

# **Executive Council Minutes**

Executive Council Meeting  
November 1, 2012, 9:00-3:00  
Patricia A. Hannaford Career Center  
51 Charles Avenue, Middlebury, VT

Members present: June Sargent, Dean Stearns, Wayne Howe, Madeline Young, Richard Kraemer, Andre Messier, Bonnie Johnson-Aten, Tom Bochanski, Laurie Singer, Jeff Moreno, Linda Kelly, Nancy Erickson, Patrick Burke, Ed Webbley,

Members absent: Bill Rivard, Becky Read

Administrators: Ken Page, David Cobb

Guests: Martha Allen, Sherry Gile, Joe Bowen, Peter Evans

Meeting called to order By President Sargent at 9:42

Introductions around the table

June Sargent asked for a motion to approve June 21&22 EC Meeting Minutes: Motion to approve June 21<sup>st</sup> and 22<sup>nd</sup> minutes as amended by Wayne Howe 2<sup>nd</sup> by Linda Kelly, Motion carried unanimous.

Martha Allen, President of Vermont NEA was introduced by President Sargent. Martha is present to ask the VPA to support principal participation in the Teaching and Learning Conditions Initiative Survey:

Presentation of survey by Martha Allen:

This survey was first done in 2009-Learned of it through the new teacher center. This process was started in North Carolina. NEA is looking for VPA to partner in this initiative. Originally the survey was for all school employee's, including principals. NEA wants to do the survey to help improve student learning. This survey is tied to research that states that Learning is tied into environment. Martha presented the 2009 results and explained the process to date. If a school has less than 40% participation their results will not be made public. Collaborative partners will be at the table to design questions outside of the core questions. There are 30 core questions in the survey that are asked nationwide. The national results offer resources to move schools forward and tease out the intricacies that were mentioned in the discussion. The tools require and integrate self-reflection. The NEA is committed to doing this survey or they will lose the validity of data comparison.

The NEA feels that the survey is perceptual yet yields valid and reliable data. Martha stated the survey is not intended to rate a principal's effectiveness using just that one piece of data.

#### Discussion:

Concerns were expressed by EC members including: the wording of the questions was not reflective of real attitudes, small schools may skew data, the bar for releasing data was set at 8 or less respondents was not released, that bar is movable and open for discussion, this survey should include principals, this survey doesn't address the nuances of the day to day operations of a school, questions create contrary and oppositional responses in some cases, data may not always bear out the sophistication of school climate. There was discussion around the duplication of data gathering with Green Mtn. Star/ NEASC/ International Bench Marking Tool and the proposed NEA tool. Seems like a lot to do for staff in any one year.

NEA is looking for principals to: not to stand in the way, to support it with teachers, and if we make a financial contribution, we will get a seat at the table to draft questions.

Motion was by Dick Kraemer to endorse this survey, 2<sup>nd</sup> by Patrick Burke. Discussions were generally against the motion. The way this survey will be used is just not clear. The idea that we need to pay to have a voice gets in the way of some members. Also brought up was the way that we view each other as management and labor needs to change and this may be an option to do that. Question noted the validity and reliability of a '09 vs. '12 survey. The implications of poor press around findings could add one more item to defend on the plate of an already busy principal. This initiative is viewed as a climate survey and the NEA as the backer may skew the data and the data may not be accurate or reliable.

Vote: 0 in favor, 11 against, 1 abstention for having the VPA endorse the NEA Survey

#### Leadership Academy Keynote Update:

Ken brought EC up to date with the activities to sign a Keynote presenter: Previous proposed speaker has volunteered to help find a replacement. Eric Jensen was originally available, but is not available now. Ken has inquired to NAESP and NASSP about potential speakers. Ken is fired up about Yong Zhao. Ken is recommending that we get Yong Zhao for this year and Eric Jensen for next year, and Linda Darling-Hammond for 2015. This would set us up for the next three years. EC members gave thumbs up for Ken to pursue these speakers.

#### EC/ASC Meeting Plans for Afternoon:

Meeting at 2:00pm to work through a process to gain understanding of how both committees view the policies and by-laws. June and Bill met and decided to do a similar process that the EC went through in June in hopes of bringing clarity to roles and

responsibilities. The EC has been through this, but ASC had not had an opportunity to go through a similar process with them.

