maesp Maryland Association of Elementary School Principals

The Executive Desk

The Newsletter of the Maryland Association of Elementary School Principals, Inc.

Service, Support, and Advocacy for Maryland Principals

Spring 2013

MAESP Goes To Washington!

Members of MAESP Executive Board Met With Federal Policymakers on Capitol Hill to Recommend ESEA Policies that Will Improve Schools

Debbie Drown, Blaine Hawley, Denise Hershberger and Dana McCauley recently joined elementary and middle-level educators and leaders from across the country in the nation's capital during the National Association of Elementary School Principals' National Leaders Conference February 24-27, 2013. While attending the conference, they had the opportunity to advocate for new policies that will give principals the tools they need to function as effective school leaders with our elected officials on "The Hill."

Your MAESP team took the critical needs of Maryland schools directly to lawmakers on Capitol Hill during meetings with legislator assistants on education policy to send a strong message to Congress as they consider the reauthorization of the Elementary and Secondary Education Act, the Higher Education Act, and other pieces of federal education legislation. On February 26, 2013, elementary principals and organization representatives from every state collectively brought the message to our lawmakers that current accountability systems place too much emphasis on student test scores to gauge school, teacher, and student performance. Voicing the recommendations of NAESP, we asked that our legislators support stronger principal recruitment, preparation, and evaluation systems by:

- Acknowledging the core competencies of effective principals;
- Developing comprehensive, fair, and objective principal evaluation systems;
- Developing accountability systems that include growth models and multiple measures;
- Holding principal preparation programs to common high standards;
- Insisting on standards-based certification, induction and mentoring;
- Investing in identifying and retaining effective principals;
- Dedicating ongoing professional development that strengthens core competencies; and
- Strengthening elementary principals' knowledge of early childhood education.



Your MAESP team also shared the pride we have in Maryland schools being number one for the fifth year in a row, according to Education Week, and this only happens because of the dedicated principals providing leadership in our schools for teachers, students and the community. Without strong leadership, our programs will not grow and student success is directly related to the strength of the principal to be the instructional leader of the school.

With support from NAESP staff, your team called on federal lawmakers to strengthen policies that will improve our nation's education systems by providing principals with greater access to professional development and mentoring programs, building knowledge of early childhood education and P-3 alignment; and encouraging models of school improvement reform that judge principals based on training, expertise, and time afforded in the school building.

While attending the conference, Debbie, Denise, Dana, and Blaine also attended sessions on advocacy and membership to strengthen our organization. U.S. Secretary of Education Arne Duncan and Roberto Rodríguez, assistant to President Obama for education policy, as well as expert perspectives from leaders on national education reform efforts provided insight to the state of education and future expectations for our schools.

It was an exciting time to be on "The Hill" and your MAESP team was afforded the opportunity to engage in quality discussions on education policy and practices at the federal level. It was a privilege to bring the "Voice of Maryland Principals" to Washington!

- Denise Hershberger



From the President's Desk

Debbie Glinowiecki

Dear Colleagues,

I was taken aback when I read the article published February 21 in Education Week with the headline, "Survey Finds Rising Job Frustration Among Principals." The author, Liana Heitin, referred to the 29th annual MetLife Survey of American Teachers and identified declining budgets and morale as two of the main issues. The statement, "…school leadership responsibilities have changed significantly over the last five years" could have been written by any of us.

Yet, we persevere daily, coming to school in the dark and leaving in the dark. Why? Children!! We started our careers as brand new teachers to make a difference in a child's life. As administrators we have broadened our strokes to all of our schools' students, staff, and parents.

Yes, we are inundated with Common Core, PARCC, teacher/principal pilot evaluation, and data, data, data. Our roles are constantly changing. Think back to your first principal when you entered the field of education. Data consisted of report cards and perhaps the IOWA or Stanford tests. Your principal may have reviewed this data and made some grammatical corrections or suggestions. Then as a teacher, you were left alone to do whatever was needed following the curriculum provided.

Now as principals of the 21st Millennium, we regularly analyze the data, delve into the assessments to determine the curricular needs of students and/or classes, and meet with teachers to discuss needs and progress. Then we transfer this information to implementation of the new curriculum.

All children can learn! How many times have we heard this and reiterated, "Yes, they can!"? Students today are different in many ways to the students of the 1980's, but they are also similar. They want to learn, and we want to supply the best tools possible to our teachers and our students to ensure they are ready and able.

Most of us will still say that we love what we do and want to learn and grow in order to do our jobs better. It is therefore very beneficial for administrators to avail themselves of professional development opportunities. Two such opportunities are "right around the corner."

The annual MAESP Conference will be held April 25-27 at the Ocean City Clarion. With the theme, *Leading and Learning for the Future*, administrators will be able to attend keynote sessions by Jim Grant as well as breakout sessions focused on technology, STEM, and current issues. There will be time to collaborate with colleagues from around the state and view up-to-date materials presented by the sponsors. Mark your calendar for three months later when NAESP holds its annual conference in Baltimore, July 11-13. Both registrations are available online (www.MAESP.org and www.NAESP.org).

