maesp Maryland Association of Elementary School Principals

# THE EXECUTIVE DESK

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

**SUMMER WRAP 2016**

1 PRESIDENT'S DESK
2 EXECUTIVE DIRECTOR
3 FROM THE EDITOR
4 SAVE THE DATES!
5 MD STATE BOARD OF EDUCATION
6-8 NAESP NEWS

*Service, Support, and Advocacy for Maryland Principals*

# From the President's Desk

## *Dana McCauley*



Dear Colleague,

I am honored to serve as this year's president of the Maryland Association of Elementary School Principals. This year we are celebrating over 60 years of supporting Maryland elementary and middle school principals and assistant principals. As we reflect on our past accomplishments, we celebrate the progress we have made and recognize the work to be done. Under the direction of our Past President Kimberlyn Pratesi, we have developed a strategic plan that will guide us as we continue to support our members through advocacy at the state and national levels and by providing networking and learning opportunities for professional growth.

There are many ways to become involved including joining one of MAESP's many committees or attending a professional development program. Plan now to attend our annual conference, March 30-April 1, 2017 at the Hyatt Regency Chesapeake Bay Resort in Cambridge, MD. Our theme for the conference is *Creating a Culture for Personalized Learning*. You will have the opportunity to network with colleagues from across the state and hear from a variety of speakers including Carol Ann Tomlinson.

I hope that you will share your talents and ideas with us as we continue to advocate for our profession and the children we serve. If there is anything that I can do to support you, please contact me at 301-616-1214 or dana.mccauley@garrettcountyschools.org.

Have a wonderful 2016-2017 school year.

*Dana McCauley*
*President, MAESP*
*dana.mccauley@garrettcountyschools.org*

# From the Executive Director

## *Stephen L. Hagenbuch*



I trust that you all had a productive 2015-2016 school year and a calm close to the school year and a great summer! Here at MAESP, my first year has been a productive one. By the time we close our books on membership, it looks like our numbers will be up, at least by a few (more on that later). We had two successful drive-in conferences and a very successful Annual Conference where our attendance was up nearly 15% over last year. I think our biggest accomplishment is likely to be the Long Range Plan that members and our Executive Board put together over the course of the year. Led by our Past President, Kimberlyn Pratesi, the plan will help bring additional focus to strategies and activities to lead MAESP to higher levels of service to members. Kim has done a great job this year. MAESP has been fortunate to have her at the helm!

Speaking of membership, we are always excited to add new members. Many of you have access to school funds or Title II funds that could be used to pay your membership. It's also a good time to speak with colleagues who might have the same funding opportunities. It's true in Maryland as it is in other states - what's the primary reason most non-members give as to why they haven't joined their professional organizations? "No one asked me." There's still time to change that! Ask a colleague to join you in supporting your state and national professional organizations.

I want to thank Kim and our Steering Committee for their support throughout my first year as Executive Director. These folks and our Executive Board have been patient, helpful and very professional. I'm looking forward to next year with fewer things to learn! Thanks very much!

We hope you had some time away from your job to relax and renew. With the 16-17 school start we'll be looking for your help and your involvement again! Hope your start was a great one.

*Steve*
*steve.hagenbuch@maesp.org*




The MAESP Executive Board is excited to announce that our website is is being revamped. Our new website will allow our members to engage more fully with our organization's links, conference registrations and updated news and messages. Look for updates and a launch in October!

# From the Editor
## *Terry Ball*



The summer is almost officially over according to our calendars and all school systems are now in session. I am hoping each of my colleagues had opportunity to refresh and renew over the summer months. I was going to say 'break' but know that for most administrators, the summer break from the daily student, staff and parent needs may lessen but certainly does not vanish as you plan for the upcoming school year.

This is a different year for myself and many of my former colleagues state-wide as I joined the ranks of retirees after 40 years in education in both the Carroll County and the Baltimore City Public Schools. As exciting as that is, I must admit that I have been just as busy! I have also committed, as I know many others have, to stay involved with our organization in order to continue to support principals, assistant principals and teacher leaders around the state. The Maryland Association of Elementary School Principals is committed to support, serve and advocate for our profession. MAESP members have been instrumental in the past as we will be in the future in presenting at both the state and federal levels to change, modify and support legislation that impacts us and how we impact students, families and instruction.

