maesp Maryland Association of Elementary School Principals

# The Executive Desk

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

WINTER 2016

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*Service, Support, and Advocacy for Maryland Principals*

## From the President's Desk

### *Kimberlyn Pratesi*



Dear Colleagues,

As we move into the new calendar year, it is an exciting time for our organization! Since our last edition of The Executive Desk, our dedicated members have been working on several projects to support our mission.

- In the fall, MAESP hosted two conferences to support leadership in literacy. The first was geared towards assistant principals and school leaders and focused on developing a school wide literacy program. The second was open to school teams and provided an extensive review of English Language Arts standards and how to integrate assessment within instruction. Both opportunities provided outreach to not only our members but also to aspiring leaders who may not have been familiar with MAESP. Feedback from participants was favorable with a recommendation to host similar venues that focused on STEM.
- The Executive Board continues to develop a strategic plan for the next 3-5 year period for our organization. The survey results from general membership have been helpful to subcommittees as they create goals and strategies in the areas of Committees, Communication, Membership, Professional Development, and Revenue. The plan's implementation will begin in July when the new Executive Board officers assume responsibilities.
- The Annual Conference Planning Team announced this year's theme, Leading and Learning: Unmask the Hero in You. The group focused on developing a conference program that includes opportunity for professional learning, networking, and fun! Please read the conference ad in this edition to learn more and to invite a colleague or aspiring leader to attend.
- A technology work group has been researching options for a platform to mainstream our website, social media, and administrative functions and will present recommendations to the Executive Board in the near future.
- Some of the Executive Board officers will be attending the upcoming State Leaders Conference in Washington, DC. The team will be briefed on current legislative topics and prepare talking points of advocacy as they meet with Maryland congressional staff.

Each of these initiatives would not be possible without the talent and commitment of our members. If you are not involved in a specific committee or role with the organization, please know that we are always looking for fresh ideas and perspective. If you would like to learn more, you can contact Steve or me or consider attending one of the quarterly Executive Board meetings.

Additionally, please consider sharing information about MAESP with a colleague or aspiring leader (this could be a teacher who is seeking A&S certification). Let them know about the various initiatives and tasks that MAESP is involved and invite them to attend an event. It is the personal outreach for which many of us were recipients that led to our involvement with MAESP, and "paying it forward" will attribute to the sustainability of our organization as we support our current Maryland principals and assistant principals as well as the next generation!

All the best,

*Kimberlyn*

# From the Executive Director

## *Stephen L. Hagenbuch*



Happy winter! While starting off relatively mild, the real winter weather might be here to stay for a while. When I was an active principal, we always looked forward to winter and some solid, uninterrupted instructional time. The distractions of Halloween and other holidays, AEW, etc. behind us; we could now do some serious work. A snowy, icy winter, of course, continued disruptions. So, enjoy the productive weeks and if we're lucky, some uninterrupted instructional time.

Once winter draws to a close, it'll be time once again for our Annual Conference scheduled this year for April 14-16 in Ocean City at the Clarion. President Kimberlyn Pratesi and her Howard County colleagues have planned a great weekend of learning, socializing and camaraderie. I've found, over the years that these last two opportunities, socializing and camaraderie to be, for me, some of the most valuable time spent at our Conferences. Early in my career, I felt very fortunate to be able to ask George a question; spend time with Louise, catching-up; hear the latest joke form Jerry; tell my new idea to Dale; commiserate with Gufferie; listen to Linda, or just talk with colleagues from around the state! Later in my career, the time was just as valuable in gaining validation and discovering that I was in fact on the right track. My point is…come to the conference and learn, listen, discuss, explore, laugh, relax, plan and enjoy! Return to your school invigorated and energized; ready to lead your school community through the remainder of the school year.

Speaking of conferences…we're planning with MASSP a conference for our Office Professionals. Mark your calendars for May 4th. We'll be at the Ft. Meade Officer's Club. This is a timely opportunity for principals to treat office staff members to a special day away from the daily grind. We have invited some great speakers and have planned sessions dealing with technology, legal issues, building positive relationships, time management, etc. A continental breakfast and a wonderful lunch are included. While registration is still a few weeks away, we wanted to give you a heads-up so you can plan to include your secretary and others in this new opportunity.

Here's another heads-up. Have you gone on line to www.NAESP.org to update your profile? Have you moved? Been transferred? Has your phone number changed? We want to be sure that you continue to receive information, emails, Principal magazine etc. Help us help you! Keep your profile information updated.

As always, please let me know if I can help you in any way. MAESP is moving forward in providing a high level of service, support and advocacy for Maryland's education leaders. MAESP…Get involved! Stay involved! Many thanks!