Until we meet in Ocean City, I would like to thank you for all you do every day to make a difference in the lives of children, parents and staff!



From the Executive Director

Debbie Drown

MAESP has had a productive year thus far with two very successful conferences. Both the Assistant Principals' Conference and the Aspiring Leaders' Conference were well attended and received positive feedback from participants.

The elected officers of MAESP visited Capitol Hill once again and made the voice of the principal heard on such topics as evaluation, school improvement, the reauthorization of ESEA, and school safety. These visits are always made in collaboration with NAESP which maintains an ongoing conversation in Washington. We are very pleased to let you know that NAESP has developed a very positive relationship with the United States Department of Education and is quite often invited to the table when policy discussions are taking place.

One of the things that we always share with our representatives in Washington is that today's school leaders are being expected to do more each day and are always seeking professional development opportunities that will provide them with new knowledge to help them to do their jobs better and provide more for students.

Knowing how busy your days can be, I'd like to provide you with a simple MAESP "to do" list:

____Renew your MAESP membership if you haven't already. (membership form on page 19)

____Recruit a new member for MAESP and be entered to win an Apple iPad.

____Register for the MAESP Annual Conference, Leading and Learning for the Future. (Registration and conference information on page 16)

____Vote in the NAESP Election when you receive your ballot on April 1. Candidate info is available on pages 6-9. Blaine Hawley, past MAESP president, is on the ballot for Zone 3 director.

The items on this "to do" list will take less than 10 minutes each so don't miss the chance to feel the satisfaction of checking them off!

Hope to see you in Ocean City in April!



From the Editor

Kimberlyn Pratesi

Never Forget That You Make a Difference in the Lives of Children! That was the secret message posted in the last edition of The Executive Desk. Congratulations to Meghan M. Little from Rock Creek School in Frederick County for decoding the message and winning a free registration for the Assistant Principals' Conference. Be sure to complete the puzzle in this edition – you may be the lucky recipient of a free registration for the annual conference in Ocean City!



One Book/One Neal

For the last three years, the staff of Mary B. Neal Elementary School in Charles County has implemented a program called One Book/One Neal. The program involves selecting a classic piece of children's literature to send home with each family on the first day students return from winter break. Past selections have included *Charlotte's Web* and *The Mouse and a Motorcycle with Superfudge* being the most recent. Along with the book, families receive a six-week calendar of activities and questions to go along with each chapter. The idea is to encourage the whole family to read the book and complete the activities together. At the end of the six-week period, a One Book/One Neal celebration is held at the school. Families play Jeopardy, make a craft, participate in a math estimation contest using Tootsie Rolls, use Skittles to demonstrate math concepts, join in a book swap, and complete a word activity. Student ambassadors sell refreshments to support the school's No Excuses Scholarship. Students and families also bring projects completed at home to display for attendees. Some projects are later entered into local and state contests. Having the Mary B. Neal families read together is an enjoyable way to encourage a spirit of pride and commitment to learning across the community.

- *Carol Leveillee, Charles County*







Getting to the Core of Learning



In early December, 90 administrators attended the MAESP Assistant Principals' Conference, *Educator Effectiveness and the Common Core*. The day began with introductions from Debbie Drown, Executive Director of MAESP, and opening remarks from Scott Pfeifer, Executive Director of MASSP. Both Debbie and Scott discussed the importance of Common Core and how it will impact Assistant Principals and their roles/interactions in terms of observation, evaluation, and instructional leadership.

Participants attended concurrent sessions on topics of STEM, English/Language Arts, and Mathematics. Vernecia Griffin shared ideas on how to move staff members from awareness to the exploration phases of STEM and how to provide support at both levels. Nicole Gavin helped participants revisit their journey through the 2011-2012 Educator Effectiveness Academies and deepen their knowledge of the Common Core Standards as they transition to the Common Core Curriculum. Resources were provided to support teachers during this transitional phase. Charity Magruder provided hands-on activities and critical thinking opportunities to help participants view the Common Core Standards in terms of observing instruction and gaining an understanding of the new language and practices that support students in meeting required standards. Attendees also reviewed PARCC online elementary assessment tasks to develop further understanding of what will be expected of students.

- Reggie Perry, Harford County

Celebrations

Debbie Glinowiecki, Baltimore County
Birth of Granddaughter

Archie Van Norden, MAESP Treasurer
Recently Engaged

Bob Wagner, Anne Arundel County
Retirement

Judy Walker, MSDE
Appointed Branch Chief of Early Learning

2013 NAESP ELECTIONS YOUR VOTE COUNTS

MAESP members are encouraged to carefully review the information for nominees in the areas of President-Elect and Zone 3 Representative. Voting begins April 1 through an electronic ballot that will be sent to members.



Dean M. Warrenfeltz
Candidate for President-Elect
Supporting Principals for Better Schools

I seek to serve NAESP as President-Elect because my experiences with NAESP have made me a better principal. When I am a better principal, I help my teachers to be better teachers and my school becomes a better school. Ultimately, this has an impact on the students we serve. They are the reason that we are in this business. I choose to serve NAESP to be a part of providing opportunities for thousands of principals to become better principals, to help their teachers and schools improve, and to improve the educational lives of hundreds of thousands of kids.