This is the Summer Wrap Edition of the Executive Desk that includes some highlights from our Spring Annual Conference, important Save the Date information about upcoming fall conferences and learning opportunities, a review of our long range strategic plan and initial information about our Annual Spring Conference and a review of our recommendations to the Commission on Assessment.

May each day of your school year be a safe one and another opportunity to build relationships, empower thinking and to enjoy the smiles!

*Terry Ball*
*tball1207@comcast.net*




**EXECUTIVE DESK PUBLICATION DATES FOR 2016-2017**

Please send me information about all of the great things happening at your schools or in your counties. Share the AWESOME, the SMILES, the CELEBRATIONS, the HUMOR!

**FALL ISSUE:** All articles, ads due to tball1207@comcast.net by October 15th Published: October 28th

**WINTER ISSUE:** All articles, ads due to tball1207@comcast.net by February 15th; Published: March 1st

**SPRING ISSUE:** All articles, ads due to tball1207@comcast.net by May 15th; Published: May 31st

**SUMMER ISSUE:** All articles, ads due to tball1207@comcast.net by August 15th; Published: August 30th

***@MAESPMD -Follow us on Twitter! You can now follow MAESP for updates, blogs, and important items 140 characters at a time!***

# SAVE THE DATES!

## REGISTER NOW WITH A COLLEAGUE AT WWW.MAESP.ORG!

**OCTOBER 7TH: MAESP Assistant Principal's STEM ACADEMY** – In a new collaboration, MAESP and Discovery Education are pleased to offer Connecting the Dots. Learn to effectively plan, develop and lead a STEM strategy to transform teaching and learning at your school! Explore STEM instructional strategies connected to the demands of the NGSS and the CCSS.

*Registration, Continental Breakfast and Lunch:*

*Members - $75.00 Nonmembers - $99.00*

*The Meeting Place • 5885 Robert Oliver Place • Columbia Maryland 21045-3786*

---

**NOVEMBER 2ND: Back by Request - MAESP Institute - Best Practices in Writing Instruction:** Inside the Collaborative Classroom – In collaboration with the Center for the Collaborative Classroom, this one-day institute is designed to support Maryland K – 6 administrators and literacy leaders. School teams of 4 to 5 members are encouraged to register for the event. Teams should include: administrator, classroom teacher(s) and resource teachers. Participants will deepen expertise in using writing conferences for ongoing assessment and instruction; receive an institute handbook and protocols to share with colleagues; and gain access to a complimentary online course for extended learning.

*Registration Deadline – October 27, 2016*

*8:30 AM – 3:30 PM Fees for Individuals - $129 for MAESP Members, $149 for non-members*

*Fee for teams of 3 or more - $89.00 per participant.*

*Registration fee includes light breakfast, lunch and all institute materials*

*The Meeting Place • 5885 Robert Oliver Place • Columbia Maryland 21045-3786*

---

**MARCH 30TH – APRIL 1ST: MAESP Annual Spring Conference** - Creating a Culture for Personalized Learning with Carol Ann Tomlinson, featured keynote speaker at the Hyatt Regency Chesapeake Bay Golf Resort, Spa and Marina Cambridge MD. Join us for learning, thinking and fun! Another opportunity to connect with both your elementary and secondary colleagues in an environment conducive to reflection, exercise, and renewal!



# MARYLAND STATE BOARD OF EDUCATION

On July 26th, two new individuals joined the Maryland State Board of Education – Jannette O'Neil Gonzalex from Howard County and Barbara Shreeve from Carroll County. Each started a term that will continue until 2020. Andy Smarick assumed the duties of president at the July meeting.

The new Assistant State Superintendent delivered the report from the Assessment Commission. MAESP provided testimony to the Commission in April. Executive Board members Lou D'Ambrosio and Terry Ball presented information and answered questions by members of the commission as they gathered data from various stakeholder groups prior to making their recommendations. The report to the state board of education during the July meeting centered on three themes:

1. Large scale assessment should be limited in purpose, number and time
2. Large scale testing is a shared responsibility of MSDE and local school systems
3. Technology plays a critical role in testing and reporting decisions and those decisions are not independent of hardware and infrastructure disparity.

