



Fall 2014

From Our President...



Dr. Holly Flora
TPA President

I trust that all of you have had a good beginning to the school year and are looking forward to a rewarding year ahead. There is much to be excited about in Tennessee! As we celebrate Tennessee's recognition as the "fastest-improving state" in terms of growth in academic standards, we continue to press on and ahead in our quest to serve Tennessee students by providing an education that helps support students to be college and workforce ready.

As you begin this school year, know that your Tennessee Principals Association (TPA) is working hard for YOU! As your focus is supporting students, our focus is supporting PRINCIPALS. The mission of our organization is to support principals both personally and professionally. We exist in order to expand learning opportunities for principals, and we work hard to form partnerships and collaborate with other groups in areas of mutual concern and benefit of principals.

Membership is vital to any organization; and in an ever-changing society, it is important that you belong to an association whose primary focus is the principal. We are here to support you. There are key board members in each Grand Division of Tennessee to serve your districts with recruitment and retention of members. The West Division Director is Dr. Teri Evans; the Middle Division Director is Dr. Ted Murcay; and the East Division Director is Dr. Steve Barnett. They will work closely with our NAESP State Representative, Mrs. Sharon McNary, to support the continuing growth and strength of our organization. Please reach out to any of our board members to let us know how we can assist you or your district.

I would like to encourage you to be a participant in TPA's Annual Leadership Conference this winter. In an effort to support principals in wearing the many hats required of us, our theme this year is "Leveraging Principal Leadership." This theme will set the stage for the 2014 Annual Leadership Conference at the Peabody Hotel in Memphis, Tennessee **December 7-8, 2014**. Many renowned presenters will be at the conference to empower principals to become more effective "Leaders of Learning" in our schools. Make your reservations now!

As always, I am humbled and honored to work in a profession that values the development and success of all learners! Wishing each of you a wonderful and safe school year, and I look forward to seeing you in Memphis!

Sincerely,

Holly Flora, TPA President

INSIDE

Front	From Our President
Page 2,3	Executive Director's News Summaries
Page 4	Zone 4 NAESP Director's Report
Page 5-8	2014 TPA Conference Flier
Page 9	Board of Directors
Page 10	Sharon McNary's Report
Page 11	TPA Membership Form
Page 12	Calendar of Events

Executive Director's New Summaries



Dr. Janice Tankson

TPA's Tennessee Breakfast in Opryland Hotel, July 11, (in conjunction with NAESP's annual conference) was a huge success. Dr. Janice Tankson coordinated events, and over seventy registrants from across the state attended the Meet & Greet held in the Lincoln meeting room. The food was super! Thanks to sponsors like Houghton Mifflin Harcourt, Mentoring Minds, and Frank Miller Fundraising, those present enjoyed a \$45 breakfast for their \$10 ticket. Dr. Tankson arranged for NAESP President Mark White and other national officers to drop by and say a few words (including new President-elect Robyn Conrad and Tennessee's own Dr. Nancy Meador, NAESP's Past-president). Brian Partin was there in his role as Zone 4 Director. Those present heard the latest national work plan direct from the sources/decision makers. Prize drawings were the perfect way to end the breakfast—especially the free night at the Peabody.

Teresa Dennis led the Tennessee principal volunteers as we performed stellar hosting activities at the NAESP conference. The Opryland Hotel is a difficult venue to negotiate, yet the 2,000 guests from across North America and a few international settings raved about the quality of the hosting TPA provided retired and active members. The central hub was near Delta Island in front of the NAESP registration desk, and many metro and former principals contributed their time and energies along with others from across the state. President Holly Flora was among the apron wearers. Nearly 200 Tennesseans were present at the conference, so many of you likely asked our hosts for directions to a meeting room or a place to eat. TPA thanks these volunteers for making us look so good to so many visitors.



