

THE MAINE APPRISE

A Publication of the Maine Principals' Association

Volume XXV, Number 1

September 2016



From the President ...

**Dan Welch, Principal, Boothbay Region High School
and President of the MPA**

Well the summer months have waned by and like all of you I am sitting at my desk preparing for teacher workshops and the students' first days. I hope that each and every one of you were able to take some time and disconnect from work to relax and rejuvenate. The vast majority of people do not understand the demands on school administrators and that for most of us, the summer is still filled with emails, meetings, and trainings.

In July, my district attended a full-day workshop with Robyn Jackson on providing teachers with quality feedback. If you are ever attending a regional or national conference where Dr. Jackson is presenting then I highly recommend that you attend. For any of you who know me personally, or have had to sit in a meeting with me, you know I have a hard time sitting for very long and my attention span is definitely less than optimal. Well, Dr. Jackson not only held my attention, but one of my colleagues said they had never seen me sit still for so long!

I find that being an effective evaluator is one of the most difficult things that we as school leaders have to do. It is easy to give that "Valentine" evaluation where teachers hear how great they are every year. However, to give meaningful and constructive feedback takes a lot of time and requires us to refine our craft. One take away from Dr. Jackson's workshop was to focus on the skills and pedagogy of the lesson rather than on content alone. I often say that I don't know a thing about chemistry, but I know good teaching. Dr. Jackson focused a lot of the day using the concept of "the one thing;" personally I struggle to give my best teachers effective feedback. When I am writing an evaluation I sometimes feel the need to give some sort of constructive commentary, but this year I am going to try to focus on one aspect of their teaching on which they could improve.

This year at Boothbay Harbor Region High School, we are going to focus on increasing student voice in the decision-making process. There is an abundance of scholarly research outlining the positive impact of students having a voice in their school. Czerniawski & Kidd (2011) state, "the role and value of having authentic student voice can bring genuine and active participation, and change the nature of educational provision."

In closing, I would like to wish you all a wonderful opening to your school year. I am honored to serve as the president for the MPA this year and am enormously proud of the work done by our association. The MPA's executive and support staff have been hard at work this summer to plan high quality professional development and interscholastic events. A huge thanks to them and best regards to you all.

From the Executive Director

Welcome Back!!

In the immortal words of the band Lovin' Spoonful's front man, John Sebastian, **"Welcome Back!!"**

Some of you will immediately tag the name "Kotter" after the phrase "Welcome Back" from the 1975-79 television series of the same name. Others of you will quickly exclaim that you weren't even born then. YouTube it.

The premise of the show is about a teacher, Mr. Kotter, who returns to the high school he graduated from only to be assigned to a group of students affectionately referred to as the "Sweathogs".

Whether you are returning to the same administrative position you held last spring or if you have changed positions or schools over the summer – **"Welcome back, your dreams were your ticket out."** I'm sure you viewed the closing day of school last June as the beginning of a summer where you could recharge your battery or catch up on some light reading. You likely dreamed of relaxing evenings spent on the back deck or the camp porch. Days at the beach or on the golf course beckoned you away from your office. However, my guess is that summer school, staff hirings including late resignations, building maintenance, SLOs, proficiency based diplomas, etc., all may have limited the number of days and evenings you had dreamed about.

"Welcome back, to the same old place that you laughed about." Late August and early September likely seemed to be a long ways off in late June. It was easy to laugh with sheer giddiness about the two months that you had to get ready for the coming school year. However, the opening of school waits for no one, especially for principals and assistant principals.

Continued on Page 3

Nominate an Exceptional Assistant Principal as A.P. of the Year
Deadline is September 16

Click **HERE** for Nomination Form.



