

# *CLAS* School **Leader**

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2012-2013  
Professional  
Development  
Opportunities  
Inside!

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One Block at a Time***



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# CLAS<sup>School</sup> Leader

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The mission of the Council for Leaders in Alabama Schools is to coordinate and facilitate the resources of all members for the advancement of public education.

## Acknowledgements

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## About CLAS

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# BUILDING A WINNING TEAM

*L. Earl Franks, Executive Director*



I spend many hours reading and thinking about leadership. Particularly, those qualities and skills exhibited by great leaders, past and present. In a previous article, I reviewed the 10 qualities that made Abraham Lincoln a great leader. I also consider Ronald Reagan to have displayed outstanding leadership characteristics.

An Alabama leader with effective leadership qualities is Dr. Jack Hawkins, Jr., Chancellor of the Troy University System. Dr. Hawkins was profiled in the book, *Above and Beyond: Former Marines Conquer the Civilian World* by Rudy Socha and Carolyn Darrow. Although many of you are familiar with Dr. Hawkins's leadership roles with higher education in Alabama, some may not be aware that he served in Vietnam as a leader of a Marine combat engineering platoon and received the Purple Heart, the Bronze Star and a special citation from the Korean Marine Corps for his service.

In the book referenced above, Dr. Hawkins states, "When you are in a combat situation with brave men, you know that they must have plenty of hope in their hearts to face the inevitable terror that war breeds. Leadership, when stripped to the barest essentials, is managing that

hope. It's similar in civilian life, because the people you lead have hopes and dreams that must be considered; it's just that the stakes are nowhere near as high as on a battlefield." As for his concepts of military leadership when compared to education, "I have found that the same principles of leadership so vital to the Marines, such as team work, loyalty, recognition, and integrity, are equally valuable....." he said. Additionally, Dr. Hawkins believes that, "To get the job done it's important for the leader to set the example. The first thing you learn in dealing with Marines is that it is 90 percent what you do and 10 percent what you say." He continues, "So it follows that the cornerstone concept is 'the walk is more important than the talk'."

As you prepare for another school year, it is important to reflect on those skills needed to lead a successful team. We all can agree that teamwork is vital to the success of any organization, especially a school and school system. In fact, the focus of this year's CLAS staff retreat will be teamwork and developing those necessary skills and relationships needed to improve in our mission to provide high quality services for you, our CLAS members.

What does it take to create and come together as a team? In *The Vision of Teams*, recently released by Star Thrower Distribution, the journey of the first women's team to ski across Antarctica to the South Pole is highlighted. Led by Ann Bancroft, the following key concepts are introduced and developed:

# CLAS Staff

- *Come Together as a Team*
  - share a vision
  - listen to each other
  - find personal meaning
- *Learn as a Team*
  - learn from each other
  - learn from our mistakes
  - everyone contributes
  - reach team solutions
- *Take Action*
  - merge thought and action

Bryan Townsend, motivational speaker and author from Sylacauga, Alabama, spoke about building a winning team at the CLAS Convention a few years ago. He stated, “You cannot have a winning team until you have a team of winners. Winners love the game, they understand it’s not enough to want to win; you have to want to prepare to win. You must always play as a team and accept your part in the effort as more than mere responsibility. To a winner, that’s duty.”

Dr. Jack Hawkins, who will be a presenter at the CLAS New Principals Conference and who I referenced earlier, shares his *Ten Commandments of TEAM BUILDING*:

1. Always appoint someone smarter than you!
2. Always seek to appoint the very best qualified. Develop a list of candidates and pursue in priority--best qualified first! There should be no heir apparent--nor should a person be appointed because he/she “deserves” the opportunity. The key--appoint the best qualified!
3. Loyalty to the leader and to the TEAM is important! And loyalty runs in both directions.
4. Appoint and then “get out of the way”! Good people make good things happen--but they cannot be micromanaged.
5. Be clear in what you ask members of your team to do! And then COMMUNICATE-COMMUNICATE-COMMUNICATE!!
6. Inspect what you expect!
7. Appoint those who demonstrate a servant’s heart! As it is written in the Book of Matthew: “I came to serve, not to be served.”

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# Dr. May Bolden Named CLAS President Elect

Dr. May Bolden, At-Risk Program Administrator for Florence Learning Center and Attendance Officer for Florence City Schools, was named the 2012-2013 CLAS President-Elect at the 2012 CLAS Annual Summer Convention held recently in Montgomery. Bolden was selected from a ballot consisting of two high-caliber nominees, each from the Alabama Association for Prevention, Attendance and Support Services (AAPASS). After serving one year as president-elect on the CLAS Board of Directors, Dr. Bolden will move to the position of CLAS president, followed by a term as past president.

Dr. Bolden is involved in many civic, social and non-profit organizations including the Lauderdale County Children's Policy Council, DHR Quality Assessment Team, member of the board of directors for the Family Success Center, past president of the Alabama Association of Prevention, Attendance and Support Services, and a member of the Council for Leaders in Alabama Schools. She also played an active role in the Boy's and Girl's Club of Northwest Alabama.



In her career, she has received many honors and recognitions. In 2010, she was named a Times Daily finalist for Shoals Woman of the Year and a resolution from the Alabama House of Representatives for her work in Florence City Schools. In 2012, she received the Alpha Phi Alpha Fraternity, Inc. Humanitarian Award and the WHNT 19 Pay It Forward Award.

“You must give back to the world, for the world has given to you,” is a quote that Dr. Bolden has turned into her own philosophy. She works closely with the Balm in Gilead Committee which helps spread the word about Aids in African American Communities. Her greatest love is working with at-risk students and helping them to fulfill their life long dreams.

“We are very proud to have Dr. Bolden serve in this important role,” comments L. Earl Franks, CLAS Executive Director. “Her experience as an educational leader in Alabama coupled with her outgoing personality and tremendous leadership abilities will pay dividends for our association and its affiliates for years to come.”

## Director's View (continued)

8. Monitor the performance of your appointees--and encourage them, recognize their efforts and celebrate small victories!
9. Be Bold in Goal Setting! Small ideas do not excite! The grasp will always exceed the expected reach!
10. Give the credit; take the blame!

There is no question that building a high quality team in your school or system will improve the level of education for the students you serve. Furthermore, the environment involving all stakeholder groups will be enriched and much more enjoyable for everyone.

It is my sincere hope that you will join me in dedicating ourselves to building a high quality team for those we work with and serve. In the end, that is what great leaders do!

*“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”*  
John Quincy Adams



Hosted by polar explorer Ann Bancroft, **The Vision of Teams** presents the amazing journey of the first women's team to ski across Antarctica to the South Pole. It illustrates how individuals can learn to work together as effective, goal-oriented, powerful teams. Your team members will better understand how to become a strong team — committed to one another and to their goals.

**The Vision of Teams** will inspire, challenge, and energize your team members to develop a focused camaraderie and reach beyond their goals.

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# Personal Distribution of Religious Materials by Primary Grade Students

*Dr. Dave Dagley, University of Alabama*



In June 2012, the U.S. Supreme Court turned down requests to hear a case out of the Fifth Circuit Court of Appeals, involving the distribution of religious-oriented materials by elementary school students in Plano, Texas. The Plano Independent School District (PISD) had a policy which prohibited distributions of “any written material, tapes, or other media over which the school

does not exercise control and that is intended for distribution to students” without prior approval from the school. Students were not allowed under this policy to hand out anything directly to their classmates in class in bags or separately without prior permission. Schools did allow distributions of such materials by placing the materials on a table in the library, where other students could peruse what was offered and pick up what interested them. In practice, however, on birthdays and holidays, students would bring identical gifts to share with each member of their class.

