



Executive Council Agenda
February 1, 2018
Stowe/Flake, Vermont
9:00 a.m. – 2:30

In Attendance: [Joan Cavallo](#), [Jay Nichols](#), [Erica McLaughlin](#), [Nathan Demar](#), [Andy Paciulli](#), [Andre Messier](#), [Bob Thibault](#), [Beth O'Brien](#), [Bill Olsen](#), [Lissa McDonald](#), [Bill Hammond](#), [Bob Johnson](#) (briefly), [Linda Wheatley](#) (briefly) and [Mallori LaPointe](#).

Absent: [Steve Perrin](#), [Shaun Pickett](#), [Kristin Hubert](#) and [Rebecca Fillion](#).

1. Opening Remarks - VPA President Joan Cavallo: [Meeting called to order by Joan Cavallo at 9:00 and welcome.](#)
2. Activities Standard Update Report - Bob Johnson: [* Fall financials – we did very well.](#)
[*ASC is hearing presentations today/tomorrow regarding 46 mergers and co-op programs.](#) [*Winter tournaments starting next week.](#) [*ASC also dealing with issues on transferring students and issues on hazing and bullying.](#) [*Middle school football moving to flag.](#) [*ASC is looking for new members!](#)
 - We will schedule Bob's time around ASC: [Due to the ASC meeting being held on the same day, Bob Johnson's report was moved up](#)
3. Minutes/Financial Statements:

- Requesting motion to approve minutes from October 20, 2017 & November, 27, 2017: Short discussion and reading of minutes from 10/20/17 and 11/27/17. Erika moved to accept both meeting's minutes, seconded by Bob Thibault, motion passes unanimously.
- Approval of Financial Statements: Short discussion of financial report and statements. Andre Messier moved to accept the financial statements as they are, seconded by Bob Thibault, motion passes unanimously.
 - Requesting motion to approve Financial Statements
 - Update on Community Foundation
 1. Money safely invested!

4. Jennifer Gresham (9:30)

Consolidated Federal Grants/AOE Conversation: Jennifer Gresham from the AOE joined us to begin the conversation on how the Executive Council and the Vermont Principals Association can begin to work with the Agency of Education

- EC invited Gresham here today because Jay feels that we should be working with the AOE as much as possible, so that principals understand how their strategies will be approved or how to write so that they'll be approved. A way that we can come together and have a conversation about how Vermont can get all it can get from the federal government.

* AOE hear and understand the frustrations that you have

* Shift in the federal government made everyone's life interesting

* Encourage you to talk in your districts to make this stuff work

* Offering to come out to talk to leadership teams and talk them through some of those conversations about grant talking

* They're training over the next 6 months – so that when you call the agency you get 1 message instead of several

Is there a way for us to help the AOE expedite the professional learning – how can we help the AOE inform schools/leaders?

How can we help principals that don't have the same connections to the AOE as the EC?

Working group – Getting people that will approve strategies, principals, curriculum people together with AOE. How do we find out what is best practice? Can we create a list of things that can be used for best practice? Or a model that says “here's how you COULD use these funds”?

5. Executive Directors Report

- NASSP Board of Directors Situation
 - Situation/ Discussion: Discussion of NASSP board member situation. Jay asked for interested parties and will send information to those EC members, about becoming the appointed NASSP rep.
- Montpelier/Black Lives Matter

- Issues: Discussion of the students, the board and the process the students went through. Discussion of the threats and issues that have arisen from the board's decision.
 - Montpelier statements
 - VPA Response if Any: EC members decided to issue a press release highlighting Montpelier for providing a space where students felt safe to voice their opinions and to proceed through the correct process for change.
 - Legislative Update: Jay gave us an update on everything that is currently happening in the legislature.
 - F1-Visas/Exchange Students
 - Support concept for all high schools to have access and a state-wide approach
 - Campaign for Vermont Proposal
 - Not attached, will send to any who want it
 - Special Education Report/Testimony/DMG Recommendations
 - VPA Stance?
 - See Jay's testimony in packet
 - Administration suggesting moving extraordinary cost to \$77,000 instead of \$50,000 and adding a COLA mechanism
 - Education Funding Overall (Governor's Proposal)
 - See Secretary Susanne Young's Memo: **Continuing the collaborative discussion on reforming education funding, alleviating the property tax burden and closing the gap between revenues and spending**
 - Set a state limit of \$17,000 per kid (any extra paid entirely at local level)
 - Cap spending at 2.5%
 - Implement a variable growth cap on per equalized pupil spending
 - Educator Health Insurance
 - This will likely come down to Governor vs. Leg. leaders similar to last year
 - Ratios
 - Governor calling for two-vote requirement for ratios below 1-to-5
 - Act 166
 - See letter from Secretary Gobeille and Secretary Holcombe
 - Recommended Reform of Act 166
 - Excess Spending
 - Administration wants to move from 121% to 115% above statewide average for excess spending assessment
 - Legislative Collaborative
 - Analyst Katherine Hope: our cost \$950
 - Downs Rachlin, Martin: our cost \$4350
 - See Education Legislative Collaborative - 2018 Protocols

