



To: House Committee General and Housing

From: Jay Nichols , Executive Director

Date: January 26, 2023

Subject: Introduction to VPA/What Your Committee Can Do to Help

The VPA is governed by an Executive Council consisting of 12 active principals, an assistant principal, a career center director, and a retired principal member. This 15 member board meets regularly throughout the year and provides macro leadership for the organization similar to how a well functioning school board would serve a school district.

For the record, Jay Nichols, Executive Director of the Vermont Principals' Association (VPA).

The VPA provides support to our 800 members who are mostly principals, assistant principals, and high school athletic directors. We do have a number of Central Office employees including superintendents who are VPA members as well as retired school leaders and aspiring school leaders.

The mission of the VPA is as follows:

The Vermont Principals' Association supports school leaders to improve the equity and quality of educational opportunities for all students.

*** Principal and Assistant Principal turnover in VT last year was 31% - to my knowledge it has never been higher than 22% in a given year. Superintendent turnover was at a similar level. The job has never been harder, never had higher expectations, never had more accountability without corresponding resources.

- We need Housing and Child Care support - many parents can't work because they can't afford child care and many people can't afford to live in VT. We have lost many teacher candidates simply because they could not find affordable housing near where they were offered a teaching job. Housing and Child Care costs and issues are making it very hard for our key demographic of 19 to 44 year olds to move to VT - we need these people. They usually work and they usually have kids - two things Vermont needs: workers and more children
- Do an educator version of the Governor's \$10,000 remote worker concept - get educators to move here, stay a certain period of time in good standing and they collect the \$10,000
- 5 year retention bonus
 - Down payment toward a house for example
- Teacher funding support for home loans
 - Teachers often don't make enough money to get a house loan early in their careers. Owning a home makes it much more likely the educator will continue to live in VT. Remove banking regulations or subsidize these regulation thresholds to help young teachers become homeowners
- Develop a State Loan Forgiveness program from VT Institutions for people who pursue education and stay in VT for a given amount of time

The Vermont Principals' Association is posed to work with you on any of these issues. Please let us know if we can be of any assistance.