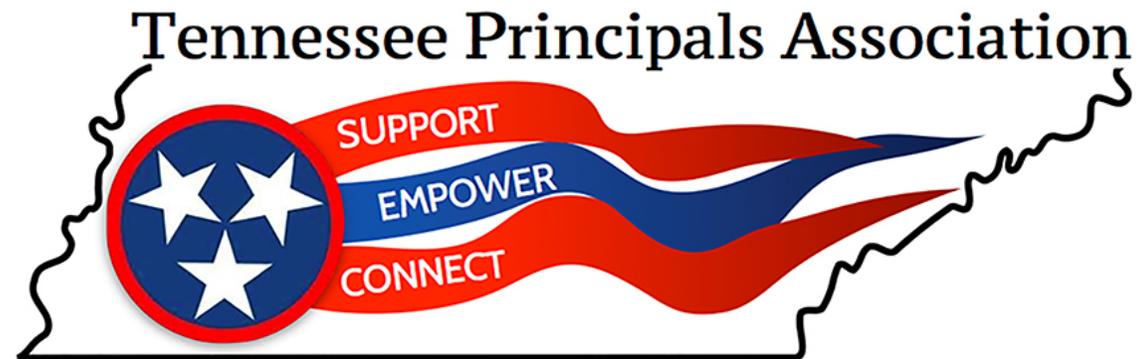


# TNPRIN NEWS

Spring Newsletter

April-2017

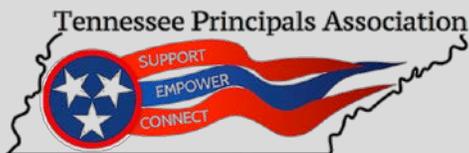


*The mission of the Tennessee Principals Association is to support, empower, and connect Tennessee principals.*



### Inside This Edition

- **President's Message**
- **Calendar of Events**
- **2017 Tennessee Principals Conference – Giving Back to East TN**
- **TPA State Leaders Visit Nation's Capital**
- **2017-18 TPA / NAESP Dues Structure**
- **Meet the Candidates for TPA Vice-President**
- **TPA Election Process**
- **2017 School Bell Award Application and Timeline**
- **2017 National Principals Conference**
- **Schoolplanners.com**
- **Approved Budget for 2017**
- **Long Term Reserve Fund**
- **2016 TPA Business Meeting Summary**
- **Visit the TPA Website**
- **TPA Board of Directors**



Colleagues:

It appears that spring has sprung and we have been left with memories of a very mild winter season. We are well into the second semester of school and our students and staff should be heading back from Spring Break. With warmer temperatures and day light for longer periods of time, it is easy to begin to lose focus around this time of the school year. I can hear keynote speaker Baruti Kafele from our TPA winter conference asking, “Are you still *On Fire* for the work you are doing”.

What keeps you motivated and inspired to do the work of a school leader every day? What is your, “WHY” for what you do? When you have a question about the job, do you have someone you can call and talk to? For me, I have mentors who I can ask questions to and they will guide me to the right answer. I

hope you have connected with someone to help you along your leadership journey as well. For motivation, I enjoy rejuvenating at professional conferences where I can hear from experts in the field and network with other leaders. I am always eager to stay up to date and to be reminded of best practices. The important piece to attending conferences is making sure you put the golden nuggets you learn into action when you return to your building; always doing what’s best for your students. My why is because education opened up possibilities for me, and I want my students to have opportunities and doors opened for them also.

Being a principal can be a lonely job, but it does not have to be. As a member of TPA you get a direct line of support to like-minded colleagues and professionals throughout the state of Tennessee. This has been a transition year for TPA with the retirement of Executive Director, Dr. Ernest Bentley and the hiring of our new director, Dr. Nancy Flatt Meador. We have opened a Headquarters in Nashville, our board members have a transparency to the budget, and we have a slate of officers motivated and heading to advocate at the state and national levels. It is a great time to be a member of our organization.

