



Executive Director's Update

Massachusetts School Administrators' Association

33 Forge Parkway | Franklin, MA 02038 | 508-541-7997 | msaa.net

From Executive Director Robert Baldwin

Massachusetts School Administrators' Association

October 10, 2024

MSAA Board of Directors Event (open to all members) Thursday, October 17 at 1:00 – MSAA office, Franklin

This important meeting that will foster leadership, promote sustainability in administration, announce the re-launch of MSAA Committees, and celebrate the dedication of school Principals across the state in honor of National Principals Month.

- **Tap on the Shoulder:** Each BOD member and attendee is encouraged to invite 1-2 aspiring administrators
- **Format:** Hybrid Event (In-person & Virtual)
- **Televised by:** Franklin TV
- **Re-Launch MSAA Committees:** Assistant Principals, Urban, Rural, Elementary, Middle, and High School
- **Special Recognition:** In celebration of National Principals Month
- **Panel Discussion:** Moderator - MSAA Executive Director, Bob Baldwin - *Recruitment, support, and sustainability of school administrators*
 - Dr. Mary Bourque, Executive Director, M.A.S.S.
 - Jeffrey N. Roy, State Representative, Franklin
 - Dr. Armand Pires, Superintendent, Medway Public Schools, M.A.S.S. President
 - Karen M. Crebase, Superintendent, Hopedale Public Schools, M.A.S.S. Vice President
 - Dr. Chris Jones, MSAA President / Principal, Whitman-Hanson RHS
 - Marty Geoghegan, MSAA President-Elect / Principal, Yelle Elementary School
 - Stacy Monette, MSAA Past President / Principal, Charlton Middle School
- **Announcement:** Details on the Winter Meeting/Conference

Please RSVP to Bonnie LeMote at blemote@msaa.net to confirm your attendance at this special Board meeting/event. Kindly respond no later than Tuesday, October 15th. We look forward to your participation!

National Honor Society & National Junior Honor Society Fall Massachusetts Conference

November 15, 2024

College of the Holy Cross, Worcester, MA

[Click here](#) to register

Happy National Principals Month

National Principals Month recognizes the essential role that Principals play in making a school great. Principals are among the hardest working, yet often least recognized individuals in education.

Nominations for Assistant Principal of the Year

We ask you to take a look at the person down the hall from you or think of a peer from another district that has always offered you sound advice. Simply, email Bonnie LeMote (blemote@msaa.net) telling us in a sentence or two, why you are nominating this person. Nominees must meet the criteria listed below.

- MSAA member
- AP for three (3) complete years in one school

Professional Development Workshops for SY24-25!

We are excited to announce the offerings for the SY24-25 [Professional Development Workshops](#)! These workshops are designed to support educators, school leaders, and staff in enhancing their skills and practices. Please share these opportunities with your school community, network, and colleagues. It's a great chance to learn, grow, and collaborate with professionals across the state. Together, we can foster professional growth and continue making an impact on our schools!

October Workshops:

- October 10 – [Diffusing the Difficult Child](#)
- October 15 – [Climate and Culture Teams: Establishing Positive and Effective Culture through Community building, Shared Leadership and Responsibility](#)
- October 16 – [Navigating Uncharted Waters: Sustaining Diversity, Equity and Inclusion in the Face of Adversity](#)
- October 17 – [Effective Strategies to Become the Leader you Envision](#)
- October 18 – [Leading at All Levels](#)
- October 22 – [Restorative Conversations with Students](#)
- October 23 – [Utilizing Restorative Practice and Community Circles to Build School Communities and Reshape School Discipline](#)
- October 24 – [homeBASE: How to Develop a Homegrown Advisory](#)
- October 29 – [Feel Happier: Even in Tough Times](#)
- October 30 – [Cultivating Brave Spaces for LGBTQIA+ Youth and Staff](#)

The Soul of Leadership

[Click here](#) to sign up for a monthly virtual group for principals. Supporting one another with difficult conversations and situations.