Teresa Dennis

Dr. Ann-Marie Gleason, TPA President-elect, was in charge of organizing and operating our exhibit booth in NAESP's conference exhibit hall area. Tennessee was part of the Zone 4 group which includes seven Southeastern states. Dr. Gleason and other officers scheduled many of us for hour-long stints in the booth area. There are always desirable prize giveaways in the state booths (which board members are generous to supply). The booth also serves as a great place to meet other principals and find out about planned events such as the Zone 4 reception coordinated by Brian Partin and our own state breakfast.



Dr. Ann-Marie Gleason

While TPA's executive committee and board members were in Nashville for NAESP's conference, Dr. Holly Flora, TPA President, planned an ambitious agenda. The executive committee began with a 7:00 a.m. breakfast on Saturday, and the full board met that afternoon. July 12 was a long but productive day on both the national and state levels.

At the national level, major changes to NAESP's Bylaws were adopted during the Delegate Assembly including:

- adding a vice-president position and phase out the past-president role
- allowing greater flexibility in how board members are selected from the zones
- providing the NAESP board with greater authority is setting dues amounts for membership categories.



Dr. Holly Flora

At the **state level**, the executive committee meeting examined the following:

Executive Director's New Summaries

- operational business ranging from the identification of an additional quality benefit to be added and sources for funds to provide that benefit
- financial actions required to be a premier association
- the importance of succession planning over the next year.

In the afternoon session, considerable attention was devoted to the following:

- job performance expectations for TPA officers and other board members
- membership advantages already existing and how to present them so others recognize the value for themselves
- CogniSens and NeuroTracker and their founders' view of them as major breakthroughs for all ages in improved mental functioning
- operational reports on TPA business



Dr. Nancy Meador

In addition, several actions were taken including an initial consulting contract with NAESP Past-president Dr. Nancy Meador for assistance in membership development, conference operations, and relationship building with other associations and partners. Dr. Meador will begin immediately on an initial 5-month agreement



Stacy Edwards

The next executive committee meeting is scheduled for September 13, in Embassy Suites Murfreesboro. A re-write of the mission statement, adoption of the revised job expectations documents (headed by Dr. Holly Flora, Stacy Edwards, and Dr. Steve Barnett), and the December 2014 and December 2015 conferences are among action items planned for the agenda. One strength of the TPA board is its attention to broad issues and efficient disposal of the more routine items.

Dr. Steve Barnett Announced as TPA's 2014 National Distinguished Principal

At Towne Acres Elementary School, Johnson City, TN, Principal Dr. Steve Barnett has pioneered the creative use of whole-school resources to help struggling students and created a parent involvement program including unprecedented levels of communication. With only three part-time teaching assistants to support instruction, limited human resources were available to help meet the needs of struggling students. In an innovative approach, Barnett harnessed every support staff member, including the bookkeeper, the secretary, and the library assistant to work in classrooms for up to two hours a day tutoring students who need extra help or extended learning opportunities. Due to an extra hour daily in the flexible Related Arts schedule, two art teachers also work an hour a day teaching small groups in level three RTI reading programs. Guided tours for new parents, two parent volunteer orientations, and seats on committees such as Reading and Science ensure that parents are involved in the school. Parents also support learning through the PTA and the Academic Booster Club, and Barnett provides ongoing information to educate parents on the Common Core and other issues. Teachers email parents every evening in grades two through four and weekly in kindergarten and first grade. The school website and individual teacher websites also provide ongoing communication to parents. The 345-student, kindergarten through fourth grade school was recognized as one of Tennessee's most effective schools for raising student achievement by the Education Consumer's Foundation in 2008. Barnett holds a B.S. from East Tennessee State University, an M.S. from the University of Tennessee, an Ed.S. from Tennessee Tech, and a Ed.D. from East Tennessee State University. *(Excerpted from naesp.org/ndp2014bios/Barnett)*



Dr. Steve Barnett

Dr. Steve Barnett was recognized by VALIC as TPA's NDP for 2014 on August 26. Teresa Fischer and a VALIC colleague surprised Dr. Barnett with their presence. His trip to D.C. for the national recognition will be in October 2014. The fall *Journal* will have a thorough review of those events. TPA and the Niswonger Foundation provide a \$1,000 award (\$500 each) in recognition of his selection. Nominations for the 2015 program will be announced soon.