Please feel free to use the TPA web address ([www.tnprin.org](http://www.tnprin.org)) to find resources or reach out to TPA using our email address if you should need assistance. We aim to support, empower, and connect with you!

I wish you a wonderful spring semester!

Sincerely,

Marsha McGill, Ed.D.  
TPA President - 2016-2017



## Calendar of Events

March 26-29  
State Leaders Conference  
(by invitation)  
Washington, DC

May 15-19  
Executive Directors Conference  
San Diego, CA

June 2-4  
TPA Board of Directors Summer  
Planning Meeting  
Nashville, TN

July 9-11  
National Principals Conference  
(PreK – 12)  
Philadelphia, PA

September (TBA)  
Fall Executive Board Meeting  
Nashville, TN

October 12-14  
National Distinguished Principals  
Awards  
Washington, DC

December 3-5  
2017 Tennessee Principals Conference  
Pigeon Forge, TN

## SAVE THE DATE!



### 2017 Tennessee Principals Conference: Giving Back to East Tennessee

The TPA Board of Directors has decided to **GIVE BACK** to the east Tennessee community. The 2017 Tennessee Principals Conference will be held **December 3-5**, at **Dollywood's DreamMore Resort** in Pigeon Forge, Tennessee! A great lineup of speakers is being assembled along with a variety of topics for breakout sessions. You do not want to miss this opportunity!

**Registration information will soon be posted on the TPA website:**  
[www.tnprin.org](http://www.tnprin.org). Plan now to be part of this wonderful event!

### TPA State Leaders Visit Nation's Capital

The Tennessee Principals Association was well represented at the 2017 State Leaders Conference in Washington D.C., March 26-29! Thanks to the following principals who advocated on behalf Tennessee Principals as they visited and met with congressional leaders: Dr. Marsha McGill (TPA President); Corey Williams (TPA President-elect); Dr. Janice Tankson (TPA State Representative); Dr. Ricki Gibbs (TPA State/Federal Advocacy Representative); Brian Partin (NAESP President-elect); Sharon McNary (NAESP Zone 4 Director); Kimbrelle Lewis (NAESP at-large Director); Dr. Nancy Flatt Meador (TPA Executive Director).



Look for more information in the upcoming Spring issue of the Tennessee Principal Magazine. Federal and State Relations Coordinator, Dr. Ricki Gibbs, will be sharing more about visiting Capitol Hill and meeting with lawmakers.

### Rationale for 2017-18 Dues Increase

- A. TPA Executive Board discussed “Two Guiding Questions” for non-profit organizations (TPA is a 501 (c) (6) non-profit):
  1. Will you be “around” financially in 10 years?
  2. Will you be relevant?
- B. TPA has not kept up with cost of operations with current rate.
- C. Membership dues have not increased since 1998, when dues increased \$100/year.
- D. TPA wants to achieve “Gold Standard” for non-profit financials (to obtain one full year of operating budget in reserves).
- E. Seven other states dues structure were examined, TPA dues (with \$65 dues increase) were lower than other states that have full time personnel, staff, resources, etc.

The TPA Executive Board met in Nashville on Saturday, September 17, 2016. A large portion of agenda time was spent discussing the current dues structure. *The TPA Executive Board approved a \$65 dues increase (for the State portion of dues) for the upcoming membership year in all membership categories.*

The Tennessee Principals Association is a **Joint State**, with the National Association of Elementary School Principals (NAESP). This means that membership dues are for **BOTH** associations. Membership categories, determined by the NAESP Board, are shown below.