Daniel Welch
Principal

Boothbay Region High School
Boothbay Harbor
President of MPA

13 years in education, 10 years
public and private secondary
schools and administration



Maggie Allen
Principal

Windsor Elementary School
President-elect of MPA

32 years in education, six years
in administration



Matt Gilbert
Principal

Mountain Valley High School
Rumford

21 years in education - five years as a
high school special education teacher, and
16 years as an administrator



Kelli Deveau
Principal

Westbrook High School
2014 Maine

Assistant Principal of the Year

22 years educational
experience—eight as English teacher
and 13 as an administrator



Jane Stork
Principal

Etna-Dixmont School
and NAESP State Representative

Music educator in Bethel, taught
seventh and eighth grade mathemat-
ics in Newport and was Head of
Mathematics and Science for the
RSU #19 District



Kelley Weiss
Principal
Enfield Station
School

Seven years admin-
istrative experience,
five years high
school science teach-
ing experience, and
three years middle
school science teaching experience



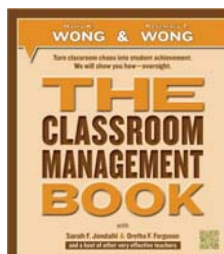
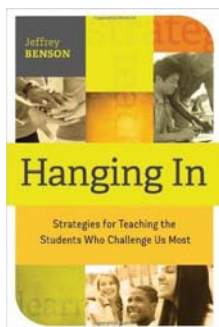
Matthew Haney
Principal

Mount Desert Island
Regional High School

19 years in education including four
years as a PE teacher and coach, and
15 years as an administrator

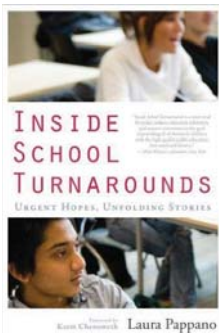
Professional Reading Suggestions

Fall Keynote Speaker ~ *Hanging In: Strategies for Teaching the Students Who Challenge Us Most* by Jeffrey Benson. "Many students arrive at school with unique mixtures of family histories, traumatic experiences, and special needs that test our skills and try our patience. In *Hanging In: Strategies for Teaching the Students Who Challenge Us Most*, veteran educator Jeffrey Benson shows educators the value of tenacity and building connections in teaching the students who most need our help. This essential guide includes:



***The Classroom Management Book*, by Harry Wong and Rosemary Wong.** "This is a solutions book that shows how to organize and structure a classroom to create a safe and positive environment for student learning and achievement to take place. It offers 50 procedures that can be applied, changed, adapted, and incorporated into any classroom management plan. Each procedure is presented with a consistent format that breaks it down and tells how to teach it and what the outcome of teaching it will be. While all of the work and preparation behind a well-managed classroom are rarely observed, the dividends are evident in a classroom that is less stressful for all and one that hums with learning."

***Inside School Turnarounds: Urgent Hopes, Unfolding Stories* by Laura Pappano.** "*Inside School Turnarounds* uses on-the-ground reporting and up-to-the-minute research to provide a compelling and insightful exploration of the work of school turnarounds.



The quest for school improvement is old. The demand for dramatic, immediate school improvement is new. Even as President Barack Obama and Secretary of Education Arne Duncan commit \$4.3 billion to making 5,000 of the nation's worst-

performing schools better now, few people know what that really looks like—or how it actually works. How do school and district leaders enact rapid and meaningful reform that truly transforms the lives and learning of their students?

Veteran education journalist Laura Pappano gathers stories, ideas, emerging practices, and honest admissions about what has worked and what hasn't for schools and districts caught in midstream as they navigate this uncertain journey. In the voices of administrators, teachers, children, and parents, Pappano's book captures the joys and frustrations, passions and challenges of those responding to the unprecedented demands being placed on—and embraced by—turnaround schools."

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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Maggie Allen, Windsor Elementary School, President-elect
Richard Durost, Executive Director
Michael Burnham, Assistant Director
Holly Couturier Editor/Assistant Director
Gerald Durgin, Assistant Director

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

How many district responsibilities have you been assigned for the opening of the school year beyond your own building list? Mandated training for bullying, suicide prevention, crisis response, school safety? And the list goes on.

"Well the names have all changed since you hung around, but those dreams have remained and they're turned around." Are your teacher and student assignments complete? Have you made all of the necessary transition plans for incoming district students as well as transfers? What about new staff? Have you taken steps to orient them and to make them feel welcomed as a part of your team? Your dreams no longer are about your personal needs on the back deck, camp porch, beach or golf course – now it's all about others – the needs of your students, parents, and staff!

