

NSIP Board of Directors – Meeting Documentation

Date / Location:	Wednesday, January 14 and Thursday, January 15, 2026		
Members Present:	<u>P</u> Bert Hendee, President	<u>P</u> Dave Sechler, Secretary	<u>P</u> Carol Lensing, Emeritus
	<u>A/P</u> Paul Katnik, Vice President		
	• absent on 1/14		
	• present on 1/15	<u>P</u> Jennifer Stapleton, SAM	<u>A</u> Debbie Daniels, Emeritus
	<u>P</u> Nathan Roberts, Treasurer	<u>P</u> Jennifer McCrystal, Principal	<u>P</u> Mark Shellinger, ex officio (CEO)

Agenda Items	Decisions / Actions / Discussion Summary
Call to order	January 14, 2026 – The meeting was called to order at 1:02 p.m. EST by Board President Bert Hendee.
Approval of Previous Meeting Minutes (Bert)	<ul style="list-style-type: none"> • Minutes approved. <p style="text-align: center;">Moved: Jennifer Stapleton Seconded: Jennifer McCrystal Adopted by consensus</p>
Board Members: Comments, announcements, questions related to NSIP	<ul style="list-style-type: none"> • Carol Lensing announced that this will be her last board meeting. “It’s just time.” Carol was the first superintendent outside of Jefferson County, KY schools to express interest in having SAMs in schools, and she was one of the original NSIP Board members. Her sound advice and sense of the history of the organization will be greatly missed.
Officer election / renewal (Bert)	<ul style="list-style-type: none"> • Background: In our July 8, 2025 board meeting we approved a motion to have current officers continue in their roles. (Moved: Jennifer Stapleton; Seconded: Jennifer McCrystal; Adopted by consensus) • <u>Motion</u> to have current officers continue in their roles, and effective at this meeting the annual terms of office will begin at the official annual board meeting (now held at each year’s annual conference). <p style="text-align: center;">Moved: Jennifer Stapleton Seconded: Jennifer McCrystal Adopted by consensus</p>
Executive Director: Service, Support and Fiscal (Mark)	<ul style="list-style-type: none"> • Fiscal Review: <ul style="list-style-type: none"> >> Mark: Things are difficult. We are “right on the edge of being in the black.” One of Mark’s primary goals is to not use FY’27 money, and we’re nearly there. Adjustments that Mark et.al. made due to economics (such as setting an upper limit on coaching hours and cutting salaries of NSIP staff) have worked. We have lost schools: we had 858 teams as of June 30, 2025, and we have 584 now. The Feds have given Iowa approval to use federal money in any way the state chooses, so the state will no longer be required to use a certain percentage of its federal money for PD. This federal approval may be the beginning of a trend of lifting requirements. IA and other states could surprise us and continue to spend money on PD, or they may opt to use the money for other things. >> Nathan: we should keep our eyes on IA because they are the first and will become the pattern for other states in the future. Whatever they choose to do, other states will follow their lead. NSIP is strong in terms of the (financial) core. >> Mark “bets” that we will increase the number of teams we will have next year. One area for future growth: charter schools. • Conference update: We have 278 members of SAM teams attending, out of our total of 584 teams. This year’s conference is smaller and perhaps a bit less flashy, but the quality of the sessions is still high. The conference will still be memorable. This year’s conference will come close to paying for itself, and next year’s conference should finally meet that goal. • Trademark violations: We have had two instances in which our trademark has been violated. One instance was resolved amicably between NSIP and the offender. Our challenge to the other instance is still in process. • Tech security: Our tech security insurance is now ironclad. Thanks to Chicago and NYC schools for insisting on us having a high level of security. We have been attacked, but never successfully hacked. <p>Program:</p> <ul style="list-style-type: none"> >> TimeTrack: It is stable. It is a strong system; it keeps getting better.