*Steve Hagenbuch*



# From the Editor
## *Terry Ball*



The messages from our Executive Director and President have already highlighted the upcoming Annual Conference to be held in April and, I will invite you again to join us at the Clarion in Ocean City for a healthy balance of professional learning, networking and fun! I attended my first conference many years ago on the recommendation of my mentor and have not regretted the opportunities that first conference presented. I was introduced to colleagues around the state as well as information about current practices and instructional leadership strategies. I continue to look forward each year to the camaraderie, laughter and learning to be had at MAESP's conferences. The registration form is included in this edition of the Executive Desk as well as an ad of the conference highlights.

This issue of the Executive Desk also puts the spotlight on Nancy Kimball, Assistant to the Executive Director; Matt Wagner, our Assistant Principal of the Year in 2015 and now a beginning principal; and, Beth Allshouse, principal at Lincolnshire Elementary who nominated Matt for the MAESP honor.

Advocacy is an integral component of the MAESP/NAESP mission. In this issue you will find information about national and local legislative updates, particularly on the "Every Student Succeeds Act" (ESSA) which has ended the No Child Left Behind Act and, a listing of some of the proposed education bills in the current General Assembly session.

Hoping to see you and talk with you at Leading and Learning: Unmask the Hero in You! April 14th – 16th! Register now, bring a friend, and mentor a colleague.

*Terry Ball*




***A free registration to the 2016 Annual MAESP Conference April 14 – 16 being held at the Clarion Resort Hotel in Ocean City Maryland!***

How? By 4 p.m. on Monday, March 14th send in a Great Idea to share with others in our next issue of The Executive Desk. All participants will be entered into a random drawing for the free registration to the conference (up to a $285.00 value). The drawing will take place on March 15th. A Great Idea could be a paragraph or two or a snapshot and a caption or, a copy of a tweet sent! Looking forward to reading them all. Send your recommendations to tlball@carrollk12.org




***Great Idea!*** Our Dynamic Dolphin Wall at Friendship Valley Elementary. Our main hallway is decorated with pictures of our students on our 'Wave Wall'. Students 'caught' each week demonstrating respectful, responsible and ready to learn behavior by staff are announced on the PA and then have their picture taken to display on the wall. Each grade is a different 'sea creature' so students can easily identify their spot on the wall. By the first of June, all students will have a picture on our wall. Our students proudly find their pictures to show staff, parents and visitors to our school.

# SPOTLIGHT ON OTHERS



## NANCY KIMBALL, ASSISTANT TO THE EXECUTIVE DIRECTOR

I became the Assistant to the Executive Director, of Maryland Association of Elementary School Principals, in 2008. I earned my Bachelor of Arts degree from the University of Maryland in 1974. My career has been in the administrative and graphic art field for over 35 years.

My interest in education became evident while my children were still in school. I volunteered in many capacities, in the classroom and then was elected PTA president, of Clarksville Elementary School in 1990.

Under the leadership, of two Executive Directors and eight MAESP presidents, my professional role has been varied. They include processing memberships, accounting, conference planning, website development, etc. My current position has been an enjoyable experience from day one. The Executive Board, the members and all of the principals, have been professional, kind and a joy to work with. Their expertise and ability to succeed, has created positive change in my life, as well as for the educational systems they represent.

In my leisure, I teach yoga, enjoy sailing and practicing art, in any form. I am always will to answer questions and help in any way. Please feel free to contact me nancy.kimball@maesp.org.

## FROM MAESP 2015 ASSISTANT PRINCIPAL OF THE YEAR TO NEW PRINCIPAL: MATT WAGNER, BOONSBORO ELEMENTARY

I have been told many times in my life that you never know a job until you are doing the job. In July, I was blessed with starting my first principalship at Boonsboro Elementary School. This was truly a homecoming for me because I grew up in Boonsboro and knew many of the families in the town.

Throughout my four years as an assistant principal, I had the benefit of working with an excellent principal mentor that helped me to prepare for leading a building of my own. My principal mentor provided me with endless of hours of guidance, feedback and advice. She also allowed me to play an integral part in making school wide decisions. After those four years of preparing for my first principalship, I truly felt like I understood and was aware of all the job responsibilities that were required of prinicipals within a school. I felt as if I was prepared for anything that this new role would throw at me.

Upon beginning my new assignment as principal, I quickly realized that the role of assistant principal was very different from that of a principal. As an assistant principal, I could use my principal as a sounding board to share ideas, make decisions and reflect about successes and failures within a school day. As a new principal, I found myself really missing the safety blanket of having her there to help make those tough calls that principals are often forced to make, each and every day. I quickly had to come to terms with the fact that I was now the principal; the end of the line, and it was my responsibility to reach out within my school and build a new network of support within the staff at my new building. In order to build new relationships, based on trust and respect, it was imperative for me to foster a sense of empowerment and teacher leadership from within my new staff. Teachers and staff needed to feel as if their ideas and solutions were valued and considered and that their insights and knowledge about the student and parent population were critical pieces in a very complicated puzzle.