"Who'd have thought they'd lead ya, back here where we need ya." You truly are needed back at school. Just try to walk the halls and see how often someone says "got a minute?" My experiences this summer with MPA PD offerings (21 days and counting) is that schools are desperate for the next generation of school leaders. Individually and as school districts, we need to be even more cognizant of nurturing our best teachers into becoming teacher leaders and then accepting the challenge as building administrators.

"Yeah we tease him/her a lot cause we've got him/her on the spot, welcome back!!!" Please know that the Board of Directors and the MPA staff welcome you back with this good natured look at returning for the 2016-17 school year. We stand ready to support you in every possible way that we can, and wish you a most successful year!!

"Welcome Back, Welcome Back, Welcome Back!!!"

~ Dick Durost

Follow us on Twitter!

Dick Durost—@DurostMPA

Holly Couturier—@HDCouturier

Workshops with Jennifer Abrams . . .

Hard Conversations Unpacked: Deepening the Learning

Tuesday, September 27, 2016

Designed for Principals, Assistant Principals, Curriculum Coordinators, Special Education Directors, Superintendents, Assistant Superintendents, Teacher Leaders, and Instructional Coaches

8:00 a.m. - Registration

8:30 a.m. - Workshop Begins

3:30 p.m. - Workshop, Conclusion, and Evaluation

[Click Here](#) for Registration Material

Being Generationally Savvy: Working Effectively with Colleagues of all Generations

Wednesday, September 28, 2016

Designed for Principals, Assistant Principals, Curriculum Coordinators, Special Education Directors, Superintendents, Assistant Superintendents, Teacher Leaders, and Instructional Coaches

8:00 a.m. - Registration

8:30 a.m. - Workshop Begins

3:30 p.m. - Workshop, Conclusion, and Evaluation

[Click Here](#) for Registration Material

Professional Offerings

Assistant Principals' Conference

"Other Duties As Assigned"

~ October 24 and 25 ~
Samoset Resort, Rockport

A G E N D A

Monday, October 24

"Breakout Sessions I, II, and III"

9:00 - 9:45 a.m. ~ Registration

9:45 a.m. ~ Workshop Begins

Tuesday, October 25

"Allegra Hirsh-Wright from Maine
Children's Trauma Responsive Initiative"

7:30 - 8:30 a.m. ~ Breakfast

8:30 a.m. ~ Workshop Begins

Click [HERE](#) to Register.

Working Conditions Matter: Cultivating Stability and Growth in our Educator Workforce

with Melissa Irby-Marshall

Session I ~ October 4 ~ Session II ~ December 14

Click [Here](#) to Register

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Click on the link below to go to our Facebook Page:

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

Great Beginnings Series for New and Nearly New School Administrators

August 15, 2016; October 21, 2016;

January 27, 2017; and April 3, 2017

Click [HERE](#) to Register.

What Can We Do About Bullying?

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](#).

PR Tips for Principals

As you begin a new school year, keep in mind that communication with your staff—ALL staff, not just faculty—is more important than keeping in touch with parents and other external stakeholders.

- ✓ No matter what method you use, your communication should be two-way and . . .
- ✓ **Timely**—Employees should hear any news from you or the district office first, before parents, students, and the public.
- ✓ **Clear**—Key messages must be easily understood and any new jargon or acronyms must be clarified. Be sure to explain the significance of data or graphics that come from the district office or state or federal sources.
- ✓ **Concise**—Show staff that you realize busy people must prioritize their time; your communication should present the crux of an issue quickly.
- ✓ **Relevant**—The key message must be important to the reader.

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



July 9-11, 2017
Philadelphia, PA

Join us for this first-ever joint conference
for pre-K through grade 12 school leaders.

Don't miss this groundbreaking event!

This conference will give you an unprecedented opportunity to engage in authentic conversations with a large pool of your peers—giving you fresh solutions and connections that will last long after the conference. Unlike any conference before it, the National Principals Conference will inspire school leaders like you to understand and value your peers' expertise and worth. Also, it will give you an opportunity to build transition bridges and fully prepare students for success in school and beyond to college and careers.