In the Zone – NAESP Zone 4 Updates



Dr. Brian Partin

Welcome to Zone 4 in affiliation with the National Association of Elementary School Principals (NAESP). If you are an elementary or middle level principal member in TPA, your membership also gives you membership in NAESP. NAESP has nine “zones” that have representation on the NAESP Board of Directors. Members who reside in Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee, Puerto Rico, or the U.S. Virgin Islands are a part of NAESP’s Zone 4.

Beginning July 2013, I was elected to serve a three-year term as the Director of Zone 4. As Zone 4 Director, I represent YOU on the NAESP National Board of Directors. The NAESP Board of Directors meets quarterly to discuss issues and find solutions that are relevant to principals across the nation. Annual meetings are scheduled in tandem with key meetings organized by NAESP:

- NAESP National Convention—Summer (July)
- National Distinguished Principals—Fall (October)
- National Leaders Conference—Winter (February)

Your membership in NAESP provides you with several benefits and resources such as: liability insurance, professional development, federal advocacy, current publications, and discounted school programs to name a few. In addition to these resources, we are also committed to supporting our early career principals through the development of certified principal mentors and through our new principal programs. The information below will provide you with additional information on those programs:

Sign Up for Mentor Training The NAESP National Mentor Training and Certification Program engages experienced principals to give back to the profession. Read more at www.NAESP.org.

Sign Up for New Principals Panel By participating, new principals will contribute to a dynamic knowledge base about what it's really like to be a new principal today. Read more at www.NAESP.org.

NAESP Mission Statement

The mission of the National Association of Elementary School Principals is to lead in the advocacy and support for elementary and middle level principals and other education leaders in their commitment to all children.

Contact: Brian Partin, Ed.S., Director, Zone 4
 Thomas Jefferson Elementary, 2216 Westmoreland Ave., Kingsport, TN 37664
 Phone: 423-378-2288 / Fax: 423-378-2277 e-mail: bpartin@k12k.com



Principals Leveraging Leadership

December 8,9, 2014 – The Peabody Memphis



Tennessee Principals Association
2014 Annual Leadership Professional Development

Tentative Schedule at a Glance

Sunday, December 7

- 3:00-6:00 Registration
- 5:00 Vendor set-up begins
- 6:00 **Executive committee meeting**
- 7:00 Board dinner meeting (by invitation)

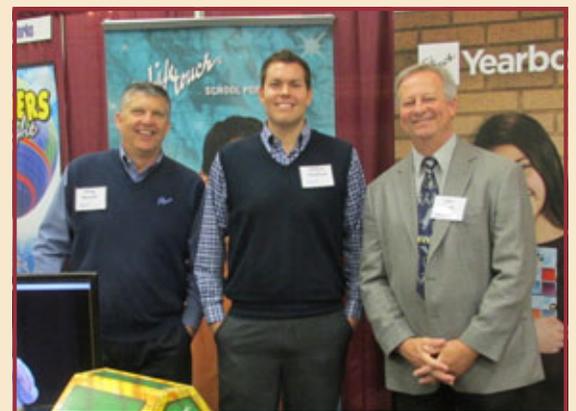


Monday, December 8

- 8:00-10:00 **First General Session: Muriel Summers**
- 10:00-10:30 Morning break and exhibit hall ribbon cutting
- 10:30-11:30 **First Set of Concurrent Sessions** (leveraging leadership to change school cultures)
- 11:30-1:20 (lunch & dedicated exhibit hall time)
- 1:20-2:20 **Second Set of Concurrent Sessions** (leveraging leadership in the program of studies)
- 2:30-3:30 **Third Set of Concurrent Sessions** (emerging principal leadership success stories)
- 3:40-4:40 **Fourth Set of Concurrent Sessions** (reports on selected successful practices)
- 4:45 Final prize drawings in exhibit hall