Although my mentor was a quick phone call or email away, I knew that in order to be successful, I had to assemble my very own "power team". This small group is comprised of my Assistant Principal, Lead Teacher, and other teacher leaders within the building. This was a tactic that my previous principal had utilized in order to make individualized instructional decisions that had the greatest impact on student learning. Each day, the power team would briefly meet to discuss a variety of issues, often digging down to the individual student level to problem solve and make personalized instructional decisions for specific students. This team kept the School Improvement Plan goals in sight as we used data to drive instruction and student learning. Having my own "power team" within my new placement has been truly beneficial as a means of learning about the community of parents, students and staff in which I now serve.

Having completed 90 student days of my first year as a principal, I can honestly say that principals are busy all day long! Principals frequently work behind the scenes more often that I would prefer. Principals are constantly bombarded with emails, calls, parent concerns, teacher frustrations, etc. The principal is sought out to give guidance, council, and be a listening ear for teachers, parents and students. As a new principal, it is easy to be bogged down with paperwork and email, which can easily take time away from building relationships with students, staff and stakeholders. One of the downfalls of living in a world that is constantly connected is that It was too "easy" to check my email on my phone in between classroom visits or while attending a professional development session with teachers. To an observer, it would appear that I was "checked out" or not engaged, which send the completely wrong message to both staff and students. I realized early on that I had to strike a balance between those "behind the scenes" duties that seem to be never ending and those duties that require my undivided personal attention. My students and staff deserve this from me, each and every day. Those personal interactions are going to have the biggest impact on student learning and achievement within my school. I have to make it a constant goal to focus on the people, not the paperwork. As I continue to lead my "power team", it is my goal to instill this philosophy in them as well.

As a new principal, I view each day as a new learning experience. I am confident that I possess the skills, competency and passion to truly make a difference within the walls of Boonsboro Elementary

# SPOTLIGHT ON OTHERS (cont.)

School; however, I also realize that reaching out and relying on the sound advice of other principals and teachers is only going to aid me in making the best decisions for the students I serve each day. Reflecting on each day, I have learned more about my role as a principal by experiencing it. Each day is different and has its own individual challenges. As I continue to grow as a leader, it is my hope that I will be able to maintain and continue to build positive relationships with my new school community that will promote and encourage increased student achievement and productivity.

## A REFLECTION FROM BETH ALLSHOUSE, PRINCIPAL LINCOLSHIRE ELEMENTARY

In January of 2015, my leadership team at Lincolnshire Elementary decided to nominate our Assistant Principal, Matt Wagner for the MAESP Assistant Principal of the Year award. Matt was in his 4th year as Assistant Principal in Washington County and it was his second year in this role at Lincolnshire.

As we filled out the nomination form, we reflected on the strengths Matt had as a leader. He was very knowledgeable about instruction and committed to student achievement. He understood the importance of building school culture and worked hard to build positive, collaborative relationships with students, staff, and families. Finally, he understood the importance of reaching out to the larger community around us to access resources and support for our students and their families.

It was with great pleasure that I received a call in early April from the MAESP Executive Director letting me know that the committee had selected Matt as the winner of this prestigious award. I had already arranged for Matt to attend the MAESP Annual Conference, knowing from experience that the conference would be a great professional development opportunity for him. It was a hard secret to keep from him, but worthwhile when he was surprised with the award at the conference.

It came as no surprise when I was notified in late May that Matt was being promoted to a Principalship of his own at Boonsboro Elementary School. He was so deserving of the opportunity to lead his own building and to inspire other future leaders.

## DEBORAH FRAZIER, NEW ZONE 3 (MARYLAND, OHIO, VIRGINIA, WEST VIRGINIA, AND DC) DIRECTOR

Virginia principal, Deborah Frazier is our next Zone 3 Director. 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.

***Deborah's Ballot Statement:***
"As a little girl in rural Green Pond, South Carolina, I not only imagined the possibilities of success; I realized the possibilities the world had to offer me. My parents had big dreams for their eleven children even though these were difficult years of inequality in our nation's schools. They knew having a quality education was the key to success and the pathway by which we would make a difference in the world.

Today as I look into the eyes of my students, I see a world for them that is limitless; full of hope and success. I believe regardless of a students' race, ethnicity or where they live, they too can make a difference.

Members of NAESP will hold true to the belief that all children are of equal worth and we will embrace opportunities to enhance the lives of each child entrusted in our care."

