

NEWSLETTER

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“Better Schools for Maine Students”

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President’s Message

Dear Colleagues:

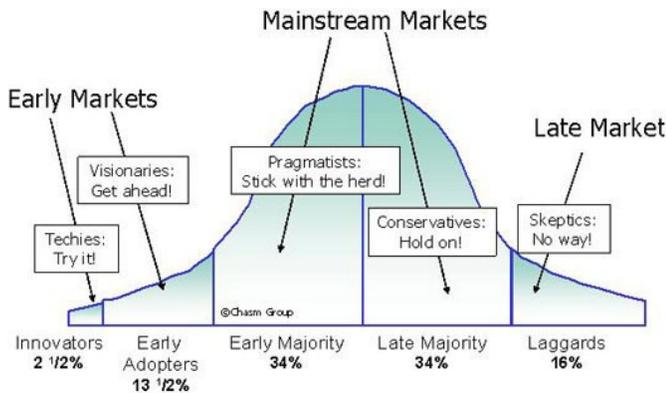
I hope this month’s newsletter finds you shoveled out from the Blizzard of 2015. That had to be one of the easiest snow day calls!



The caution with the mid-winter is to not let the bloom and enthusiasm of the first part of the school year fade. As we face looming changes to the practice of education in Maine, I continue to think about the factors that impede large scale change. The following graphic taken from Geoffrey Moore’s now classic text, *Crossing the Chasm* (<http://www.amazon.com/Crossing-Chasm-Marketing-High-Tech-Mainstream/dp/0060517123>), in which Moore lays out his view of organizational change as it applies to adoption of discontinuous technologies, can be applied to almost any type of organizational change, such as switching from a culture focused on teaching to one focused on student learning. The key is learning side-by-side and keeping focused on how to move all groups forward.

Technology Adoption Life Cycle

Groups are distinguished from each other based on their characteristic response to discontinuous innovations created by new technology



The Professional Development Committee provided a well planned and timely Convocation program to continue our professional learning together January 15th -16th in South Portland. This year our Professional Development Committee provided
(continued on page 2)

Sen. Alexander’s ESEA Draft Offers Two More Options on Testing

By Lauren Camera and Alyson Klein

Sen. Lamar Alexander, R-Tenn., the chairman of the Senate Health, Education, Labor, and Pensions Committee, kicked off the reauthorization of the No Child Left Behind Act, the latest iteration of the Elementary and Secondary Education Act, by saying he wants to start a dialogue about testing.

And on January 13, 2015, he did just that, releasing a **400-page draft bill**, obtained by *Education Week*, to renew the law that outlines two different potential paths for the committee to take on the sticky issue of whether to continue with the law’s annual, statewide assessments.

- Option A: Give states lots of leeway on how they assess students, a sort of choose-your-own testing-adventure option. States could test only in certain grade spans, use portfolios, combine the results of different formative assessments, try out competency based tests (an idea that New Hampshire wants to move forward on), or use a system of local assessments. States could also go their own way on testing and come up with something completely different. And they would not have to submit any testing ideas for approval to the U.S. Secretary of Education.
- Option B: Stick with the assessment language we pretty much already have in current law, where states test in grades 3 through 8 and once in high school.

It appears that, under either option, local districts could use their own assessment systems in lieu of the state’s, as long as the state (but not, it would seem, the feds) gives the okay.

To read the entire article click [here](#).

Follow us on Twitter and Facebook!

Twitter: @msma207

Facebook: “Like” our [Maine School Management Association page](#).

MSSA Mission Statement

The Maine School Superintendents Association (MSSA) is an organization that is committed to leadership:

- Leadership to provide equity, create opportunities for and promote the success of every student;
- Leadership to develop ethical, visionary and competent leaders by
 - Offering professional learning opportunities for leaders
 - Promoting community and legislative support for education
 - Providing member services

Thoughts for the Day...

Give the world the best you have, and the best will come back to you."

