

Unapproved Minutes

Minutes from the August 6-7 meeting of the VPA Executive Council

Thursday, August 6, 2015

The VPA Executive Council was called to order by VPA president Dean Stearns at 4:00 p.m. on Thursday, August 6 at The Grand Hotel at Killington. The Executive Council was joined by the members of the subcommittees from the Professional Learning and Support Subcommittee and from the Activity Standards Subcommittee.

In attendance were the following:

VPA Executive Council: Dean Stearns, Joan Cavallo, Pat Burke, Lissa McDonald, Amy Minor, Shaun Pickett, Bill Anton, Wayne Howe, Tom Bochanski, Erica McLaughlin, Amy Minor, Andy Paciulli, Beth O'Brien

Absent: André Messier, Bob St. Pierre

The VPA Professional Learning and Support Subcommittee: Laurie Singer, Angela Stebbins, Bonnie Johnson-Aten, Stacey Rice, Brett Blanchard, Peter Evans, Holly Rouelle, Larry Fliegelman, Lauren Kirby-Couillard

Absent: Joe Bowen, Dennis Hill,

The VPA Activities Standards Subcommittee: Bill Lawson, Jay Hartman, Ed Hockenbury, Joe Debonis, Joe Harrington, Rob Reardon,

Absent: Lisa Atwood, Frank Pecora, Bob Davis, Amy Molina

VPA Staff: Bob Johnson, Dave Cobb, Ken Page

The approval of minutes was postponed until the Executive Council met on its own on Friday, August 7 at 8:30 a.m.

The members of the 100th Anniversary Planning Committee (Pat Burke, Lissa McDonald, Joan Cavallo, Ken Page, Laurie Singer and Dean Stearns) introduced and conducted an visioning activity called " Getting Aligned for the Future using a Multiple Perspectives Protocol." This activity concluded at 6:30 p.m. At this time, the EC meeting recessed until 8:30 a.m. on August 7, 2015.

Friday, August 7, 2015

The EC meeting was resumed at 8:30 by President Dean Stearns on Friday, August 7th
EC Attendance:

VPA Executive Council: Dean Stearns, Joan Cavallo, Pat Burke, Lissa McDonald, Amy Minor, Shaun Pickett, Bill Anton, Wayne Howe, Tom Bochanski, Erica McLaughlin, Amy Minor, Andy Paciulli, Beth O'Brien

VPA Staff: Ken Page

Absent: André Messier, Bob St. Pierre

Although no formal resignation letter was received from David Cobb, he announced previously that he would be leaving the Director of Development position soon to take the principal's position at Glover Community School. The EC accepted David's resignation with regret and with good wishes in his new principalship.

Therefore, Dean Stearns stated that there was no need for an executive session about personnel. However he announced that there would be a meeting with the PL&S Chair Laurie Singer and with Bob Johnson to talk about their subcommittees' needs in filling the newly-opened Director of Development Position.

The EC took up the minutes from the May 1, 2015 meeting. This was moved for approval by Jeff Moreno, seconded by Shaun Pickett and approved on a 13-0 vote

There was a discussion about the comments that Dan Ryan, Appeals Committee chair, offered about the Appeals Policy Draft. Ken Page, Executive Director agreed to include Dan's comments in the policy draft (This was later changed because of the EC's desire to have a revised Appeals Policy in place at the start of the 2015-16 school year.)

Motion from Wayne Howe to approve the Appeals Policy as written. Seconded by Lissa McDonald; Approved unanimously

Pat Burke-Recuse- VPA policies must govern what recusal means. If a person from our EC or subcommittees recuses himself/herself, then that means that the person leaves the room and is not a part of the discussion or the deliberations. *(Ken Page will follow up so this procedure is known to all committee and subcommittee chairs.)*

There was general discussion around the policy revision project. Webmaster Peter McConnell had created a prototype with one policy where we would separate the policy statement from the rule or procedure. <http://sw.vaponline.org/policies/>

Dean Stearns spoke for the need for the VPA Executive Council to review policies on a regular schedule.

Wayne Howe motioned seconded by Lissa McDonald to approve the new format for policies. Approved unanimously. Comments made: Put rules/procedures in color; consider changing (+) in place of the words (procedure); be sure that each policy has a date adopted listed. Bochanski-The more transparent, the better.

Joan Cavallo referred to last's night's discussion of freedom and unity. Beth O'Brien asked if the work to merge districts and to right size school districts will ultimately will result in less equity.

In a discussion regarding parental choice regarding VPA activities, Beth O'Brien asked if - Should we (VPA) be always giving people what they want? (referring to the what's in it for me? Attitude by some parents) She added "Personalization does not mean whatever you want."

Dean Stearns reiterated that playing sports and participating in activities is a privilege and not a right.

Lissa reiterated her view that we should be reviewing a few policies at a time.

Wayne Howe said that we should try to keep the end user in mind and get good feedback from coaches. He imagined a MYVPA app where people with smartphones could have rules/procedures at their fingertips. He said that we should be asking constantly "How does the work flow?"

Regarding date for Meetings for the 2015-16 school year, Joan Cavallo offered to host at St. Albans City School on May 24th. We decided to finalize EC meeting dates later.

At 10:15, EC was joined by the PL&S Chair Laurie Singer and by Bob Johnson, Associate Executive Director

Laurie gave an historical perspective of the position and spoke of the Director of Development as an important liaison with the Professional Learning and Support subcommittee. Bob Johnson spoke of the position as a support for middle level sports and activities and other projects

President Dean Stearns spoke of the specific skills needed for the position: has a vision; can find resources; knows how to create connections; PR skills; schmooze factor; planning Academy alone; can handle multiple demands.