The members of MAESP congratulate Deborah on her new position within NAESP and wish her the best. We also 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.

## MAESP OFFICE PROFESSIONALS CONFERENCE

MAESP and MASSP offer our members a chance to honor and value their support staff just one week after the celebration of Administrative Professionals Week. Here is a chance to take them away from the stress and the hustle and bustle of the job, avoid crowded lunch venues, and provide good professional development!

The Fort Meade Officers Club is a great facility and centrally located at: 6600 Mates Rd., Fort George G. Meade, MD 20755

Registration includes a continental breakfast and a great lunch. Registration for individuals from schools where someone is an MAESP or MASSP member or staff members from a central office is just $120.00. Registrations for participants where no administrator is a member of either group is $150.00.

The program includes:

Keynote by author and humorist Larry Cohen who will offer for sale his book, I'm Still Trying to Figure it All Out Myself and do a book signing.

***In addition, participants can choose two of the following sessions:***
Technology Tips and Tricks, Time Management, Legal Issues Office Staff Need to Know, and Fostering Positive Relationships.

# 2015-2016 MAESP FAMILY INVOLVEMENT GRANTS

Each year, the Maryland Association of Elementary School Principals awards six Family Involvement Grants, each in the amount of $500. The grants are intended for schools that wish to create and implement programs and activities that encourage families to become more involved in school and their children's education. The money must be used for a project(s) that will involve as many families from the school community as possible and should have a direct impact on students. Recipients of the awards are expected to share the results of their project with the MAESP membership with a poster display at the Annual Principals' Conference in Ocean City.

***Congratulations to our six recipients of the Family Involvement Grants for 2016!***
***Looking forward to seeing the winners' poster displays at our annual conference in April.***

| | |
|---|---|
| Atholton Elementary School<br>6700 Seneca Drive<br>Columbia, MD 21046<br><br>Phone: (410) 313-6853<br>Contact Person: Jennifer Eckert<br>Principal: Denise Lancaster<br>Principal Email: Denise_Lancaster@hcpss.org | Glen Burnie Park Elementary School<br>500 Marlboro Road<br>Glen Burnie, MD 21093<br><br>Phone: (4100 222-6400<br>Contact Person: Kim Brooks<br>Principal: Terry Zablonski<br>Principal Email: tzablonski@aacps.org |
| West Side Elementary School<br>425 Paca Street<br>Cumberland, MD 21502<br><br>Phone: (301) 724-0340<br>Contact Persons: Andy Ferguson and Eddie Hampton<br>Principal: Molly Stewart<br>Principal Email: molly.stewart@acps.k12.md.us | Spring Ridge Elementary School<br>9051 Ridgefield Drive<br>Frederick, MD 21701<br><br>Phone: (240) 236-1600<br>Contact Persons: Patricia Hosfelt and Keri-Ann Henson<br>Principal: Patricia Hosfelt<br>Principal Email: patricia.hosfelt@fcps.org |
| Bakerfield Elementary School<br>36 Baker Street<br>Aberdeen, MD 21001<br><br>Phone: (410) 273-5518<br>Contact Person: Tara Dedeaux<br>Principal: Tara Dedeaux<br>Principal Email: tara.dedeaux@hcps.org | Friendship Valley Elementary School<br>1100 Gist Road<br>Westminster, MD 21157<br><br>Phone: (410) 751-3650<br>Contact Person: Stephanie Potter<br>Principal: Terry Ball<br>Principal Email: tlball@carrollk12.org |

# CONFERENCE HIGHLIGHTS



- Networking with Principals, Assistant Principals, and School Leaders from Counties Across the State
- Golf Tournament in Conjunction with Members from the Maryland Association of Secondary School Principals
- Aspiring Leaders Session and Keynote Address with Dr. Michael Hickey, Director of Center for Leadership in Education, at Towson State University
- Happy Hour with NAESP President, Mrs. Robyn Hansen
- Keynote Address and Breakout Sessions with Ms. Mary Cay Ricci, Maryland Educator and Author of New York Times Best Selling Education Book, *Mindsets in the Classroom*
- Vendor Visits and Door Prizes, Door Prizes, Door Prizes!!!
- Breakout Sessions with a Variety of "HOT" Topics
- Beach Party Bash (including bon fire on the beach, dancing, and corn hole)
- Comedy Show and Keynote Address with Mr. Kent Rader, Motivational Speaker and Author of Stress Reduction Book, *Let It Go, Just Let it Go*
- Photos with a Super Hero
- Social Media Lounge
- And Much More …….

