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PRESIDENT
June Sargent
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PRESIDENT-ELECT
Dean Stearns
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PAST PRESIDENT
Madeline Young
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VISION 1: Deliver Professional Development opportunities by providing professional academic and leadership components for members. Support best practices and models.

- Goal 1: VPA will be the preferred provider of professional learning activities for its members
- Goal 2: VPA will be the leading resource for support and/or information for members

VISION 2: Develop a strong networking system for members including: active regional groups, collaboration with other organizations and joint planning and peer associations.

- Goal 1: VPA will create professionally safe learning opportunities for school leaders
- Goal 2: VPA will be the leading voice on statewide K-12 education issues including principal leadership in areas such as capacity and advocacy

VISION 3: Sponsor co-curricular activities that support academics and cultivate the high ideals of good citizenship, leadership and sportsmanship.

- VPA will provide high-quality student education programs with an emphasis on student engagement

VISION 4: Develop a revenue stream that will sustain the current goals of the Association as well as provide an opportunity to expand.

- VPA will maximize resources by the use of creative marketing

AGENDA

Executive Council Meeting at the Capitol Plaza Ethan Allen Room
Meeting Minutes
Friday, May 4, 2012, 10:00-3:00

1. Welcome and EC member check in President, June Sargent

Meeting called to order by President Sargent: 10:21 AM

President Sargent appointed Nancy Erickson to the nominating committee to offer the slate of officers for the ensuing year. The committee consists of Wayne Howe, Laurie Singer, and Madeline Young.

Members Present: June Sargent, Dean Stearns, Laurie Singer, Patrick Burke, Madeline Young, Nancy Erickson, Ken Page, Dick Kraemer, **Becky Read**, Ed Webbley, Bill Rivard, Wayne Howe, Dave Cobb, Jeff Moreno

Members Absent: Bonnie Johnson-Aten, Tom Bochanski, Bob Johnson, Linda Kelley, Andre Messier

2. Approval of Minutes from 3-30-12 EC meeting at North Country Career and Tech Center
Motion: Dick Kraemer 2nd: Pat Burke Minutes approved as amended

3. Report of Finance Committee and Budget 2nd Draft

Present: June Sargent, Dean Stearns, Ken Page, Dick Kraemer, Madeline Young, Bob Johnson, Dave Cobb, Laurie Singer, Delina Benway

Insurance Update: One formal Bid, significantly above what we have paid in the past, approximately \$20,000.00 more. Asking for one bid and then will go back to both and ask clarifying questions. Bob has been working with Don Morrill at VSBIT to clarify what the questions we need to ask. Bob has been assured by VSBIT that we are covered at this point. This has raised many questions and an awareness of the issue. Bob is continuing the due diligence process and will continue to ask questions of the carriers to identify the extent of our needs and report back by the summer retreat. Ken and Bob will be looking into having VSBIT review our insurance coverage's on a yearly basis. Discussion around requiring insurance for all participants, or requiring schools to seek out insurance on their own through national organizations such as USA Hockey, cheerleading associations, gymnastics organizations, etc.

We are currently covered until October 2012 but have the flexibility to start a new policy at any time. Roughly \$12,000.00 dollars more have been added into the proposed budget.

Motion: The EC authorizes the Finance committee to act on the recommendation of the executive director and the Associate Executive Director to enter into necessary contracts for insurance coverage.

Motion: Dick Kraemer 2nd: Wayne Howe In Favor: Unanimous

The changes from the budget proposed on 3-30-12 at NC Union Tech Center are indicated in yellow on your budget draft and include the following: Ken discussed the staffing reductions in the past as a result of previous economy and the increase of that position back to a 1.0 FTE in this budget. Ken also discussed the increases in the revenues such as increases in ticket fees and increases in membership dues.

1. It increased the Director of Development position from the proposed .8 to 1.0 FTE (additional \$11,355)
2. Increased SEP contribution for the added time \$672.
3. It includes \$12,000 more for General Liability (draft had \$5,000 previously. We do not have a good insurance quote yet. We have put \$17,000 in the line.
4. Office desks for Delina and Wendy (as made by VT Correctional Industries) additional \$1,900
5. The previous draft showed \$17,500 for a GIN Grand from the Bay and Paul Foundation. This was provided for the FY 12 budget and should not have been shown as revenue for the as the FY 13 budget.

This budget reflects the following areas of growth:

Robust Mentor Program
Vibrant Leadership Academy
Increased membership in K-8

Improved Insurance coverage
Increased student activity offerings
Clear roles and responsibilities of staff
Climate of continuous improvement and growth for the staff

Lastly, we have done some anticipation for the fund balance for this year. It appears at this point that it will be healthy, likely in excess of \$80,000.

4. Approval of the 2012 Budget: Budget was discussed and presented by the Ken and the Finance Committee. Ken explained the process that had been followed and the revisions that have taken place. Ken also explained the areas of increase and the staffing and insurance changes to the budget that was presented for approval which had been discussed at the previous meeting. As well Ken went over the projected revenue streams and conservative revenue projections.

Motion: The Finance committee recommends approval of the proposed 2012-2013 budget in the amount of \$1,036,251 as presented to meet the goals and obligations of the Vermont Principals Association.