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- Health Care Educator
- School Educator (K-12)
- School Leadership

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800-752-4723

DATES TO CELEBRATE

- * **September 1-30**
 - Library Card Sign-up Month
 - National Fruit and Veggies Month
 - Backpack Safety Month
- * **September 1**
 - Random Acts of Kindness Day
- * **September 4**
 - National Wildlife Day
- * **September 5**
 - Labor Day
Honoring working people in Canada and the U.S.
- * **September 5-9**
 - Substitute Teacher Appreciation Week
 - National Nutrition Week
- * **September 8**
 - International Literacy Day
- * **September 11**
 - National Day of Service and Remembrance
Honoring the memory of the victims of the 9/11 attacks
 - National Grandparents' Day
- * **September 15**
 - International Day of Democracy
- * **September 15 - October 15**
 - Hispanic Heritage Month
- * **September 17**
 - Citizenship Day
Commemorating adoption of the U.S. Constitution in 1787
- * **September 21**
 - International Day of Peace
- * **September 22**
 - First Day of Autumn
- * **September 24**
 - National Museum Day

* * *New Faces in New Places* * *

Congratulations on your new position! If your name or that of a colleague has been omitted, please notify the MPA office so that we can recognize you in a future issue of **The Maine Apprise** and correct our records.

Joan Adler, Principal, Harrison (Frank H.) Middle School, Yarmouth.

Marco Aliberti, Principal, Oak Hill High School, Wales.

Sarah Allen, Principal, Manson Park School and Vickery School, Pittsfield.

Scott Annear, Principal, Edward Little High School, Auburn.

Ryan Arnold, Principal, Madison Junior High School.

Jill Bartash, Principal, Rumford Elementary School.

Katelyn Beach, Assistant Principal, Shapleigh Middle School, Kittery.

Chris Beals, Principal, Mountain View School, Sullivan.

Amanda Belanger, Principal, Woodland Elementary School, Baileyville.

Jason Bellerose, Principal, Mt. Blue Middle School, Farmington.

Justin Bennett, Principal, South Elementary School, Rockland.

Tara Blue, Principal, Fayette Central School.

Jim Bourgoin, Athletic Administrator, Winslow High School.

Chad Brackett, Athletic Administrator, Mt. Blue High School, Farmington.

Melissa Burnham-Barter, Assistant Principal, Richmond Middle/High School.

Paula Callan, Principal, Messalonskee High School, Oakland.

Laurie Catanese, Assistant Principal, Oak Hill High School, Wales.

Steve Chabot, Assistant Principal, Falmouth Middle School.

James Coffey, Athletic Administrator, Falmouth High School.

Dan Costigan, Assistant Principal, Cheverus High School, Portland.

Chris Crowley, Assistant Principal, Beals Elementary School.

Jennifer Curtis, Principal, Oceanside High School, Rockland.

Josh Dayen, Assistant Headmaster, Pine Tree Academy, Freeport.

Jay Delehanty, Assistant Principal, York Middle School.

Gloria Delsandro, Principal, Mount Desert Elementary School, Northeast Harbor.

Todd Demmons, Assistant Principal, Mt. Blue High School, Farmington.

Marianne DeRaps, Principal, Searsport District Middle/High School.

Scott Descoteaux, Dean, Noble High School, North Berwick.

Brian Deslets, Assistant Principal, Massabesic High School, Waterboro.

Kelli Deveau, Principal, Westbrook High School.

Marsha Diamond, Director, Bay School, Blue Hill.

Andrew Doiron, Principal, Greene Central School.

Ben Donaldson, Principal, Lyman Moore Middle School, Portland.

Roland "AJ" Dufort, Assistant Principal, Wells Junior High School.

Jarrold Dumas, Assistant Principal, Oak Hill Middle School, Sabattus.

Kristina Dumond, Principal, Milo Elementary School.

Sam Dunbar, Assistant Principal, Mesalonskee High School, Oakland.