~Madeline Bridges

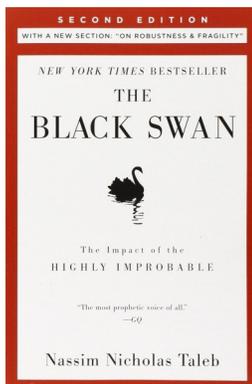
Each day holds the potential for something to sidetrack us from our intended purpose. No matter how great the distraction, we can finish the course if we stay focused and keep going!

On Our Bookshelf...

[The BLACK SWAN](#)

[The Impact of the HIGHLY IMPROBABLE](#)

By Nassim Nicholas Taleb



A Black Swan is an event, positive or negative, that is deemed improbable yet causes massive consequences. In this groundbreaking and prophetic book, Nassim Taleb shows in a playful way that Black Swan events explain almost everything about our world, and yet we—especially the experts—are blind to them. In this second edition, Taleb has added a new philosophical and empirical essay, “On Robustness and Fragility,” which offers tools to navigate and exploit a Black Swan

Education experts predict 2015 learning trends

Students will play a larger role in instructional design in 2015, ASCD Executive Director Judy Seltz predicts. Seltz and others highlight trends educators can expect to see next year, including the continued growth of differentiated instruction fueled -- in part -- by technology.

Click [here](#) to read the article from *District Administration*, January 2015.

How to demonstrate authority during a crisis



(YouTube/John Baldoni)

Almost by definition, crises are surprising and unsettling, but a leader's ability to control the situation should never be in question, says John Baldoni in [this blog post and video](#). "Integral to that response must be the leader's command presence and the ability to communicate coherently and correctly," Baldoni says.

[SmartBrief/SmartBlog on Leadership](#)

President's Message

(continued from page 1)

interactive sessions, panel discussions and presentations related to Proficiency-Based Learning, Teacher Effectiveness and Growth, as well as upcoming Department of Education and budget considerations. As is always the case, the opportunity to hear from practitioners, our Acting Commissioner and from each other helped to deepen our understanding of the issues and challenges ahead while providing potential structures and systems for addressing those challenges.

MSSA has begun proactively addressing the bills before the Legislature this session that impact education. The MSSA Legislative Committee convenes regularly throughout the legislative session to take positions on each of the bills. For an updated look at the Committee positions on the bills being reviewed, please visit the MSSA website.

Upcoming in March, ten Maine superintendents will be joining Dr. Connie Brown, MSMA Executive Director, in San Diego for the National School Superintendents Association Conference. This is the largest delegation we've had attending in a number of years. We look forward to bringing back new learning and updates.

In closing, one of the critical components of any change process is the “lone nut.” If you haven't thought about the “lone nut” currently leading the charge for change in your districts, please consider, Leadership for the Dancing Guy, <https://www.youtube.com/watch?v=fW8amMCVAJQ>.

Sincerely,

Suzanne T. Godin, MSSA President

Assistant Superintendent of the Year award program approved

The MSSA Executive Committee has authorized a new award program for Assistant Superintendent of the Year for 2016. You will receive further information along with the Superintendent of the Year information in May of 2015.

Nominations sought for 2016 Maine Teacher of the Year

AUGUSTA – Nominations are now open for the 2016 Maine Teacher of the Year.

Members of the public can enter educators who demonstrate a commitment to excellence and nurturing the achievement of all students at www.mainetoy.org through Feb. 20. To be considered, a teacher must hold at least a four-year degree and be employed by a Maine public school – including a public charter school or publicly supported secondary school.

The eventual winner of the state's highest teaching honor, which is awarded by the Maine Department of Education through a program administered by Educate Maine, serves as an advocate for teachers, students and the efforts underway in Maine's public schools to prepare students for success in college, career and civic life.

“As we work toward ensuring there is a great teacher in every Maine classroom, it's important to recognize the effective educators in our schools who are working tirelessly every day to help students reach their full potential,” said Governor Paul R. LePage. “The Teacher of the Year program provides an important opportunity to say ‘thank you’ to our most deserving classroom leaders. I encourage all Mainers who have been positively impacted by an outstanding teacher to extend their appreciation by submitting a nomination today.”

The selection of Skowhegan Area Middle School special educator Jennifer Dorman as the current Teacher of the Year was the first that began with an online public nomination process that fielded nearly 400 entries and included recognition at the county level. Previously, only school principals and superintendents could put forth a candidate for consideration.