The case involves a third grader named Jonathan and a second grader named Stephanie. Jonathan sued his principal, Mrs. Swanson, and Stephanie sued her principal, Mrs. Bomchill, after both principals refused to allow students to pass out religious-oriented materials in school during the day. The case arose out of four different situations, all occurring in two months in two different Plano elementary schools.

In the first situation, students brought gifts for their classmates to a “winter-break” party in gift bags, or “goody bags.” Jonathan wanted to give his classmates a small pen shaped to look like a candy cane, which was attached to a laminated bookmark. The

bookmark had printed upon it “The Legend of the Candy Cane,” which described how the candy cane serves as a witness to the Christian message. Jonathan’s teacher and Principal Swanson refused to allow Jonathan to give his gifts, and he was the only student who was not allowed to participate in giving gifts to others.

In the second situation, Stephanie was passing out tickets to a Passion Play, a dramatic presentation depicting the crucifixion of Jesus Christ. When Principal Bomchill learned that Stephanie was distributing the tickets, she instructed Stephanie’s teacher to prevent Stephanie from continuing the distribution.

In the third situation, Stephanie brought brownies and two pencils to share with each of her classmates to celebrate her “half-birthday,” shortly after Stephanie was prevented from passing out the Passion Play tickets. At this elementary school, students whose birthdays occurred during summer could celebrate “half-birthdays,” so that they might have the same experience as the other students whose birthdays occurred during the school year. One of the pencils had the word “Moon” printed on it; the other pencil had inscribed upon it the words “Jesus loves me this I know for the Bible tells me so.” After the incident with the Passion Play tickets, Stephanie’s mother was concerned about whether Stephanie would be allowed to distribute the religious pencils and went to Principal Bomchill at the beginning of the school day to find out what the principal’s position on the matter would be. The principal refused to allow Stephanie to distribute the religious pencils with the brownies and Moon pencils, and there was disagreement about what the principal said Stephanie could do in distributing the pencils after school.

The fourth situation occurred when Stephanie attempted to have her classmates meet her outside the school building after school that same day, where she could give them the religious pencils. According to Stephanie’s mother’s complaint to the

court, Principal Bomchill halted this distribution and instructed Stephanie that she could not distribute them while on school property, and that if she tried to distribute the Passion Play tickets or the religious pencils while on school property, she would be kicked out of school. Stephanie's mother was additionally upset, because she thought the principal had changed her position, from allowing Stephanie to distribute the pencils after school "outside the school" rather than "off of school grounds."

Jonathan and Stephanie's mothers filed suit and the case worked its way through the federal court system, with the full Fifth Circuit Court of Appeals (*en banc*) filing an opinion on two aspects of the case on September 27, 2011, and revising the opinion twice in the next two days. Morgan v. Swanson, 659 F.3d 359, 273 Educ. L. Rep. [524] (5<sup>th</sup> Cir. 2011). This part of the case is primarily about one thing: whether the principals were immune from suit. The initial claims against the principals were that the principals violated the students' constitutional rights, in violation of Section 1983. Section 1983 is part of the Civil Rights Act of 1871, codified at 42 U.S.Code §1983. Section 1983 provides a remedy against a state official who violates the civil or constitutional rights that are "clearly established." If the right is "clearly established," the principals lose their immunity and would have to pay any damages out of their own pockets. If the right is *not* "clearly established," the principals retain their immunity.

In this case, the Fifth Circuit Court of Appeals held that the elementary students' rights in the four situations were at that time "not clearly established," thus preserving the principals' immunity in the matter. The parents sought review by the Supreme Court on this question. The Fifth Circuit Court of Appeals, with a slightly different combination of judges forming the majority, went further, in ruling that although the principals were immune from suit, Principal Bomchill *had* violated Stephanie's rights in prohibiting the distribution of the religious pencils. The school district defendants sought review on this ruling, feeling that the Fifth Circuit court had gone too far in ruling on this part. Because the Supreme Court refused the requests from both sides, the opinion of the Fifth Circuit Court of Appeals continues. (An interesting sidelight is that the actions in this case occurred in December 2003 and January 2005, therefore the second and third graders involved would now be approximately 16 or 17 years old.)

The judges on the Fifth Circuit Court of Appeals voted 9-7 that the principals had immunity under Section 1983 in their decisions about the distribution—this time. The court repeated a statement by the Supreme Court: "if judges thus disagree on a constitutional question, it is unfair to subject (government officials) to money damages for picking the losing side of the controversy." Morgan, 659 F.3d 372, *citing* Wilson v. Layne, 526 U.S. at 618. The majority sent the case back to the district court, to have the two school principals released from the case in their individual capacities. Where does that leave principals in

dealing with such issues, first in our neighboring states of Texas, Louisiana, and Mississippi (in the Fifth Circuit), and more importantly to us, where does that leave principals in Alabama in dealing with such issues?

This case is complex because the four situations above involve fact patterns that can be analyzed under three different legal theories, and the principles from those analyses overlap and conflict. The distributions of the tickets, pens, and pencils can implicate three different principles for principals:

1. Principals should not violate the Establishment Clause in allowing the distribution of religious-oriented materials.
2. Principals should not violate students' First Amendment speech rights in prohibiting distribution of materials with information printed on them.
3. Principals should not practice viewpoint discrimination, by allowing some viewpoints to be distributed, while prohibiting other viewpoints.

School principals can sometimes use public forum doctrine to insulate the school from an Establishment Claim. For example, the decision to allow distributions from a table placed in a neutral location and permit students to pick up offered items arguably involves the creation of a limited public forum, thus rendering the printing on the offered items as not being the school's speech. In this case, the principals involved probably remembered the discussion in their basic school law course about using the placement of a table in a neutral location, or better yet off of school grounds, to allow the distribution of materials like Gideon Bibles or religious tracts. Unfortunately, this point is unsettled by the courts when applied to the early elementary grades. Schoolchildren in the primary grades are a captive audience of impressionable persons. It is unlikely that primary grade students would understand that a religious message on an item on a table, even if accompanied by an explanatory sign they may or may not be able to read, is not the school's message. On the other hand, perhaps every kindergartener and first grader understands that he or she received a party favor *at school*, but it *came from* a particular classmate by name. In this case, the principals seemed to use the correct theory (public forum doctrine) to protect themselves from an Establishment claim. However, they used the theory for the wrong application.

Regarding the ability of school principals to control student speech without violating their First Amendment speech rights, the court in this case made this observation:

School regulation of student speech can be justified on five . . . grounds. If the speech is (materially and substantially) disruptive (Tinker), lewd (Fraser), school-sponsored (Hazelwood), or promoting drug use (Morse), schools may in some instances restrict specific student speech. Student speech can also be

*Continued on Page 20*

# 2012 CLAS CONVENTION HIGHLIGHTS

The 2012 CLAS Summer Convention was a spectacular event! The beautiful Renaissance Montgomery Hotel & Spa at the Convention Center in downtown historic Montgomery was the venue for this year's annual event. Over 950 school administrators participated in quality professional development and heard nationally renowned presenters who led the theme, "Courage to Take the Lead." More than 70 vendors displayed their products to eager administrators searching for quality wares for their school/district. Many administrators began a new PLU journey at the convention while others culminated their PLU by fulfilling the Roundtable Evaluation/Reflection session requirement. Whether you were able to join us this year, or not, you will not want to miss the 2013 CLAS Convention - "Leadership, Now More Than Ever." Save the date for June 23-26, 2013, at the Riverview Plaza & Mobile Convention Center, Mobile, Alabama. We look forward to seeing you there!