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Join us for an Exclusive Online Workshop – Special Discount Available!

Online Workshop Title: From Overwhelmed to Empowered: Leveraging AI in Education

Facilitator: Dr. Michael Rubin, *Uxbridge High School*

Date/Time: Thursday, November 7th - 3:00-4:30 PM

Description: The explosion of Artificial Intelligence (AI) tools and opportunities has left many educators overwhelmed, eager, and concerned. How do we leverage this technology for our own operational efficiencies? How can we leverage its power for our benefit? And how can we ensure that students have opportunities to become literate in AI use?

Participants will: Focus on ways that educators can implement and integrate AI tools, with specific focus on tools that are practical and accessible

PD Hours: 2 in Content Area Leadership and Administration

Fees: Member \$50 / Non-Members \$75

Register: [Click here](#)

MASC Officershop at Worcester Technical High School – October 26

This conference will be packed with informational and practical workshops. A variety of interactive training opportunities will be provided for Student Council Officers, Members and Advisors. Schools are encouraged to register Student Council Officers, Class Officers and aspiring future leaders. Program Includes:

- Student-led Workshops
- Advisor Workshop and Training
- Focus Groups
- Roundtable Discussions
- Continental Breakfast and Lunch

[Click here](#) to register!

Membership

A reminder that we are accepting MSAA Membership Registrations for the 2024-2025 school year. As you may have noticed, the enrollment numbers and energy surrounding the Association has increased over the last year with over 250 new members. With a strong focus on Principals, we are hoping that you will also encourage your Assistant Principals to join this great organization. Whether it be discounted Professional Development, a voice on state and national committees, access to a confidential support hotline, or simply collaboration and a network with other school leaders your Association is a great source of support for you. **Also, please remember, membership dues are covered in most contracts and paid for by many districts.** [Click here](#) for more information.

Student Activities Registration (Student Council, National Honor Society, Cheer, Dance, Game Day and Esports)

Reminder to register your Student Activities for the 2024-2025 School Year. [Click here](#) to register.

LLP/GCSL

As you may recall MSAA and William James collaborated last spring to bring to our membership a state-of-the-art leadership program. We are well into the second semester of our first year and believe it or not are starting to plan for the 2025-2026 Cohort. Below is a link to our flyer for your convenience and on the flyer is the application link. If you have any questions about our program, please do not hesitate to contact Beth bwittcoff@msaa.net. Beth is also available to arrange a 1-1 or multi person Zoom meeting to discuss the strengths and merits of the program. [Click here to apply.](#)

Coaching Program for New Administrators

We are thrilled to offer 36 trained and experienced Coaches who are available to support new administrators as they navigate their leadership roles. Our coaches bring a wealth of knowledge and expertise to help guide and empower school leaders in creating positive change.

Check out the details of our Coaching Program through the following links:

- [Outline](#)
- [Coaching Directory](#)
- [Request a Coach](#)

Whether you're a new administrator or know someone who could benefit, this program is designed to provide tailored guidance and practical solutions. Explore the program and take advantage of this valuable resource!

High School Esports – Fall '24

Now at the beginning of the Fall semester, we're thrilled to announce the launch of our Fall Esports season once again! For the past 6 years, we've been partnering with PlayVS, and up until now, we have had 604 players and about 60 schools competing in top games. Participation is completely FREE, and enrollment for Fall 2024 is NOW OPEN! If you can find a teacher/advisor/coach interested in participating or want to learn more about MSAA Esports, please complete this brief survey:

<https://playvs022936.typeform.com/to/CiZ2U3ZR>.

Completing this survey does not commit your school to the Fall season, but it helps us provide you with additional information. Even if you're unsure, we encourage you to fill it out even if you are a "maybe" at this point. Although we are registering now for the Fall season, if unable to begin today, please fill out the survey for information about Spring '25. Select schools that fill out the interest survey and participate in the upcoming Fall season will have the opportunity to receive a Nintendo Switch bundle* (a value of \$650) and/or a game copy of Madden NFL 24 and/or a game copy of NBA2K24) if they previously haven't received one.