The Board agreed to hold a work session as part of its August meeting that would look more specifically at the recommendations of this commission. Prior to this meeting, a smaller sub-group of MSDE staff member, local superintendents and board members will more closely examine the assessment commission report. It is important for the State Board to weigh in on this issue as members of the legislature are clearly ready to do so. It is better if educational policy makers, not politicians, chart the assessment course for Maryland. Stay tuned!

## MAESP PRESENTATION SUMMARY:

The Commission summarized the presentation made by MAESP and responses to questions posed by commission members into fourteen (14) recommendations:

**From the report pp. 67-68:** Maryland Association of Elementary School Principals (MAESP) -Two representatives of the Maryland Association of Elementary School Principals (MAESP) said that it is important to consider both the purpose and intent of each assessment. Assessments can be diagnostic – individual assessment of student strengths and needs; formative – monitoring of learning progress over time and assessment of learning and for learning; and summative – accountability for teachers, schools, systems, and the State.

***MAESP made the following fourteen recommendations:***

1. Local or State mandated. 2.
2. Standardized testing must assess what it is designed to assess first and foremost.
3. Instructional time should not be utilized to teach to the test, rather instructional time may be used to allow students practice with new testing formats, presentations and response choices (for example use of technology devices, resources).
4. Local education agencies (LEA) should utilize an assessment tam to review type, format, and time allotment for all LEA assessments on an annual basis to determine ongoing purpose, reliability and validity for schools within the LEA.
5. All assessment data results – LEA, State and federal – should be returned in a time efficient manner to be utilized to measure student achievement and school accountability including as one data point for teacher and principal performance.
6. Sampling of kindergarten students to assess reading skills does not give information to teachers for learning and instruction – a reflection of a sample.
7. All kindergarten students assessed in pre-academic skills, social-emotional skills, gross and fine motor skills give teachers information for instruction and student learning.
8. Summer assessment of kindergarten students is financially prohibitive in some LEAs; summer assessment of entering kindergarten students does not capture classroom observational data.
9. ESSA was passed, therefore pre-K to 12th grade is included under the same guidelines (i.e. assessments required).
10. The audit of all assessments required by the State and local school systems.
11. Use of clear and common language to conduct the audit and to enter into a database accessible for all stakeholders.
12. Monitor that all LEAs have adequate materials and technological resources to facilitate all assessment administrations within a timely manner without impact to instructions (paper vs. computer based).
13. PARCC and NAEP are the only summative assessments that meet the item on the Commission's Charge to compare student achievement across LEAs, the State and the nation.
14. Local area school systems should have control of all other assessments.

Read the Commission's full report

## WHO IS IN CHARGE?!

State Superintendent's Office: Along with the appointment of Dr. Karen B. Salmon as State Superintendent this spring, two additional appointments were recently made. Dr. Carol Williamson was named Chief Academic Officer and Dr. Sylvia Lawson was appointed Chief Performance Officer. MSDE Organizational Chart

# NAESP NEWS



## MEET STEVEN D. GEIS: NEW PRESIDENT OF NAESP

At this year's annual conference in National Harbor, Maryland, attendees were proud to welcome Steven D. Geis as the newly elected president of NAESP. During the conference's closing ceremony on July 8, Past President Robyn Conrad Hansen passed the gavel to Steven Geis to formally recognize him in his new role as president of the association.

Geis will now serve as the elected president of the NAESP, which represents pre-K-8 educators in the United States, Canada, and overseas. NAESP is led by Board members who are practicing principals and are actively involved in shaping the long-term impact of school improvement efforts.

"As educational leaders, we have the privilege of guiding staff, communities, and students on the path to a successful, productive life full of learning. This can only be accomplished with the help of strong advocating associations like NAESP and professional colleagues," said Geis. "NAESP serves us all by advocating, providing professional resources and development, and helping us establish collegial relationships."

