

NEWSLETTER

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Susan A. Pratt, *President-Elect, (RSU 78)*

Steven Bailey, *Vice President, (AOS 93)*

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"Better Schools for Maine Students"

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President's Message

Dear Colleagues:

"Hats Off" to the MSSA Professional Development Committee for providing an outstanding Fall Conference program. Ken Kay, CEO of EdLeader21 reminded us all that we need to incorporate 21st Century skills into our programs in order to successfully make the transition from industrial age education to 21st century learning. Many of those in attendance expressed appreciation for the tools Ken shared to help districts begin these conversations.



At the Fall Conference we also named our 2015 Superintendent of the Year, Steve Bailey. Steve was nominated for his work in AOS 93 as well as the leadership he has brought to the MSSA Professional Development Committee. After eight years of working closely with Steve, I was honored to present him this award and know he will represent all Maine Superintendents well. Congratulations, Steve!

In addition to the Fall Conference, MSSA has been busy preparing for the upcoming legislative session. On October 30th the Legislative and Funding Committees held a joint meeting to review Basic Approval Standards for Public Preschool Programs. The recommendations of the two committees will be incorporated into testimony during the rule approval process. The two committees will also be looking closely at the Picus report to develop an understanding of the recommendations put forth before the Education Committee. The overriding goal of the joint committee meetings is to identify areas that may have a common focus for the two committees, while remaining reflective and focused on the whole instead of individual district impacts.

In closing, as we continue to work towards proficiency, teacher evaluation, 21st century learning, public preschool programming and new funding recommendations, we need to keep in mind the following old Greek Proverb; "A society grows great when old men plant trees whose shade they know they shall never sit in."

Enjoy the holiday season and we'll look forward to seeing everyone at Winter Convocation on January 15-16th in South Portland.

Sincerely,

Suzanne T. Godin, MSSA President

Steven Bailey named Superintendent of the Year

AOS 93 Superintendent Steven Bailey has been named Maine Superintendent of the Year for his commitment to helping all students achieve and his work through the state's superintendent association to provide effective and relevant professional development to his colleagues.



Bailey was selected by a committee of his peers, including former Superintendent of the Year recipients, Maine School Superintendents Association officers and presidents of Maine's superintendent regions.

He said what motivates him in his work is the opportunity to provide a positive influence in the lives of students, families and staff.

"I want to improve the learning situation and opportunities for all students and raise the awareness and urgency for change so that our public schools are the schools of choice," Bailey said.

Bailey started his career in education as a teacher and then went on to be a principal in South Portland, earning recognition as a National Distinguished Principal. He was director of curriculum and then assistant superintendent in South Portland before taking over as superintendent in AOS 93, serving central Lincoln County.

Bailey believes the greatest issue facing public education today is lack of consensus at the local, state and federal level around the tenet that all students deserve a quality education regardless of their background.

"Privilege begets privilege, while not enough people consistently support the notion that all students, regardless of socio-economic status should be provided equal opportunity," he said.

MSSA Past President David Murphy who nominated Bailey for the honor praised his dedication to excellence.

"Steve Bailey has developed a reputation among his peers in Maine as a visionary educational leader and strong advocate for 21st Century learning. His commitment to both his school

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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*

Thought for the Day...

No permanent friends. No permanent enemies. Just issues.

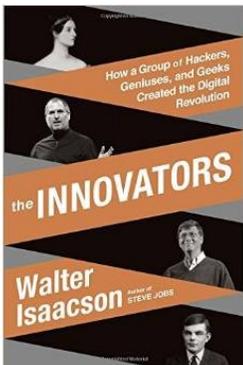
~Anonymous

On Our Bookshelf...

[The INNOVATORS](#)

[How a Group of Hackers, Geniuses, and Geeks Created the Digital Revolution](#)

By Walter Isaacson



“A panoramic history of technological revolution...a sweeping, thrilling tale...Throughout his action-packed story, Isaacson...offers vivid portraits—many based on firsthand interviews—[and] weaves prodigious research and deftly crafted anecdotes into a vigorous, gripping narrative about the visionaries whose imaginations and zeal continue to transform our lives.” -Kirkus Reviews

Principal Turnover

The following links to a report on the cost of principal turnover, but you may see the parallels to Superintendent turnover.

Finding half of new principals quit in their third year on the job, and tying this turnover to dollar costs, it speaks to the need for strong and on-going support of new leaders. It ends with realistic recommendations.

For the full report click: [Replacing a principal can cost districts \\$75K](#)

Wanted: Superintendent Candidates

Public school Superintendents are the leaders of school systems. The work portfolio of America’s superintendents is increasingly diverse, encompassing not only student achievement, but the diversification of student and staff populations, the explosion of technology, expanded expectations at the federal and state levels, from the school board and the community, and the globalization of society.

Using data compiled by the Maine School Management Association (MSMA), there are currently 128 individual superintendents in Maine. Because some serve more than one school district, of that number 94 are full time and 34 are part time. Over the past five years the average number of superintendent vacancies in the state was 18 per year, and the average number of applicants was seven.