Laurie Singer spoke of some immediate needs: Mental health Summit III; Standards-based Summit, Nov. 20; Academy Planning immediately; must hit the ground running; should consider an interim; consider an ed leader who is not yet under contract.

Bill Anton-consider someone who knows what it is like to be in the principal's chair

Bob Johnson: position has morphed; on activities side, position has supported ML activities; admin, rules, policies; needs to know sports and activities; cited need to go after sponsorships, cited Alliance; says grants drying up; organized; can focus on details; cited schmooze factor; says unlike Laurie Singer, he does not have such a finite timeline, he would rather that we find the right person. Says we may need to consider an interim.

Following Laurie and Bob's needs for their subcommittees, the full EC spent time talking what skills are needed for the position of Development Director.

Here are some of the needs, and talents needed for the position:

- Skilled in technology
- Can design things
- Can schmooze
- Organization, good with sponsorships
- Good school knowledge
- Female
- Sports knowledge

Jeff Moreno said that the funnel is too narrow. Given what we heard from last night's visioning exercise, we need to consider that this hiring as an opportunity. Jeff spoke of the need to revitalize championships awards. Says they are anti-climatic

Wayne asked if we have vestiges of an old order. Says we have to ask ourselves what do our member schools need? Says our focus needs to be: to hire a woman, who is tech savvy, with an elementary school focus, can reach out, can catapult our organization.

Bill Anton-we need to "think outside of the box," get a communicator, marketing, events person, must be more than a service provider

Beth O'Brien: There could be new duties; it could take a while to develop a new job description, she supports an interim position

Andy Paciulli-Encouraged board to look to the future, says that each of subcommittees cannot do what they want if needs are not met;

Bill Anton: yes, there are immediate needs, so hire a part-time person now. Encouraged Ken to hire part-time temporary help to fulfill needs now.

Pat Burke: Rather than hiring an interim, he encouraged a flexible start date could be a July 2016 start or sooner; supported interim contracted service; says we need to take time to post what we want to post. We should not feel rushed.

Amy Minor: Says part of job duties not represented now. Really we are seeking a communications person.

Dean: Said that he thinks we are seeking a communications person who also manages professional development.

Lissa: Encouraged us to embed the highlights of the discussion in a job description; says the a goal of the position should be to increase membership; we perhaps are seeking a marketing person; person should get out of the office.

Person should develop and sustain good relationships, be a marketer

Tom Bochanski referred to Murray Banks talk and said the person should ‘skim around the crevasses.’ Person needs to have a collection of skills

Pat Burke spoke of a creative job title, and not necessarily Development Director

EC spoke of meeting immediate needs of PL&S and ASC

Joan Cavallo-Encouraged us to take time to figure out the job description; use interim funds to meet the short-term needs, take time to solve this; she suggested this could take up to six months.

Pat Burke- VPA should put an RFP for interim work; perhaps consider a former curriculum director (contact names mentioned (Darlene Worth, Carol Spenser, Annie Howell, Mike O’Day, Bob Hingston)

Ad hoc Committee formed to work on a job description for November meeting: Pat, Andy, Amy, Shaun

Wayne Howe moved to give Executive Director Ken Page authority to expend funds not to exceed the current budgeted amount for the Development Director position to meet the goals of the interim plan* for the Director of Development position. This was seconded by Beth O’Brien and approved unanimously

**The interim plan is a plan which will make sure that the needs of the organization are being met while the ad hoc committee better identifies the needs and possibilities of the position. There will be no advertising for the permanent position until after November*

Erica and Beth commented that the feedback from the full executive council at the November meeting might necessitate a longer hiring process

In discussing the follow up from the August 6 Visioning process:

Tom Bochanski- says that he believes that the discussion regarding the position is coming together nicely. He would love to be able to see the many pieces crystalize. That would be the touchstone.

The ad hoc committee will render our comments into regular text. Lissa asked about next steps. She asked how do we begin to have the discussion and to take action. Erica reiterated the importance of the work of the ad hoc 100th Year committee. Dean asked if we needed to have reps from PL&S and ASC on this committee?

Lissa spoke of the value of again getting together with the two subcommittees-she suggested at the May meeting at the Capitol Plaza in Montpelier

Dean again asked if the ad hoc 100th year committee should have PL&S and ASC members. Pat Burke generally agreed. (consensus by full EC)

Dean asked about how we can we build on the successes of this exercise. Joan Cavallo said that if we are going to break down walls, we must have projects to work on together.

Wayne gave Ken Page feedback on the timeline-says we should include some education historical data like 94-142, Civil Rights law of 1964, Title 9, Brigham decision, Act 46

Beth says that the timeline should go into the future to show some possibilities such as "Entering the era of personalization."

Tom Bochanski-This would be focusing us to think where we want to be 10-20 years from now.

Committees for the Year were solidified:

Finance Committee: Pat, Shaun, Ken, Bill, Joan

Legislative: Joan, Pat, Erica

Policy Revision: Lissa, Wayne, Dean, Ken, Tom

Dates for future meetings:

November 16 at VPA

January 28 at VPA

March 24 at St. Albans City School

May 6 at the Capitol Plaza

Aug 2-3-4, 2016 at Killington

At 12:00 noon, with no other business before it, Jeff Moreno moved to adjourn, seconded by Beth O'Brien and approved unanimously.