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Esports for Middle School

In partnership with PlayVS, MSAA is working to begin Esports at the middle school level this Fall. Following multiple successful high school seasons over the past five years we are excited to expand the offering to middle schools. Starting this Fall, middle school students will have the chance to dive into many different popular games. Participation is completely FREE and enrollment will remain open throughout the entire season! Enroll as early as possible through December 9. Students gain valuable skills including working with others, social engagement, strategic thinking, and career advancement opportunities through STEM based learning. If you're interested or want to learn more, please fill out this [MSAA Middle School Esports Survey](#).

Confidential Hotline

The Confidential Support Hotline has been established this year and is a service for all members to get advice and support to challenging questions. [This link](#) allows you to see the specifics of this new and confidential service. Please do not hesitate to contact us if we can be of assistance.

What We Offer

Immediate Support in Times of Need: Whether you're dealing with a sudden emergency, a challenging situation, or simply need someone to talk to during a difficult moment, our hotline is available to provide immediate support and guidance.

A Safe Space to Vent: Being a school Principal can sometimes feel like an isolated role. Our hotline serves as a confidential space where you can express your concerns, share your frustrations, and receive empathetic listening from trained professionals who understand the unique demands of your position.

Expert Legal Guidance: Navigating the legal landscape within the educational realm can be complex. If you encounter legal issues or questions related to school policies, personnel matters, student rights, or other legal concerns, our hotline can refer you to experienced legal advisors who can provide knowledgeable guidance and assistance.

Compassionate Assistance: Our team is committed to providing compassionate assistance tailored to your specific needs. Whether you require practical advice, emotional support, or resources to address a challenging situation, we're here to help you navigate through it with professionalism and care.

Confidentiality Guarantee: Your privacy and confidentiality are of utmost importance to us. When you call our hotline, you can trust that your information will be kept strictly confidential. You can feel comfortable speaking openly and honestly about your concerns, knowing that our conversations remain entirely private.

How to Reach Us:

To access our Confidential Support Hotline, simply dial (508) 541-9821. Our team of trained professionals is ready to assist you whenever you need support the most.

Remember, You're Not Alone: As a school Principal, it's

natural to encounter challenges along the way. But with MSAA's Confidential Support Hotline, you're never alone in facing them. We're here to support you every step of the way, empowering you to overcome obstacles and continue making a positive impact in your school community.

Cheerleading/Game Day and Dance Fall State Tournament Dates:

- Cheer Regionals: November 17
- Cheer States: November 24
- Dance States – November 10
- Game Day States – November 17

Check <https://www.msaa.net/activities> for more information.

Calendar

- October 9 – Assistant Principals Committee
- October 12 – MASC Executive Board
- October 17 – MSAA Board of Directors Event/Meeting
- October 23 – [Creating Culturally Proficient Educators](#) with Dr. Kalise Wornum
- October 25 – DEI Student Leadership Conference
- October 26 – MASC Officershop
- October 28 – Board of Directors Meeting

Thanks for your continued support!

Robert Baldwin

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Having trouble understanding your state retirement benefits?

You're not alone!

Long-time corporate supporter, Horace Mann, is here to help. Horace Mann representatives have extensive knowledge of the Massachusetts Teachers' Retirement System (MTRS). With this knowledge, they can help give you and your employees a big picture view of how state retirement benefits and supplemental retirement plans can work together.

Many experts say you'll need about 80% of your pre-retirement income to maintain your standard of living when you stop working. While most educators receive a pension, it may not completely replace your pre-retirement income. Long-time corporate supporter, Horace Mann, can help you and your employees find ways to fill any financial gaps.

Visit horacemann.com to learn more.

Horace Mann does not represent state teachers' retirement systems and is not affiliated with or sponsored by state teachers' retirement systems. Horace Mann provides publicly available information in its state teachers' retirement system workshops, and the content of the workshops has not been endorsed or approved by any state teachers' retirement system.