Steven D. Geis Ed. D. began his education career in 1993 as a social studies teacher at Oakland Junior High in Lake Elmo, Minnesota. He currently serves as principal of North Trail Elementary School in Farmington, Minnesota, a position he has held since 2005. He has also served as an assistant professor at Saint' Mary's University since 2005.

Geis became a member of NAESP in 2005, and has supported the organization in various capacities. He has served on the Board of Directors, and as State Representative. He has also served in various roles for the Minnesota Elementary School Principals Association.

Geis has been both professionally and civically active. He has accompanied fellow principals on the Lifetouch Memory Mission building a school in the Dominican Republic, and was a Japanese Memorial Fulbright Scholar in 2008.

## NEW BOARD MEMBERS

In addition to Steven Geis beginning his term as President, the following Board positions will begin on August 1:

- *President-elect: Brian K. Partin*
- *Vice President: Eric S. Cardwell*
- *Past President: Robyn Conrad Hansen, Ed.D.*
- *Director, Zone 3: Deborah H. Frazier*
- *Director, Zone 5: Susan Cobb, Ed.D.*
- *Director, Zone 6: Paul Wenger*
- *Director At Large, Middle Level, Minority: Schwanda Jackson, Ed.D.*

A full list of NAESP's Board of Directors can be found at www.naesp.org/board-of-directors

*—Dateline NAESP*

## NAESP WEBINARS AND ESSA: EVERY STUDENT SUCCEEDS ACT

'Web seminars provide real-time opportunities to interrelate with content experts, educational leaders, and practicing principals around current issues. NAESP provides this setting to bring together principals from locations around the country to participate in these online learning programs. No special equipment other than Internet access is needed to participate in any of our webinars. Most webinars are free'.

*Archived webinars are available only to NAESP Members. See bottom of page for links.*

**ESSA Implementation: Creating and Sustaining Highly Effective Principals, September 13th**

**ESSA Implementation: Developing Effective School Principals and Other School Leaders**

For detailed descriptions, dates, and to register go to: ***https://www.naesp.org/career/webinars***

# NAESP NEWS (CONT.)

## MAESP WELCOMES NEW NAESP ZONE 3 DIRECTOR, VIRGINIA PRINCIPAL, DEBORAH FRAZIER, AND CONGRATULATES OUTGOING DIRECTOR, A. BLAINE HAWLEY.



Pictured here at the 2016 NAESP National Convention at National Harbor in July, Harford County principal, A. Blaine Hawley welcomes Virginia principal Deborah Frazier, as the new NAESP Zone 3 Director. (Maryland, Ohio, Virginia, West Virginia, and DC).

Deborah's three-year term begins August 1, 2016. Deborah follows Blaine Hawley, principal at Red Pump Elementary Harford County, as our Zone Director. Deborah Frazier is a principal at Harrison Road Elementary School in Fredericksburg, VA. She has been active in VAESP and NAESP as well as having served on committees at the State and National levels advocating for education. Deborah and her school have received many awards for her service in education and she has been active in her community. Deborah will well represent the Zone and Principals across the country during her term on the NAESP Board of Directors.

MAESP salutes Blaine for her service to principals across Maryland, and the nation. Blaine has been an active leader and has earned the respect of colleagues in Maryland and nationally. We thank our own Blaine Hawley for representing us so well as both an organization spokesperson and as a Maryland principal during her tenure as Zone 3 Director. Read what a few of her colleagues have said about Blaine's tenure:

**Arizona** - "You are an amazing leader, principal and friend."

**Indiana** - "You were an inspiration to all!"

**Michigan** - "You represent what is right in education, and I feel fortunate to call you a friend and colleague."

**Massachusetts** - "What a remarkable woman, educator and Director you are. I cherish your friendship, and remain in awe of your insight and thoughtfulness."

**Washington** - "You are an inspirational person and principal. What would be best for our students and principals was always your guiding light."

**Texas** - "...tremendous accomplishments."

**Maryland** - "We're proud of you Blaine...we're all better people for our association with you.".

## NAESP ANNOUNCES THE RETIREMENT OF ITS CURRENT EXECUTIVE DIRECTOR AND ITS SEARCH FOR A NEW EXECUTIVE DIRECTOR

*President Steven Geis, Ed.D. extends heartfelt thanks to Gail Connelly for 32 years of service.*

NAESP President Dr. Steven Geis today announced that Gail Connelly, Executive Director of NAESP since 2007, has announced her retirement following a planned transition and search for a new Executive Director. In recognition of her 32 years of service to NAESP, Connelly will serve as NAESP Executive Director Emeritus upon her retirement.