2011-2012 CLAS President, Luke Hallmark (left) and Past President, Earl Leonard throw out the first pitch at the Montgomery Biscuits Baseball Game during President's Night at the Ball Park





## LEADING TO MAKE A DIFFERENCE

*By: Gail Morgan, CLAS Professional  
Development Coordinator*

In your strategic role as a school administrator there is anticipation, energy and excitement that only a new school year brings. You are eagerly working to set the tone for a new school year. Just as all highly effective administrators, you are preparing to empower, energize and motivate your staff, parents and students.

Do your stakeholders view you as a leader of learning? Are your decisions based on what's right for all students? In *Leaders of Learning* by Richard Dufour and Robert Marzano, a profound thought is posed: Don't ask if you are leading; you are. Don't ask if you are making a difference; you are. The question is, "What kind of leader will you be and what kind of difference will you make?"

As you prepare to promote the development of your learning community and be a leader of learning, CLAS is here to help by providing a variety of Professional Development opportunities:

- Apple iPad Training for Administrators
- Technology Leadership Symposium
- Common Core for Principal's Conference

- Leadership Institutes
- New Principal's Institute
- Fall Instructional Leadership Conference (Sponsored by AAESA/AASCD)
- AASSP/AAMSP Fall Conference
- Secretaries Conference
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- Law Conference
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- Online Programs
- Lunch and Learn Webinars

Details of these offerings are found in the adjoining pages of this publication and in the Professional Development section of our website, [www.clasleaders.org](http://www.clasleaders.org). A Professional Development brochure will be mailed soon and as registration forms are available for each event you will be notified via email.

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specific activities available for each professional study. Let CLAS be your guide to earn the PLUs needed for your Instructional Leadership certification. All CLAS Professional Learning Units (PLUs) are approved by the Alabama Council of Leadership Development (ACLD).

If we can assist as you lead, know that we are only an email or phone call away. We count it a privilege to work with you, a leader of learning, to educate our leaders of tomorrow.

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# 2012-2013 LEADERSHIP INSTITUTES

All Institutes apply to Standard II: Teaching and Learning or Standard IV: Diversity

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Dr. Jack Berckemeyer



Are you looking for ideas to help deal with classroom disruptions? Are you tired of constant interruptions? This institute will provide practical ideas that you can use to help with classroom behavioral issues. Find out how your room structure can make a difference, discover ways to deal with power play issues and explore proven strategies that bring results. This nationally recognized presenter, author, and humorist, is known for his motivating, practical teaching ideas and his uncanny insight into the nature of today's students. The presenter provides ideas in a humorous and motivating manner that is perfect for all educators.

9:00 am - 12:30 pm

September 4, 2012  
September 5, 2012  
September 6, 2012

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Riverview Plaza, Mobile, AL

## "HOT" Special Education Issues Facing Today's

Educators

Julie Weatherly



What a litigious time it is for public schools in the area of special education! The legal landscape of our state and nation are forever changing. There have been a number of extremely relevant cases issued and other legal happenings are on the horizon. Join noted Attorney, Julie Weatherly, as she shares the top issues facing educators today and learn how school personnel can avoid the "red flags." Gain new insight into Special Education and leave this institute with a wealth of knowledge and information to prevent legal issues in your school and district.

9:00 am - 12:30 pm

November 27, 2012  
November 28, 2012  
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## Strategies and Best Practices to Address Alabama's Most Urgent Education Needs

Dr. Willard Daggett



How is your school or district meeting the current educational challenges? Do you need innovative strategies and best practices to address those needs? Informed by a 5-year study of the nation's most rapidly improving schools—conducted in partnership with the Council of Chief State School Officers (CCSSO) and the Gates Foundation – join Dr. Bill Daggett, Founder & CEO, International Center for Leadership in Education, as he shares best practices in addressing the most significant challenges Alabama educators face today. This institute will help district and school leaders navigate the rapidly changing education landscape in Alabama.

BONUS INSTITUTE | 9:00 am - 3:30 pm

September 25, 2-12  
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September 27, 2012

Embassy Suites, Huntsville, AL  
Marriott Legends, Prattville, AL  
Riverview Plaza, Mobile, AL

## Best Practices in Bullying/Cyberbullying Prevention

Dr. Marlene Snyder



Is your school/district ready to address bullying? Unaddressed bullying behavior among students impacts our goal of providing a safe and welcoming school environment for students and adults alike and increases school liability. This workshop, led by bullying expert, Dr. Marlene Snyder, will provide an overview of best practices for system wide bullying prevention and intervention in K-12 schools. Practical strategies for prevention and intervention taken from the Olweus Bullying Prevention Program will be presented throughout this workshop to help educators plan a long-term, systems change solution to bullying problems.

9:00 am - 12:30 pm

October 9, 2012  
October 10, 2012  
October 11, 2012

Embassy Suites, Huntsville, AL  
Marriott Legends, Prattville, AL  
Riverview Plaza, Mobile, AL

## Bridging the Generational Divide in Teaching and Technology

Lori Elliott



Our schools are daily facing distinct generational differences. Join national presenter and author Lori Elliott for this professional development experience and learn how to manage the conflicts, misunderstandings, and disruptions that are occurring today as four distinct generations teach and learn in the same building: Baby Boomers and Generation X, Y, and Z. Discover how to identify the characteristics of each generation and learn how technology affects each of them differently. Leave this training with a game plan for bridging the generational divide through effective teaching and technology.

9:00 am - 12:30 pm

January 15, 2013  
January 16, 2013  
January 17, 2013

Riverview Plaza, Mobile, AL  
Marriott Legends, Prattville, AL  
Embassy Suites, Huntsville, AL

## Poverty and Underachievement: How Schools and Districts Lead Students to Success

Dr. Kathleen Budge



If one school can overcome the powerful and pervasive effects of poverty on student learning, shouldn't any school be able to do the same? The fact that some schools successfully educate students who live in poverty compels us to learn about what these schools do. Join Kathleen Budge, co-author of *Turning High Poverty Schools Into High Performing Schools*, as she addresses the unique issues encountered by schools reaching students of poverty and learn how they build leadership capacity, foster a supportive environment and focus intensely on learning. Leave this training ready to reach the students of poverty in your school and propel them to higher levels of achievement.

9:00 am - 12:30 pm

February 5, 2013  
February 6, 2013  
February 7, 2013

Riverview Plaza, Mobile, AL  
Marriott Legends, Prattville, AL  
Embassy Suites, Huntsville, AL



## Common Core for Principals Conference

August 28, 2012  
Marriott Legends  
Prattville, AL

Today's Principals want to know the most pertinent information about Common Core. Attend this conference, designed specifically with consideration of what principals need to know about the Common Core Standards, and learn the facts. Common Core for Principals will help you guide implementation of the Common Core at your school. Hear from Dr. Tommy Bice, State Superintendent of Education, about Alabama's direction with the Common Core Standards Assessment. Explore Common Core Standards for English/Language Arts and Math with national leaders. Attend breakout sessions planned specifically for elementary and secondary needs facilitated by National Association of Elementary School Principals (NAESP) and the National Association of Secondary School Principals (NASSP).

Conference is co-sponsored by CLAS and the James B. Hunt, Jr. Institute for Educational Leadership and Policy, an Affiliate of North Carolina University at Chapel Hill.



