 2-3, and 4-5. Because they are so small, all of the teachers know all of the students. "We have each other's backs," says Ms. Thurston. Another example of how the community supports the staff and students is "Play it Forward," a local summer concert series that raised money this past summer to purchase 11 new guitars for the school. Learning how to play guitar is now a part of the music curriculum.

All of the parents who have children at Andover Elementary are involved with the school in some way. Some may volunteer their time, others donate their services. One of the parents was able to work with a local restaurant, "The Little Red Hen," who conducted a writing contest to all of the students in the school. One winner in each of the three classrooms was given a gift certificate for a night out, and more importantly, had the opportunity to have their writing proudly displayed in the restaurant for all to read.

They may be a small school, but the focus on literacy is great. This year the entire staff will be dedicating their professional development on literacy, specifically on the Reading Workshop Model. They will be working with their district's trained Literacy Coach to fully implement this model. They have already seen great improvements in their students' scores.

If you want to visit a school where the community is just as involved as the staff in the educational development of the students, Andover Elementary is the place to go!



#### **Contact Information:**

Andover Elementary School, 85 Pine Street, Andover, ME 04216~(207) 392-4381  
Teaching Principal: Karen Thurston

## Auburn Middle School



Auburn Middle (AMS) is a grades 7-8 school in Auburn, Maine. It houses 545 students who are taught by 45 staff. They have a 51% free/reduced lunch rate and a 20% special education population.

When speaking with the principal, Celena Ranger, she states that one of the things she loves best about Auburn Middle is the fact that they live the Middle School Philosophy. "We are all here for the kids."

The school may have a large population, however, AMS groups the students into six teams, three teams per grade. "Our teachers loop with the students so they really get to know the kids." It is very important to connect with each of the students and build these teams

because six elementary schools feed into AMS. For many of them, this is the first interaction they have had with students from the other schools.



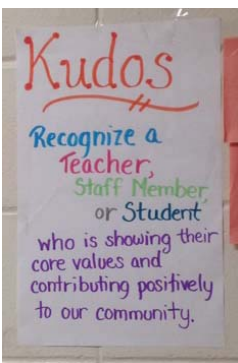
Auburn Schools have been in the Mass Customized Learning (MCL) Cohort for several years. This year, the focus for Auburn Middle is on transparency and learning targets for the staff, students, families, and community. Ms. Ranger is also working on taking all of the components of MCL and connecting all of the parts so they are no longer seen as separate "things to do." This includes continuing to work with their Response to Intervention in both math and literacy.

This summer, three days before school began, teachers had the opportunity to use their professional development time for the year to come together and create, develop, and learn how to effectively use Empower. Since this was an option and not mandatory, most of the staff took the opportunity to work together on creating lessons, units, and assessments that are aligned with the Targets. They are seeing the benefits to their proactive hard work.

Working with the community is also something that AMS embraces. The day of the visit, Q97.9's "Cans for a Cure" was coming to visit the school and pick up cans that the students brought in to raise money to find a cure for cancer. AMS students worked with Auburn Public Works to bring the cans together and fill a dump truck. The school had an initial goal of bringing in 6,000 cans. As of that morning, they exceeded the goal. Their hard work brought in over \$300 for the charity.



The school provides additional support for students outside of their education as well. They have a "Green Room," which is a space where students can go to get clothes and/or food that they and their families may need. The school has also partnered with St. Mary's Hospital and offers the students a Health Center in the school with a full time nurse.



Walking through the hallways of Auburn Middle School, you get a feeling of family and community. If you get a chance, I highly advise you take the opportunity to visit this incredible school.

### Contact Information:

Auburn Middle School, 38 Falcon Drive, Auburn ME 04210 ~ 207-333-6655

Principal: Celena Ranger ~ Assistant Principal: Kevin Shaw

E-Mail: [cranger@auburnschl.edu](mailto:cranger@auburnschl.edu)



## Mountain Valley High School



Mountain Valley High School is a 9-12 school in Rumford, Maine. It currently houses 409 students who are taught by 33 teachers and five educational technicians. They have a 69% free/reduced lunch rate and a 24% special education population.



When walking through the blue and silver halls of Mountain Valley, you get a sense of pride and history. Built in 1969, the school continues to be the center of the community. The library, or "Media Center," is open from 7:00 a.m. - 5:00 p.m. Community volunteers run the Media Center after school hours. The casual atmosphere promotes relaxation, good physical health, and a comfortable learning environment for students and the community.



Mountain Valley once housed many more students than it's current population. Rumford is one of the towns in Maine that has a mill and has dramatically downsized due to economic times. This being said, the

administrators and community have made the best out of this situation and maximize what would have been empty space within its walls. Central Maine Community College uses some of this space to offer two classes. In return, Mountain Valley High School students can attend these classes tuition free. Currently, there are over 20 students who take CMCC courses and graduate high school with college credits.



