

Proposal for MASS Members to Participate in SAM LPLP 2019-20

For consideration of the MASS Board - Board Leadership Web Meeting 4-16-19

Rationale: The MASS Board of Directors were in consensus at their March 17, 2019 meeting that they would like SAM to continue the Leaders Professional Learning Program. With a high turnover rate for superintendents in many areas of the state and with answers to 2017-18 SAM LPLP research questions indicating participation in the program leads to an increase in job satisfaction, longevity, and student learning; the MASS Board of Directors requested a proposal be created for MASS members new their positions to participate in SAM LPLP 2019-20.

Proposal 1: MASS pays the \$500 registration fee for superintendents new to their positions for participation in SAM LPLP 2019-20. MASS Budget line item could be developed to support the average number of superintendents new to their position over the past 3 years. Example: Average number of superintendents new to their position the past 3 years is 32 (with approximately 10 having superintendent experience), so the MASS Budget line item would be \$16,000 (32 x \$500) and the actual allocation would work like all other line items in the MASS budget -- expending the funds for whomever signs up under the conditions of the program (e.g. they will participate if they are offered this opportunity).

Proposal 2: MASS pays the \$500 registration fee for a predetermined number superintendents new to their position for participation in the SAM LPLP 2019-20. A process for determining who is selected for payment of fee would be established. Example: if the number is 15 scholarships for superintendents new to their position, a criteria could be established for example that funding goes to a certain number from each class size (C, B, A, AA, IE) or from each MASS region. MASS Budget line item could be developed to support \$7500 (15 x \$500) if 15 were the number of scholarships offered.

Proposal 3: Increase MASS membership dues by \$500 for superintendents new to their positions and require participation in SAM LPLP 2019-20.

Proposal 4: MASS pays a portion of the \$500 registration fee for superintendents new to their positions for participation in SAM LPLP 2019-20. How this is developed would be up to the MASS Board to determine the amount

Necessary Actions:

- SAM will send a letter to the chairperson of school boards of districts with superintendents new to their positions describing SAM LPLP communicating the benefits of participation in SAM LPLP for both new and experienced superintendents. Data around increased job satisfaction and longevity will be included in the communication.
- SAM will send a formal invitation to superintendents new to their positions with program and registration information.
- Region presidents will contact new administrators to encourage participation in SAM LPLP.