- Active “A” Principals
- Inst Active “B” Same as above; provides 2<sup>nd</sup> set of publications for school
- Aspiring “G” Teachers, Counselors
- Associate “P” Professors, Central Office
- Emeritus “E” Retired, retains voting privileges and insurance benefits”
- Retired “R” Retired

#### Benefits to TPA Members

- Advocacy @ State and National levels
- High quality professional development
- Remaining viable as an organization
- Opened headquarters space in Nashville
- Continued liability protection
- Create a reserve for the association (future protection)

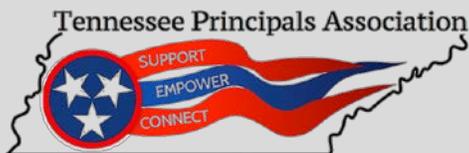
Category	TPA Dues		NAESP Dues		2017-18 Total
Active	\$215	+	\$235	=	<b>\$450</b>
Inst Active	\$215	+	\$280	=	<b>\$495</b>
Aspiring	\$105	+	\$80	=	<b>\$185</b>
Associate	\$140	+	\$135	=	<b>\$275</b>
Emeritus	\$115	+	\$118	=	<b>\$233</b>
Retired	\$115	+	\$60	=	<b>\$175</b>

When Membership Time rolls around again, please plan ahead with your budget! TPA wants to support, empower and connect Tennessee Principals now and in the future!

*Thanks for being a TPA Member!*

#### TPA Board Creates Long Term Reserve Fund

The TPA Executive Board has taken a “budget step” to start a long term reserve fund for the association. The long term goal is to obtain one full year of the operating budget in reserves. When “2008” comes our way again, TPA wants to be financially secure to continue support for Tennessee Principals.



### *Election Process: TPA Going Paperless*

TPA members will be voting electronically this year for TPA Vice- President.

Candidate information can be found in this newsletter and on the TPA website ([www.tnprin.org](http://www.tnprin.org)).

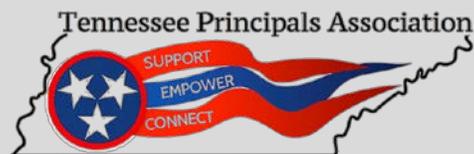


Shannon Grooms



Robbie Norman

Voting will occur in late April. Look for an email coming your way soon!



### **Shannon B. Grooms, Ed.D.**

#### **Position Statement: The 3P's – Parents, Partners, and Positive Principals**

It is my desire to see our profession make the school process a positive experience for all stakeholders. The principal sets the stage to make the school a positive place for students, teachers, parents, and community members. The 3 P's are crucial to the success of a school. Parents must be involved and engaged in the school their most prized possession attends. Positive school partnerships are the key to doing more elaborate activities for students at the school. The final and most important ingredient to a great school is a positive, charismatic leader that loves kids. It is my desire to work through the Tennessee Principals Association to give our principals the tools necessary to enable them to understand and apply the 3P's – Parents, Partners, and Positive Principals.

#### **Bio for Shannon Grooms**

I have been an educator in the Cocke County School system for 24 years. During this time I have been blessed to have been a teacher, school counselor, supervisor, and principal. I have been a principal in the Cocke County School System for 16 years. I joined the Tennessee Principals Association (TPA) after my first year as principal at Grassy Fork Elementary School. I was able to take what I learned from the TPA to lead Grassy Fork School to a Top 3 School in Value Added Achievement according to The Education Consumers Foundation. The success of the school was featured in Scholastic Administrator with an article titled "Miracle in the Mountains" by Oliver "Buzz" Thomas. I have been voted "County's Best Principal three times throughout my career by the readers of the Newport Plain Talk. My current school, Northwest School, is a Model RTI school, a TRIAD model preschool, and has improved in academics, parental support, and discipline. My education was attained from a variety of institutions with a Bachelor of Science in Education and a Masters of Education in School Counseling from Carson-Newman University. I received my Specialist in Education as part of the Leadership 21 program through the University of Tennessee-Knoxville. My Doctorate of Education degree was obtained at Trevecca Nazarene University.