As a member of the Board leadership, I will focus on three areas: maintaining NAESP's strong voice for the principalship on the national level, ensuring that NAESP continues to be the best resource for our members for professional development, and continuing the progress that we have made toward improving NAESP's financial standing.

NAESP's advocacy program has progressed from knocking on doors to try to be heard to being invited to be at the table in the formative phase of new legislation, policy, and procedures. We must cultivate the relationships that have been built on Capitol Hill and with the United States Department of Education. We must also build on collaborative efforts with other education associations including AASA and NASSP—uniting our voices politically while carefully maintaining and protecting our primary purpose of being the national voice for elementary and middle-level principals.

Professional resources provided by NAESP have continued to improve. Online publications, webinars, and Principal magazine keep members updated on the latest educational trends, policies, research, and best practices. The "crown jewel" in all of this is the NAESP National Conference—Best Practices for Better Schools. We must continue the efforts to provide the best professional development and resources, and be willing to take the risks, such as piloting a summer conference, to make these programs more accessible to our members.

NAESP's leadership must continue to make sound financial decisions to strengthen our fiscal standing. I am committed to building on the cash reserve that we have established so that NAESP is able to rest assured that we will survive any future financial crisis. At the same time we must continue to work with state affiliates to support each other in efforts to grow membership.

NAESP has a proud history of supporting and advocating for elementary and middle-level principals. As President-Elect I will do my best to honor that tradition by being a strong voice for principals and public schools, ensuring that we continue to provide the best staff development available and making decisions that help us remain financially sound.

It would be an honor to serve you, the members of NAESP, as your President-Elect.

Dean M. Warrenfeltz
Principal, Winchester Avenue School
Martinsburg, West Virginia

Professional Experience: Principal, Winchester Avenue School, 2006-present — Principal, Burke Street School, 2000-2006 — Hedgesville High School, 1991-2000 (Principal, 1998-2000; Assistant Principal, 1991-1998) — Music Teacher, Martinsburg South Middle School, 1982-1991

Professional Affiliations: NAESP, 1999-present (Board of Directors, Zone 3 Director, 2010-2013; West Virginia State Representative, 2008-2010; Nominations Committee, 2009; West Virginia Federal Relations Coordinator, 1997-2008) — West Virginia Association of Elementary and Middle School Principals, 1999-present (President, 2006-2008; President-Elect, 2005-2006; Vice President, 2004-2005) — Berkeley County Principal's Association (President, 2002-2004; Vice President, 2004-2005)

Professional Honors: National Distinguished Principal, 2009 — Title I Distinguished School (Winchester Avenue School), 2005-2009 — West Virginia School of Excellence (Burke Street School), 2001 — Title I Distinguished School (Burke Street School), 2001-2002

Civic/Community Honors: Otterbein United Methodist Church, 1990-present (Council Member 1991-1994; Choir Director, 1988-1992; Children's Department Director, 1995-1998 and 2011-present; Middle School Sunday School Teacher, 2000-2008; Contemporary Service Music Leader, 2010-present) — Loyal Order of Moose, Lodge 120, Member, 1980-present — Elks Lodge 778, Member, 1992-present

Education: M.A., Educational Administration, West Virginia University, 1989; B.A., Music Education, Frostburg State University, 1977

2013 NAESP ELECTIONS YOUR VOTE COUNTS



Mark J. White
Candidate for President-Elect
Making a Positive Difference

Beginning my career as a principal 25 years ago, I was probably a little naïve about many aspects of the important work we do. During my first year, I quickly realized I needed resources and the support of other principals to be successful. Being the best principal possible was my goal then, just as it is today. Support from my state association and NAESP continues to be the bedrock that helps me succeed as a principal.

The position of building principal is complex, and the demands are great. Leadership encompasses many dimensions as we work to improve the lives and learning of our students and staff. Principals put in endless hours and rarely stop thinking about what should be done next about instruction, school climate, school safety, assessment, and other concerns. Perhaps the position is worthy of a superhero to do it all! NAESP is there to help with making the job manageable for all of us mere mortals. That assistance comes in the form of resources and information, advocacy to push for legislation, and networking opportunities to learn from each other. A major goal of mine will be to keep NAESP relevant to the changing needs of our members, both experienced and those new to the position.

I have benefitted from my experiences as an elementary school principal in La Crosse, Wisconsin, and in several roles with the Association of Wisconsin School Administrators, including President. I have held the positions of NAESP State Representative and Federal Relations Coordinator. I am currently in my third year on the Board of Directors representing Iowa, Michigan, and Wisconsin.

I have worked with my fellow NAESP board members to solve difficult issues and have contributed guidance on programming, advocacy, and NAESP policy. Opportunities for NAESP have resulted from our decisions. I am ready to give back to the Association by playing a larger role in NAESP's governance. I would look forward, as a humble servant leader, to working with colleagues from across the United States to let anyone who will listen know that the role of building principal is difficult work that is done in heroic fashion by 20,000 NAESP members.