CMCC is not the only post-secondary institution that offers college credits for MVHS students. There is an AP Lit class taught by a teacher who works with the University of Maine at Fort Kent. These students earn 6 credits toward ENG 101 and 102. The New England School of Communi-

cations has an instructor who also works with MVHS's music department. Students who finish this Audio Engineering course

earn automatic entrance into the college and three credits toward their degree!

Mountain Valley High School has been standards-based for many years so they know what it takes to make learning meaningful to each individual student. Staff and the community work together to help make their learning meaningful and respectful. The school has implemented a PBIS system that the students not only know, but live on a daily basis. Before each monthly assembly, Mr. Gilbert reminds the students of the four keys to success. These keys to success are located all around the school. The students and staff who are caught "living" these keys to success are given a blue card. This card is displayed in the main stairwell and has the students' and staffs' names and which key aspect they were caught doing. A copy of these cards is also mailed home to the students' families so they can share in the celebration. This communication is key in creating and maintaining a positive school and home relationship. (Even Mr. Gilbert has a blue card on the wall! Good job, Mr. Gilbert!)



When asked, what makes your school great, Principal Matt Gilbert doesn't hesitate to say, "GREAT kids. We have connections with all of our kids and we do what we do because of them." Out of all of the educators in MVHS, only three teachers have had to be hired in the past five years. "We love what we do, why would we want to leave?" states Mr. Gilbert.

### **Contact Information:**

Mountain Valley High School, 799 Hancock Street, Rumford, ME 04276 ~ Telephone: (207) 364-4547  
Principal: Matt Gilbert and Assistant Principal: Al Cayer  
E-mail: mgilbert@rsu10.org



Calling New Principals Everywhere...

National Panel  
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## Become a Panelist on the National Panel of New Principals

### A Highly Influential Group

The National Panel of New Principals is the only program of its kind that is dedicated to elementary and middle-level principals in the first or second year of their principalship.

As a panelist you'll gain insights into how your experience compares with your peers throughout the nation and the resources and strategies that are proving most useful in areas ranging from instructional leadership to technology, parent engagement and more.

At the same time you'll impact the big picture. Panelists help to ensure that national policymakers and education leaders understand the "real" new principal experience so they can develop policies and professional development support that will truly make a difference.

### It's the Best Hour You'll Spend all Year

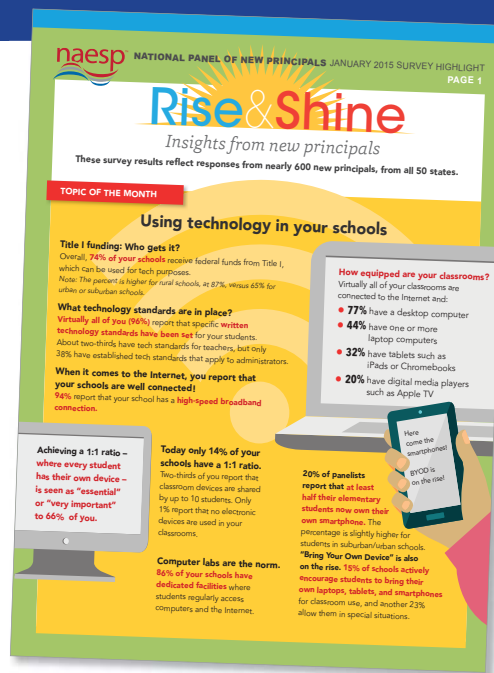
Six times during the school year, panelists are invited via email to answer a few brief online questions. **The total time commitment for the entire school year is under one hour! (Less than 10 minutes per survey.)**

#### Participants in the surveys receive:

- the popular *Rise&Shine* brief, summarizing the results of each survey, and highlighting panelists' best ideas
- a special thank you gift from NAESP or one of our sponsors

#### Plus, panelists:

- are recognized by NAESP in its award-winning *Principal* magazine, online publications and websites for their innovative approaches
- gain access to NAESP's team of nationally certified mentors to ask one-on-one questions
- receive a personalized National Panelist certificate to display in their office



"I loved being able to give my feedback, and to see the feedback of others.

It let me know that I was on the right track as a new principal, as well as giving me new ideas."

SHERRY WATTS  
MINEOLA ELEMENTARY, MINNEOLA, FL

### Panelist Qualifications

- Participants must be first- or second-year elementary or middle-level principals.
- NAESP members and non-members are welcome.

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**Questions?** Email us at [nppn@naesp.org](mailto:nppn@naesp.org)

**To enroll, visit [newprincipal.org](http://newprincipal.org)**



National Association of Elementary School Principals  
Serving all elementary and middle-level principals

Updated October 2015