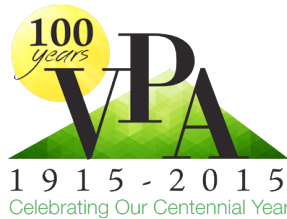


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Vermont Principals' Association Executive Council Meeting

Friday, October 28, 2016, 10:00-3:00 (Finance Committee meets at 8:30)

AGENDA

1. Call to Order

President-elect Joan Cavallo

The meeting was called to order by VPA president-elect Joan Cavallo at 10:10. In attendance were the following EC Members: Joan Cavallo, Erica McLaughlin, Nathan Demar, Dean Sterns, Andy Paciulli, Kristen Hubert, Bob Thibault, Andre Messier, BethO'Brien, Bill Olsen, Rebecca Fillion, Lissa McDonald
EC Members absent: Patrick Burke, Jeff Moreno, Shaun Pickett.
VPA Staff/independent contractors in attendance: Ken Page, Linda Wheatley, Bob Johnson, Mallori LaPointe.

2. Approval of Minutes from August 4-5

Joan Cavallo

Motion by Dean Sterns, Seconded by Andre Messier. Approved unanimously with no additions or corrections.

3. New Member Introduction

Ken Page, Executive Director & new members

New members introduced themselves and all attendees did a short introduction of themselves as well. Lissa gave us an update on Patrick and his treatments. Went over the roles of Patrick Burke (President), Erica McLaughlin (NAESP Rep) and Andre Messier (NASSP Coordinator)
Discussion of the first National NAESP and NASSP Principal Conference. Does it make sense to go? July 9th-11th.

4. Mission and Core Values Discussion and Approval Executive Council

Discussion of the annual meeting and why it's attached to the Leadership Academy. Discussed goal of wanting to make principals aware of our goals and how we're achieving them. Dean made all new members aware of the PL&S and

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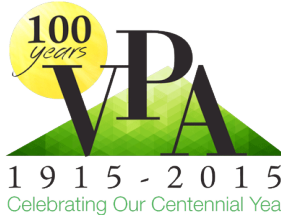
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ASC. Dean gave us a run down of the history of the governing bodies. Bob asked to that with more specifics on members. How do all organizations collaborate with getting stuff done?

ASC – Do schools have enough students for sports? ASC will review all the sports offered. Working on policies. Recruitment policy. Continuing to be active in being proactive in developing safety and training policies.

PL&S – Be responsive to PD needs of leaders. Assess the overall plan of the year to meet those needs. Involved in Academy plans. Interest in new school leaders. Creating ways to network and connect with themselves.

Motion by Lissa to move to accept the goals as stated on paper, seconded by Erica McLaughlin. Andy suggested adding something about recruiting school leaders because the Southern area is having a hard time with hiring new leaders. That goal will go to EC and promotion discussion. At some point we need to go beyond our borders to recruit.

Motion by Beth to amend the original motion to approve the PL&S and ASC and EC goals with the ability to add later, Seconded by Andre. Unanimously passed.

5. Audit Approval

VPA Finance committee

Finance committee suggests approving the audit as is. Joan questioned about bad checks, but they have been cleaned up.

- We are making money with the Academy
- Delina and Ken are working on procedures for financial acts.
- We have safeguards written into the budget.
- There is a spot for a new member to join the finance committee.

Motion to approve the audit by Dean Stearns, Seconded by Andy P. Motion is unanimously approved.

5. Executive Director Search

Search Committee

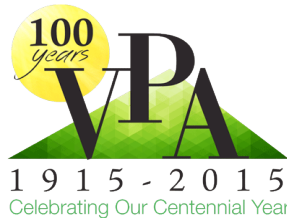
Discussed the hiring timeline and assigning a hiring committee. Will have the job posted by today (10.28), Bob will be physically posting the ad and making sure the Hiring Committee has access to the ad and all applications as they come

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in. The ad will be left open until December 2nd. Initial interviews will be in January. Final candidate will be brought to January meeting.