## AASSP/AAMSP Fall Conference

*The Winds of Change:  
Challenging Students  
to be College and Career Ready*

November 11-14, 2012  
Perdido Beach Resort  
Orange Beach, AL



Education today is in a constant state of change. Attend this conference and experience Keynote addresses by State Superintendent of Education, Dr. Tommy Bice, Dr. John Draper, and Steve Savarese. Join knowledgeable speakers in quality breakout sessions on strategies for effective common core implementation, ACT Prep, interpreting Explore data, A+ College Ready, layering the foundation, project based learning, AP college readiness, and financial and technological issues. Conference content is designed to allow for enhanced understanding and interaction and showcases best practices from schools that are achieving exceptional student improvement.

## New Principals Institute

September 12-13, 2012  
Marriott Legends  
Prattville, AL



Deepen your understanding of the road ahead with this concentrated training targeted specifically for new principals. This Institute is designed to address the relevant issues and common difficulties facing novice administrators. Topics will include special education updates, legal concerns, financial issues, personnel documentation and procedures, school safety, habits of great leaders, collaboration between superintendent and new principal, and SDE updates. Each session will culminate with table discussions, allowing for networking and collaboration.

## Secretaries Conference

December 4-5, 2012  
Wynfrey Hotel  
Birmingham, AL

You don't want to miss the 2012 Secretaries Conference! One of Alabama's only professional development opportunities for school secretaries and bookkeepers, the annual CLAS Secretaries Conference offers quality information and updates related to routine tasks. Keynote and guest speakers provide motivational and inspirational messages geared specifically for the support roles of secretaries and bookkeepers. This conference is an economical way to experience outstanding professional development in a relaxed setting.



## Fall Instructional Leadership Conference

*Partnerships for  
Student Success*

November 4-7, 2012  
Perdido Beach Resort  
Orange Beach, AL



Are you searching for innovative ideas to build collaborative partnerships? Join Dr. Tommy Bice as he shares information from the SDE, Bryan Goodwin, author and national presenter, and motivational speaker Billy Riggs for this spectacular conference. Explore exciting partnerships throughout the state and learn ways to strengthen partnerships within your school/district. Gain valuable information as selected schools share insights into extraordinary programs enhancing student achievement. This conference is sponsored by the Alabama Association of Elementary School Administrators (AAESA) and the Alabama Association for Supervision and Curriculum Development (AASCD).



## Aspiring Administrators Conference

January 12, 2013  
CLAS Office  
Montgomery, AL  
  
February 26, 2013  
Wynfrey Hotel  
Birmingham, AL

Aspiring to take the next step into the Principalship? Then you will want to attend this conference! The focus of this conference is the 21st Century Principalship...Getting the Job Done Right. This conference strives to provide aspiring principals with an awareness of the comprehensive dimensions and unique characteristics of the principalship. Participants will explore the daily life of a principal, examine their own professional talents, and develop a vision for their professional career planning. Small group interaction provides an opportunity to explore actual principalship situations and problems. Session content and activities will also focus on developing a professional resume and portfolio and practical tips for a winning interview.

## Assistant Principals Conference

January 23-24, 2013  
Embassy Suites  
Huntsville, AL

January 29-30, 2013  
Marriott Legends  
Prattville, AL



Do you want to be a more effective leader? Do you plan to move into a principal position in the future? The CLAS Assistant Principals Conference will prepare you for this new role. This conference offers valuable information for both amateur and veteran assistant principals. Topics include: strategies and best practices for the assistant principal, time management, financial issues, strategies to minimize behavior problems, athletic issues, school safety, current legal issues, collaboration between principal and assistant principal, staff motivation, and student achievement.

## Law Conference

February 13, 2013  
Marriott Legends  
Prattville, AL



Navigating through school legal issues is demanding for all administrators. An effective leader wants to accomplish the numerous tasks at hand while minimizing the possibility of legal dilemmas. Participants at this conference can select from a variety of tentative topics such as special education, ethics, principal contracts, personnel policies and practices, social networking, bullying and harassment, FERPA, Students' First Act, Alabama's immigration law, and board policy. Presenters for this conference are some of the most respected legal experts in school law at the state and federal levels.

# Becky Comer Wins Dr. James A. Street Award

The Dr. James A. Street Award is presented by the CLAS Board of Directors in recognition of exceptional service to Alabama's public education. This Award may be in recognition of a single, significant contribution, or it may be for a series of contributions over a period of time.

In 1975, Dr. Street became the first full-time executive director of the newly formed Alabama Council of Administrators and Supervision (ACSAS), which is now CLAS. After his eleven year tenure as executive director, he served as superintendent in Tallassee, Alabama, and Bristol, Tennessee. Dr. Street passed away in 2006, after a brief illness. His visionary leadership continues to impact the education administrative field today.

The 2012 recipient of this prestigious award is Becky Comer, principal of Spanish Fort Elementary School in Baldwin County Schools. She was nominated by the Alabama Association of Elementary School Administrators (AAESA) because of her exceptional service in the interest of administrators and to public education.

When Ms. Comer received notification that her son and daughter-in-law would both be deployed, she immediately moved to Langley Air Force Base in Virginia to become the primary caregiver for her two grandchildren.

Her dedication to her family is enough to keep her busy, but Ms. Comer's dedication to Spanish Fort Elementary has not wavered. She contacts the school every day and answers emails, updates the school website, and signs the end of the month financial paperwork that is mailed to her.

Her selfless act of leaving her home and job has allowed two active service people peace of mind, knowing their children are well taken care of, while they protect the safety of students and administrators of the entire country.



*Becky Comer accepts the Dr. James A. Street Award from 2011-2012 CLAS President, Luke Hallmark*

## Advertiser Index

For advertising opportunities in the CLAS School Leader magazine, please contact the editor, Alyssa Godfrey, at (800) 239-3616 or by e-mail to [alyssa@clasleaders.org](mailto:alyssa@clasleaders.org).

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## Legal Forum (continued)

regulated so long as the regulation is viewpoint- and content-neutral (Canady). Mason, 659 F.3d 407, *citing Palmer v. Waxahachie Indep. Sch. Dist.*, 579 F.3d 502, 509 (5<sup>th</sup> Cir. 2009).

The court quickly dispensed with the idea that Fraser or Morse had any application in this case, since the speech in question was religious and, therefore, neither lewd or drug-promoting. Under Tinker, a principal may control student speech that materially and substantially disrupts the school environment. Under Hazelwood, the principal may control speech that would be perceived in the community at large as being the school's own speech. The uneven application of Tinker and Hazelwood in the primary grades served to inform the court that the rules about principals controlling distributions by primary grade students are not clearly established, thus contributing to the preservation of the principals' immunity from suit under Section 1983. School principals in Alabama, especially in the early elementary years, should recognize the difficulty in arguing that the distribution of items with religious messages upon them is a form of speech that is lewd, drug-promoting, materially or substantially disruptive, or the school's own speech.

A majority of the appellate court held that the principal's refusal to allow Stephanie to distribute the religious pencils in her "goody" bag was a form of viewpoint discrimination. The school district policy prohibited distributions by students of any sort, unless permission was granted. The principals and their teaching staff had a practice of allowing students to distribute party favors to other students in their classes throughout the school year. This was undoubtedly a good decision, ethically and politically. However, once the decision was made to allow such distributions, the principals could not pick and choose which messages on the party favors were permitted and which were not (unless the messages were lewd, drug-promoting, or caused a material and substantial disruption). The principals' decisions would likely have been different, and caused less turmoil, had they recognized that public forum doctrine was applicable to the students' party favors, and provided a better argument that the religious speech was the students', not the school's.

