



For we dare not stand idly by

NASSP Convention February 27-March 1, 2009 San Diego, CA

MASSP Spring Conference March 19-21, 2009 Ocean City, MD

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FIRST CLASS



**Maryland Association of
 Secondary School Principals**

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MASSP **Report** *to the School Administrator*



**MARYLAND ASSOCIATION OF
 SECONDARY SCHOOL PRINCIPALS**

Affiliated with the National Association of Secondary School Principals

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HAVE A GREAT SUMMER!!!

MASSP Regional Plans for 2008-2009

In response to the feedback we have received from Spring Conference attendees and the general membership, we are making some changes to our Executive Board meetings for 2008-2009. We will be holding "regional" Executive Board meetings in Western Maryland, Southern Maryland, and the Eastern Shore. Specifically, we will be meetings as follows:

| | |
|--------------------|--|
| September 13 | Eastern Technical High School (Baltimore County) |
| October 11 | Middletown High School (Frederick County) |
| November 8 | Eastern Technical High School |
| December | No meeting |
| January 10 | Eastern Technical High School |
| February 14 | Lockerman Middle School (Caroline County) |
| March 19-21 | MASSP Spring Conference, Ocean City |
| April 11 | Lackey High School (Charles County) |
| May 9 | Eastern Technical High School |

For each of the "regional" meetings, we will be extending invitations to legislators in the area, assistant superintendents and directors, and members and prospective members in the specific region. Each meeting will include an opportunity for the host school to make a presentation, for the local district and legislative officials to speak, and for there to be a discussion of local area needs, concerns, issues, etc, pertaining to administrators.

DUES INFORMATION FOR 2008-2009

As you may remember, the Board of Directors of NASSP decided last year to increase national dues \$8 per year over a three year period. The first year of the increase was last year, 2007-2008. The second year is 2008-2009. Membership dues will be as follows for 2008-2009:

Individual Membership \$336 \$226 for NASSP and \$110 for MASSP

Available to all principals, AP's and other school administrators. Individual members receive of NASSP and MASSP benefits. Membership is owned by the individual and is no-transferable.

Institutional Membership \$336 \$226 for NASSP and \$110 for MASSP

Eligibility and benefits are the same as the Individual. This membership is school-owned in the name of an individual and is usually covered as a professional development expense by most districts. This membership is transferable and all materials are sent to the school.

Associate Membership \$126 \$76 for NASSP and \$50 for MASSP

Open to department heads, teachers, graduate students, and professors. Associate members receive all benefits except legal and liability coverage. Membership is non-transferable. This membership is a great way to introduce prospective administrators to field. **Please encourage your department chairs and teachers in administrative graduate programs to join MASSP/NASSP.**

Payroll deduction is available in Anne Arundel, Charles, Harford, Howard, Montgomery, and Washington counties. For some of you, this may be the easiest way to pay for membership. We will send out the usual invoices starting in mid-September. For those of you on payroll deduction we will indicate that on your invoice and unless we hear from you will assume that you will be going that route again for 2008-2009.

NASSP will also be collecting more specific demographic information during the coming year. Up to this point we had no specific data as to ethnicity, gender, years of service in administration, and similar categories. To better serve the membership and plan for future services, NASSP needs to develop this data. Those of you nearing retirement know how many of you there are and we need to assist national in gathering planning data.

2008 Assistant Principals' Conference October 21, 2008

Johns Hopkins Applied Physics Laboratory
Laurel, MD (Route 29 South of Columbia)

Plans are just about complete for the 2008 Assistant Principals' Conference. Twelve breakout sessions are planned giving participants three choices in each of three scheduled times. Mary Cary and Dr. Jim Foran from MSDE will be speaking at our opening session. Mr. Michael Brown, Lt. Governor is scheduled to visit with us on the 21st as well. One of our break-out speakers will be Mr. Pete Reed from NASSP who is heading up the nation-wide Assistant Principals' Task Force. The 2008 Maryland Assistant Principal of the Year will also be announced at the conference. Registration materials will be mailed out in late August. On-line registration will be available for the conference as well as credit card payments. **Balfour** will be the sponsor of the AP Conference.

2008 Assistant Principal of the Year

This coming school year we are going to try a new way to encourage our outstanding assistant principal members to submit applications for this program. We know that most people do not like to nominate themselves so we are going to request nominations from principals in each county for outstanding assistant principals. Each of these nominees will receive the application forms and information about how to complete it. Of course, assistant principals can still nominate themselves as has been past practice but we hope that this new approach will encourage more AP's to apply.

Applications will be due to the MASSP office on or before **October 10 2008**. The AP of the Year will be recognized at the AP Conference on October 21, 2008. Applications are held for three years of eligibility and only the letters of recommendation need be resubmitted.

Maryland Teacher Shortage Task Force Report

The Teacher Shortage Task Force was charged with gathering and examining data on what is working and not working within and outside the state to address staffing problems and with developing a comprehensive set of recommendations specific to Maryland and responsive to the workgroup's summary of issues. The Task Force was therefore to consider:

- higher education curriculum initiatives (interdisciplinary programs, involvement of the arts and science faculty, differentiated majors),
- certification issues (alternative certification, Praxis scores, career-changers),
- marketing and communications (information for the media, students, career changers, counselors) and,
- incentives (salary, scholarships, tuition waivers, retirement, new teacher assignments, and working conditions).

The Task Force under the leadership of Dr. Edward Root, former member of the Maryland State Board of Education and Dr. Patricia Florestano of the University System of Maryland Board of Regents found several key themes that informed the shaping of the original charge and emerged in the recommendations and task force discussions. None of these is unique to Maryland, but all are critical to addressing Maryland's teacher shortage. The themes were 1. preparation in critical shortage areas, 2. recruitment, 3. retention, and 4. data. Twenty-four recommendations under the four themes above came out of the Task Force. A number of them are listed below. The complete report of the Task Force will be available on our website later this month.

Selected recommendations:

*The State of Maryland should consider legislation similar to the former full tuition waiver program, which existed until about 1972....The service commitment to be eligible for the benefit should be one-for-one-plus-one (e.g., five years of service for four years of full tuition).

*Institutions of higher education should work with local school systems to design programs geared to teachers returning to the profession and those who have recently retired but wish to continue on a part-time basis.

*The State of Maryland should continue to be responsible for the Maryland State Retirement System for Teachers and should work to make retirement benefits comparable to those offered by other states in the region.

*Local school systems and principals should design teaching assignments and schedule opportunities for job-embedded professional development, with particular emphasis on teachers in their first five years of experience and those in schools in any phase of school improvement.

*The Governor and the Maryland congressional delegation should work with local school systems and MSDE to examine paperwork flow, reporting requirements, and other work requirements to reduce, streamline, and align the related expectations of teachers, principals, and other personnel so that can focus on the core mission of increasing student achievement. This work should result in recommendations for federal and state legislation and policy changes to address policy issues.

RETIRING PRINCIPALS- If there are any principals retiring who might be interested in a retire/rehire principalship, give me a call at **443-745-9075**. I'm in touch with a superintendent who is interested in hiring a high school principal. GS