I believe the next several years will be an exciting time as NAESP moves forward. I am passionate about the principalship and will work diligently to make sure that others hear about our successes, challenges, students, hard-working teachers, and what is needed for principals to reach high standards.

Each day we have the tremendous opportunity to influence the future and make a positive difference in the lives of our students. I see this candidacy for NAESP President-Elect similarly; it is the opportunity of a lifetime and an honor. Therefore, it will be my mission to do all I can to make a positive difference for elementary and middle school principals and their students.

Mark J. White
Principal, Hintgen Elementary School
La Crosse, Wisconsin

Professional Experience: Principal, Hintgen Elementary School, 1990-present — Director of PreK Programming, School District of La Crosse, 2009-present — Principal, Alma Center Elementary, Alma Center, WI, 1988-1990 — Teacher, Longfellow Middle School, La Crosse, WI, 1984-1988 — Teacher, Ripon Middle School, Ripon, WI, 1982-1984

Professional Affiliations: NAESP, 1988-present (Board of Directors, Zone 6 Director, 2010-2013; Wisconsin State Representative, 2006-2010; Resolutions Committee Alternate, 2008-2009; No Child Left Behind Task Force, 2005-2006; Wisconsin Federal Relations Coordinator, 2004-2006) — Association of Wisconsin School Adminstrators, 1988-present (President, 2003-2004; Region 4 Director, 1999-2002) — Association of La Crosse School Administrators, President, 1994-1995 and 2011-2012 — ASCD, 1988-present
Professional Honors: University of Wisconsin-Eau Claire Distinguished Alumni Award, 2012 — Participant in Wisconsin-China Principal Exchange, 2010

Civic/Community Honors: LaCrescent-Hokah, MN School District Board of Education, 2000-2003 and 2006-2010 — LaCrescent-Hokah School District Treasurer, 2006-2010 — Sunday School Teacher, Prince of Peace Lutheran Church, LaCrescent, MN, 1999-2000 and 2003-2005

Education: M.Ed., Educational Administration, Winona State University, Winona, MN, 1988; B.S., Elementary Education, University of Wisconsin-Eau Claire, Eau Claire, WI, 1982

2013 NAESP ELECTIONS YOUR VOTE COUNTS



A. Blaine Hawley
Candidate for Zone 3
Red Pump Elementary
Bel Air, Maryland

Education, ever-evolving, requires the principal to be a dynamic, strong, and informed instructional leader. As principals, in order to lead our schools effectively, we rely on NAESP to support, advocate, and inform. Since 2000, when I became a school administrator, I have been a proud member of NAESP. The leadership of this organization has demonstrated an understanding of the needs of the principal and has led accordingly. I would be honored to be elected Zone 3 Director to be part of maintaining the strength of this organization. We have a responsibility to take an active role in our professional organization, and I view the position of Zone 3 Director as another opportunity to be a positive voice for principals. As Zone 3 Director, I will seek opportunities to understand, represent, and advocate for the specific needs of all principals, not only in Zone 3 but throughout the membership.

Professional Experience: Principal, Red Pump Elementary, '10-present — Principal, Meadowvale Elementary, '05-'10 — Assistant Principal, Youths' Benefit Elementary, '02-'05 — Assistant Principal, Prospect Mill Elementary, '00-'02 — School Counselor, Joppatowne Elementary, '92-'00 — Teacher, The Bryn Mawr School, '85-'92

Professional Affiliations: NAESP, '00-present (Resolutions Committee, '09-'12; National Leaders Conference, '09-present; Federal Relations Conference, '09-present; Testified Before House Committee on Education and the Workforce, '11) — Maryland Association of Elementary School Principals (Past President, '12-'13; President, '11-'12; President-Elect, '10-'11; Harford County Executive Board Representative, '05-'11; Legislative Committee, '09-present; Nominating Committee, '05-'10; Planning Committee for Assistant Principal Conference, '03-'04) — Governor's Task Force, Early Childhood Education Representative, '12 — Maryland State Department of Education School Discipline Best Practices Workgroup, '12 — Harford County Elementary School Administrators Association Board Member, '08-present

Professional Honors: President's Award, Council of Educational Administative and Supervisory Organizations of Maryland, '11

Civic/Community Honors: Youth Group Mentor, Church of the Holy Comforter, '05-present

Education: Certification, School Administration, Loyola University of Maryland, '03 — M.Ed., School Counseling, Loyola University of Maryland, '92 — B.A., Family Studies, Ohio Wesleyan University, '85

Nancy M. Moga

2013 NAESP ELECTIONS YOUR VOTE COUNTS



Zone 3 Candidate
Callaghan Elementary School
Covington, Virginia

I am so proud to be a principal! I love what I do and the many complex daily challenges. It would be a privilege to serve all principals and school leaders as Zone 3 Director. If elected, my goals would include growing Association membership, communicating with stakeholders, and elevating each school to be the pride of the community! Several generations ago, each school was the pride of the community. There are many success stories to be told, and we need to elevate the accomplishments of schools and principals to higher levels. The public needs to trust our community schools and know that all schools are getting better each day. As Zone 3 Director, I will assist principals in using the resources of NAESP to promote the outstanding service provided to their community and students.