	<p>>> Coaching: continues to be the strongest part of our process. Mentors work with TCCs, meet with them every month; Carol reviews TTs regularly and reports out to the mentors who, in turn, communicate with the TCCs in their mentor groups.</p> <p>>> Next year: Next year’s conference will be held near Las Vegas, in Summerland, NV on JAN 13-17,2027. (This will be possible in part because we won an appeal to be considered tax exempt.)</p>									
Summer board meeting	<ul style="list-style-type: none"> • There was consensus that having our summer meeting be face-to-face is a good thing. • For tomorrow: consider meeting location possibilities on our own and bring suggestions to tomorrow’s meeting. Our goal will be to identify four locations for Mark and Bert to consider. 									
Wallace proposal – discuss ideas for formal evaluations (Mark)	<p>Prep for tomorrow’s discussion:</p> <ul style="list-style-type: none"> • There is new leadership at the Wallace Foundation. The Foundation has not been spending much on education lately, but this and the chaos at USDOE could make this time a good opportunity for us to ask, “What’s next?” • FYI: Mark has worked with Paul, Kim Marshall and others on an idea for doing a study comparing schools where principals were required to do formal evaluations and schools where principals were not required to do them. The study would address questions of whether principals truly can be effective while serving as both evaluators (holding teachers officially accountable for their work) and coaches (helping to improve teachers’ instruction). 									
Recess & Reconvening	<ul style="list-style-type: none"> • The meeting was recessed at 2:50 p.m. EDT by Board President Bert Hendee, to reconvene at 8:50 a.m. tomorrow. <p>January 15, 2026 – The meeting was called to order at 8:45 a.m. EDT by Board President Bert Hendee.</p>									
Board Members, cont’d: Comments, announcements, questions related to NSIP	<ul style="list-style-type: none"> • Paul <ul style="list-style-type: none"> >> Two bills are under consideration in MO: 1) giving community colleges permission to grant 4-year degrees; 2) proposing to make teacher preparation a 2-year process (allowing candidates to become teachers with an Associate degree). >> Yesterday Paul was in MO testifying to inform legislators that the state already has sufficient access to certification, (why add another?) and that currently less than 50% of teachers have attended a traditional four-year training program. 									
Summer meeting, Part 2	<ul style="list-style-type: none"> • We have set the dates already. • In our March meeting we will decide if it’s fiscally possible for the summer meeting to be held in person rather than virtually. • Places like San Francisco, upstate NY, the Poconos, eastern Michigan were suggested. Paul floated the idea of having board members pay part of the cost (perhaps transportation). Members were open, but no decision was made. Mark and Bert will explore possibilities and present a plan for consideration and possible approval at our March meeting. 									
Wallace proposal, cont’d (Mark & Paul)	<ul style="list-style-type: none"> • Mark and Paul presented an overview of a potential study that we may wish to consider conducting in conjunction with the Wallace Foundation. The idea is still in its earliest stages, and there are myriad details still to be considered. • The proposed study would follow 4 groups: 1 with SAM & doing traditional evaluations, 1 released from doing formal observations, 1 without SAM and doing formal observations; 1 not doing SAM with release from formal observations. <table border="1" data-bbox="548 1598 1576 1743"> <thead> <tr> <th></th> <th>With SAM</th> <th>Without SAM</th> </tr> </thead> <tbody> <tr> <td>With principals doing formal evaluations</td> <td></td> <td></td> </tr> <tr> <td>With principals released from doing formal evaluations</td> <td></td> <td></td> </tr> </tbody> </table> <ul style="list-style-type: none"> • For all four groups, NSIP’s shadowing system could be used to measure principals’ time spent by with teachers. We have a tried and true process that was proven effective in the early days of SAM. 		With SAM	Without SAM	With principals doing formal evaluations			With principals released from doing formal evaluations		
	With SAM	Without SAM								
With principals doing formal evaluations										
With principals released from doing formal evaluations										
Bylaws, Policy, Mission / Vision, Board goals –	<ul style="list-style-type: none"> • Bylaws (Dave): No actions taken, but Dave will add “Reviewed Thursday, January 15, 2026” to the bottom of the docs. (DLS note: This was done on 1/26/2026.) Our official yearly review will now take place at our annual conference board meeting. 									