Tuesday, December 9

- 8:00-11:45 **Second General Session: Coach Jim Johnson**
- 11:45 TPA business meeting
- 12:00-1:30 **Awards luncheon with Dorsey E. Hopson II, Esq.**
- 1:35 TASL credit verification, if needed



Conference Registration

Tennessee Principals Association's State Conference

December 8-9, 2014

The Peabody Memphis

149 Union Avenue, Memphis, TN 38103

Telephone (901) 529-4000 or (800) PEABODY www.PeabodyMemphis.com

Room reservations are \$139 per night for single or double and \$159 for triple or quad (if reserved by November 10) and may be made by telephoning the number above.

(The reserved room block is on a first-come, first-served basis; mention Tennessee Principals Association.)

Please check your registration preference:

- | | | |
|------------------------|---|---|
| TPA member | <input type="checkbox"/> Before 10/15/14 \$195 | <input type="checkbox"/> After 10/15/14 \$255 |
| Non-TPA member | <input type="checkbox"/> Before 10/15/14 \$285 | <input type="checkbox"/> After 10/15/14 \$355 |
| Aspiring administrator | <input type="checkbox"/> Before 10/15/14 \$125 | <input type="checkbox"/> After 10/15/14 \$175 |
| | <input type="checkbox"/> Yes, I would like to receive TASL credits if available | |

First name _____ Last name _____ Preferred badge name _____

School name _____

School address _____ City _____ Zip code _____

School telephone (____) _____ - _____ School fax (____) _____ - _____ Contact telephone (____) _____ - _____

Your e-mail (required for confirmation) _____ @ _____ . _____

Method of payment personal check for \$ _____ school check for \$ _____

Make checks payable to Tennessee Principals Association and mail completed registration to TPA, 205 Sterling Springs Drive, Johnson City, TN 37604

original, signed purchase order (may be faxed to 423 282 2784)

credit card

Card Type (i.e., VISA, MasterCard AmEx, etc.) _____

Card # _____ - _____ - _____ - _____ Expiration date ____ / ____

Conference Chairs, Team, and Incoming President



Sharon McNary
Chair
mcnarysk@scsk12.org



Kimbrelle Lewis
Co-chair
lewiskb@scsk12.org



Dr. Janice Tankson
Exhibit Hall
tanksonjv@scsk12.org



Dr. Teri Evans
Team
evanstg@scsk12.org



Dr. Sam Shaw
Team
shaws@scsk12.org



Dr. Ted Murcray
Team
ted.murcray@mnps.org



Dr. Holly Flora
President
hflora@k12k.com

TPA Executive Director: Dr. Ernest Bentley, Jr. e-mail: tnprinassoc@comcast.net

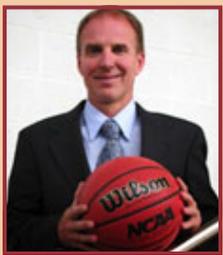
For additional information, please visit our website at www.tnprinassoc.org

About Our Speakers

Dorsey E. Hopson II, Esquire, serves as the first Superintendent of the newly merged Shelby County Schools, the nation's 14th largest school district. Hopson received his Bachelors of Arts (with honors) from the University of Memphis. He then attended Georgia State University College of Law. Hopson graduated Magna Cum Laude from Georgia State University in 1998 and ranked 12th in his graduating class. Hopson has a deep passion for education and the law. He strongly believes that every child can learn and that education is the great equalizer. He also believes that the key to student achievement is to ensure that every classroom has an effective teacher and every school has an effective leader.