### **Robbie McGowan Norman**

#### **Position Statement: Making Every Principal a Great Principal**

Years ago, as the East Regional Director for the **Tennessee Principals Association**, I was given the task of pulling together folks who would work to make a TPA state conference happen in Pigeon Forge. The theme of that state conference, *Every Principal a Great Principal*, came about as an inspiration from Todd Whitaker, one of our country's leading experts on school leader effectiveness and school culture. As a new principal, I had read his book, "Things Great Principals Do Differently," taking to heart all that he said because I wanted to be a great principal for my staff and students! That goal hasn't changed personally. I still want to be a great principal for my school, but as Vice President of **TPA** my goal would be broader to include all Tennessee elementary school principals in this pursuit of greatness. I believe that the **Tennessee Principals Association** should lead the way in making this happen by providing support, resources, and professional learning opportunities for all of our members, and to be the main source to which our principals turn for inspiration, knowledge, professional learning, networking, and support. *Continued ...*

### *Election Process: TPA Going Paperless*

TPA members will be voting electronically this year for TPA Vice- President.

Candidate information can be found in this newsletter and on the TPA website ([www.tnprin.org](http://www.tnprin.org)).



**Shannon Grooms**



**Robbie Norman**

Voting will occur in late April. Look for an email coming your way soon!

### **Robbie McGowan Norman** *(continued)*

I care about this organization, believe in the possibility of **TPA** becoming the leader in principal support across Tennessee, and will work hard toward meeting the goal of every principal being a great principal!

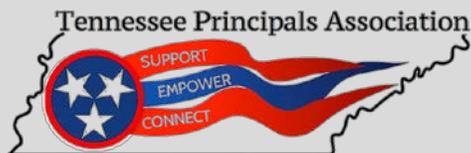
#### **Bio for Robbie McGowan Norman**

Robbie R. McGowan Norman began her 41<sup>st</sup> year in Knox County Schools this past August, eighteen of which have been as an elementary school principal. After graduating from the University of Tennessee, she taught first grade at Carter Elementary for 20 years. Upon receiving her Master's Degree from Lincoln Memorial University, she became a curriculum facilitator for five different elementary schools. Then, from 1998 until 2003, she was the principal of Mooreland Heights Elementary (a small urban school) and from 2003 to the present, she has been the principal of Brickey-McCloud Elementary School(a large suburban school).

During her tenure as a principal, she received the following professional honors:

- Served as a member of the Knoxville Chamber of Commerce Leadership Class of 1998-99
- Served as District Eight Director for the Tennessee Principals Association.
- Served as conference chair for the 2005 TAEMSP state conference, "Every Principal a Great Principal," held in Pigeon Forge, TN (Oct-2005)
- Was named Tennessee's Principal of the Year for 2003 at the Lead Conference in Nashville, TN.
- Served on various leadership teams in KCS, such as the Advisory Team, KCS Consolidated Planning team and president of the Knox County Association of Elementary School Principals.
- Served as Instructional Leadership Course presenter with the Tennessee Department of Education for the five years.
- Served as a principal mentor with the Tennessee Department of Education
- Began and is currently implementing a principal mentoring team for the new elementary principals of Knox County Schools.

She is the mother of two married children, Andrew Mark McGowan (32 years old) and Abigail Marie Lynch (36 years old) whom she is extremely proud of. They, along with their spouses, have graced her with five beautiful grandchildren ranging in ages from five years old to 15 years old. She currently lives in Knoxville, Tennessee with her husband, Jim Norman.



Join PreK-12 principals from across the nation in Philadelphia this summer! The 2017 National Principals Conference will be held July 9-11. Registration information can be found at [www.naesp.org](http://www.naesp.org).