In addition to Dorman, other 2015 state finalists included Skip Crosby, Spanish teacher at Poland Regional High School and 2014 Androscoggin County Teacher of the Year; Sarah Reynolds, fourth grade teacher at Cascade Brook School in Farmington and 2014 Franklin County Teacher of the Year; and Vicky Grotton, prekindergarten teacher at Glenburn School and 2014 Penobscot County Teacher of the Year.

The 2016 Maine Teacher of the Year will be selected from the 16 county honorees, who will be whittled down to eight semi-finalists and then three state finalists before the ultimate winner is announced by Maine's Education Commissioner at a surprise school assembly in the fall.

Maine Teacher of the Year is a program of the Maine DOE that since 2013 has been administered by Educate Maine, a business-led organization whose mission is to champion college, career readiness and increased education attainment. Funding is provided by Bangor Savings Bank, Geiger, Hannaford and Unum with support from the State Board of Education and the Maine State Teacher of the Year Association.

“Maine has many dedicated and talented teachers and it is important to recognize all the work they do to help our students succeed. Educate Maine is proud to partner with the Maine Department of Education in this work to honor Maine's teachers,” said Ed Cervone, Educate Maine's executive director.

The Teacher of the Year program has no cost to taxpayers. Bangor Savings Bank reimburses the winning educator's school district for the cost of substitutes while the Teacher of the Year is out of the classroom on their official duties, which includes travel throughout the state, a week at NASA Space Camp and a visit to the White House.

For more information about the Maine Teacher of the Year program, visit www.maine.gov/doe/toy/. For more information about Educate Maine, visit www.educatemaine.org.

-Released by the Maine Department of Education, January 20, 2015



2015 SCHOOL BUS FOR SALE

The Westmanland School Department has a new 2015 automatic IC-CE 35 passenger school bus, with 2,179 miles, and a SEON camera system for sale. This bus has never been used to transport students. Asking price is \$70,000 which includes delivery to purchaser's School Unit. If interested in viewing the bus, please contact Mr. Erich Margeson at the New Sweden School Department at (207) 896-5541 during the normal work day hours or by email at: erich.margeson@schoolunion122.net. Photos are also available. Inquiries may be sent to: Superintendent of Schools, 843 Woodland Center Road, Suite 3, Woodland, ME 04736 or by calling (207) 498-8436.

Mark Your Calendar



EVENT	VENUE	DATE	
AASA Webinar: Building Effective Principal Supervisory Systems	Webinar	2/5/2015 2-3pm ET	Register
AASA National Conference on Education	San Diego, CA	2/26-28/2015	Register
AASA Webinar: Part 2: Professional Development Redesign—Lessons From The Field	Webinar	5/13/2015 2-3pm ET	Register
104th Annual Commissioner's Conference	Tentative: Sunday River, Bethel Maine	6/28-30/2015	Save the Date!

Professional Vacancies

Chebeague Island School Department—Superintendent/Principal (Part-time)

Chebeague Island, Maine

Application Deadline: February 6, 2015

Effective Date: July 1, 2015

Five Town CSD/MSAD #28—Superintendent of Schools (Appleton, Camden, Hope, Lincolnville, and Rockport, Maine)

Application (Applitrack) Deadline: February 13, 2015

Islesboro School Department—Superintendent (Part-time)

Islesboro, Maine

Application Deadline: April 1, 2015

Effective Date: July 1, 2015

Long Island School Department—Superintendent/Principal (Part-time)

Long Island, Maine

Application Deadline: February 6, 2015

Effective Date: July 1, 2015

MSAD #12/RSU #82—Part-time Superintendent of Schools

Forest Hills Consolidated School District in Jackman, Maine

Application Deadline: Open until a suitable candidate is found.

For complete details on all vacancies, visit <http://www.msmaweb.com/mssa/job-vacancies/>



If you have questions about any articles in this newsletter or suggestion for improving this publication, please let us know.

You can contact me, MSSA Executive Director Robert Hasson at rhasson@msmaweb.com.