Ralph Fantasia, Principal/Athletic Administrator, Wisdom Middle/High School, St. Agatha.

Barbara Fletcher, Principal, Jameson Elementary School, Old Orchard Beach.

Elias Fletcher, Assistant Principal, Biddeford High School.

Karl Francis, Principal, York High School.

Zachary Freeman, Principal, Mount View High School, Thorndike.

Kim Fuller, Principal, Meroby Elementary School, Mexico.

Nicholas Gannon, Principal, Richmond Middle/High School.

Kady Gould, Principal, Thompson (Helen) School, Gardiner.

Erik Gray, Assistant Principal, Edward Little High School, Auburn.

Sadie Grealish, Assistant Principal, Gray-New Gloucester High School.

Robert Griffin, Principal, Wells Junior High School.

Jennifer Gulko, Principal, Freeport High School.

Neal Guyer, Principal, Gilford Butler School, South Thomaston.

Cheryl Hallowell, Principal, Hilltop Elementary School and Teague Park Elementary School, Caribou.

Joe Haney, Assistant Principal, Waterville Senior High School.

Joanne Harriman, Principal, Ella Lewis School, Steuben

Rick Hogan, Principal, Maranacook Community Middle School, Readfield.

Brian Jandreau, Principal, Gorham High School.

Sheila Jepson, Principal, Portland High School.

Dawn Jones, Principal, Cushing Community School.

Tim Kane, Principal, Van Buren Elementary School and District Secondary School, and Director, Van Buren Regional Vocational Center.

Chuck Karter, Athletic Administrator, Erskine Academy, South China.

Michelle Kenniston, Assistant Principal, North Berwick Elementary School.

Julie Kenny, Director, Bath Regional Career & Technical Center.

Ryan LaRoche, Assistant Principal/Athletic Administrator, Leavitt Area High School, Turner.

Amanda Lewis, Assistant Principal/Athletic Administrator, Wiscasset Middle/High School.

Matt Lokken, Principal, Lake Region Middle School, Naples.

Continued on Page 7

New Faces in New Places . . . (Continued from page 6)

Melinda Luders, Assistant Principal, Noble Middle School, Berwick

Susan Magee, Principal, Lisbon High School, Lisbon Falls.

Carla Magoon, Principal, Deer Isle-Stonington Elementary School.

Daniel Marchetti, Headmaster, Hebron Academy.

Greg Marsh, Principal, Jonesboro Elementary School.

Kelly Marston, Principal, Turner Elementary School.

Keith Martin, Assistant Principal, Winslow Elementary School.

Dawn Matthews, Principal, Fort Street Elementary School, Mars Hill.

Eric McGough, Assistant Principal/Athletic Administrator, Limestone Community School.

Ryan McKenney, Assistant Principal, Sugg (Philip W.) Middle School, Lisbon Falls.

Mary Alice McLean, Principal, Belfast Area High School.

Diane McNally, Assistant Principal, Edna Libby Elementary School and George E. Jack School, Standish.

Charlie Mellon, Assistant Principal, Freeport High School.

Patricia Metta, Principal, Chelsea Elementary School.

Jason Mills, Athletic Administrator, Penquis Valley High School, Milo.

John Moran, Principal, Cheverus High School, Portland.

Christopher Moreau, Athletic Administrator, Mount View High School, Thorndike.

Cory Munsey, Assistant Principal, Wilson (Mabel I.) School, Cumberland.

Lori Napolitano, Principal, Bonny Eagle High School, Standish.

Todd Nelson, Principal, Brooksville Elementary School.

Gloria Noyes, Principal, Falmouth Elementary School.

Mitch Ouellet, Assistant Principal, Mahoney (Daniel) Middle School, South Portland.

David Packard, Athletic Administrator, Lawrence High School, Fairfield.

John Paige, Interim Principal, Harriet Beecher Stowe Elementary School, Brunswick.

Samantha Pangburn, Assistant Principal, Brewer High School.

Marianne Pelletier, Principal (Pk-6), St. Dominic Academy, Auburn.