Mentor Program Update, Joe Bowen and Peter Evans:

Problems: Superintendents were given a list of mentors and they contracted mentors on their own, there may be people out there who are mentoring and may not be trained in process we are using. Superintendents request a mentor, VPA suggests three mentors, and Superintendent communicates through coordinator to make appropriate matches. There may be some disgruntled mentors who are not being utilized because we have 60 potential mentors. Problems also come with regional clustering and distances for mentors to travel.

Joe and Peter need suggestions of people that can be targeted to recruit mentors regionally. They are looking for feedback on training and ideas to get mentoring to superintendents. They asked how can we work with VSA to get superintendents on board. Joe and Peter are recommending VPA does some of the trainings here to help increase the regional membership.

Peter and Joe feel comfortable that the mentorships that have been set up are being successful. They will be looking for feedback from mentees around mentors. They have worked on replacing one mentor/mentee relationship that didn't work out. They are also looking at PD updates for mentors.

Adjourn for lunch at 11:45 at the Glass Onion, catered by the PAHCC Culinary program.

Reconvened at 1:00 PM

Combined meeting and activity with ASC and EC, starting with "Common Understandings" with EC President June Sargent and ASC Chair Bill Lawson-we will be meeting with ASC doing an activity around by-laws.

EC and ASC convened together after the lunch break to identify common understandings around the by-laws and policies, and responsibilities of both committees. As a result of the work there will be a joint EC and ASC committee to study the by-laws and policies, their applicability to current practices and needs, and clarity of wording given the changes to the organization over the last few years. President Sargent will send an invitation to the ASC members to join the committee of the EC that was formed over the summer.

Report from Finance Committee:

The EC will need to formally approve the audit in the future. The organization has been careful in expenditures and revenue projections that leave us in a positive financial situation. Three consecutive years of positive fund balance have left us in a strong financial position. Our assets are currently \$635,000 dollars. The 2 Prospect Street building is fully rented at this time. In the audit process, we learned that VPA will most likely have to cover all taxes and the statutory benefits must be prorated for part time work. Our insurance cost has increased to

\$24,000 with a budgeted amount of \$18,000. The development director position has been increased from part time to full time for a \$28,000 increase. When times were tight we have cut expenses, and froze SEP to the detriment of VPA's staff.

Motions:

Motion to increase SEP contribution from 6% to 7% for VPA employees for one year by Dick Kraemer 2<sup>nd</sup> by Laurie Singer: Motion carried Unanimous

Motion to budget for a 1 FTE administrative assistant a position current 35 hours a week to be raised to 40 hours a week in the upcoming budget and give Ken the authority to increase current hours up to 40/wk for administrative assistant based on the need of the organization by Dick Kraemer, 2<sup>nd</sup> by Bonnie Johnson-Aten. Motion carried: Unanimous

Motion to accept the 2011-2012 audit as presented by Fothergill, Segale, and Valley, by Bonnie Johnson-Aten, 2<sup>nd</sup> by Linda Kelly. Motion Carried: Unanimous

Other business:

Written Reports: Sent out electronically. From this point forward reports will be electronic and EC members will only ask questions for clarification for this portion of the agenda.

Bob Johnson's report-Castleton is not available for football so South Burlington has stepped up and will make their field available at no cost.

3:15 Executive Session-Personnel- Motion to go into executive session for the purpose of employee evaluation-Dick Kraemer, 2<sup>nd</sup> by Laurie Singer

Went into executive session at 3:15

Motion to come out of executive session at 3:55 by Bonnie Johnson-Aten 2<sup>nd</sup> by Dick Kraemer

Action from Executive session: No actions or motions to report upon exit from Executive Session

4:00PM Motion to Adjourn Bonnie Johnson-Aten 2<sup>nd</sup> by Dick Kraemer

#### **Future meetings:**

January 17, 2013-VPA Conference Room (hopefully with House and Senate Ed. Committees)

March 29, 2013-South Royalton HS (Principals of Year Selection)

May 3, 2013-Capitol Plaza Hotel in Montpelier for EC/ASC Meetings followed by VPA Hall of Fame Ceremony

December 11, 2013: Sub-committee for by-law review (rescheduled to 12/28/12)