*Dr. Dave Dagley is Department Chair of the Educational Leadership program at the University of Alabama. He also holds a law degree and actively serves several Alabama school systems as a school board lawyer. He is a noted authority on school law.*

## Want Some Easy Ca\$h?

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**Council for Leaders in Alabama Schools**

Expires 8/31/2013

**2012-2013 MEMBERSHIP FORM**  
 SEPTEMBER 1, 2012 – AUGUST 31, 2013

**Please type or print clearly using a ball-point pen.**

If you are a renewing payroll deduction member, you do not have to submit an application unless you have had any address or information changes. Your system payroll office will be notified of your continuing status as a member.

Member Name (Dr., Mr., Mrs., Miss, Ms.) \_\_\_\_\_ Date \_\_\_\_\_

Position \_\_\_\_\_

Date of Birth \_\_\_\_\_ Social Security Number \_\_\_\_\_

**Home Address Information:**  Use as mailing address?

Home Address \_\_\_\_\_

City/State \_\_\_\_\_ Zip Code \_\_\_\_\_

Email Address \_\_\_\_\_ Phone:  Home Phone  Mobile

**School/Organization Information:**  Use as mailing address?

School/Organization Name \_\_\_\_\_

Address \_\_\_\_\_

City/State \_\_\_\_\_ Zip Code \_\_\_\_\_

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

Direct Line \_\_\_\_\_ Extension \_\_\_\_\_

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

I was recruited by (new members only): \_\_\_\_\_

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Cardholder's Address \_\_\_\_\_

Cardholder's Name (as printed on card) \_\_\_\_\_

Cardholder's Signature \_\_\_\_\_

**PAYROLL DEDUCTION AUTHORIZATION:** I authorize the Board of Education to deduct dues each year for membership in the Council for Leaders in Alabama Schools and such other affiliated professional organizations as indicated on this form unless I revoke this authorization in writing prior to Sept. 15 of any given school year. If for any reason, except death, employment is terminated, any amount still owing under this authorization shall be deducted from the last payment due. Death of the member shall revoke this authorization, and no further deduction shall be made. This authorization shall permit and accept any changes in the amount of dues officially adopted by CLAS and affiliated organizations on this form.

Signature \_\_\_\_\_ Date \_\_\_\_\_

**Where to send this form:**

For payment-in-full make your check payable to CLAS and mail it with your form to CLAS, P.O. Box 428, Montgomery, AL 36101-0428. For payroll deduction, complete this form, sign the payroll deduction authorization above, and mail to CLAS at the above address or fax to (334) 265-3611.

You may wish to keep a copy for your files.

**A CLAS Dues** **REQUIRED for renewing and new members**

| Renew                    | New                      | (Please choose only one type of membership)  |       |
|--------------------------|--------------------------|--|-------|
| <input type="checkbox"/> | <input type="checkbox"/> | Individual.....  | \$269 |
| <input type="checkbox"/> | <input type="checkbox"/> | Institutional.....<br><small>(same as Indiv membership, but paid by school/system/ed. institution)</small> | \$269 |
| <input type="checkbox"/> | <input type="checkbox"/> | Emeritus/Retired.....  | \$55  |
| <input type="checkbox"/> | <input type="checkbox"/> | At Large (non-school employee).....<br><small>(does not include legal services)</small>                    | \$55  |
| <input type="checkbox"/> | <input type="checkbox"/> | Aspiring Admin/Emerging Leader.....<br><small>(does not include legal services)</small>                    | \$55  |

**Total for Section A: \$ \_\_\_\_\_**

**B Affiliate Dues** **REQUIRED for individual/institutional membership in Part A (must join at least one state affiliate).**

| Renew                    | New                      |   |       |
|--------------------------|--------------------------|---|-------|
|                          |                          | <b>AASSP (Secondary Principals)</b>   |       |
| <input type="checkbox"/> | <input type="checkbox"/> | Active.....   | \$90  |
|                          | <input type="checkbox"/> | Reduced Price for new Active.....   | \$45  |
| <input type="checkbox"/> | <input type="checkbox"/> | Aspiring Administrator.....   | \$45  |
|                          | <input type="checkbox"/> | Reduced Price for new Aspiring Administrator.....                             | \$25  |
|                          |                          | <b>SSA (Superintendents)</b>  |       |
| <input type="checkbox"/> | <input type="checkbox"/> | SSA System Membership..... <i>Selected by Superintendent</i>                  |       |
| <input type="checkbox"/> | <input type="checkbox"/> | ACND (Child Nutrition).....   | \$25  |
| <input type="checkbox"/> | <input type="checkbox"/> | AAMSP (Middle Level).....   | \$60  |
|                          | <input type="checkbox"/> | Reduced price for new members.....  | \$30  |
| <input type="checkbox"/> | <input type="checkbox"/> | AASCD (Curriculum Supervision).....   | \$40  |
|                          |                          | <b>AASBO (Business Officials)</b>   |       |
| <input type="checkbox"/> | <input type="checkbox"/> | AASBO – CSFO.....   | \$100 |
| <input type="checkbox"/> | <input type="checkbox"/> | AASBO Active.....   | \$50  |
| <input type="checkbox"/> | <input type="checkbox"/> | AAPASS (Prevention, Attendance, Support).....                                 | \$20  |
| <input type="checkbox"/> | <input type="checkbox"/> | ALA-CASE (Special Education).....   | \$40  |
|                          |                          | <b>AAESA/NAESP (Elem. Administrators)</b>                                     |       |
|                          |                          | <b>(Joint state/national membership required)</b>                             |       |
| <input type="checkbox"/> | <input type="checkbox"/> | Active.....<br><small>Includes \$1 Million liability insurance</small>        | \$341 |
|                          | <input type="checkbox"/> | Reduced price for new Active.....   | \$235 |
| <input type="checkbox"/> | <input type="checkbox"/> | Institutional.....<br><small>Includes \$1 Million liability insurance</small> | \$386 |
|                          | <input type="checkbox"/> | Reduced price for new Institutional.....                                      | \$280 |
| <input type="checkbox"/> | <input type="checkbox"/> | Emeritus (includes all programs and services).....                            | \$118 |
| <input type="checkbox"/> | <input type="checkbox"/> | Retired (limited services).....   | \$60  |
| <input type="checkbox"/> | <input type="checkbox"/> | Aspiring Administrators.....  | \$113 |
| <input type="checkbox"/> | <input type="checkbox"/> | ACTA/AACTE (Career Technical).....  | \$95  |
| <input type="checkbox"/> | <input type="checkbox"/> | AASPA (School Personnel Administrators).....                                  | \$40  |

**Total for Section B: \$ \_\_\_\_\_**

**C National Dues** **(Optional, in addition to your CLAS and affiliate dues, you may wish to add a national membership)**

| Renew                    | New                      |   |       |
|--------------------------|--------------------------|---|-------|
|                          |                          | <b>NASSP (Secondary Principals)</b>   |       |
| <input type="checkbox"/> | <input type="checkbox"/> | Active.....<br><small>Includes \$1 Million liability insurance</small>        | \$250 |
|                          | <input type="checkbox"/> | Reduced price for new Active.....   | \$215 |
| <input type="checkbox"/> | <input type="checkbox"/> | Institutional.....<br><small>Includes \$1 Million liability insurance</small> | \$250 |
|                          | <input type="checkbox"/> | Reduced price for new Institutional.....                                      | \$215 |
| <input type="checkbox"/> | <input type="checkbox"/> | Retired Member.....   | \$50  |
| <input type="checkbox"/> | <input type="checkbox"/> | Associate (not an administrator).....   | \$85  |
| <input type="checkbox"/> | <input type="checkbox"/> | ACTE (Career/Tech).....   | \$80  |

**Total for Section C: \$ \_\_\_\_\_**

**GRAND TOTAL: \$ \_\_\_\_\_**

# Earl Leonard Wins CLAS Leadership Award

Earl Leonard, principal of the West Morgan Elementary School was chosen as the 2012 CLAS Leadership Award winner sponsored by Horace Mann. During the 2012 CLAS Annual Summer Convention held at the Renaissance Montgomery Hotel & Spa, Mr. Leonard was recognized as a nominee for this award. During the Awards Luncheon on Tuesday, June 26, 2012 he was presented with a plaque by CLAS President, Luke Hallmark. Jackie McGrail, a representative of Horace Mann was on-hand to present Earl Leonard with a \$1,000 check.