**MAESP Annual Principals' Conference – April 14-16, 2016**

***Leading and Learning: Unmask the Hero in You***

**Clarion Fontainebleau Hotel and Conference Center**
10100 Coastal Highway, Ocean City, Maryland
1-800-638-2100
**Hotel reservations: contact the Clarion 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)_____

Twitter handle _____

***Conference Registration Deadline – April 1, 2016 – No refunds after this date!***

Note: *Registration fee includes conference registration and snacks/food (Thursday: Aspiring Leaders and Early Career Principals' Lunch and opening reception, Friday: breakfast, lunch, and Beach Party Bash, and Saturday: breakfast)*

I will attend the following (check all that apply and note that Early Bird Registration must be received by **March 1** in order to receive discount):

| ☐ **Option 1**<br><br>**Member and Non-Member: $50.00** | ☐ **Option 2**<br><br>**Member: $200.00**<br>**Early Bird Special: $190.00**<br><br>**Non-Member: $300.00**<br>**Early Bird Special: $290.00** | ☐ **Option 3**<br><br>**Member $200.00**<br>**Early Bird Special: $190.00**<br><br>**Non-Member - $285.00**<br>**Early Bird Special: $275.00** |
|---|---|---|
| Aspiring Leaders/Early Career Principals' Workshop and Lunch<br><br>April 14, 2016<br>(10:00-1:30) | Aspiring Leaders/Early Career Principals' Workshop and Lunch + MAESP Annual Conference<br><br>April 14, 2016<br>10:00-1:30<br>(Aspiring Leaders/Early Career Workshop)<br>April 14 -16, 2016 (conference) | MAESP Annual Conference<br><br>April 14-16, 2016 |

**If you would like to join MAESP now, you** may join now and include the cost of membership in your payment. **NOTE: If paying by purchase order, please attach a copy of the PO along with the completed registration form and/or contact Steve Hagenbuch at: Fax 443-327-4783 Email steve.hagenbuch@maesp.org Office 443-243-2997**

**MEMBERSHIP CATEGORIES**

| | |
|---|---|
| MAESP / NAESP Active | $395.00 ____ |
| MAESP / NAESP Retired | $115.00 ____ |
| MAESP/NAESP Emeritus | $185.00____ |
| MAESP/NAESP Aspiring Admin. | $135.00 ____ |
| MAESP/NAESP Associate | $200.00____ |

Total for Page 1 $_____

**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 _____ |

***If you or a guest have any dietary restrictions please contact Steve Hagenbuch at above contact information.***

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 $ _____ (total from previous page)

____Charge my conference registration in the amount of $ _____ (total from Page 1) to the following credit card: (Circle One) VISA Master Card

Name as it appears on card_____

#_____ Exp. Date: _____/_____

Billing Zip Code_____

Signature: _____

Name to be printed on guest name tag:_____

Mail or fax registration to Terry Zablonski at:
51 Blondell Court
Timonium, MD 21092
Fax: 410-222-6418
Call Terry Zablonski at 410-733-5158 if you wish to phone in your credit card information.

maesp Maryland Association of Elementary School Principals

# LEGISLATIVE NEWS

## DATELINE NAESP JANUARY 2016 - ADVOCACY UPDATE: ESSA SIGNED INTO LAW—WHAT NOW?

We recently entered a new era in our nation's history in education as President Barack Obama signed the "Every Student Succeeds Act" (ESSA) into law to put an end to the No Child Left Behind Act—the notorious federal policy that has dogged schools for over a decade. Over the past year, congressional leaders have been working to rewrite the law in a bipartisan fashion—a process that has been increasingly rare in Washington—and the bill's fate was uncertain until three weeks ago, when lawmakers struck a deal and a final conference report moved swiftly through Congress. To see what's in this overhaul of nation's largest federal education law, principals can review a summary of the 1,000+ page bill prepared by NAESP. As the holidays are here and everyone takes time to digest the next generation of education reform, many educators are wondering: What now?

ESSA dramatically shifts authority of our nation's system of public education back to state and local control. While the first order of business with any new law requires guidance and regulations for implementation, we know that states and districts are already beginning to discuss transition issues on major areas of change, such as how states will adjust to new requirements in accountability, how they will rework assessment systems, and whether they will continue requiring teacher evaluation (the new law makes this an "option" as opposed to a requirement in states that are operating under waivers). While these conversations are likely moving, there is a good chance the U.S. Department of Education (ED) will announce its schedule for any guidance or regulations according to what is spelled out in the law.