Professional Experience: Principal, Callaghan Elementary, '93-present — Principal, Boiling Spring Elementary, '89-'93 — Assistant Principal, Central Elementary and Clifton Forge Elementary, '85-'89 — Teacher, Boiling Spring Elementary, '84-'85 — Teacher of Gifted, Baton Rouge, Louisiana, '80-'84 — Teacher, Stafford Elementary School, '76-'80

Professional Affiliations: NAESP, '85-present (Credentials Committee, '12; Bylaws Review Committee, '11-'12) — Virginia Association of Elementary School Principals, '85- present (Past President '12-'13; President '11-'12; President-Elect '10-'11; Valley Zone Director, '06-'10; Valley Zone Assistant Director, '02-'06; VAESP Delegate to NAESP, '02, '05-'06, '08-'09, '11-'12) — Delta Kappa Gamma Society International, local chapter, '91-present (Parlimentarian, '08-'10; President, '06-'08; Vice President, '02-'06) — ASCD, '89-present — Presenter at one national educational and 15 state conferences, '89-'12

Professional Honors: 2012 Distinguished Title I School (Callaghan Elementary) — Senate of Virginia, Senate Joint Resolution No. 140, offered January 17, 2002 — Virginia's National Distinguished Principal, '01

Civic/Community Honors: Virginia 4-H Foundation, '02-present (Board Chair, '10-'12) — Covington Woman's Club, '85-present (President, '91-'93, '04-'06) — Virginia Tech Alumni Association National Board of Directors, '95-'02

Education: Certificate of Advanced Graduate Studies, Educational Administration, Virginia Polytechnic Institute and State University, '97 — Non-matriculating, Educational Leadership, Louisiana State University, '80-'84 — M.Ed., Elementary Education, University of Virginia, '79 — B.S., Child Development, Virginia Polytechnic Institute and State University, '76

Mentoring Conversations with New School Principals

Best Advice by Nationally Certified Principal Mentors



Prepare, prepare, prepare. In any situation, preparation can make the difference for success. This message is echoed throughout the lives and careers as school principals.

Over the years, the National Association of Elementary School Principals has worked with over one thousand mentors in the NAESP National Mentor Training and Certification Program, and their collective feedback has clarified some big ideas on preparation and the principalship that has implications for mentoring conversations. Through discussions of the depth and complexity of preparation programs of new school administrators these contextual reflections are the starting point for critical conversations.

The most recent training in Mesa, Arizona, in January, 2013, brought principals together from around the country to discuss what their seven hundred years of collective education experience and knowledge of working with new principals has taught them. They identified several issues that can be critical tipping points to success in school leaders' early years on the job.

One of these is the gap between **preparation** and **practice.** Being a new administrator brings challenges that are complex, multifaceted, and sometimes unexpected. The best way for a new principal to face them is to listen to those who have walked in their shoes and paved the way-their mentors! Here's what eight years of research indicates that veteran principals had to say to new principals about filling in the gaps in preparation. Mentoring programs for novice school administrators benefit by focusing on these gaps to ensure a great start in their roles as new school leaders!

Manage Your Time



New administrators contend with many demands on their time, from management responsibilities to instructional improvements to "on the spot" requests. A principal's work is comprised of tasks that are short in duration and rapid in pace; one study indicated that 85 percent of a principal's time is spent on tasks lasting less than nine minutes.

Accountability begins immediately upon receiving a new position, and effectively managing your time can make the difference in accomplishing your goals. Find sanity in your packed schedule by identifying the issues that require attention on a daily, weekly, and monthly basis. Discover what to drop off your plate, and pay attention to the details of the important issues.

Also, protect your personal time to keep work tasks from overtaking your life. Keeping equilibrium between home and work is an important strategy to function effectively and efficiently. Identify your personal needs. A balance of emotional, intellectual, and physical development creates a comfortable synergy that will bring out your best thinking and performance.

Create Your Vision



New principals often take on too much at one time, missing the overall perspective on the critical issues that will achieve the results they want. Ron Krause, an NAESP Coach, refers to this tendency to take on too much at once as the "Tasmanian Devil" approach to leadership: spinning uncontrollably without seeing the big picture.

Creating a personal vision, sharing it, and living it each moment will focus a new principal's efforts. When a new principal can intentionally take the time to reflect and center himself or herself on what is important, the vision becomes action.

Mentoring Conversations with New School Principals

Best Advice by Nationally Certified Principal Mentors

Manage Your Interactions, Maximize Your Team



Leading adults to common ground on issues takes skill and experience. Knowing how to involve everyone in decision-making and bringing about consensus are skills that develop over time in leaders. But new principals who come into the position with good problem-solving skills will be in a position of control and will be able to positively manage interactions.

As a school leader, there is no greater responsibility for you than to harness and acknowledge the power of teachers' collective skills. This does not happen accidentally. A new principal's ability to understand the theory of team building is a significant factor. Develop an "Engagement Inventory" upon receiving your position, and identify the stakeholders who contribute to the school and larger community. Schedule appointments to introduce yourself to each staff member and community leader. A priority timeline and a record of conversations will help to confidently express your belief in an open and welcoming environment.