Out of eleven very worthy nominees for this prestigious award, Mr. Leonard best-exemplified the leadership characteristics the award is intended to recognize. His nomination was made by the Alabama Association of Elementary School Administrators (AAESA). According to Dr. Ed Nichols, Decatur City Schools superintendent, "Mr. Leonard, has served with a commitment to recruit

new members, work toward improvement of participation in all CLAS activities, and promote great reasons to be an active CLAS member. He is a model of what every CLAS member should strive to be."

"Mr. Leonard has been a well-respected leader in our CLAS umbrella association as well as Alabama's education community for many years. He has provided exemplary leadership through his visionary approach to being an advocate for Alabama school administrators," compliments Earl Franks, CLAS Executive Director. "He is liked, respected, and appreciated by Alabama's educational leaders for his intellectual common sense and caring personality. On a personal note, I have benefitted greatly from his wisdom and sincere passion

for Alabama's public schools. I can think of no one more deserving of our highest honor than Earl Leonard."



*Earl Leonard accepts a check for \$1,000 from Jackie McGrail of Horace Mann. Horace Mann sponsors the CLAS Leadership Award.*



*Earl Leonard receives his award from Luke Hallmark, 2011-2012 CLAS President*



*2012 CLAS Leadership Award nominees await the announcement of the winner*

# 2012 Leadership Award Nominees



**Carol Lewis** - Alabama Association for Prevention, Attendance and Support Services (AAPASS). Carol is recently retired after serving the children, community and staff of the Birmingham City School system for over 30 years. She has represented AAPASS in numerous roles at both the state and district levels. As president of AAPASS, she is credited with coordinating training programs essential to the goals of the organization.



**Dr. Farrell Seymore** - Alabama Association of Middle School Principals (AAMSP). Dr. Seymore is currently the principal at Opelika High School in the Opelika City School system. As the 2010-2011 AAMSP president, he worked with the organization's officers and board members to amend the by-laws, a change needed to ensure sustainable leadership.



**Glenn Maloy** - Alabama Career Technical Administrators (ACTA). Glenn Maloy currently serves as Career Technical Director for Houston County Schools. He is completing his term as ACTA president and continues to serve on the State Directors Advisory Council and the AACTE board at the state level. He was recently chosen to participate in Governor Bentley's Career Tech Commission which has been instrumental in recommending changes to Career Tech education.



**Rita Wright** - Alabama Association for Supervision and Curriculum Development (AASCD). Rita Wright retired as Deputy Superintendent of Instructional Services for Jefferson County Schools. She is finishing her two-year term as AASCD president. As a representative for AASCD, she has made presentations on the state and national levels. Additionally, she provided exemplary leadership by helping to join AAESA and AASCD together to host a combined annual conference to create higher level professional development opportunities.



**Ann Shakespeare** - Alabama Association of School Personnel Administrators (AASPA). As Human Resource Director for the Covington County School System for the last 12 years, Ann Shakespeare has numerous responsibilities which encompass a wide variety of duties. She has served on AASPA's board of directors as a district representative, and currently serves as vice president-elect. She is very active in her community and is dedicated to drug prevention in Covington County.



**Richard Dennis** - Alabama Association of Secondary School Principals (AASSP). Richard Dennis, principal at Prattville High School in Autauga County Schools, has been an active member of AASSP since 1998. He has served in many leadership roles within the organization including his current position as president-elect. He has been called on by CLAS and AASSP to speak at legislative hearings regarding controversial bills. He has served on many statewide committees, and presently as a member of the ALSDE Assessment and Accountability Task Force.



**Dennis Coe** - School Superintendents of Alabama (SSA). Dennis Coe recently left the superintendency in Henry County Schools to become the Director for the Office of Supporting Programs with the ALSDE. He served as SSA president in 2011-2012. He has received many awards including SSA's Power of One Award in 2007 for crafting a piece of legislation that provided \$30 million in disaster funding to schools that had faced fire, tornado, flood or hurricane damage and for 15 black belt systems that are still woefully underfunded.



**Cathy Antee** - Alabama Association of School Business Officials (AASBO). Cathy Antee serves the Hoover City School System as the Chief School Financial Officer and serves on the board of directors of AASBO. With a private sector background, she has contributed many innovative ideas and practices to the profession. She was one of the first CSFOs to become certified from ASBO International. In 2011, she won the ASBO International Pinnacle of Excellence Award.



**Ruby Granberry** - Alabama Child Nutrition Directors (ACND). Ruby Granberry has served Bullock County Schools for the past 27 years as Child Nutrition Director. An active member of the ACND organization, she has served in many capacities on their board of directors. She is dedicated to encouraging involvement from principals, managers, and other employees to provide excellent child nutrition programs for Alabama students.



**Paula Muskett** - Alabama Council of Administrators of Special Education (ALA-CASE). Paula Muskett is the Special Education Coordinator for the Fort Payne City School System and currently represents ALA-CASE on the CLAS board of directors. She serves on a multitude of ALSDE committees and works with the Alabama Department of Rehabilitation Services and ARC of Alabama. She also served on Dr. Morton's CAASL Summit for 2 years to promote acceleration of student learning for all students across the curriculum.



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# Perry County Schools Wins Little Red Schoolhouse Award

The CLAS Little Red Schoolhouse Award is presented by the CLAS Board of Directors to a person, persons, school, or school system that has inaugurated a significant curriculum or instructional innovation deserving of state-wide recognition. The program or activity should have a positive impact on the education of children, high potential for dissemination to other schools or systems, and demonstrate leadership in curriculum or instructional procedures in an Alabama school or school system. This year's award was given to the Perry County school system for their significant progress in educating students, staff and community about healthier lifestyles.

Six years ago, Superintendent John Heard, III, and his staff made a decision to positively impact the lifespan and quality of life for the students in Perry County Schools. They embarked on a mission to change the fate of their students through the implementation of systematic change. A Wellness Council was formed at both the system and school levels and the Healthy Schools Program was formed.

The goal of the Healthy Schools Program was to create healthier school environments that promote physical activity and healthy eating among students and staff. Because of their focus in implementing best practices to create healthier school environments, all four of the schools in Perry County school system were designated as Silver Award Schools at the national level. Superintendent Heard

was also named as one of 21 National Healthy School Program Champions.

The positive practices implemented in Perry County Schools will ensure their students will be well educated regarding their career choices and their physical well being. Through this education, Perry County students will outlive the previous generation and have a better quality of life.