Dorsey E. Hopson II



Coach Johnson

Using the remarkable story of J-Mac, **Coach Jim Johnson** shares his six leadership keys that have guided his teams to immense success. The lessons in this presentation, Leadership That Makes Dreams Come True, will help you become an extraordinary leader by learning to clarify your vision, build trust, create an edge, communicate effectively, and lead by example. Coach Jim Johnson's life-changing message imparts a deeper awareness of the power of the human spirit. With a rare ability to take audiences far beyond a motivational talk and into a transformational experience, he reminds us of the magic of passion, perseverance, and the power of teamwork.

As principal of A.B. Combs Leadership Magnet Elementary School, **Muriel Summers** and her staff created the first leadership elementary school in the nation using FranklinCovey's 7 Habits program as a foundation. By recognizing that each student possesses unique gifts and talents, and building on students' strengths rather than their weaknesses, A.B. Combs continually achieves high levels of academic performance year after year. Muriel started her career in the field of education 33 years ago. A.B. Combs has been featured on *Good Morning, America* and the *Oprah Winfrey Show* and is a national Blue Ribbon School of Excellence. The school has earned recognition as the National Elementary School of the Year.



Muriel Summers



2014-2015 TPA BOARD OF DIRECTORS

President Dr. Holly Flora

Andrew Jackson Elementary
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Kingsport, TN 37660
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President-elect Dr. Ann-Marie Gleason

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Past President Dr. Janice Tankson

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Tel. 901.416.8166
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Kate Bond Elementary
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evanstg@scsk12.org

Grand Division 2 Director

Dr. Ted Murcra

Isaiah T. Creswell Middle
3500 John Mallette Dr
Nashville, TN 37218
Tel. 615.291.6515
ted.murcra@mnps.org

Grand Division 3 Director

Dr. Steve Barnett

Towne Acres Elementary
2310 Larkspur Dr
Johnson City, TN 37604
Tel. 423.854.4800
barnetts@jcschools.org

NAESP Past-president

Dr. Nancy Meador

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nancyfmeador@gmail.com

NAESP State Representative

Sharon McNary

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mcnarysk@scsk12.org

NAESP Zone 4 Director

Brian Partin

Thomas Jefferson Elementary
2216 Westmoreland Ave
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Tel. 423.378.2270
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Sharon McNary, NAESP State Representative

Hello Principals,

It is that time of year again; the beginning of a new school year. As a new or sitting principal, we are all excited and a little nervous about what lies ahead for us this year. We are all strategically planning how to make this year the best year ever for our students, parents, faculty, and staff, but we cannot do it alone. We must seek the opinion of others. I am constantly reaching out to my fellow principals from across the state to see how they are dealing with the similar situations.



Sharon McNary

“The principalship can be a lonely profession. Lack of time, overload of responsibilities, uncertainty about their roles in leading change, fear of appearing unknowledgeable, and the stress of attempting to balance professional and personal lives puts the principals in a difficult position to meet expectations.” (Michael Fullen and Andy Hargreaves) The role of the principal is ever-changing, but it has never been so crucial and impactful as it is today. For that very reason, I encourage each of you to make an effort this year to truly collaborate with other principals throughout your school system, as well as throughout the state of Tennessee. If you make that commitment, I truly think you will see the benefits.

I would also like to challenge each member to find one person who is not a member and encourage him or her to join TPA. If you are a member of TPA, there are many people working on your behalf:



Dr. Steve Barnett

Grand Division Director for Eastern Tennessee

Dr. Steve Barnett

Eastern Tennessee Recruitment Ambassadors

Kathy Duggan, Robbie Norman, Darlene Miller (Knox County)
 Chuck Carter (Hamlen and Greenville Counties)
 Josh Wandell, Shanna Hensley, Rachel Walk (Tri-Cities)
 Stephanie Hinton, and Penny Leffew (Chattanooga area)