Also, recognize your strengths as a leader. Knowing what you do well and developing those skills to their optimum will result in confidence and action. The NAESP mentor program uses the Stengthsfinder by Don Rath to explore a personal journey of discovery. When you know what you do well, you can empower the people around you to also use their strengths for the common good.

Combat Isolation With a Mentor



Even though new principals are prepared in the technical skills of management and instructional leadership, the reality of the position is that they often to not have the advantage of delaying decisions until they can reflect or discuss them with a trusted confidant. The job is demanding and the principal who is in control of situations and stays calm in the storm demonstrates the attitudes and culture that they are trying to solidify in their school.

A new principal should seek out a mentor to understand the position from a personal and reflective perspective. Private and confidential discussions whenever possible allow you time to clarify the action to be taken. Many of the issues that arise require on-the-spot decisions and many require additional information. Being able to discern the difference and act accordingly is a difficult skill to develop, and one that a mentor can help with.

- *Carol A. Riley, National Association of Elementary School Principals*
National Mentor Certification Program

Carol can be reached at criley919@yahoo.com

This article appeared in the NAESP Communicator Publication
February 2013, Volume 37, Issue 6

OKLAHOMA CAKE

(a favorite of the staff at Flintstone Elementary School)

Batter:
2 c. sugar
2 c. flour
2 eggs
2 tsp. baking soda
20 oz. can crushed pineapple – don't drain
Mix together. Pour into ungreased 9 x 13 baking pan. Bake at 325 degrees for 45-55 minutes

Topping:
1 stick margarine
8 oz. cream cheese
Both items should be at room temperature.
Mix together.
Mix in 1 tsp. vanilla and 2 cups of 10X sugar

Cook cake 30 minutes. Spread icing.

- *Sharon Morgan, Allegany County*

LEADING & LEARNING

Find the words below in the puzzle and cross out the letters. After finding all the words, use the uncrossed letters to decode a hidden message (some uncrossed letters will not be used). Send the message to ***debbiedrown@verizon.net****, and you will be eligible to win a free registration to the spring conference.*

S L C L A R I O N U N U R T K
N R E U R E Y M O A U R O W E
O N O A L P R E O E F E S S Y
I S I T D I O T N L A L L D N
S E V E A E T S L B O A P M O
S E N T B R R E Y N P J O I T
E N I N G C T S R I O L L E E
S A G S U E S S C A F O R T H
R E S O R T E N I T C F L O G
S P R I N E I G C N O Y E N F
E R E N C R K E I O I R N O C
E A N C P I T A Y F U M C N A
Y G O L O N H C E T Y D D H N
L A U N N A Q W U P U Z O A K
R B D J V W K F W P S E A M R

HIDDEN MESSAGE (15 words):

ADMINISTRATORS
ANNUAL
CLARION
FONTAINBLEAU
FUTURE
GOLF
KEYNOTE
LEADERS
LITERACY
MAESP
PRINCIPALS
RESORT
SESSIONS
SPEAKERS
STEM
TECHNOLOGY



LEADERSHIP LAUGHS

Howard County's new superintendent, Dr. Renee Foose, committed to visiting each elementary, middle, and high school during her first year with the system. Her recent visit to Dayton Oaks Elementary occurred just after *Read Across America* today. When Dr. Foose entered a busy class of kindergartners, one student enthusiastically welcomed her to the class with a loud, "Hello, Dr. Seuss!"

- *Kimberlyn Pratesi, Howard County*



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2013 MAESP CONFERENCE

GOLF TOURNAMENT



For MAESP members, business partners, friends, spouses, and guests

When: 8:15 am Thursday, April 25, 2013
7:30-8:00 Sign-in 8:15 Shotgun Start/Scramble

Where: The Ocean Resorts Golf Club

Primary Sponsor: Strawbridge Studios

Cost: $55.00 Registration Fee includes:

Greens Fee, Range Balls, Cart Fee, Prizes & Gifts, Lunch

For more information, call or email Jerry DeGrange at 240.446.5622 / grdegrange@aol.com

For directions, go to http://www.oceanresortsgolfclub.com

Detach and return by 4/5/13 to:
Jerry DeGrange,
7000 Opal Court
Middletown, MD 21769
Phone - 240.446.5622 / E-mail - grdegrange@aol.com

Make checks payable to MAESP Foundation or include Credit Card Information with Registration.