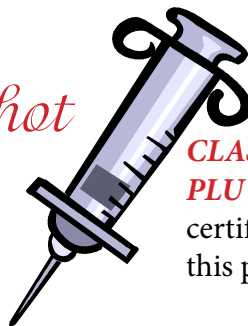
*Marcia Smiley, Assistant Superintendent of Perry County Schools accepts the Little Red Schoolhouse Award from 2011-2012 CLAS President, Luke Hallmark*

*Are you monitoring  
your*

*PLU Progress?*

- **Check your status in STI-PD.** Contact CLAS if you have not received credit for a completed PLU. We will be happy to check your status.
- **Meet all requirements by the PLU expiration date.** Expiration dates are listed on our website, [www.clasleaders.org](http://www.clasleaders.org), and in printed Professional Development information.
- **Complete your PLU within your certification cycle.** Completed PLUs cannot be carried over to a new certification cycle; the session in which you are enrolled must be within your cycle.

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of PD?*



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# Alabama's Blueprint for RtI

"The CASE Executive Committee unanimously agreed to endorse Classworks. Its depth, flexibility, and customization features give teachers access to targeted instruction for struggling learners, thereby helping to raise achievement at all levels."

– Luann Purcell, Ed.D.  
Executive Director of CASE



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## GREAT EXPECTATIONS

*By: Dr. Tommy Bice, State Superintendent of Education*

Over the past weeks I have had the opportunity to participate in several local and statewide meetings where teachers and leaders from Alabama schools met to enhance their practice and prepare for the upcoming school year. I must say that I left each of those meetings more encouraged than I have been in some time about the future of public education in our state. In each of those meetings we discussed the need for greater expectations for our students than those set under No Child Left Behind, the need to provide innovative and creative learning environments for our students where their individual strengths and interests can be developed to their greatest potential, and the need for flexibility from one-size-fits-all rules and regulations that stifle the ability to create and innovate, and, most importantly, meet the individual needs of our students.

Due to the foresight of our State Board of Education, a first step to-

ward this new focus on education has been achieved with notice from the U.S. Department of Education that Alabama's request to freeze the Annual Measureable Objectives at the 2010-2011 level has been approved and will be applied to the AYP results to be released this August. An even greater result of this move by our State Board is that it gives our state the opportunity to proceed with plans for a more balanced and meaningful assessment and accountability system that takes the focus away from just a test score in the spring to one where assessment is embedded in our day-to-day instructional process (where it has the most potential impact on students) and an accountability system that focuses on multiple measures beyond the test score to capture the true picture of what happens in public education.

Over the next few weeks you will be hearing and seeing more details about this opportunity to return



the focus of education to serving our students rather than a system of external accountability, and one where innovation and creativity are encouraged, supported, and rewarded – not regulated to the point of extinction. I have stated more than once over the past few weeks that I am as excited about the future of public education in our state as I have ever been, and I urge you to reach out to your State Board members and thank them and encourage them as we set our bold new agenda for the future.



### Austin High School & Decatur High School - Decatur City Schools

**Principals: Don Snow and Mike Ward**

**Superintendent: Dr. Sam Houston**

Austin and Decatur High Schools have formed the Decatur City Schools' Engineering Academy. The primary goal of the Academy is to prepare students for college level programs through the integration of both technical and academic skills. While admission to the Academy was initially limited to freshmen, Decatur City Schools soon received a grant from the 3M Corporation to integrate Project Lead the Way into the Engineering Academy curriculum. This has allowed the Academy to be opened up to the entire population of both schools, now serving approximately 150 students. Students in the Engineering Academy have worked alongside NASA engineers through Skype and on-site visits to design and build hardware mockups of battery supply housing equipment used in the International Space Station and ARES or Heavy Lift Vehicle Upper stage Avionics panel sub systems. They have also presented to NASA Headquarters their unique and innovative ideas to measure seismic activity on Europa. The Engineering Academy is successfully engaging students in the engineering design process and developing skills vital to success in both the engineering and engineering technology fields.

### Bright Beginnings Pre-K - Butler County Schools

**Principal: Amy Bryan**

**Superintendent: Darren Douthitt**



Bright Beginnings Pre-K is a voluntary, high-quality early learning experience that prepares 4 year olds for school success. Bright Beginnings is distinguished by the number one national ranking for quality by the National Institute for Early Education Research (NIEER) for five years in a row (NIEER, State Preschool Yearbook, 2006-2010) as a First Class Pre-K program of the Alabama Office of School Readiness (OSR). Students of all races, abilities, and socioeconomic backgrounds are served annually throughout the school district in classrooms funded by a combination of grants and student tuition. The combination program has grown from 1 classroom, 18 students, and \$80,000 in funding to 5 classrooms on three sites, serving 90 students each year with a budget of over \$400,000 annually. Bright Beginnings uses age-appropriate, research-

based curriculum which has made a significant impact on kindergarten benchmarking tests and early student success. In addition to the academic focus, Bright Beginnings supports the whole child by screening, identifying, and accommodating for health and ability limitations and supporting families through family enrichment and parenting workshops, resource referrals, and transition programs.

### Calera High School - Shelby County Schools

**Principal: Richard Bishop**

**Superintendent: Randy Fuller**



Calera High School has four exemplary programs that make it a Banner School. In the Pre-Engineering classes students have designed and built a basic utility vehicle that has won first place at a university level competition in Indianapolis three consecutive years. These students have also designed and built a low-cost prosthetic leg that is successfully in use by a local amputee. Current plans are in place for students to take the prosthetic legs and the BUVs to Honduras this spring to expand their sense of community and provide viable solutions to basic problems in third world countries. Another program at Calera High School is the 7th period Advisory program, which is a 25 minute non-credit class students attend five days a week. This program provides extended time for AP students to prepare for spring testing, gives students who play sports, work,

or participate in other extra-curricular activities time to study and complete homework, and offers small group instruction to struggling students. A third program is the Peer Helpers class. Students are selected based on character and academic strengths and are then trained in leadership and tutoring strategies. These students work one on one with at-risk students to improve reading comprehension, math skills, and organization. Credit Recovery is the final exemplary program at Calera High School. This program is currently offered two periods each day and has allowed fifty-six students to recover seventy-four credits. As a result, many students have graduated on time. Through such programs, Calera High School has seen its graduation rate grow from 83% to 98%.

## Cullman Middle School - Cullman City Schools

**Principal: Lane Hill**

**Superintendent: Dr. Jan Harris**



One of the most unique aspects of Cullman Middle School is its attempt to develop the whole child. The school provides instruction and experiences that follow the tenets of ASCD's Whole Child Initiative. The faculty has created an academic setting that is challenging and motivating to students at all levels. The teachers provide active learning opportunities through cooperative and project-based learning using a variety of technologies. Cullman Middle places emphasis on making sure all students have appropriate learning opportunities regardless of socioeconomic status or intellectual ability. In addition, the school believes that the arts are vital to a well-rounded education. The arts program strengthens problem-solving and critical thinking skills, motivates and engages children in learning, stimulates memory, facilitates understanding, and promotes academic achievement and overall school success. Cullman Middle also bases its success on the belief that students who have a connection with their school are more likely to be successful. School activities have been implemented so that all students have a chance to participate in hopes that they will feel more connected and give them a sense of ownership. Since embracing the whole student concept in 2009, test scores have dramatically improved, attendance has increased, and the number of discipline referrals has decreased.

