

# AASSP News



Alabama Association of Secondary School Principals  
P.O. Box 428 | Montgomery, AL 36101 | 800.239.3616 | 334.265.3611 - Fax

## Congratulations Andrea Dennis Alabama's 2015 Assistant Principal of the Year

Andrea Dennis, assistant principal at Theodore High School, has been named the Alabama Assistant Principal of the Year by the Alabama Association of Secondary School Principals (AASSP). As the state winner, Dennis is selected as the 2015 National Assistant Principal of the Year.



named the Alabama Assistant Principal of the Year by the Alabama Association of Secondary School Principals (AASSP). As the state winner, Dennis is selected as the 2015 National Assistant Principal of the Year.

Dennis has positively affected the students and the faculty during her tenure at Theodore High School. She seeks to ensure all students graduate college and career ready. As the senior class administrator, Dennis secured the Preparing Alabama's Students for Success (PASS) Grant which funds an alternative night program targeting students for whom "life events" prevent them from being successful in the traditional day program.

As the curriculum administrator, Dennis coordinated professional development for the faculty. She knows that allowing professional learning communities to collaborate is critical to developing teacher leaders. Collaboration for teachers was made possible through the program Technology Tune-Up, a hands-on training led by teachers for them to share technological tools that are beneficial for other teachers to use. The program was created by Dennis.

As the facilitator of the school improvement team, she assembled stakeholder groups (students, parents, community, teachers, staff, and administrators) to evaluate school data to identify strengths and weaknesses in school programs, and devise an improvement plan. As a result of team effort, the school progressed from meeting 76% of AYP goals in 2005-2006 to 100% for school years 2008-2010. The graduation rate increased from 64% in 2011 to 77% in 2013.

Theodore High School Principal Ronald Rowell states, "Andrea is a true instructional leader and prime example of the district's motto "It Starts with Us."

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# AAMSP News



**Aimee Rainey**  
Principal  
Florence Middle

## Empowering Leaders: Just Do It

How do you empower teacher leaders in a school and let go of micromanagement tendencies? Consider one simple phrase: "Just do it!"

This may be an oversimplification, but it can be very powerful when implemented strategically. Empowerment of others produces ownership

where micromanagement can harm the organization. It is essential to activate motivation in others. At the heart of motivation lies the desire for freedom to express one's creative potential.

## The Power of Empowerment

In my 11 years as a building administrator, I have found when you empower others, ownership in the project or task becomes evident. This does not mean that the leader allows a free-for-all in the school; quite the contrary. A leader who empowers others relinquishes control, but in a very subtle and fail-safe environment. When employees realize you believe in them and are given the proper professional development to become leaders, great things follow. This is accomplished by focusing on the strengths of your team members.

At Florence Middle School (FMS) we read Tom Rath's book, *Strength Finder 2.0*. We operate on the philosophy that everyone has unique talents or strengths that need to be used to create a fulfilling, productive school environment. A micromanager believes he or she has all of the answers. This can lead to a toxic, stifled culture where members will not take risks. In this type of environment, individuals are afraid of the repercussions that may follow if their principal objects to their ideas or suggestions. The principal must realize that he or she is not an island, but rather a leader of leaders.

## Start with the End in Mind

After you have recruited the right team members,

make sure you have a clear mission. To help teacher leaders succeed, a strong leader must always clearly articulate goals and expectations for the group before the journey begins. If you don't know where you're going as a leader, you will never arrive at your destination.

As a national mentor for NASSP and the National Association of Elementary School Principals, I value the guiding principles of effective mentoring. Reflective questioning, I learned, is one great benefit of mentoring. I help support teacher leaders through a reflective process that facilitates

personal growth and keeps individuals aligned to the overall mission and vision of our school. At FMS the leadership team is vital to achieving our school's mission: To empower students to explore, create, challenge, innovate, and lead.

You must lead by example if you want others to follow. Reciprocal trust is vital for a healthy school climate. It is easy for employees to take leadership roles when they trust and respect the leader. Trust is built each day through daily interactions and earned through genuineness and transparency. Encourage conversations that help build confidence, but the uncomfortable, honest conversations many of us dread are the ones that have the greatest potential to build trust and create growth.

