

# THE MAINE APPRISE

A Publication of the Maine Principals' Association

Volume XXV, Number 3

November 2016

## *From the Executive Director ...*

### *Election Day -- the stakes are high!*

This edition of the *Maine Apprise* is being released one week prior to Election Day. Most of us would agree that we have never seen an election with such acrimony, high emotion, and with voting often being against a candidate rather than for a candidate.

The inability of Maine's Governor, Senate, and House to effectively work together has resulted in state government by referendum. There is an unusually large number of items on the ballot that, in more reasonable times, would likely have resulted in these issues being settled by the normal legislative process.

I take this opportunity to share some thoughts as you make your decisions, if you haven't already done so. It appears that record numbers of Maine citizens are voting in the weeks prior to November 8, possibly to avoid large crowds on Election Day but, more likely, just to get it over with in hopes that some higher power might recognize this and end all campaign ads on one's personal television.

Item one on the ballot involves the legalization of recreational marijuana for those 21 and over. As a high school teacher in the classroom during a time with the legal drinking age was lowered to 18, I would not want to be a school administrator at a time when marijuana becomes even more available than it presently is.

Item two involves a revision to our tax codes that would add an additional tax of 3% on income above \$200,000. I hope that each district administrative team is having conversations about how that money is expected to be distributed to communities. We might all be surprised as to who the winners and losers might be -- In many cases the opposite of what one might expect.

Item three expands background checks for the purchase of handguns and firearms. Perhaps no other ballot issue is ingrained

*Continued on Page 2*

## *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!

## MPA Fall Conference

November 17-18, 2016  
Double Tree, South Portland

### Keynote Presentation

"Motivating the Most Challenging Students:  
How to Help ALL Students Achieve Success"

Thursday, November 17, 2016

10:00 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 Jeffrey Benson

3:15 p.m. - 4:15 p.m. - Concurrent Sessions

### Title IX and Sexual Aggression In Your Schools with

Allen Kropp, Drummond Woodsum

Friday, November 18, 2016

8:45 a.m. - 9:45 a.m. - Concurrent Sessions

10:00 a.m. - 11:00 a.m. - Ed Camp

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 ~

- \* Technology and STEAM In A Proficiency-Based World
- \* The LearnZillion Program for Change
- \* Networking Opportunities
- \* Legislative Update
- \* Integrating Mindfulness, Social, and Emotional Skills into Education
- \* Learning Through Technology and MLTI Fall Update
- \* Thorny Issues
- \* PICKING UP STEAM: Using Integration to Engage and Get Results!
- \* BARR: Relationships and Academics Matter
- \* Horace Mann Retirement
- \* Applying Mindfulness-based Compassionate Communication into Schools
- \* The Power (and Struggles) of Shared Leadership Teams
- \* Building a Staff Team - - School Staff Are Inevitably Diverse
- \* Dyslexia and Maine's Students
- \* When Reading Recovery Isn't Enough: Working with Struggling Readers
- \* Maine's Bullying Law 101
- \* Ed Camp

... And, More to Come!

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

Click [HERE](#) to register.

## 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.](#)

### *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.](#)

### *2017 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 2017 Secretary of the Year! All nominees will be considered for this honorable recognition. The Secretaries will be publically announced at the Secretaries Conferences in April and then they will be honored at the MPA Spring Conference on April 27 at the Samoset Resort. [Click Here.](#)

For more information 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 16, 2016.

## *From the Executive Director . . .*

*(Continued from page 1)*

in one's personal views as is Item 3.

Item four has to do with a proposal to increase Maine's minimum wage. Each of us will be weigh in on increasing the hourly income of those making the least, compared to the belief that this might have a negative impact on small business.

Item five involves a potential approval of rank order voting. The fact that this in on the ballot is likely a statement that some recent election results have been more about who each voter supports the least rather than the most.

Additionally there are bond issues regarding highways, bridges, and inter-modal facilities.

Regarding national government, the presidential race and even Maine's Second Congressional District are distasteful. If one simply believed everything in the television advertisements it would appear that the four worst people in the history of mankind are running in those two races. Particularly in the congressional race, I know both candidates personally and that would be far from the truth. Maybe I'm naive, but I know of no one whose vote will be based on believing the negative ads. As a general populace, we all have to be more intelligent than that.