Add to that the fact often times a position is filled by an existing superintendent thus starting the cascade effect of additional openings and you will see the reason for concern. We need to attract more highly qualified educational leaders to become superintendents for Maine’s public schools.

To meet this critical need the Maine School Management Association is partnering with the Educational Leadership Program at the University of Southern Maine. The purpose of this collaboration is first and foremost to increase the availability of qualified educational leaders certified as Maine superintendents through an innovative and intensive program.

To meet this goal, a cohort (maximum 20 students) will be selected to participate in a two and a half year (30 credit hour) program designed to provide initial certification and mentoring support while allowing students to obtain their CAS. Students will receive a full year of intense preparation for certification and a second year of support.

Classes will be offered on weekends and in short, intensive summer classes through a combination of face to face, blended and online offerings. Student and instructor geographic locations will be a factor in determining the location of onsite classes.

A unique aspect of the program is the professional support that will be provided by MSMA and the development of a sustainable state-wide network of colleagues. The program will begin in the summer of 2015.

To be eligible for consideration as a member of the cohort, students must have a master’s degree, experience as a leader and the recommendation and mentoring support of a current superintendent of schools in Maine.

For more information contact:

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MSMA Database Service Update

Have you explored MSMA's searchable contract database?

Exclusively for MSSA and MSBA members, this service provides access to current collective bargaining agreements for teachers, support staff and administrators. This database is searchable by school unit, county and keywords. If you are looking for contract language options or just want to compare your collective bargaining agreement to others in your area, go to www.msmaweb.com, click on the MSSA block and look for access to the contract database. Registration is easy – choose your own user name and password and you will be approved the same or next business day.

And coming soon . . .

Looking for quick access to online salary data without needing to look at individual school unit contracts? MSMA's new service, currently in development, will enable you to extract and compare salary, benefits and other employment-related data for superintendent, administrator, teacher and support staff categories in your region and around the State. This is the same vital information that MSMA has included in brief average format in *Labor Relations News* and which has been provided in expanded form upon request. This service, which complements the searchable contract database, will be similarly password protected.

We heard you and we have responded with this information-packed and user-friendly format. MSMA will notify MSSA members when the salary database is ready to launch!

Professional Development Survey Results

Thank you to everyone who participated in the recent survey regarding professional development needs. We were successful in gathering an exceptionally high return rate to assist in future planning.

A few highlights include:

- The vast majority of respondents age (80%) is 51 or better
- There were nearly as many respondents with 0-2 years' experience (30%) as those with 6-15 years' experience (32%)

The top three topics requested for further professional development are:

- Teacher and Principal Evaluations
- Performance-based Education
- Legislative Changes

Format preference was full day workshops with Friday the preferred day.

Additionally, 91% of those responding indicated a willingness to pay a nominal increase or separate fee in order to attract a national presenter for future offerings.

The Professional Development Committee reviewed all results at their recent meeting and are using the data for future planning of connected professional development, including the upcoming Convocation January 15th and 16th. Registration is now open!

Thanks again for your input.

Steven Bailey

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district and our state association is without comparison," Murphy said.

In his district Bailey has worked hard to close the achievement gap among students, particularly those under special individual education plans (IEPs) and is getting results. Students identified as needing help based on test scores and teacher observation are given clearly communicated goals and help to meet those goals.

"The strategy employed is not new. It is not earth-shattering. It is the application of data informed decision-making to help make learning deliberate, intentional, and purposeful," he said.

Bailey said his role is to focus the work being done by teachers and principals by emphasizing the data; continuing the development of appropriate strategies for each learner; and debriefing with principals regarding the success their teachers are having.

Asked what advice he would give to those considering public school administration as a career, Bailey had this to say.

"Be a learner – the landscape is constantly changing; be a reader; be willing to be a model; observe, observe, observe; and, listen, listen, listen," he said.

"I once thought you could be apolitical as an administrator. How quickly that idea faded away. Being a 'principle-centered leader' took center stage, with all decisions being based on what is in the best interest of the student," he said.

Mark Your Calendar



EVENT	VENUE	DATE	
21st Annual Winter Convocation	Portland Marriott at Sable Oaks, South Portland	1/15-16/2015	Register Invoice Agenda
AASA National Conference on Education	San Diego, CA	2/26-28/2015	Register

Professional Vacancies

AOS 77—Superintendent of Schools

Alexander, Baring Plantation, Charlotte, Crawford, Dennysville, Eastport, Lubec, Pembroke, Perry and Robbinston, Maine

Application Deadline: December 31, 2014

Effective Date: May 1, 2015

AOS 81-RSU #63—Superintendent of Schools (Part-time: 156 days a year)

Clifton, Eddington, and Holden and CSD #8 (Amherst, Aurora, Great Pond, and Osborn, Maine)

Application Deadline: January 23, 2015

Effective Date: July 1, 2015

MSAD #1—Superintendent of Schools

Chapman, Castle Hill, Mapleton, Presque Isle, and Westfield, Maine

Application Deadline: December 31, 2014

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.