## Taking Risks

Dr. Jack Hawkins, chancellor of Troy University

## 2014-2015 Officers

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# Empowering Leaders: Just Do It

said, “A stretched brain never returns to its former shape.” Great leaders need to be willing to stretch themselves and change. Without flexibility, empowerment of others will be hard to achieve.

An innovative leader must be willing to think outside the box and embrace ideas that are different from the status quo. This type of leader supports risk takers and provides confidence and redirection if the intended mission ends in a wreck. A leader who empowers others helps to navigate wrecks, but does not encourage recklessness. All tasks and activities are aligned to the mission.

A collaborative leadership environment must be established where calculated risks are considered. In this environment, failure can provide an opportunity for growth. It is necessary for the principal to consider all ramifications versus the positive impact on all stakeholders involved. At FMS we embrace transformative leadership by empowering teacher leaders. We have created a culture in our school district where innovations are the norm and collaboration is the vehicle for our creative endeavors.

## Key Elements of Effective Leaders

Before you can empower others to lead, you must be a leader yourself and develop your own leadership skills. You must be a role model and mentor for those who are following your leadership.

Leaders have a presence, perspective, and positive professional attitude. When empowering others to lead you must be confident enough in your leadership abilities to surround yourself with people who are smarter and more talented than yourself.

The cornerstone of leadership is integrity. Effective leaders demonstrate integrity and display a genuineness of character that allows others to easily trust them. When seeking others to empower with leadership these essential qualities are critical. One teacher leader once told me: “Thank you for allowing me to be a professional.” It was one of the greatest compliments I received. It was also a little shocking, because in my heart, I fully believe we are professionals, and I expect professional behavior and mature decisions from our leadership team members.

Empowering others to lead is an art. You must have

the discernment to identify unique potential in others, even when they may not see it themselves.

In many ways, we are like travel agents—helping potential leaders see opportunities for journeys along the way to destinations. Leaders who empower others have a talent for seeing beyond biases and the exterior into the heart of individuals. They give people the freedom to exercise their unique potential within the safe framework of expectations that have been established for the organization. These leaders provide inspiration for innovation without fear of failure. Innovative leaders realize that some of the greatest opportunities for growth come from failure.

In our school district we implemented a 1:1 technology initiative two years ago where students in 5th through 12th grades receive iPads for instruction. We were all a little nervous when the trucks came and carried away our textbooks. However, the excitement was contagious and our nervousness quickly disappeared as the possibilities became reality. Teachers, school administrators, and district leaders resolved implementation problems and created new ways for learning. We now have a virtual high school and students are not limited to the traditional schedule. We are able to create schedules that address each student’s needs.

Effective leaders who empower others give support, direction, and motivation to succeed. They help their organizations realize that failure is expected along the journey of success. Failure is defined by these individuals as refueling stations, not the end point. Empowering teachers takes courage, confidence, and a willingness to be transparent.

As school leaders, we are entrusted with our nation’s most prized task: the education of our children. To be effective, we must keep things simple in a complex and demanding profession. In education, our main focus must be on the children we serve. If we take our eyes off the students, we will miss the goal of our mission every time. So many distractions pop up each day and compete for our attention; we must protect our purpose and constantly keep the children at the forefront of every decision. Decisions are often difficult, complex, and even political. However, I have learned I can sleep well at night knowing I will never make a bad decision, if that decision is in the best interest of the students.