Dr. Ted Murcraay

Grand Division Director for Middle Tennessee

Dr. Ted Murcraay

Middle Tennessee Recruitment Ambassadors

T-Shaka Coverson (MNPS)
 Marsha McGill (MNPS)
 Robin Perry Pinder (Cumberland)
 Chris Lafferty (Rutherford)
 Cindy Davis (Williamson)



Dr. Teri Evans

Grand Division Director for Western Tennessee

Dr. Teri Evans

Western Tennessee Recruitment Ambassadors

Stephanie Beach, Lisa Frieson, Angela Holloway, Flora Childress (Shelby County)
 Zak Percoski (Germantown School District)
 Gina Gore (Arlington School District)
 Selina Sparkman (Millington School District)
 Melissa McConnell (Collierville School District)

Please reach out to anyone of these members or me if you have any questions about TPA. We are here to support you. Together, we can make a difference for all principals in the state of TN, which will in turn have a greater impact on all of the children of Tennessee.

Sharon McNary

The only association focusing on principals and the principalship.

Tennessee Principals Association

Join with other colleagues by completing this form or enrolling online at www.TnPrinAssoc.org

Name _____ Position _____

Check applicable: New Principal New Member Renewal Elem Middle Secondary

School Name _____ System _____

preferred mailing address:

Preferred Mailing Address _____

City _____ County _____ State _____ Zip _____

Phone _____ Fax _____ Email _____ @ _____

TPA/NAESP Membership Dues: (check one)

- \$385.00 TPA/NAESP Active "A" (line administrators)
 \$430.00 Institutional/Active TPA/NAESP "B" (line administrators)
 \$120.00 Aspiring Principal TPA/NAESP "G" (teachers, counselors)
 \$210.00 Associate "P" (professors, central office)
 \$168.00 Emeritus "E" (voting privileges and insurance coverage)
 \$110.00 Retired "R"



TPA Membership Enrollment Form

Membership year through 8/31/2015

Networking, Conferences, Legal Benefits (new \$2 million liability), Advocacy (state and national), Publications (state and national), and Research lead the benefit list!

TPA/Secondary Membership Categories (Grades 9-12)

- Active Individual _____ \$150.00 TPA Dues + Membership in a national association
 Institutional Active _____ \$150.00 TPA Dues + Membership in a national association



Method of Payment: (check one)

- Check enclosed: make payable to: TPA Purchase Order: Copy attached
 Credit card: please charge to: MasterCard Visa AMEX
 10-month payment plan with credit or debit card (for A and B memberships) (\$40.50 payments for 10 consecutive months)

Card # _____ Expiration Date _____

Signature _____

Mail form along with payment to:

MEMBERSHIP PROCESSOR

205 STERLING SPRINGS DRIVE, JOHNSON CITY, TN 37604

For questions contact tnprinassoc@comcast.net



205 Sterling Springs Drive
Johnson City, TN 37604

DON'T MISS IT!
conference registration
discount expires
10/14/14

UPCOMING *Mark Your Calendars* **EVENTS** 

September 13-14, 2014

TPA Executive Committee Meeting, Embassy Suites, Murfreesboro

October 27-29, 2014

LEAD Conference, Music City Center, Nashville

October 16-17, 2014

National Distinguished Principals Program, Washington D.C.

November 14-17, 2014

TSBA Annual Convention & Tradeshow, Gaylord Opryland Resort & Convention Center, Nashville

December 7, 2014

Annual TPA Executive Committee & Board Meetings, The Peabody, Memphis, TN

December 8-9, 2014

Annual TPA Leadership Conference, The Peabody, Memphis, TN

February 2015

NAESP Advocacy and Leadership Conference

February 19-21, 2015

2014 NASSP Conference, San Diego Convention Center, San Diego, CA

April 2015

Zone 4 NAESP/Southeastern Council of Elementary School Principals, Atlanta, GA

June 30-July 2, 2015

NAESP National Conference and Expo of the Year, Long Beach, CA