**Timeline Implications**

To begin, principals should note, however, that the law includes specific dates for overall implementation that will guide the process over the next year. The level of activity on regulations will vary over the coming months, but the following dates and actions are prescribed in ESSA:

**Waivers.** The conference report specifies that statewide ESEA waivers are null and void on or after August 1, 2016.

**Title I Accountability.** Current adequate yearly progress (AYP) requirements are effective through August 1, 2016. The law allows for an 18-month transition period for states to align their accountability systems to the new requirements and begin identifying schools in need of interventions. The new accountability system will take effect at the beginning of the 2017–2018 school year. Schools and local educational agencies that have been identified for school improvement, corrective action, restructuring under current law or as priority or focus schools under ESEA waivers must continue to implement any interventions required under those authorities either until their state has a new Title I plan approved, or the accountability provisions go into effect (after August 1, 2016). Lastly, the conference report's state assessment requirements and the remainder of Section 1111 requirements are effective on the date of enactment.

**Multi-Year Competitive Grants for Programs that Are Reauthorized**. If a competitive grant program is reauthorized or substantially similar to a previous program that is in the middle of a multi¬year grant cycle, then the funding of the grant will continue for the length of the grant award, subject to annual appropriations.

**Multi-Year Competitive Grants for Programs that Are Not Reauthorized.** A program that is no longer authorized in the conference report will get only one more year of funding in Fiscal Year (FY) 2016 (subject to appropriations) and then it will end, even if there are years left in grants made by the program prior to reauthorization.

**Implementation of Other ESEA Provisions.** While the law is considered effective upon the date of enactment (December 10, 2015), it also includes special effective dates for the following provisions:

- **Formula Programs.** For noncompetitive programs (i.e. formula programs), the effective date is July 1, 2016.
- **Competitive Programs.** For competitive programs, the effective date is October 1, 2016 (unless otherwise provided for).
- **Impact Aid.** For Impact Aid, the provisions of the Act are effective for appropriations provided in FY2017.

While these dates are important signals for when the new law will be implemented, the law does contain language giving the Secretary of Education authority to provide for an "orderly transition" to the new law.

Other key timeline information to keep in mind: Under current law, ED has one year to issue their final regulations from the date of enactment. ED must do so through a negotiated rulemaking process on Title I standards, assessments and Title I supplement not supplant, at a minimum.

If consensus is not reached through the negotiated rulemaking process, Congress must be provided a copy of the Notice of Proposed Rulemaking (NPRM) 15 days prior to it being published and be afforded the ability to comment. When all is said and done, we expect final regulations by October or November 2016. ED may also issue non-regulatory guidance to states and they work to draft plans and sort through transition issues.

**Next Steps**

As a practicing principal, NAESP recommends that your first order of business in this timeline is to reach out to your state and local leaders to discuss the principal's role in ESSA implementation. Now more than ever, it is important for principals to tap into their vision of education reform and improvement, key into the new ESSA requirements, and ensure that they are a part of the process of drafting new state and local plans.

# LEGISLATIVE NEWS (cont.)

NAESP is pleased to have played a role in creating the opportunities that are now afforded to schools under the new law, such as allowing accountability systems to include multiple measures, factoring in elements other than test scores; conducting needs assessments for struggling schools and learning communities facing the greatest challenges; developing clear and concise plans for targeting federal funding in ways that meet the needs of students in the school; and implementing local programs and monitoring their progress in collaboration with educators. NAESP urges all principals to think about which area of the law they would like to influence specifically, and begin to reach out the state and local leaders and ensure that you are included in these critical initial discussions.

*—Kelly D. Pollitt is NAESP's Chief Strategist, Policy and Alliance*

## INFUSING THE EDCAMP SPIRIT IN PROFESSIONAL DEVELOPMENT

For a school working on revitalizing its adult learning culture, unconferences—also called Edcamps—hold great promise. At an Edcamp, participants brainstorm topics they would like to learn about or are interested in presenting about, write the ideas on Post-its, and place them on a blank matrix with time slots of 30 minutes or an hour. Many Edcamps also create a digital version of the schedule (via Google Docs, for instance), and have a hashtag for attendees to share reflections on Twitter. Sessions are discussion-based, led by any participant (expert on the topic or not), and attendees can exercise the "law of two feet": they are free to (respectfully) leave a session if it isn't meeting their needs. Many Edcamps wrap up by gathering participants in the same room and inviting them to briefly share a resource, idea, or tool in a "resource smackdown."

According to How People Learn: Brain, Mind, Experience, and School, the seminal education psychology handbook on learning, learning environments (for teachers and students alike) should be learner-centered, knowledge-centered, and assessment/feedback-centered. Edcamps and unconferences are much more learner-focused than traditional professional development: they build on the strengths, interests, and needs of individuals.