- Mandatory 18 Attendance Age: [This conversation has died for this year.](#)
 - See Jay's testimony in packet

b. Discussion of HSA increases

- Asking for motion to fund Health Savings Accounts (HSA's) as recommended: [Discussion of the increase in the employee health care cost and the choice between increasing pay for employees to cover the cost, or to add the additional costs into each employee's HSA fund. Andre Messier moved to add the additional costs into the HSA funds, seconded by Erica McLaughlin, motion passes unanimously.](#)
- Additional Cost:
 - Johnson/Nichols total: \$1664.16
 - Benway/LaPointe: \$401.28
 - This will offset increased costs for insurance for each of these employees

c. Statewide Weather Recommendations from VPA re. travel/roads: [Jay discussed calls he received asking for the VPA to have a statewide policy for superintendents to use for weather and closings involving sports or activities. EC decided that they do not want to get involved with what should be a local decision, but could encourage districts to have their own policies in place.](#)

- Request from Superintendents for me to get involved
- What this could look like: sports, field trips?
- Discussion? Thoughts? Pros/Cons

6. Governor's Education Summit Report- All who attended

- Main Themes
- Thoughts to share
- Some Materials in Folders:
 - Agenda: Governor's 2017 Education Summit, *Building the Nation's Best Education System: Cradle-to-Career*
 - Career Pathways: A Vision for a System in Vermont - Dr. Oscar A. Aliaga, Career Pathways Coordinator VT-AOE
 - Developing "Life Readiness" - Dr. Heather Bouchey, Deputy Secretary VT-AOE

7. Professional Learning & Support Committee Update Report - Linda Wheatley: [Linda Wheatley gave her report on the equity project, membership being up 10-15% because of continued outreach and Academy 2018 and 2019 budget and bringing Ruha Benjamin to Academy 2019.](#)

8. Membership Executive Council

- a. Pat Burke replacement
- b. There is no provision for replacing Past President

- c. I recommend we have 14 members until Joan Cavallo becomes Past President: EC has decided to leave members at 14 until Joan Cavallo becomes Past President.

9. World Class Education Agenda: Discussion of VSA & VSBA and their work on defining equity. Erica moved to adopt the working definition that was created by VSA & VSBA, seconded by Andre Messier, there was discussion about bringing up the definition at the Academy and working with the membership to define equity, motion passes, (Yes votes - Erica McLaughlin, Nathan Demar, Andy Paciulli, Andre Messier and Bill Olsen) (No votes – Beth O'Brien, Lissa McDonald, Bill Hammond and Joan Cavallo) (Abstained – Bob Thibault) Jay suggested he would put it out to principals, but keep it low key.

- Report out from work with VSA and VSBA - Erica McLaughlin, Andre Messier

10. Green Mountain School of Distinction Concept: Discussion of the new award concept. One of the reasons is an incentive for Elementary Schools to become VPA members. Short discussion of the award, what it would look like (story telling vs. criteria) and the process of applying (template). Discussion was decided to be put on the March 9th EC meeting agenda for further discussion

- See memo for discussion in folders
- Next steps, if any?

11. Coaching for Effectiveness: Waddington has money they need to spend by March 31st and after discussion with Jay, have decided to hold a coaching training, in a way to develop the mentoring/coaching program. The idea being that anyone who attends the training will then be able to train their own schools and leaders. (Attending as of right now: Jay, Ken, Linda, Peter. Asked EC members for a view volunteers for the few spots left) Jay will send the agenda for a World Class Education to EC members. It's a powerful tool for all principals to have, that they may not have been aware of before.

- See Jay Memo of same name in packet
- Will necessitate changing March 29 EC Meeting

12. Principal of the Year: Discussed the process for choosing PoY. Decided to keep process the same (with google drive, references and in person meeting). Asked EC members to spread the word and nominate leaders (we need applications).

- Discussion of past practice
- This year?

13 . Goals Updates and Work Plans – Joan: Discussion of the EC goals and where the EC is for each goal.

i. Advocacy for Principal Retirement - Jay/Bob/Nate

- Contact with Legislators: Jay has been told that without approval, no bill will have legs. Any bill will have a much better chance if we push it next year.
- Jay and Nate met with Representative Pearce and Senator Branagan

- Both agree to propose at the beginning of the next biennium
- Chairs outreach:
 - Jay met with House Education Chair Dave Sharpe
 - He wants input from Treasurer Beth Pearce
- Discussion
- Strategy

ii. Supporting Children & Schools around Trauma: [Erica has contacted Castleton about sponsoring work shop for all principals to know how licensing works](#)

iii. Working with AOE to streamline initiatives and work - Jay

- Work-Place Role Position
 - Oscar Aliaga
- CFG
 - Jennifer Gresham
- Academy
 - Rebecca Holcombe to teach VT Equity Strand: [Discussion of Equity conversation and how it must be more than a workshop! It needs to be a launching pad for the conversation and work to continue!](#)

iv. Expansion of the Mentoring Program- Jay: [Discussed earlier with the coaching Waddington program.](#)

- Coaching for Effectiveness Proposal - Center for Creative Leadership
- VPA/CCL Partnership

v. Sustainability and Expansion of Waddington -Joan/Jay: [Discussion of Waddington expansion, coaching program, upcoming cohorts and the Student Leadership aspects.](#)

- Cohorts 5 and 6 all set
- Cohorts will have up to 30 members going forward

9. Other: [Joan Cavallo called meeting to an end at 2:30. Next EC meeting, March 9th at the VPA office.](#)