# Student Council Spring Conference



Alabama Student Council Association

~~~~Under Construction~~~~  
The Building Blocks of



**Student Council/Student Government Event of the Year!**

**Middle School Conference**

**April 19-20, 2015**

**Hyatt Regency/Wynfrey**

**Birmingham, AL**

To register online go to [asca.hereweb.com](http://asca.hereweb.com)

Need more information?

Contact [katrina@clasleaders.org](mailto:katrina@clasleaders.org)

## Upcoming Events

**CLAS Lunch & Learn Webinar**  
**“How to Energize Staff Meetings”**

presented by Dr. Quesha' Starks

April 22, 2015

11:00am-12:00pm

**CLAS Lunch & Learn Webinar**  
**“Special Education: What Every**  
**Administrator Should Know”**

presented by Joe Eiland &  
Crystal Richardson

May 13, 2015

11:00am-12:00pm

**CLAS Annual Convention**

June 14-17, 2015

Renaissance Montgomery Hotel &  
Convention Center

**Do you have an  
innovative idea or best  
practice?**

**Please share with your  
colleagues and submit an article  
for the AASSP e-newsletter!**

**Send to  
[katrina@clasleaders.org](mailto:katrina@clasleaders.org)**

# AHSAA Update



**Steve Savarese**

Executive Director,  
Alabama High School  
Athletic Association

## 2015 is the Year for Inaugural Events

The 2014-15 school year is the year for several inaugural activities with the Alabama High School Athletic Association. We hope these new events are just exciting to all of you as they are to the staff of the AHSAA.

Fall was the season for big endeavors. The inaugural Super 7 was beyond our expectations. Attendance at Auburn's Jordan-Hare Stadium set all-time records with over 40,000. Reminding all of us what winning and teamwork are truly about was the inclusion of the first ever Unified Sports tag football game held on the last day of the Super 7 championships. Watching these athletes play was humbling yet inspiring! Championships for volleyball, swimming and diving, and cross country also set attendance records.

The weather was not the only standout during winter sport championships. Bowling made its debut as an emerging sport; Basketball shared the snow at the BJCC; wrestling captured attention in Huntsville, and indoor track broke a state record. Participation in winter sports is growing every year, and we look forward to seeing what the future brings.

The success of these championship events is made possible because of the member schools' support, the staff of AHSAA, Knight-Eady Sports Group, and the host communities. I want to personally thank each city- Auburn, Birmingham, Huntsville, and Moulton- for helping make all these championship events such a memorable experience for the student-athletes, coaches and fans of the AHSAA member schools.

The school year is well over half complete, but we are anticipating the spring season-with warmer weather, sunny days, and spring sports! Everyone is ready to spend time outdoors. Whether it is watching a baseball or softball game; a soccer, tennis, or golf match; or a track and field meet, spring is the time to enjoy high school athletics. We are anticipating great sport moments in all these events.

The AHSAA is also excited about the new Student Leadership Team. Thirty-two students representing all 8 districts have been selected to participate in this program. Selected based on commitment, maturity, integrity, work ethics and ability to be a team player, these students will meet annually with principals and athletic directors from across the state and serve as ambassadors for their respective schools. They will be the student-athlete's voice to the AHSAA. The inaugural meeting is set to occur alongside the annual Principals and Athletic Directors Conference April 7-8.

2015 also brought on the member school survey. The AHSAA asked all member school principals and athletic directors to complete an anonymous online survey to provide insight concerning strengths and weaknesses of the association. The survey will provide vital data enabling the AHSAA to improve services to member schools. Survey results (formulated by SurveyMonkey.com) showed that 96% of those completing the survey were in agreement that the AHSAA is meeting the needs of the member schools. Areas that the AHSAA will strive to improve for member schools include ease of using the C2Cschools.com software and user-friendliness of the AHSAA website.