ongoing review (Dave & Paul)	<ul style="list-style-type: none"> • Policies (Paul): Paul distributed our official scorecard a new SAM promotional graphic, used the scorecard to walk us through our progress toward achieving our goals, and led a preview of the graphic. (See addendum for our current status on our score card.) <li style="padding-left: 20px;">>> In her opening message to the conference attendees, Bert will challenge participants to share the graphic with at least one colleague. Jenn & Jenn will make themselves available to talk to others who are interested in SAM. • Question from Bert to the group: What can we do to more widely disseminate the graphic? 			
Board Membership discussion	<ul style="list-style-type: none"> • In seeking candidates for new members of the board, we will advertise for a “practitioner” or “TimeTrack Owner” rather than specifying a specific role such as principal or SAM. <li style="padding-left: 20px;">>> Question: Will this change our practice if a new board member changes roles after being selected? <li style="padding-left: 20px;">>> Tentative position of the board: When a person is selected, that person will be considered to be representing whatever role they have at the time they were selected. • Our target for adding a new member will be next year’s annual meeting (JAN 2027). Bert will announce the expected opening in her message to conference attendees this week. 			
Future Board meeting dates	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <ul style="list-style-type: none"> • Previously set (2026) <li style="padding-left: 20px;">APR 13, 2026 (virtual) <li style="padding-left: 20px;">JUL 7-10 (in person) <li style="padding-left: 20px;">SEP 28 (virtual) </td> <td style="width: 50%; vertical-align: top;"> <ul style="list-style-type: none"> • New dates (2027): <li style="padding-left: 20px;">JAN 13-16 or 24-30 (Tentative, depending on conference dates, TBD) <li style="padding-left: 20px;">APR 19 (virtual) <li style="padding-left: 20px;">JUL 6-9 (in person) <li style="padding-left: 20px;">SEP 20 (virtual) </td> </tr> </table>	<ul style="list-style-type: none"> • Previously set (2026) <li style="padding-left: 20px;">APR 13, 2026 (virtual) <li style="padding-left: 20px;">JUL 7-10 (in person) <li style="padding-left: 20px;">SEP 28 (virtual) 	<ul style="list-style-type: none"> • New dates (2027): <li style="padding-left: 20px;">JAN 13-16 or 24-30 (Tentative, depending on conference dates, TBD) <li style="padding-left: 20px;">APR 19 (virtual) <li style="padding-left: 20px;">JUL 6-9 (in person) <li style="padding-left: 20px;">SEP 20 (virtual) 	
<ul style="list-style-type: none"> • Previously set (2026) <li style="padding-left: 20px;">APR 13, 2026 (virtual) <li style="padding-left: 20px;">JUL 7-10 (in person) <li style="padding-left: 20px;">SEP 28 (virtual) 	<ul style="list-style-type: none"> • New dates (2027): <li style="padding-left: 20px;">JAN 13-16 or 24-30 (Tentative, depending on conference dates, TBD) <li style="padding-left: 20px;">APR 19 (virtual) <li style="padding-left: 20px;">JUL 6-9 (in person) <li style="padding-left: 20px;">SEP 20 (virtual) 			
Miscellaneous	Mark made several housekeeping / logistical items.			
Adjournment	<ul style="list-style-type: none"> • The meeting was adjourned at 11:30 a.m. EDT. <table style="width: 100%; border: none;"> <tr> <td style="width: 33%;">Moved: Dave</td> <td style="width: 33%;">Seconded: Bert</td> <td style="width: 33%; text-align: right;">Adopted by consensus</td> </tr> </table>	Moved: Dave	Seconded: Bert	Adopted by consensus
Moved: Dave	Seconded: Bert	Adopted by consensus		

Next meeting: April 13, 2026, via Zoom, 2:00-4:00 CDT

ADDENDUM 1 – Status Check, NSIP Board of Directors Goals

Mission Statement

Provide a comprehensive process and set of tools to develop effective instructional leaders resulting in greater student success.

Vision Statement

Increase principal time spent improving teacher practice and student outcomes.

NSIP Board Scorecard

Board Goals 2025-26	Strategies & Evidence of Success	Completed
Market SAMs success	Use infographic to share data with SAMs participants and especially those unable to pay for services this year – Board members will also find additional ways to disseminate the infographic	
Highlight positive elements of the data from the Performance Rubric Assessment	All Board members provide a statement in the SamTastic Weekly about the data from the Annual Rubric Assessment	X
Describe and explain the Mission and Vision revisions	Jen and Jen will present at the national conference on the reasons for the revisions and the new versions of the Mission and Vision	X
Discuss board membership	This will be an agenda item for the January meeting	X
Consider development of an Infographic based on the data from the Executive Summary	Between September and December, the infographic will be developed using data from the Executive Summary	X

Goals adopted and Scorecard created: July 8, 2025

Scorecard reviewed: September 22, 2025, January 15, 2026

ADDENDUM 2 – SAM Infographic