## Piedmont Elementary School - Piedmont City Schools

**Principal: Chris Hanson**

**Superintendent: Matt Akin**



Piedmont Elementary School fosters an environment that strives to challenge and MPOWER every student. The MPOWER Piedmont program is a technology initiative that provides all students in grades four through twelve with a Macbook for classroom instruction. Students in grades Pre-K through grade three have the use of an iPad and Macbook for classroom instruction and centers. A Macbook technology cart is also provided for shared use in these classrooms. Every classroom is equipped with 21st Century Technology Tools, to create an environment conducive to learning with a technology medium. Document cameras, interwrite tablets, amplification systems and ceiling mounted projectors join with the new addition of the Macbooks to make Piedmont Elementary truly unique. One-to-one computers have been an integral part in the implementation of challenge-based learning activities that take place in classrooms across the school. Students are able to utilize technology to help them become better scholars, leaders and pioneers in today's technological age. Piedmont Elementary School teachers are excited to report greater student engagement and a decrease in student behavioral issues due to the use of their new technology.

## Piney Chapel Elementary School - Limestone County Schools

**Principal: Bill Hardyman**

**Superintendent: Zebbra Green**



Piney Chapel Elementary's unique Reading Passport reward program encourages students to improve their reading ability. The Reading Passports were created after data determined a disproportionate number of students failed to read at grade level. It was determined the primary cause for students reading below grade level was a lack of adequate reading practice at their reading levels. This program targets students for teacher-partnered reading times and individualized recognition of accomplishment on a daily basis by compiling, evaluating, and acting on gathered data on a weekly basis. This aggressive stance ensures students are reading on, or above their appropriate reading levels for at least 30 minutes each school day. The librarian, reading coach, and teachers work collaboratively and have forged a strong bond within the faculty, thus strengthening the professional learning community.

The Reading Passport program has fostered the love of reading as well as increased both fluency and comprehension. Students are excited to participate in the Passport program and parents are complimentary about their child's reading improvement. Piney Chapel hopes that Passport will truly be the passport that opens the world to student learning for all of their students.

### Priceville Elementary School - Morgan County Schools

**Principal: Dr. Anne Knowlton**

**Superintendent: Bill Hopkins**



Priceville Elementary's mission is to educate students, both academically and socially, instilling positive life skills that will enable them to become responsible students and adults. Priceville Elementary is one of 678 Leader in Me schools in the world. The faculty is trained in Stephen Covey's *7 Habits of Highly Effective People* and incorporates these life skills into daily instruction. Students are taught that they possess leadership skills and are given opportunities to lead as often as possible. Students participate in various leadership roles within the school. Some participate as greeters to welcome fellow classmates to school each morning, student ambassadors are charged with welcoming visiting guests and speaking during special events, and a Principal Pals Committee was formed for students to serve as advisors to the principal and assistant principal, meeting

periodically through the year to offer suggestions for school improvement. Priceville Elementary offers a variety of 45 clubs for students to join during the school year. Students choose a club at the beginning of each school year and attend once a month, culminating in a service project. Priceville is dedicated to providing a student-centered educational program in which all children are successful.

### Rockwell Elementary School - Baldwin County Schools

**Principal: Robbie Owen**

**Superintendent: Dr. Alan Lee**



Rockwell Elementary School is a Discipline-Based Arts Education school where the arts are studied as individual disciplines in addition to being incorporated into the overall curriculum. Two school-wide units of study are highlighted each year. Within each, students are immersed into dance, theatre, music, and visual arts activities. Each unit is covered in two to three weeks and concludes with a Culminating Day filled with arts-based activities. While the arts receive their greatest emphasis during the presentation of these two units, students receive instruction in the arts during the entire school year. Through a partnership with the Mobile Symphony, first and second grade students receive weekly symphonic music instruction from a symphony member. Additionally, third through fifth graders have the option of enrolling in violin lessons, which are provided

during school by a professional violinist. Rockwell Elementary has a seventy-member choir which performs at school functions as well as community events. In July of 2011, Robbie Owen, Rockwell's principal, was one of seven educators and five actors to be invited to the White House for recognition as one of President Obama's Champions of Change due to the school's contributions to the community in the area of arts education.

### Sequoyah School - Alabama Department of Youth Services

**Principal: Dr. SoJuan Crenshaw**

**Superintendent: Dr. Tyrone Yarbrough**



Sequoyah School is located on the Department of Youth Services Chalkville Campus and is the only school for girls within the district. The student population is made up of girls ranging in ages from twelve to eighteen. Astutely aware of the importance of providing rigorous and relevant education and employment training for their female students, the district developed the Girls At Work – Power Tools for Power Moves! Building Construction Program. This program is designed to provide students with the tools they need to succeed in high-skill, high-wage, and high-demand career options in construction and engineering. The program set precedence with Youth Services and became the first of three DYS career and technical education programs to attain Business and Industry Certification. The Girls At Work program has enriched students' school experiences and

campus life through project-based building projects. The authentic learning and training received has affected these young ladies in many ways that have yet to be seen as they depart the facility and progress in life. The Girls At Work: Power Tools for Power Moves! Building Construction Program has positioned itself as a model program demonstrating that no matter the student or the circumstance, good instruction and authentic learning transcend all barriers!

## Winterboro School - Talladega County Schools

Principal: Craig Bates

Superintendent: Dr. Suzanne Lacey



Three years ago Winterboro High School witnessed a steady and significant decline in the graduation rate. Research was done and revealed that student engagement was the root of the decrease in students not receiving diplomas. As a result, Winterboro High School was redesigned to implement project-based learning and collaborative teaching. A student leadership team was created where students and teachers met to create new policies. This redesign of the school brought students together to collaborate through oral, written, and digital communication to solve problems. Students use computers, Macbooks, iPads, and other technological tools daily to create and complete projects and presentations. Learning suites allow for standards from two content areas to be integrated. Teachers use pacing guides to align standards and plan projects, then work as a team

to teach, facilitate, and assess student learning. At Winterboro a culture of professionalism exists between students and teachers. As part of the professional culture, all students wear a trust card, which includes a statement of trust created by the teachers and Student Leadership Team. This has had a positive impact on student discipline, decreasing it by 40% the first year. The graduation rate has climbed from an initial 63% to 87% and students applying and receiving acceptance to colleges increased from 33% to 75%. Engaging lessons, purposeful products, and a professional learning culture define Winterboro High School.

**Banner School showcase videos are available on the CLAS website. Visit us at [www.clasleaders.org](http://www.clasleaders.org) and navigate to the Communications section and click on webinars. A link to each school's video will be listed under 2012 Banner School Webinar Week.**



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## *Upcoming Events*

**Common Core for Principals Conference  
August 28, 2012  
Marriott Legends, Prattville**

**AASPA Fall Drive-In Workshop  
September 6, 2012  
Cypress Auditorium, Mobile**

**New Principals Institute  
September 12-13, 2012  
Marriott Legends, Prattville**

**ALA-CASE Novice Coordinators Academy  
September 21, 2012  
Alabama Power Water Course, Clanton**

**ALA-CASE Fall Conference  
October 8-10, 2012  
Perdido Beach Resort, Orange Beach**

**Fall Instructional Leadership Conference  
November 4-7, 2012  
Perdido Beach Resort, Orange Beach**

**AASSP/AAMSP Fall Conference  
November 11-14, 2012  
Perdido Beach Resort, Orange Beach**

**Secretaries Conference  
December 4-5, 2012  
Wynfrey Hotel, Birmingham**

**Aspiring Administrators Conference  
January 12, 2013  
CLAS Office, Montgomery**

**Assistant Principals Conference  
January 23-24, 2013  
Embassy Suites, Huntsville**

**Assistant Principals Conference  
January 29-30, 2013  
Marriott Legends, Prattville**

**Law Conference  
February 13, 2013  
Marriott Legends, Prattville**

**Aspiring Administrators Conference  
February 26, 2013  
Wynfrey Hotel, Birmingham**