**Tuesday, December 6, 2016 / Peabody Hotel, Memphis, TN**  
*Presiding, Corey Williams, TPA President-elect*

- Welcome
- Introduction of TPA Board of Directors
- TPA ByLaws – no proposed changes at this time
- TPA Membership Update:
  - 2015-16 – 353 members statewide
  - 2016-17 – 300+ members to date; registrations still coming in
- TPA Budget Information:
  - 2016 Budget - \$75,000
  - 2017 Budget - \$65,000 (possible adjustments in January to be determined by conference revenue and sponsor support)
  - TPA Board approved dues increase for 2017-18 (see rationale sheet)
- Nominating Committee Selection (as reported in the Statement of Policies for the Tennessee Principals Association):

### **2017 Nominating Committee**

Chairperson – Dr. Ann-Marie Gleason (past President)

Ex-Officio – Dr. Marsha McGill (President)

East TN – Nikki Skeen

Middle TN – Debra Smith

West TN – Cedric Smith

*Note: Nominating Committee needs to meet up front following the Business Meeting for a few minutes*

- New Business
- Announcements
  - National Distinguished Principal Award – nominations will take place in February
  - School Bell Award – nominations will take place in Spring
- Adjournment to AWARDS LUNCHEON in Hernando De Soto Room

*The Tennessee Principals Association (TPA) is pleased to announce that applications for the "2017 School Bell Award" are now being accepted. TPA presents the School Bell Award annually for up to three (3) schools that show exemplary practice based on the identified focus area. This year, applications are being accepted with a focus on innovation in student leadership.*

### **Qualifications:**

1. The principal of the school must have served for at least **two full consecutive years** in the school, whose program will be nominated.
2. Any individual or group may make nominations.
3. Programs in schools of state elected TPA officers are ineligible.

### **Criteria for selection:**

The selection committee shall consider the following when selecting award recipients:

1. Is the program exemplary?
2. Is the program pedagogically sound?
3. Is the documentation presented in a clear and understandable manner; free from grammatical and typographical errors?
4. Has the program been in operation sufficient time to allow for adequate results/evaluations?

### **Proposal Limitations:**

The proposal shall include narratives on the following areas:

1. Description of program (30 points)
2. Involvement of staff, students, parents, and/or community (30 points)
3. Utilization of resources (20 points)
4. Results/evaluation of program (20 points)

**Proposals must be confined to two (2) double-spaced, letter-sized pages with 1-inch margins.**

All pages must be **typed on one side only** (10 point type; New York or Courier font). **All proposals should be emailed/submitted by June 30th.**

### **Award Information:**

All schools nominated will be notified of award selections following the selection process.

Awards will be presented to the school's representative at the **Awards Luncheon at the TPA Conference in December.**

The award recipients will submit for publication an electronic **summary** (not to exceed 500 words) and **photo (Jpg)** from their program to the TPA office to be used for publication in the **Fall Journal.**

*Nomination form information on next page >*



# School Bell Nomination Form

# Proposed 2017 Budget

*Based Upon 2016 Revenue*

Title of Program \_\_\_\_\_

Name of School \_\_\_\_\_

Telephone \_\_\_\_\_ Fax \_\_\_\_\_

School Address \_\_\_\_\_

City \_\_\_\_\_ Zip \_\_\_\_\_ TPA District \_\_\_\_\_

Email \_\_\_\_\_

SIGNATURE of Principal \_\_\_\_\_

Number of years principal has been in present position \_\_\_\_\_

Nominated by \_\_\_\_\_

Title \_\_\_\_\_ Telephone \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ Zip \_\_\_\_\_