But Edcamps should supplement, rather than replace all, professional development opportunities. A learning environment that is knowledge-centered matches the information that needs to be learned with the best delivery strategy to help learners understand it. Think of unconferences as a tool in a principal's repertoire that can be used alongside other learning strategies— such as presentations, learning walks, book or film studies, or site visits at other schools—that can illuminate new techniques for teachers.

Ultimately, though, the principles that make an unconference so powerful can be infused into any professional development activity. Principals can reinvigorate any staff learning opportunity by making it:

- **Aligned with teachers' interests.** An unconference's wide-open schedule is the ultimate opportunity for personalized learning.
- **Collaborative and ongoing**. Edcamps' collaborative spirit fosters communities of practice—both through in-person discussion and online connections after the event.
- **Interactive.** Teachers benefit from engaging, interactive learning experiences just as students do.

**The New Un-Leader?**

An Edcamp—with its open agenda, rich with possibility—begins with an invitation for educators to contribute and connect. But that blank session board also represents an interesting, potentially challenging, shift for principals: at an Edcamp-style event, everyone is in charge.

Interested in holding an Edcamp at your school? Follow these steps. Or better yet, attend NAESP's first Edcamp July 5 at its Best Practices for Better Schools Conference at the National Harbor, Maryland.

Adapted from "Edcamps & Unconferences," by Meredith Barnett. Read the full version here.

*—Dateline NAESP*

## 2016 NAESP ELECTION COMING SOON!

Voting will begin **March 16th through March 29th, 2016 for Vice-President**. Eligible NAESP members may vote during this voting window. New Zone Directors will also be elected in Zones 3, 4, and 6 in accordance with their zone process. If you have questions about our zone election, please contact Blaine Hawley current Zone 3 Director.



# LEGISLATIVE NEWS (cont.)

**MARYLAND LEGISLATIVE UPDATE:** Did you know that there are currently 60 Bills in the House and/or Senate for this year's legislative session related to education? Here is a listing of some that may be of interest to you as an elementary school administrator:



| Number / Chapter (Cross File / Chapter) | Title |
|---|---|
| HB0029 | Education - Participants in Youth Sports Programs - Concussions - Penalties for Coaches |
| HB0086 (SB0421) | Special Education - Translations of Individualized Education Programs or Individualized Family Service Plans - Native Language |
| HB0115 (SB0582) | Education - Robotics Grant Program - Establishment |
| HB0142 | Education - Health and Safety - Emotional Health Awareness Programs |
| HB0198 | Primary and Secondary Education - Security - School Resource Officers |
| HB0251 | Education - Home Instruction Programs - Participation in Clubs and Activities |
| HB0397 (SB0786) | Education - Assessments - Best Practices in the Administration of Assessments |
| HB0429 | Task Force to Combat Habitual Student Truancy |
| HB0430 | Education - Student Data Privacy Council |
| HB0551 | Education - Children With Disabilities - Individualized Education Program Mediation |
| HB0596 | State Department of Education - Hearing Aid Loan Bank Program - Age of Eligibility |
| HB0657 (SB0794) | Education - Prekindergarten and Kindergarten Assessments - Administration |
| HB0668 (SB0584) | Preschool Development Grants - Expansion Grants - Required State Funding |
| HB0713 (SB0494) | State Department of Education - Community-Partnered School Behavioral Health Services Programs - Reporting System and Report (School Behavioral Health Accountability Act) |
| HB0771 (SB0071) | Public and Nonpublic Schools - Student Diabetes Management Program |
| HB0778 | Education - Students With Disabilities - Parental Consent for Individualized Education Program Content |
| HB0781 | Education - Assessments - Reporting of Aggregate Results |
| SB0282 | Early Childhood Development - Transfer of Provisions |
| SB0421 (HB0086) | Special Education - Translations of Individualized Education Programs or Individualized Family Service Plans - Native Language |
| SB0493 | Teacher Induction, Retention, and Advancement Act of 2016 |
| SB0494 (HB0713) | State Department of Education - Community-Partnered School Behavioral Health Services Programs - Reporting System and Report (School Behavioral Health Accountability Act) |
| SB0676 | College Affordability Act of 2016 |
| SB0755 | State Department of Education - Breakfast and Lunch Programs - Funding (Free School Meals for Students From Low- and Middle-Income Families Act) |
| SB0756 | Primary and Secondary Education - Breakfast Program - School Requirements (Breakfast After the Bell Act) |
| SB0786 (HB0397) | Education - Assessments - Best Practices in the Administration of Assessments |

Source: General Assembly of Maryland - maryland.gov/

# GREAT BLOGS & PODCASTS FOR EDUCATION LEADERS

With busy schedules, even from the start of the school year, school leaders are hard-pressed to find time for their own professional development and to network with other administrators. Luckily, our digitally connected culture has provided numerous avenues for people to connect without having to upend their routines. Here are some blogs and podcasts developed just for education leaders to improve their practice and think more deeply about the work they are doing.