Andy brought up concern about possibly Ken sending out an E-Blast announcing his retirement because not everyone is aware he is retiring and they should be informed before a job posting goes out.

All agreed there is no problem with timeline. Discussion began over what to include in the job ad, such as: salary, minimum requirements, specific wording and details so as to not limit pool, the perimeters of the job (Full time, 260 days, family health, 20 days vacation, 15 sick days) Final job posting was created.

Motion by Andre, to give the hiring and budget committee a salary range and associated benefits, Seconded by Bob T., unanimously approved.

6. Lunch

7. 1:00 Professional Development Opportunity

Ken and Karen Dyer (on conference room phone) from Center for Creative Leadership in Greensboro, North Carolina

At 12:40, Executive Director, Ken Page updated members about the call coming at 1:00 from Karen Dyer of the Center for Creative leadership.

Dr. Dyer came on the call with some members of her leadership team at 11:00 and explained the history of CCL and the offer of training being offered to Vermont Leaders as part of the bequest given by Dr. Margaret Waddington, a Rutland Vermont doctor who passed away in 2015.

Following the call, the entire Executive Council weighed in. Although there were some questions about “what this training will add up to, or what additional certification it will lead to, and whether this was a “canned’ or “off the shelf” leadership program, there was general consensus that this is an incredible opportunity that should not be passed up, providing that we work with other leadership PD providers throughout Vermont. The best way to change the program, most people stated, was to get involved first and change it from within.

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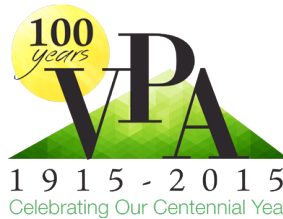
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Following a robust discussion, the EC moved unanimously to proceed with the proposal, to continue to explore the offer, and to report back with more information. Motion by Andy Paciulli and seconded by Nathan Demar. Approved unanimously.

At the urging of Dean Stearns, Ken announced a follow-up conference call for EC members on Thursday, November 10 at 4:30 to keep EC members up to date about the developments and details of the CCL offer. By this time, there would have been a PD providers meeting on November 7th and we will have a better sense of how this is being viewed by other leadership PD providers in Vermont.

There was also a suggestion that this CCL offer and our follow up work become a regular agenda item for upcoming meetings.

8. Items Delayed from Summer meeting

Recruitment Policy Review from Michael Marks
Process for selecting new EC members
POY Vetting Process
Preliminary discussion of transition time needed by new ED

Following this discussion, president-elect Joan Cavallo announced that because of time constraints, we must regrettably pass over the Process for selecting EC members, the POT vetting process and the transition needed by the new ED.

9. PL&S Update (inc. Academy and Summit plans) Linda Wheatley & Delina Benway

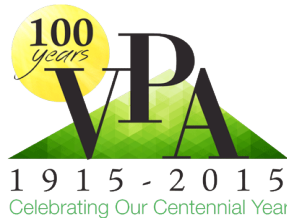
Linda Wheatley, Development Coordinator gave a verbal report and announced that the PL&S subcommittee was moving ahead to commit Jimmy Casas, a high school principal and NASSP speaker as our Academy 2017 keynote and strand leader and for Dr. Pedro Noguera, a college Professor from

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California, to be our Keynote speaker for the 2018 leadership Academy. She also spoke of the upcoming membership needs assessment that she will distribute soon.

10. Activity Standards Update

Bob Johnson

11. ED Work Plan for Year

Ken Page

12. NAESP/NASSP UPDATES

André Messier and Erica McLaughlin

Other

Before concluding the meeting, the EC members picked up the topic of whether it was permissible for a person interested in applying for the executive director's position to serve on a sub-committee or the Executive Council. It was decided by consensus that a person may continue to serve on a VPA committee, but if an EC member was interested in applying for the Executive Director's position, s/he should take a leave of absence to avoid a conflict of interest.

Adjournment