Finally, national and state results will likely be decided by those who vote as well as those who don't. I believe it is difficult to predict the impact of infrequent voters, those who flock to the polls this year because of a specific interest (pro or con) on the referendum issues including marijuana, the tax code, background checks, minimum wage, and rank order voting. It will be extremely interesting to me to assess the impact of those voters on the make-up of the Maine Senate and House moving forward. It will be an interesting two years as that Legislature and the Governor find ways to govern together (or not) as Maine's Constitution requires. Stay tuned -- I will present a breakout session at the MPA Fall Conference regarding the impact of those election results. PLEASE BE SURE TO VOTE!

*~ Dick Durost*



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## Professional Offerings

### MPA 2016 Fall Conference

November 17 - 18, 2016  
DoubleTree by Hilton Hotel,  
South Portland

Click [HERE](#) to Register.

### MPA 2017 Spring Conference

April 27-28, 2017  
Samoset Resort

Registration Material Coming Soon  
and with a NEW Early Bird Pricing!!!

### Workshops with Kim Marshall

*Positive Classroom  
Management*

Tuesday, December 6, 2016

Click [HERE](#) to Register.

*Rethinking Teacher Supervision  
and Evaluation*

Wednesday, December 7, 2016

Designed for Principals, Assistant Principals, Teachers, Curriculum Coordinators, Special Education Teachers, and Superintendents attending as a team

Click [HERE](#) to Register.



### 2017 Maine NHS Annual State Convention and Banquet

**Dates:** March 9 and 10, 2017 ~ **Place:** Brewer and UM Orono  
**Approximate Cost:** \$40 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 or

Pamela Murchison, MNHS Co-Adviser, pamelamurchison@eastonschools.org

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

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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**CALL THE MPA HELP LINE**  
207-622-0217

*We are here to help you and answer questions!*

#### Extensions:

24 = Dick Durost

25 = Mike Burnham

26 = Holly Couturier

41 = Gerry Durgin

22 = Tammy McNear

27 = Diane Patnaude

30 = Patty Newman

### "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>

## PRincipal Tips

A little praise can make a big difference. Here are several low-cost or no-cost activities you can use to recognize parents, students, and staff.

✓ **Surprise Celebrations** are a must! Turn the last few minutes of a staff meeting into a party to recognize staff members for being warm and welcoming on open house night, for correcting a problem in the building, for great assessment scores, etc.

✓ **Take over a teacher's class** for an hour or half a day.

✓ **Seek the help of neighborhood or local merchants** for an occasional donations of surplus items. For example, bagels or apples placed in the staff lounge on special occasions are much appreciated.

✓ **Take a staff member, student, or parent leader along to your service club luncheon or dinner.** Introduce the person, and ask him or her to say a few things about their work with educating children, a "neat" school project, or the importance of parent involvement.

—National School Public Relations Association,  
**PRincipal Communicator,**  
October 2016.

### 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.

### Follow us on Twitter!

Dick Durost—@DurostMPA

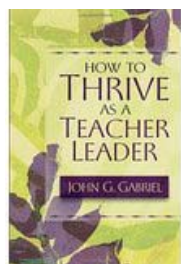
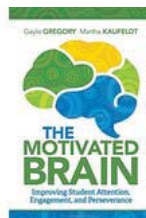
Holly Couturier—@HDCouturier

# Professional Reading Suggestions

***The Motivated Brain: Improving Student Attention, Engagement, and Perseverance*** by Gregory, Gayle and Martha Kaufeldt. "What really motivates students to learn? What gets them interested—and keeps them interested—in pursuing knowledge and understanding? Recent neuroscientific findings have uncovered the source of our motivation to learn, or as neuroscientist Jaak Panksepp terms it, the drive to seek. Seeking is what gets us out of bed in the morning, the engine that powers our actions, and the need that manifests as curiosity.