"The NAESP Board is grateful for Gail Connelly's years of leadership," said Geis. "She helped stabilize NAESP during financially challenging times and her implementation of dynamic strategic plans resulted in significant impact on public school policy and practice. Her legacy is one of shared leadership, working closely with the NAESP Board and staff to achieve goals and to position NAESP as the most recognized and respected national leader and advocate on behalf of Pre-K-8 principals. We wish her the very best and we are delighted that she will remain a staunch supporter of NAESP as Executive Director Emeritus upon her retirement."

Connelly's announcement comes at a time of significant importance for our nation's principals with the implementation of the Every Student Succeeds Act (ESSA) and the change in Administration with the 2016 Presidential Election. As the only national level organization dedicated solely to our nation's elementary and middle-level principals and the children they serve, NAESP is poised for continued growth and success in the future.

"It has always been an honor and a privilege to serve principals who are our nation's unsung heroes," said Gail Connelly. "I am proud of what our Board, our staff, and our State Leaders have accomplished together over the years, and I am grateful for the support of our many friends and partners. It will be exciting to hand the baton to NAESP's next Executive Director, who ideally will provide expert operational management and superb leadership as the chief advocate for new generations of principals."

"Gail has been an outstanding leader whose commitment to succession planning has been most helpful to the Board in developing a smooth and effective transition process. The NAESP Board of Directors plans to appoint a search committee and engage the services of an executive search firm to assist the process in identifying a strong candidate to lead NAESP into the future," reported Dr. Robyn Conrad Hansen, immediate Past President of NAESP, who will chair the search committee.

The search will begin this fall to hire a new Executive Director by July 1, 2017. The NAESP Executive Director Search Timeline and Process is posted on NAESP's web site.

All inquiries related to the search should be addressed by mail to: Dr. Robyn Conrad Hansen, Past President and Chair, Search Committee, NAESP, 1904 Association Drive, Reston, VA 22091; via email: Robyn.Hansen@JrHIE.com; or via phone: (602) 999-3486.

# NAESP NEWS (CONT.)

## HELPFUL TEMPLATES AND STARTERS FROM NAESP & LEARNING FIRST

**Shining a Light on Your School** -This national back-to-school fact sheet offers key statistics about public education for the nation as a whole.

This template fact sheet can help you shine a light on the great things happening in your school or district. It includes suggestions for how to use the factsheet.

**SPEAKING WITH ONE VOICE** - These talking points can help all members of the education community speak with one voice. They are accompanied by:

- Template opinion-editorial
- Template news release
- Template back-to-school letter to families
- FAQs on back-to-school letters for families
- Template back-to-school letter to staff
- Blog prompts
- Sample social media language
- Tips on using social media

## MARYLAND'S DISTINGUISHED PRINCIPAL OF THE YEAR, KRISTIN SHIELDS, CHARLES COUNTY




Teresa Sherman from Mentoring Minds presents Kristin with a $5000.00 check for being recognized as MAESP's Distinguished Principal of the Year. Kristin will join principals from across the nation in Washington, DC this fall for a celebration and ceremony honoring each of the selected principals. Kristin is principal at Mt. Hope/ Nanjemoy Elementary School.

Steve Hagenbuch, Executive Director wrote, "The NDP program gives recognition to the best and the brightest. It's an opportunity for principals to be recognized for the long hours, the sincere dedication, great ideas and motivation that they display as they lead their school communities. Kristin's love for children and school community is demonstrated every day. It's quite an honor to be selected as Maryland's NDP. Kristin is clearly an outstanding principal and deserving of this honor."