Name: _____ Work Phone: _____

Address: _____ Home Phone: _____

E-mail: _____

_____ Please place me with a foursome OR _____ Please place me with this group:

1. _____ 2. _____ 3. _____

Credit Card: VISA MASTERCARD (Circle One)

Name as it appears on card _____

Card Number _____ Expiration Date ____ /____

Billing Zip Code _____CCS (on back of card)_____

Signature _____

2013 MAESP ANNUAL CONFERENCE

LEADING & LEARNING *for the future*



REGISTRATION IS NOW OPEN FOR

THE 2013 MAESP ANNUAL CONFERENCE

APRIL 25-27, 2013

CLARION FONTAINEBLEAU RESORT *Ocean City, MD*

KEYNOTE SPEAKERS:

THURSDAY, APRIL 25, 2013

JIM GRANT: *What Extraordinary Principals Do Differently!*

FRIDAY, APRIL 26, 2013

JIM GRANT: *Leading Three Generations of Teachers in the Same School*

SATURDAY, APRIL 27, 2013

COLONEL ART ATHENS: *The Power of Integrity*

Go to **www.maesp.org** for registration materials.

MAESP Annual Principals' Conference – April 25-27, 2013

"Leadership and Learning for the Future"

Clarion Fontainebleau Hotel and Conference Center
10100 Coastal Highway, Ocean City, Maryland
1-800-638-2100
Hotel reservations: call the Clarion Hotel directly.

Last Name _____ First Name _____

Name Tag to Read _____ School System _____

Job Title _____ School Name _____

Address _____

City _____ State _____ Zip Code _____

Home/Cell Phone _____ School Phone _____

E-mail (for confirmation and receipt)_____

Conference Registration Deadline – April 19, 2013 – No refunds after April 1, 2013

Check one:
MAESP Active Member - $190.00 _____ Retired Member - $150.00_____
Registration fee includes conference registration, Thursday reception, Friday breakfast, lunch and reception, and Saturday breakfast.
NOTE: You must be a MAESP member to register for the conference. You may join now and add the additional cost of membership to the registration fee. See below.
NOTE: If paying by purchase order, please attach a copy of the PO along with the completed registration form and/or contact Debbie Drown at 410-961-2360.

MEMBERSHIP CATEGORIES	
MAESP / NAESP Active	$385.00 ____
MAESP / NAESP Retired	$115.00 ____
MAESP/NAESP Emeritus	$185.00____
MAESP/NAESP Aspiring Admin.	$135.00 ____
MAESP/NAESP Associate	$200.00____

SPOUSE/GUEST /CHILDREN/ INFORMATION	
Name(s) _____	
Registration	No charge
Friday Breakfast	$25.00 _____
Friday Lunch	$30.00 _____
Friday Buffet/ Social	$39.00 _____
Saturday Breakfast	$25.00 _____

PAYMENT OPTIONS – **Make all checks payable to MAESP Foundation.**

____Purchase order is: (Circle one) ___ Attached ___ To Follow

____Enclosed is my check in the amount of $ _____ for my/ our **registration only**.

____Enclosed is my check in the amount of $ _____ for my/ our **registration and membership.**

____Charge my conference registration (**and membership, if applicable**) in the amount of $ _____ to the following credit card: (Circle One) VISA Master Card

Name as it appears on card_____

#_____ Exp. Date: _____/_____

Security Code on back of card_____ Billing Zip Code_____

Signature: _____

Name to be printed on guest nametag:_____
Mail or fax registration to Bob Kanach at:
512 Augusta Drive
Arnold, Maryland 21012
Fax: 410-757-4036 Call Bob Kanach at 410-693-7396 if you wish to phone in your credit card information.



FONTAINEBLEAU HOTEL
10100 Coastal Highway
Ocean City, MD 21842
800-638-2100 / 410-524-3535
Fax 410-524-3834
www.clarionoc.com

RESERVATION FORM
Please Print All Information

MAESP Foundation

April 23, 2013- April 28, 2013

ARRIVAL DATE: _____ DEPARTURE DATE: _____

CHECK ROOM TYPE REQUESTED:

- ❍ DOUBLE/DOUBLE **$134**
- ❍ EXECUTIVE KING **$154**
- ❍ STUDIO KING **$164**
- ❍ CABANA **$184**
- ❍ 1 BEDROOM CONDO **$154**
- ❍ 2 BEDROOM CONDO **$214**
- ❍ 3 BEDROOM CONDO **$204**

in Party: Adults_____ Children _____

Hotel room rates are per room per night, based on single or double occupancy. There is a charge of $15.00 per night for each additional adult per room. Children 17 & under stay free in their parent's room using existing bedding. Condominium Rates Do Not Include Daily Maid Service.

All Rooms Are Non-Smoking

ROOM TYPES BASED UPON AVAILABILITY
(Rates Are Subject to 10.5% Tax)

NAME _____ SHARING WITH:_____

ORGANIZATION: _____ TELEPHONE _____-_____-_____

ADDRESS _____

CITY_____ STATE_____ ZIP _____

EMAIL ADDRESS_____

**SPECIAL REQUESTS _____

RESERVATIONS RECEIVED AFTER March 24, 2013
WILL BE ON A SPACE AND RATE AVAILABILITY BASIS

ADVANCE DEPOSIT
A one-night deposit is required to guarantee reservations at the Clarion Resort Fontainebleau Hotel.
Credit cards will be charged for one night, plus tax, upon reservation request.