The Alabama High School Athletic Association remains one of the strongest state associations in the country due to the legislative process establishing bylaws, the revenue sharing program, and

# AHSAA Update - Continued

the support of its member schools and student-athletes. Our mission to serve the needs of the member schools in conducting their interscholastic athletic programs and to assist member schools in reaching the educational objectives as established by their school systems remains strong.

2015 is not only the year for inaugural activities, but it is also a glimpse into what the future holds for the AHSAA. Thank you for your continued commitment to interscholastic athletics and to the young people of our state.

## Principal of the Year Applications

### Alabama High School or Middle School Principal of the Year

**Deadline Extended to April 3, 2015**

The CLAS Secondary Principals' affiliate (AASSP) recognizes one high school principal and one middle school principal each year. One overall winner will be chosen to travel to Washington, D.C. and represent Alabama at the NASSP 2015-2016 Principal of the Year program.

Below is a link to a simple application form for you to complete.

[Click here for the application](#)

To be eligible for High School Principal of the Year, you must have been a principal for at least three (3) years and be a member of AASSP. To be eligible for Middle School Principal of the Year, you must have been a principal for at least three (3) years and be a member of AASSP or AAMSP. In order to be considered a candidate for National Principal of the Year, you must be a member of the National Association of Secondary School Principals.



**Reserve your seat at  
Ignite '16 now**



# W. H. KIMBROUGH SCHOLARSHIP FOR ASPIRING ADMINISTRATORS

The Alabama Association of Secondary School Principals (AASSP) recognizes the need to prepare qualified persons to fill the future needs for secondary school administration. To assist in fulfilling this need, AASSP will offer two scholarships annually in the amount of \$500 each. The purpose of the scholarships is to assist qualified individuals who wish to pursue a degree or certification in the area of secondary school administration. To qualify, an individual must be working on initial certification in the specified field.

Name \_\_\_\_\_

Address \_\_\_\_\_

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

Are you presently in an Administration Program?      Y      N

If yes, what is the name of College or University? \_\_\_\_\_

Are you presently tenured?      Y      N

If no, name of system where you previously achieved tenure \_\_\_\_\_

Please list your work history in the field of education below:

| School   | Position | Dates of Employment |
|----------|----------|---------------------|
| 1. _____ | _____    | _____               |
| 2. _____ | _____    | _____               |
| 3. _____ | _____    | _____               |
| 4. _____ | _____    | _____               |

**The following documents must accompany this application:**

- I. Recommendation from current or most recent principal
- II. A written explanation (150 words or less) of your reasons for entering the field of secondary school administration
- III. Recommendation from another educator
- IV. Any other information you believe will be helpful

*I hereby certify that the information I have furnished is true and accurate to the best of my knowledge and belief.*

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Please return application and documentation to:

**AASSP Kimbrough Scholarship**  
**P. O. Box 428 - Montgomery, AL 36101-0428**  
**Telephone: (800) 239-3616 Fax: (334) 265-3611**

**This application must be postmarked no later than **JUNE 5.****



# 2015 CLAS Annual Summer Convention

June 14-17, 2015 | Montgomery, Alabama  
 Renaissance Montgomery Hotel & Spa and MPAC

## REGISTRATION

(PLEASE PRINT CLEARLY)

Full Name: \_\_\_\_\_

Name for Badge: \_\_\_\_\_

Position: \_\_\_\_\_

School System: \_\_\_\_\_

School: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

E-mail Address: \_\_\_\_\_  
 (required for confirmation)

Bill To: \_\_\_\_\_

Billing Address: \_\_\_\_\_