**Blogs**

Use an RSS reader like Feedly to organize your blogs so that you can read updates all at one time. If you don't mind consistent emails, sign up for email newsletters from chosen bloggers so you have access to their latest work. Here is a roundup of blogs to improve your practice:

Blogs about education leadership:

- Team Kid: Inspirational posts about schools and leadership from mentor and California principal Adam Welcome.
- Reflections: Personal reflections on leadership from a middle school principal and NY Ed fellow Lisa Meade.
- Learning Leadership: Reflections, scenarios, and tips from New York principal Dennis Schug.
- The Principal of Change: Commentary on connected leadership from Canadian principal George Couros.
- Finding Common Ground: Education Week commentary blog by national commentator and former principal Peter DeWitt.

**Blogs on innovative instruction/technology**

- A Principal's Reflections: Educational leadership and best practices on effective technology integration and creating a student-centered learning culture from thought leader and former high school principal Eric Sheninger.
- Jose Vilson: New York middle school teacher's reflections on teaching in an inner city environment. Essays on race, class, and education reform.
- Rafranz Davis: Digital teaching and learning strategies from the author of The Missing Voices in EdTech

**Podcasts**

Most phone operating systems have a native podcast app that allows you to subscribe to podcasts and download episodes for listening on the go. If you don't like your native app or just want something with a few more features, Stitcher is a great platform. Add these podcasts to your list:

**Podcasts on innovative instruction/technology:**

- #BACKCHANNELedu: Scenario-based and participant-driven podcast from Penn's Mid-Career Doctoral Program, posing real educational leadership challenges from voices working directly in the field.
- Talks with Teachers: Interviews and views about teaching from the education community; also incorporates a blog format.
- #Edchat Radio: Podcast continuing the discussion from the popular Twitter chat series. Topics range from faculty meetings to homework to digital literacy.
- BrandED: Commentary and best practices from a revolving stable of education leadership guests on telling school stories.

**Podcasts on educational leadership:**

- Principally Speaking: Focuses on education leadership and the transition from assistant principal to building leader.
- The School Leadership Show: Wide range of topics on education administration, including productivity hacks and lifestyle
- NAESP Radio: Covering the hot topics in elementary education—from the principal's perspective.
- Rock Star Principals: Humor and "real talk" from two principals' perspective
- PrincipalPLN: A weekly podcast focused on providing current and aspiring school leaders with advice, support, and ideas.

Administrators are so busy that they can start to feel isolated from their peers. These blogs and podcasts are a great way to feel connected, all while keeping up with the best practices and current trends in education leadership.

*-NAESP Dateline: Digitally Connected*

# BOOK CLUB

HEALTHY BALANCE AND PLEASURE READING - HERE ARE SOME OF MY 'BOOK CLUB'S' RECENT READS:

*Between the World and Me* by Ta-Nehisi Coates

*The Pearl That Broke Its Shell* by Nadia Hashimi

*Being Mortal* by Anal Gawande

*A Full Life* by Jimmy Carter

*Euphoria* by Lily King

*Green on Blue* by Elliot Ackerman

*American Chica, Two Worlds, One Childhood* by Marie Arana

*The President's Club* by Nancy Gibbs and Michael Duffy

*A Walk in the Woods* by Bill Bryson

PROFESSIONAL LEARNING: SOME RECENT READS

*The 4 Disciplines of Execution 4DX* by Chris McChesney, Sean Covey, Jim Hulig

*The Leader in Me, 2nd Edition* by Sean Covey

*Mathematics Formative Assessments: 75 Practical Strategies for Linking Assessment, Instruction, and Learning* by Page D. Keeley

*Unthink: Rediscover Your Creative Genius* by Erik Wahl

*Mindsets in the Classroom: Building a Culture of Success and Student Achievement in Schools* by Mary Cay Ricci




***A free registration to the 2016 Annual MAESP Conference April 14 – 16 being held at the Clarion Resort Hotel in Ocean City Maryland!***

How? By 4 p.m. on Monday, March 14th send in one or more book titles that you would recommend for either professional or personal reading to others in our next issue of The Executive Desk. All participants will be entered into a random drawing for the free registration to the conference (up to a $285.00 value). The drawing will take place on March 15th. Looking forward to hearing from you. Send your recommendations to tlball@carrollk12.org

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Principal, Bald Creek Elementary



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**DR. PEDRO NOGUERA**: Don't miss inspirational speaker, Dr. Pedro Noguera, who will examine how schools are influenced by social and economic conditions in the urban environment. Get the answers you need to help less advantaged students succeed.

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