## MARYLAND'S ASSISTANT PRINCIPAL OF THE YEAR, JUSTIN MCCONNAUGHEY, FREDERICK COUNTY



Justin was named Maryland's National Outstanding Assistant Principal at the MAESP Annual Principal Conference for the 2015-16 school year. Last year, Justin was assistant principal at Spring Ridge Elementary. He was promoted to principal at Brunswick Elementary for 2016-17. Congratulations to Justin for both accomplishments!

## NATIONAL OUTSTANDING ASSISTANT PRINCIPAL AWARD WINNERS FOR 2015-2016 ANNOUNCED

The National Association of Elementary School Principals is committed to preparing assistant principals to step into the principal role. We want to honor assistant principals who are doing a superb job in their roles. This program promotes educational excellence for pre-kindergarten through eighth grade (PreK-8) schooling and calls attention to the fundamental importance of the assistant principal. To see a list of this year's winners, click here.

***The National Distinguished Principal's Program (NDP) was established in 1984 to recognize elementary and middle level principals who set high standards for instruction, student achievement, character, and climate for the students, families and staffs in their learning communities. Maryland's 2016-2017 NDP will be named at our Annual Conference in March at the Chesapeake Hyatt Regency in Cambridge Maryland.***

# MentoringMinds®

Critical Thinking for Life!™

# Success Stories

Real Classrooms. **Real Results.™**

**SHERRY ROBINSON, PRINCIPAL**



*"As a principal, I'm always looking at the data and letting that drive our decisions. The first year of implementation, our overall math scores went up from 60% to 87%. Total Motivation Math is really proving out for us."*

*Sherry Robinson*

Principal, Bald Creek Elementary



**BALD CREEK ELEMENTARY SCHOOL, BURNSVILLE, NC**

**School Demographics** » Title I (67% subsidized lunches)
**Total Motivation Subjects** » Math, ELA
**Technology** » One-to-One initative
**Test Scores** » "Top 10 in the state!"




Teach the standards in print and online with

**total motivation™**

MATH | ELA | SCIENCE

Learn more at mentoringminds.com/blog/north-carolina-bald-creek-elementary/

# This year, back-to-school could mean insurance savings

This school year could be your year to save on insurance. With Horace Mann's multiline discounts you could be eligible for significant savings, and we offer special school-related coverage for educators at no additional cost.

***Want to know more? Contact your local agent or visit horacemann.com***





Horace Mann®

*Founded by Educators for Educators*

save early. save more.

# feel confident.



## CONFIDENCE

**79%** – vs – **59%**

79% of those using an advisor were more confident they'll reach retirement goals vs. 59% of those **not** using an advisor

## SATISFACTION WITH PERFORMANCE

**75%** – vs – **56%**

75% of those using an advisor were extremely or very satisfied with plan performance vs. 56% for those **not** using an advisor

## Our research shows there are numerous — and substantial — benefits to working with a financial professional:

- Start saving earlier and save more
- Feel more confident in your plan's performance and your savings goals
- Experience greater satisfaction with your retirement plan

**Want to know more about the benefits of working with a financial professional?** Call (866) 401-3030 and select Option 3 to request a copy of AXA's *Value of Advisor* whitepaper today, or visit us at axa.com/advisorvalue.

AXA commissioned this study to quantify the value a financial advisor brings to 403(b) plan participants' retirement goals. The study was conducted by deKadt Market Research. Respondents to the survey were drawn from 19 providers, including Fidelity, MetLife, AXA, Prudential, Voya, Nationwide, Lincoln, VALIC and TIAA-CREF. Fewer than 9% of the more than 1,000 respondents were AXA clients. (01/2015)

"AXA" is the brand name of AXA Equitable Financial Services, LLC and its family of companies, including AXA Equitable Life Insurance Company (AXA Equitable) NY, NY, issuer of annuity and life insurance products, and AXA Advisors, LLC (member FINRA/SIPC), distributor of variable products. AXA Equitable and AXA Advisors do not provide tax or legal advice.

Securities offered through AXA Advisors, LLC (NY, NY 212-314-4600), member FINRA, SIPC. Annuity and insurance products offered through AXA Network, LLC. AXA Network conducts business in CA as AXA Network Insurance Agency of California, LLC, in UT as AXA Network Insurance Agency of Utah, LLC.

GE-112420B (3/16) (Exp. 3/18)
G37287