Informed by new findings on the nature of the brain's seeking system, internationally renowned educators Gayle Gregory and Martha Kaufeldt have identified key brain-friendly strategies for improving student motivation, knowledge acquisition, retention, and academic success. In this book, readers will learn:

- \* The science behind the motivated brain and how it relates to student learning,
- \* Strategies for preparing a motivational environment and lesson,
- \* Strategies for creating engaging learning experiences that capitalize on the brain's natural ways of learning,
- \* Strategies for improving depth of knowledge, complex thinking, and synthesis to get students into the ever-desired state of flow, and
- \* How attention to the neuroscience of motivation will improve the classroom environment and student learning."



***How to Thrive as a Teacher Leader*** by John Gabriel. "Challenging times demand dynamic leadership. Schools rely on teachers to assume a variety of leadership roles, both formal and informal, including department chair, peer coach, faculty representative, and Webpage curator. With little or no leadership training, however, many teachers are unprepared to take advantage of such opportunities. In *How to Thrive as a Teacher Leader*, John G. Gabriel explores the responsibilities and rewards of teacher leadership, offering practical, positive advice on:

- \* identifying leadership qualities and building a team,
- \* enhancing communication and earning respect,
- \* overcoming obstacles and implementing change,
- \* energizing colleagues and strengthening morale, and
- \* improving student and teacher achievement."

***Motion Leadership: The Skinny on Becoming Change Savvy*** by Michael Fullan. "Michael Fullan, working with effective change leaders, provides the skinny on motion leadership, or how to "move" individuals, institutions, and whole systems forward. Cycling from practice to theory and back again, this easy-to-read book offers examples from Fullan's global experience to help readers:

- Understand problems and work with change,
- Mobilize peers to collaborate,
- Specialize in capacity building,
- Promote learning as the work of individuals and organizations,
- Make progress and performance results transparent,
- Earn trust by demonstrating integrity and competence, and
- Enable others to become motion leaders."



## DATES TO CELEBRATE

- \* **November 1-30**
  - Native American Heritage Month
  - Military Family Appreciation Month
  - National Family Literacy Month
- \* **November 4**
  - Use Your Common Sense Day
- \* **November 6**
  - Daylight Savings Time Ends
- \* **November 7 - 11**
  - National Young Readers' Week
- \* **November 8**
  - Election Day
- \* **November 9**
  - World Freedom Day
- \* **November 11**
  - Remembrance Day (Canada)
  - Veterans' Day (U.S.)  
*Honor veterans with a special flag-raising ceremony*
- \* **November 13**
  - World Kindness Day
- \* **November 15**
  - America Recycles Day
- \* **November 16-20**
  - American Education Week  
*AEW resources are available at [www.nea.org](http://www.nea.org)*
- \* **November 16**
  - Education Support
  - Professionals' Day
- \* **November 18**
  - Substitute Educators' Day
- \* **November 19**
  - Gettysburg Address Anniversary
- \* **November 20**
  - Universal Children's Day  
*Promoting mutual exchange and understanding*
- \* **November 24**
  - 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 Downeast region. Next month we will feature the Northeast 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!

### Ellsworth Elementary Middle School



Ellsworth Elementary-Middle School is a pre-K to grade 8 school in Ellsworth, Maine. The 792 students are taught by 81 teachers and 33 educational technicians in the 46 different classes. They have a 45% free and reduced lunch rate as well as an 18% special education population.

Six years ago, three separate schools were closed when Ellsworth Elementary-Middle school was built. The extremely strong and dedicated administrative team worked hard with the staff to create a culture and climate that is positive, friendly, and conducive to student learning. They have an incredibly strong "Positive Behavior Intervention and Supports" program that has become a part of the culture of the school. 100% of the staff has been trained in PBIS. At the pK – 4 levels, the

students know the "Six Simple Words," or code of conduct. Principal, Amy Peterson-Roper explained, "As the students demonstrate the words, they are given a clothes pin that states what they demonstrated. These clothes pins are given to the student to hang in the hall on colored ribbons, along with a certificate that goes home, an announcement is made over the intercom, and the students are recognized every month for each of the attributes that they have demonstrated."