Motion By: Dick Kraemer 2nd: Ed Webbley In-favor: Unanimous

5. Report of Job Description Project- Ken Page discussed the project and explained the job description table that was presented. The job descriptions were discussed as they have been researched. The development director's position has been increased to a 1.0 FTE, the Mentor Coordinator position has been defined and drafted, the Administrative Assistant A&B, and legislative analyst have been re-done. This activity has been taken to ensure that the VPS has the capacity to meet the goals and growth for the Association. The ultimate focus was are we adequately staffed. Past presidents will work with Ken to look at the historical roles of EC and ASC with an eye to designing an organizational chart for VPA.

6. The INTASC Standards-Stephen John, Professional; Standards board-

Stephen John gave an overview of the administrative and working of the VSBPE. These are the standards and have been adopted by the VSBPE and are the standards that have been adopted and are the law of the land.

Rationale for work was to shift the focus to student learning for both teachers and administrators. Teacher standards are InTASC standards and Administrators use ISLLC standards. It has been discussed that these are the standards and they should be progressively more comprehensive

The ISLLC standards are composed of six standards. These will be rolled out this summer during RSB/LSB training.

7. Report of Associate Executive/Activities Director: Bob Johnson unable to attend-Meeting with ASC at same time.

8. Development Director Report and Update: David Cobb-Community National Bank in Newport has signed on as a sponsor at the \$2500.00 level for ice hockey.

Vt service learning & leadership project-2011-2012 grants went to Barnet school, BFA St. Albans, Colchester High School, The Compass school, Craftsbury Academy, Enosburg Falls High School,

Fayston Elementary, Hazen Union school, Ottaquechee school, Waitsfield elementary, and West Rutland.

VSAC-VPA is considered a valuable state partner to VSAC as they transition from Gear-Up II to Gear-Up III.

Leadership Academy-Ray McNulty has been replaced by Bill Daggett, financial arrangements and concessions have been made and promotional materials have been reprinted. DOE offered the speaker fees for Mr. Daggett, and VPA has accepted the offer. The pre-conference workshop has been finalized with Dr. Christian Jernsted and Bill Rich.

VPA received \$2000.00 from the NAESP speakers Bureau to be applied to speaker fees for the conference.

Workshops-Education 3.0 scheduled for May 24-25 at Jay Peak Resort. New I-Pad workshops are scheduled for June, July, and August. VPA is co-sponsoring a service learning workshop with the KIDS consortium and the VT DOE on August 14-17, at Montpelier High School.

Doe has offered to sponsor technology related activities in the amount of \$2000.00.

9. Report of the Executive Director Given at the annual meeting. Ken gave an overview of the VPA/VSA memorandum to VSA members about the requirements to offer mentoring supports to new Principals and Technical Center Directors. Ken has been contacted by the NY association to work with them to identify the need for level 2 principal mentorship. VPA is becoming a go to organization. Ken presented a hiring timeline/process for the mentor coordinator position. There were discussions around the need for one or two mentor coordinators with an eye to the possible issues. Not all parties buy into the mentoring requirements, could create confusion around communication, could create power struggles, need for professional development for mentors, how to divide the state, etc.

Ken asked for volunteers to sit on a study committee to make recommendations to the EC for the new mentor coordinator. Dean, June, Laurie, Madeline volunteered.

There is good involvement with activity and leadership committees, but Ken feels we need to take a look at how our Assistant Principal Committee and our Professional Development committees are functioning.

VPA has developed some strong partnerships with many organizations. We have re-started regional principals meetings.

Vermont is being viewed as a national leader in the area of principal mentorship. With the help of VSAC VPA has joined the Ed-Leaders network and now offer memberships to principals. PD is now as close as your nearest internet connection. More frequent e-blasts have replaced the Green Mountain Principals. Our legislative analyst has increased the amount of political advocacy and information to members, and more and more, the VPA is being viewed as a go-to organization for input on The ESEA waiver process, Teacher and Leader Effectiveness Team, and the Act 20 Teacher Mentoring Legislative Study Committee.

10. Committee Reports

Federal Relations: Madeline Young-Absolutely nothing going on-No movement on ESEA-President comfortable with the waiver process and politics has stalled the bill.

NAESP: Laurie Singer- Watch the waiver process because not all may be happy with the waiver process which may push the waiver process. Flexible isn't really flexible. Waiver submitted and was returned pushing current NCLB standards. Not a lot of NAESP changes from last report. Nancy Medor new president and comes from middle level. Laurie is chairing the nominating committee for next year. Madeline and Laurie will be representing us at the national leaders conference.

NASSP: Pat Burke-Absent-No report

11. Other business-

Motion to Adjourn: Dick Kraemer 2nd: Laurie Singer

Meeting adjourned at 3:03

Annual meeting, In the Montpelier room at 3:30

Next meeting: Montpelier Retreat, Thursday and Friday, June 21 & 22

Thursday, June 21 Meet at Noon at Sarducci's Restaurant

1:30-5:00 Meeting at VPA

6:30 Main Street Grill and Bar

Friday, June 22

Breakfast at J. Morgan's (Capitol Plaza) 7:30 a.m.

9:00 meeting back at VPA

Lunch (Le Petit Gourmet)

PM meeting to finish by 2:00 p.m.

Agenda Items

Review of Strategic plan

Review of By Laws

Future meetings:

November 16, 2012-VPA conference room

January 17, 2013-VPA Conference Room

March 29, 2013-South Royalton HS

May 3, 2013-TBA