Jenny Perry, Principal, Hermon Elementary School.

Dean Plante, Athletic Administrator, Old Orchard Beach High School.

Nate Purrington, Principal, Vinalhaven School.

Cindy Curtis Reichert, Principal, Russell (James W.) Elementary School, Gray.

Sarah Rent, Assistant Principal, Longley (Gov. James B.) Elementary School, Lewiston.

Scott Reynolds, Athletic Administrator, Machias Memorial High School.

Timothy Richards, Principal, Carrabec High School, North Anson.

Ainslee Riley, Principal, Thomaston Grammar School.

Susie Robbins, Principal, Wilson (Mabel I.) School, Cumberland.

V. Marie Robinson, Principal, Katahdin Elementary School and Middle/High School, Stacyville.

Christopher Roche, Principal, Wells Elementary School.

Phil Rosetti, Assistant Principal, Windham High School.

Daniel Ross, Assistant Principal/Athletic Administrator, Katahdin Middle/High School, Stacyville.

Jonathan Ross, Superintendent/Principal, Acton Elementary School.

Reginald Ruhlin, Principal, Orono High School.

Robert Sampson, Principal, Camden Hills Regional High School, Rockport.

Michelle Schildroth, Principal, Blue Hill Consolidated School.

Andrew Shaw, Athletic Administrator, Greenville Consolidated School.

Cynthia Shaw, Assistant Principal, St. Michaels School, Augusta.

Joel Smith, Assistant Principal, Mt. Blue High School, Farmington.

Rebecca Stern, Assistant Principal, Memorial Middle School, South Portland.

Nate Stubbett, Athletic Administrator, Carrabec High School, North Anson.

Annemarie Swanson, Principal, Indian Island School.

Ty Thurlow, Principal, Sumner Memorial High School, Sullivan.

Cody Tompkins, Athletic Administrator, Central Aroostook Jr./Sr. High School, Mars Hill.

Benjamin Tripp, Assistant Principal, Gilford Butler School, South Thomaston.

Jandrea True, Principal, Tremont Consolidated School, Bass Harbor.

Thomas Vicaire, Principal, Woodland Jr./Sr. High School, Baileyville.

William Vigue, Assistant Principal, Manson Park School and Vickery School, Pittsfield.

Chris Walker-Spencer, Principal, Camden-Rockport Elementary School, Rockport.

Jessica Ward, Principal, Madison Area Memorial High School.

Lynsey Ward, Principal, Jefferson Village School.

Ryan Watts, Assistant Principal, Gorham High School.

Heather Webster, Assistant Principal, Conners-Emerson School, Bar Harbor.

Brian Wedge, Principal, Benton Elementary School.

Alan Weisberg, Principal, Seacoast Christian School, South Berwick.

Todd Wheelden, Assistant Athletic Administrator, Kents Hill School.

Shelly Wheeler, Principal (7-12), St. Dominic Academy, Auburn.

Margaret White, Principal, East Grand School, Danforth.

Ben Wilson, Principal, Oak Hill Middle School, Sabattus.

Nikki Winship, Athletic Administrator, Seacoast Christian School, South Berwick.

J.P. Yorkey, Athletic Administrator, St. Dominic Academy, Auburn.

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the leaders of tomorrow
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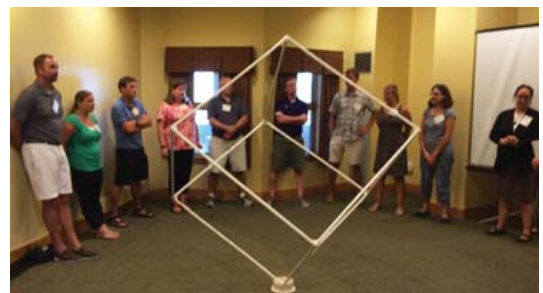
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Summer Leadership Retreat



Education Leaders Experience Opening Retreat



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Special Education Law Institute

July 12-15, 2016



School Law Institute

July 26-29, 2016



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Great Beginnings - Session I

August 15, 2016



Mental Health First Aid Workshop

August 11, 2016