City, ST Zip: \_\_\_\_\_

### 1. CONVENTION REGISTRATION (Includes all meals, breaks, door prizes, sessions, and president's reception)

circle the appropriate registration fee

|                                  | PRE-REGISTRATION<br>BY MAY 15 | REGISTRATION<br>BY JUNE 12 | ON-SITE<br>JUNE 14-17 |
|----------------------------------|-------------------------------|----------------------------|-----------------------|
| <b>MEMBER</b>                    | \$ 240                        | \$ 270                     | \$ 295                |
| <b>NON-MEMBER</b>                | \$ 390                        | \$ 420                     | \$ 445                |
| <b>RETIRED MEMBER</b>            | \$ 120                        | \$ 130                     | \$ 140                |
| <b>ASPIRING ADMIN MEMBER</b>     | \$ 155                        | \$ 170                     | \$ 190                |
| <b>ASPIRING ADMIN NON-MEMBER</b> | \$ 230                        | \$ 245                     | \$ 265                |
| <b>SPOUSE/GUEST</b>              | \$ 110                        | \$ 120                     | \$ 130                |

Spouse/Guest Name: \_\_\_\_\_  
 (Complete only if registered, does not receive professional development credit)

TOTAL Section 1 ..... \$ \_\_\_\_\_

### 2. MEALS (No charge for paid registrants, but reservations are required!)

Awards Luncheon ..... Tuesday, June 16

- I will attend (No charge if paid convention registration)
- My spouse/guest will attend (Included in \$75 spouse/guest fee)
- I need \_\_\_\_\_ extra ticket(s) at \$40 each

Closing Breakfast Session ..... Wednesday, June 17

- I will attend (No charge if paid convention registration)
- My spouse/guest will attend (Included in \$75 spouse/guest fee)
- I need \_\_\_\_\_ extra ticket(s) at \$30 each

TOTAL Section 2 ..... \$ \_\_\_\_\_

GRAND TOTAL (Sections 1 & 2) ..... \$ \_\_\_\_\_

### 3. SPECIAL ACCOMMODATIONS

I have special health/dietary needs:

\_\_\_\_\_  
 \_\_\_\_\_

### 4. EMERGENCY CONTACT (In case of emergency, we will contact)

Name: \_\_\_\_\_

Relationship: \_\_\_\_\_

Daytime Phone: \_\_\_\_\_

Other Phone: \_\_\_\_\_

### 5. PAYMENT

(Refunds granted only upon written request. No refunds granted after June 6, 2014.)

Check (enclosed) # \_\_\_\_\_

Purchase Order # \_\_\_\_\_  
 Purchase order/number must accompany registration form

Credit Card (Visa/MC/Discover)

Visa     Master Card     Discover

Card Number: \_\_\_\_\_

Expiration Date: \_\_\_\_\_ / \_\_\_\_\_ CVV: \_\_\_\_\_  
 (Last 3 digits on back of card)

Cardholder Name: \_\_\_\_\_

Cardholder Address: \_\_\_\_\_  
 \_\_\_\_\_

Cardholder Phone: \_\_\_\_\_

Signature: \_\_\_\_\_

Send registration by 24-hour fax line to (334) 265-3611 if paying with credit card or purchase order, or mail the completed form with your payment to:

**CLAS**  
**P.O. Box 428**  
**Montgomery, AL 36101-0428**

**Room Reservations:** Hotel reservations may be made by calling the Renaissance Montgomery at (877) 545-0311 and asking for the 2015 CLAS Summer Convention room rate of \$130 per night for single/double rooms. Reservations are subject to availability and must be made by May 15, 2015, to receive this rate. Online reservations - <http://bit.ly/clasconv15res>

Questions? Call (800) 239-3616 or visit us online at [www.clasleaders.org](http://www.clasleaders.org)

Online Registration available at [www.clasleaders.org](http://www.clasleaders.org)

# YOU'RE INVITED TO JOIN US FOR THE 44<sup>TH</sup> ANNUAL CLAS CONVENTION

# CLAS

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**Council for  
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Alabama  
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- "Transformative Leadership 2015" with Dr. Tommy Bice

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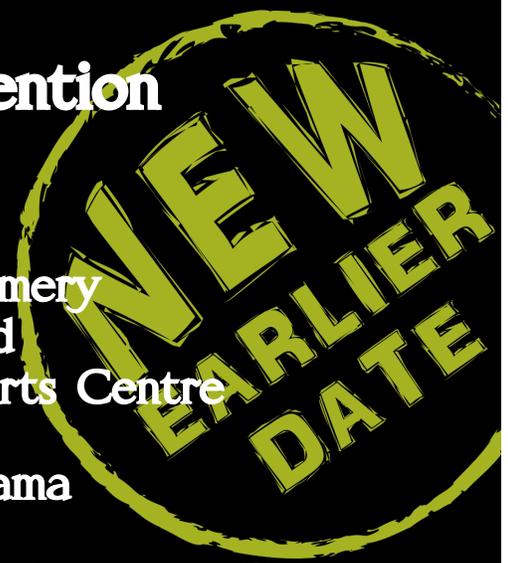
[www.clasleaders.org](http://www.clasleaders.org)

## 2015 CLAS Convention

June 14~17, 2015

Renaissance Montgomery  
Hotel & Spa and  
Montgomery Performing Arts Centre

Montgomery, Alabama



Earn Credits  
Toward a PLU!



Standard I: Planning for  
Continuous Improvement



Standard II: Teaching  
and Learning



Standard IV: Diversity



Standard VII: Management of  
the Learning Organization