A) Enclosed is a check or money order for $ _____

OR

B) Please charge my credit card account in the amount of $_____

Credit Card #_____ Expiration _____

Print name as it appears on credit card_____

Signature_____

NOTE: ONLY MAJOR CREDIT CARDS OR CASH ARE ACCEPTED AT CHECK-IN FOR SETTLEMENT OF ACCOUNT

CHECK-IN 4:00 PM/ CHECK-OUT 11:00 AM
*****NO REFUNDS FOR EARLY DEPARTURES*****
72 HOURS REQUIRED FOR CANCELLATION OR CHANGE
For further information, please contact our Reservations Department at 800-638-2100 or reservations@clarionoc.com

MEMBERSHIP BENEFITS

	Active $385 & Institutional Active $445	Emeritus $185	Retired $115	Aspiring Principal $135	Associate $200
Advocacy—your national voice on Capitol Hill	✓	✓	✓	✓	✓
Principal magazine—5/year	✓	✓	✓	✓	✓
Communicator —12/year includes: • Diverse Learning Communities Today • *Leadership Compass* • *Middle Matters* • *Report to Parents* (in English & Spanish) • *Research Roundup*	✓	✓		✓	✓
Individual professional liability coverage—up to $1 million	✓	✓			
Job protection—up to $10,000 for defense claims, based on continuous years of membership	✓				
Online and in-person professional networking opportunities	✓	✓	✓	✓	✓
Before the Bell — 2/week	✓	✓	✓	✓	✓
Access to resources via the National Principals Resource Center	✓	✓	✓	✓	✓
Discounted registration fees for professional development programs and the Annual Conference	✓	✓	✓	✓	✓
Access to members-only online resources, including: • *Best Practices for Better Schools*—white papers and more • E-Learning Center—24/7 access	✓	✓	✓	✓	✓
Student recognition programs	✓	✓			
Optional insurance benefits: *Voluntary health/life insurance programs* *Discounts on car insurance from GEICO*	✓	✓		✓	✓
Membership in AARP and NRTA		✓	✓		
Leadership roles in NAESP	✓	✓			

MAESP
9752 Gudel Drive, Ellicott City, MD 21042
Tel: 410-961-2360 • Fax: 410-465-4230

MEMBERSHIP BENEFITS

MAESP BENEFITS

- ❑ Annual Spring Conference
- ❑ Aspiring Leaders' Conference
- ❑ Annual Assistant Principals' Conference
- ❑ Representation on State Committees, Commissions, and Task Forces
- ❑ MAESP Newsletter—*The Executive Desk*
- ❑ Website—www.maesp.org
- ❑ Legislative Advocacy in Annapolis, MD
- ❑ Legislative Advocacy on Capitol Hill

Name _____

E-mail Address _____

School _____ Position Title _____

School Address _____

City _____ State ____ ZIP _____ Local School System _____

School Phone (_____) _____ School Fax (_____) _____

Type of school (*check all that apply*)

Elementary ❑ Middle ❑ Public ❑ Private ❑ Parochial ❑ Urban ❑ Rural ❑

Home Address _____

City _____ State _____ Zip _____ _____

Preferred Address _____ School _____ Home Birthday (mo. / yr.) _____ /_____

CATEGORY OF MEMBERSHIP & DUES *(check one)*

Referred by _____

- ❑ **ACTIVE** ($385) Practicing elementary and middle-level principals, assistant principals, and related educators. Active member receives all NAESP benefits and services, including Legal Benefits Program ($1M individual professional liability coverage/up to $10K for job protection defense claims, based on continuous years of membership, $500 deductible). Discounts on convention registration.
- ❑ **INSTITUTIONAL ACTIVE** ($445) Includes an ACTIVE membership plus a duplicate set of publications for your school library.
- ❑ **EMERITUS** ($185) For all retired NAESP Active members. Includes all benefits & services, including the Legal Benefits Program, plus membership in AARP & NRTA.
- ❑ **RETIRED** ($115) Available to all Retired NAESP Active members or current Emeritus members. Includes some benefits & services, EXCEPT the Legal Benefits Program. Includes membership in AARP & NRTA.
- ❑ **ASPIRING** ($135) Available to all students, teachers, graduate students, counselors, and others pursuing a career as an elementary or middle-level administrator. Includes all NAESP benefits & services, EXCEPT the Legal Benefits Program.
- ❑ **ASSOCIATE** ($200) Available to professors of education or non-administrators. Includes all NAESP benefits & services, EXCEPT the Legal Benefits Program.

**** In Maryland, membership in your state association is required with your NAESP membership.***

METHOD OF PAYMENT *(choose one)*

Check *Make payable to*: **MAESP**

Credit Card ❑ MasterCard ❑ Visa ❑ American Express

Card # _____ Expiration Date (mo. / yr.) _____ / _____

Amount _____ Date _____

Billing Address _____ School _____ Home _____ Other (please list)

Signature _____

Purchase Order # _____

MAIL to:	**MAESP**	**9752 Gudel Drive,**	**Ellicott City, Maryland 21042**
FAX to:	**MAESP**	**Attn: Deborah S. Drown**	**410-465-4230**
E-MAIL:	**debbiedrown@verizon.net**		**PHONE: 410-961-2360**