At the 5-8 levels, Principal Jim Newett explained, "The students and the staff identified five key areas that they wanted to focus on. 'Falcon Pride' cards are given to the students when they have demonstrated one of the five identified areas for their code of conduct. These pride cards have the students' names on them and are placed in a jar to win chances of getting a prize at the end of the month and year. There is a PBIS committee that meets on a regular basis to look at who has demonstrated what for attributes and a total is given for the number of students demonstrating those attributes. These totals are recorded and placed on a bulletin board for all to see which grades were demonstrating which attributes. This helps the PBIS team determine who may need additional support with learning each of these attributes." The entire staff works with the students with each of the attributes every year. The students put on whole school assemblies that talk about attributes and may even put on a skit to demonstrate what they look like. Both principals share that this process has dramatically decreased the number of office discipline referrals.

The Volunteer Training Program is another strong program which is fairly unique in Maine schools. Assistant Principal, Tim McCluskey, recognizes "The school is the heart of the community and the community wants to be as involved as possible." Every month Mr. McCluskey works with a group of volunteers to go over confidentiality rules and school expectations. They also fill out a form and every volunteer has to have a background check. Once they are cleared, the volunteers are put into classrooms based on what they identified as areas of interest. The volunteers go through this process every year they want to volunteer. "The parents know that we make every effort to keep the students safe. They are okay with going through this training annually because this further demonstrates our commitment to safety." As an extension of the volunteer program, the staff of Ellsworth Elementary-Middle School welcome senior citizens into the classrooms via the "Foster Grandparent Program." The "grandparents" work with classroom teachers to support the students academically while giving the students the extra care they need.

Walking through the halls of this beautiful school, you see the incredible artwork, hear the amazing music, smell the cooking with school-garden vegetables, and more than anything, you experience the hard work and dedication that the staff of Ellsworth Elementary-Middle School put in to making sure that the students receive the best education possible. "Kids want to be here, they are happy."



**Contact information:** Ellsworth Elementary-Middle School, 20 Forrest Avenue, Ellsworth, ME 04605 207-667-6241

Principal pK-4: Amy Peterson-Roper ~ [aroper@ellsworthschools.org](mailto:aroper@ellsworthschools.org) / Principal 5-8: Jim Newett ~ [jnewett@ellsworthschools.org](mailto:jnewett@ellsworthschools.org)

Assistant Principal pK-8: Tim McCluskey ~ [tmcccluskey@ellsworthschools.org](mailto:tmcccluskey@ellsworthschools.org)

## Harrington Elementary School



Harrington Elementary School is a grades pre-K through grade six school in Harrington, Maine. The 140 students are taught by ten teachers, including the teaching principal, four special education technicians, and two Title 1 education technicians.

Harrington Elementary is one of three elementary schools in the MSAD 37 district. This district has been very creative when providing professional development to all of the staff in a district with three small elementary schools –which have only one teacher per grade. “We have been trained in and implement Best Practices,” says Teaching Principal Susan Meserve, “every new staff person – regardless of position – is trained by our district-wide leadership team that meets once a month to discuss Best Practices and lately to focus on PBE.” Back in the building, the new hires have a trained teacher leader to support them in the classroom. In addition to providing training for new hires, all staff are a part of a professional learning community which meets on a monthly basis with a focus on profi-

ciency based educational practices and differentiated instruction. “This has helped the students become more successful because we are all using the same language,” says Mrs. Meserve.

To continue this incredible professional development opportunity, the superintendent, Ronald Ramsay, fully supports his teaching staff with release time so that grade level teachers have the opportunity to be a part of “Teacher Rounds.” These Teacher Rounds are when grade alike teachers get together to teach and observe a lesson using Best Practice strategies in one of the classrooms and then debrief as a group as to what went well and what could be improved upon.

Where they are a smaller educational setting in a rural part of Maine, the staff have been resourceful when working with the community. “We have a very supportive parent community. They are dedicated and work together to help make the school a great place to learn.” Unfortunately, there isn’t a library book line in the budget; however, the library at Harrington is full of new, up-to-date literature and this is fully financially supported by an annual Read-a-Thon. The community knows that this is the only way that books can be bought for the school so it rallies with the students and raises hundreds, if not thousands, of dollars for new books on an annual basis!