Email \_\_\_\_\_

**Proposals that do not follow qualifications, criteria, and limitations will not be considered.**

Mail: TPA, ATTN: School Bell Award, P.O. Box 140227, Nashville, TN 37214

Email: nancy.meador@tnprin.org

**As of February 6, 2017**

Budget Category	Approved Budget 2015	Expenditures	Budget Balance	Proposed Budget 2016
Board Activities	8,000.00	8,501.58	-501.58	8,000.00
Personnel	36,000.00	36,000.00	0	44,500.00
Office Operations	12,000.00	10,379.61	1,620.39	5,000.00
Communications/Postage	6,000.00	2,879.16	3,120.84	4,000.00
NAESP Meetings	5,000.00	5,339.99	-339.99	5,000.00
Membership	3,000.00	800.24	2,199.76	2,000.00
Professional Development	3,000.00	484.91	2,515.09	1,000.00
Legislative Initiative	1,000.00	128.48	871.52	500.00
Miscellaneous	1,000.00	0	1,000.00	2,000.00
<b>Totals</b>	<b>75,000.00</b>	<b>64,513.97</b>	<b>10,486.03</b>	<b>72,000.00</b>
Long Term Reserve Fund	0			5,000.00
<b>Grand Total</b>				<b>77,000.00</b>

Regions Checking (as of 2-1-17) \$ 13,510.74  
Regions Money Market (as of 12-1-16) \$ 61,878.80  
Regions Conference Account closed on 1/17/17; funds transferred to checking.

[www.tnprin.org](http://www.tnprin.org)

Visit the TPA website to find additional information:

- Photo Gallery of 2016 Tennessee Principals Conference
- Coming Soon: 2017 Conference Registration Information

[www.schoolplanners.com](http://www.schoolplanners.com)

Schoolplanners.com is an official partner of TPA. By ordering early, schools can save money and be ready for next year! The link that goes directly to the ordering page is <http://www.schoolplanners.com/tnaspx>.

By ordering through Schoolplanners.com, not only does your school save, but you are also supporting TPA!



# BOARD OF DIRECTORS



<b>Executive Board</b>	1	Marsha McGill, Ed.D. - President	Glenview Elementary School	Nashville	marsha.mcgill@tnprin.org
	2	Corey Williams, President-Elect	Ridgeway IB Middle School	Memphis	williamsd@scsk12.org
	3	Patricia Griggs-Merriweather, Vice-President	Sheffield Elementary School	Memphis	griggspa@scsk12.org
	4	Anne-Marie Gleason, Ed.D., Past President	Harpeth Valley Elementary School	Nashville	ann-marie.gleason@mnps.org
	5	Janice Tankson, Ed.D. - NAESP State Representative	Levi Elementary School	Memphis	tanksonjv@scsk12.org
	6	Tara Loba - Treasurer	Andrew Jackson Elementary School	Nashville	tara.loba@mnps.org
	7	Nancy Flatt Meador, Ed.D. - Executive Director		Nashville	nancy.meador@tnprin.org
	8	Stacy Edwards - Secretary	Andrew Johnson Elementary School	Kingsport	sedwards@k12s.com
<b>Grand Division Directors</b>	9	Angela Brown, Ed.D. - Grand Division 1 - West	A.B. Hill Elementary School	Memphis	brownaa@scsk12.org
	10	Robin Shumate, Ed.D. - Grand Division 2 - Middle	Lakeview Elementary School	Nashville	robin.shumate@mnps.org
	11	Shay Siler - Grand Division 3 - East	Carter Elementary School	Knoxville	shay.siler@knoxschools.org
<b>NAESP Board Members</b>	12	Brian Partin - NAESP President-Elect	Ross N. Robinson Middle School	Kingsport	bpartin@k12k.com
	13	Sharon McNary - NAESP Zone 4 Director	Richland Elementary School	Memphis	mcnarysk@scsk12.org
	14	Kimbrelle Lewis - NAESP Minority Director (at Large)	Cordova Elementary School	Memphis	lewiskb@scsk12.org
<b>Special Board Appointments</b>	15	Holly Flora, Ed.D. - Director of Social Media	John Sevier Middle School	Kingsport	hflora@k12k.com
	16	Eric Hartfelder - Assistant Principals	Inglewood Elementary School	Nashville	eric.hartfelder@mnps.org
	17	Catherine Prentis - Editor, TN Principal Magazine		Nashville	catherine.prentis@tnprin.org
	18	Ricki Gibbs, Ed.D. - Federal / State Regulations Rep.	Glenarry Elementary School	Nashville	ricki.gibbs@mnps.org