The Maine Seacoast Mission (EdGE) provides an after-school educational opportunity for all students in grades 3-6, Monday-Thursday. This community-based program provides homework help, STEM and art activities, and also brings in members of the community to share their talents and knowledge with the students.

Another example of the resourcefulness of this school is its ability to never give up. After numerous attempts to secure grants to revitalize the existing nature trail, they have received a grant through the Maine Conservation Commission. They are anxiously awaiting the arrival of a team from MCC to rebuild bridges and bog walks that will allow the students to use the nature trails to further their outside studies.

If you want to see a smaller school whose staff knows how to be creative with its professional development and/or with community involvement, I encourage you to take a beautiful drive along the coast and visit Harrington Elementary School!



### **Contact:**

Harrington Elementary School, 1227 US Highway 1A, Harrington, ME 04643

Phone: 207-483-6681

Teaching Principal: Susan Meserve ~ E-Mail: [smeserve@msad37.org](mailto:smeserve@msad37.org)

## Mount Desert Island High School

Mount Desert Island High School (MDI) is a grades 9-12 high school located beside beautiful Acadia National Park in Bar Harbor. They have 532 students who are taught by 62 teachers and 22 educational technicians. They have an 18% special education population and 6.4% free and reduced lunch rate.

When asked what makes his school great, Principal Matt Haney proudly states, “Our culture and atmosphere are positive – there are no barriers between the staff and students.” This is clear as you walk through the halls of this incredible building full of history. There are a great number of opportunities at MDI for their students including: a dance studio, television studio, art gallery, and a daycare which is manned by staff and students to provide an inexpensive service to the staff.



Wellness is a priority for all staff and students in the school. MDI has a large, and very well-equipped, weight room which is often full of students and staff working out simultaneously. “I trust my staff and if they choose to work out during their planning period, I’m okay with that. I know they are getting done what needs to be done to help the students be successful,” says Mr. Haney. Wellness is also viewed throughout the classes at MDI. They have an outdoor science class where students get bussed to Acadia to kayak, hike, canoe, etc. There is also an adaptive class for students who may need additional support to enjoy these same activities.

MDI offers an extensive arts program as well. More than 100 students participate in band, and 40+ students are in the orchestra alone! Many kids also participate in drama, chorus, and other extra-curricular activities.

Failure is not an option at Mt. Desert Island High School. Beginning freshmen year, the staff have restructured how they teach in order to provide two teachers of each of the content areas. Teachers also meet on a regular basis and discuss EVERY student to determine if they are meeting standards. If they are exceeding standards, the teachers have higher level opportunities for the students and for those who need additional support, there are blocks of time provided for those students to get the help they need in order to be successful.

Senior year, the students all participate in an independent project called “Senior Exhibition.” The students are paired with a community member on a topic of their choice, do the research that is necessary and present their new learning to a panel of staff, community members, and peers. They have the opportunity to work during a class that takes place every other day. On the off day, many students take a class called “Life After MDI.” This class is designed specifically to help teach all of the students what they are going to need to know how to be successful adults: personal finance classes, how to take care of their car, how to cook and sew their own clothes, and many other skills.

If you want to see a high school that has embraced the true meaning of positive school culture and maximizing the community opportunities, I highly suggest you visit Mount Desert Island High School!



### **Contact:**

Mount Desert Island High School, 1081 Eagle Lake Road, Bar Harbor, ME 04609

Phone: 207-288-5011

Principal: Matt Haney ~ mhaney@mdirss.org

Dean of Curriculum: Julie Keblinsky ~ jkeblinsky@mdirss.org

Dean of Students: Ian Braun ~ ibraun@mdirss.org



# MPA PHOTO ALBUM

## Working Conditions Matter: Cultivating Stability and Growth in our Educator Workshop

October 4, 2016 ~ Session 1





# MPA PHOTO ALBUM



**Great Beginnings  
Session II  
October 21, 2016**



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## **Assistant Principals' Conference October 24-25, 2016**

