As I work on my article, I know many of you are preparing for the new school year. I had a wonderful experience in Baltimore at the National Conference. It is amazing to work with principals from all states including Costa Rica. During the CLAS Conference as well as the National Conference the word culture kept appearing. I began to think about this word. According to Ask.com (and you know if it is on the internet it is true) workplace culture means the environment people work in, the way they interact with one another, the way they go about their work and the practices undertaken in this environment. Some workplace culture is apparent, at first glance, while others are more subtle and slow to reveal.

Our school culture is very important. How do students feel when they enter the building? Is it a place where rules are posted everywhere that contain a lot of negative words? According to Todd Whitaker, does the school sign have words posted in bold print and underlined. “Welcome. You MUST sign in before entering the building,” or is it a place where the visitors feel welcome and wanted? Do the teachers feel respected and have a sense of a risk free environment? Are mistakes considered learning experiences? I know I want Oxford Elementary School to be a place where parents, students and teachers feel the warmth of a happy environment; a place where mistakes are considered okay and we learn something in the process.

I also want AAESA to have that same culture; a group of educators who are always willing to lend a hand, spread a smile and offer advice when someone just needs another to lean on when the administrator’s world seems too much to handle. Let’s work together to create this culture for our organization.

I am very excited about the upcoming year. We have many opportunities to grow professionally as well as personally. I encourage you to take an active part in your District level organization. Grow that positive culture where people mark their calendar for the meetings.

This is our first electronic version of our magazine. I understand change is sometimes hard because only a baby really enjoys change. But many times change makes things that are good even better.

Get plugged in to your organization and let’s have a great year. If you need me, please feel free to contact me by telephone or email dnelson.oe@oxford.k12.al.us or 256 241-3844.

See you at Fall Conference at the beautiful Perdido Beach Resort November 3-6.

### Six Steps to Creating High Achieving Schools

1. Set nearly impossible “gaudy goals.”
2. Foster collaboration and trust. Without these qualities in your school, you can’t reach excellence.
3. Connect the dots between data, behavior, and learning on a daily basis.
4. Build the BASE (see chart).
5. Cultivate good culture by taking responsibility rather than pointing fingers, and using feedback from colleagues and administration.
6. Manage yourself as a leader.

Eric Jensen is A Highly Engaging, World-Class Staff Developer Who Blends Cutting-Edge Brain-Based Research, with School-Tested Teaching Strategies. [www.ericjensen.com/](http://www.ericjensen.com/)
As you begin another school year and the very important responsibility of educating students, some helpful information is provided below that will assist in your daily duties. Steve Ventura, in his book Work Right, provides a simple yet practical framework for enhancing your job performance while building a satisfying career. This strategy is based on “The 3 R’s,” which are not traditionally attributed to education. The following sections list these essential qualities, with descriptors, of workplace success; “Respect, Responsibility, and Results.”

**Respect**
- Extend an Ear - Listen to Others
- Dignify Differences - Respect Diverse Cultures, Ethnicities, Backgrounds, and Ideas
- Concentrate on Courtesy - Be Considerate
- Perform with Pride - Respect Yourself
- Make “The Mission” Matter - Respect the Organization’s Purpose and Your Part in It
- Share the Spotlight - Acknowledge Others’ Contributions
- Get Going “Green” - Respect and Protect Resources
- Slip into Someone Else’s Shoes - Practice Empathy

**Responsibility**
- Shoulder Your Share - Do Your Part as a Team Player
- Earn Your Expectations - Be a Role Model
- Squelch Any Skepticism - Choose to Be Positive
- Stand for Safety - Contribute to a Physically and Emotionally Safe Workplace
- Manage Your Mistakes - Own, Admit to, Fix, and Learn from Your Errors
- Quest for Quality - Cut Complacency, Not Corners
- Savor Successes - Be a Cheerleader for Positive Contributions
- Embrace and Embody Ethics - Do What’s Right

I encourage you to, “Work Right” and improve as a school leader which will ultimately benefit your students, faculty, staff, and other stakeholder groups.

Best wishes for a successful school year. Until next time, remember to use the “3 R’s, Respect, Responsibility, and Results,” to aid you in your personal and professional endeavors.

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**Upcoming Events**

**Fall Instructional Leadership Conference**
November 3-6, 2013
Perdido Beach Resort
Orange Beach, Alabama

**Spring Planning**
March 6, 2013
CLAS Office
Montgomery, Alabama

**NAESP Convention**
July 10-12, 2014
Opryland Hotel
Nashville, Tennessee
Why in the world would you want to be a member of AAESA…because of the world! I have been a member for over 18 years. AAESA is by far the best source for Professional Development, and Networking. We also have legal defense with our umbrella organization CLAS. I cannot figure out how in the world you could be a successful elementary principal in Alabama without AAESA.

I have been a principal for a long time. I understand to stay fresh you must find new ideas and implement the ones that will drive your school to its goals. The main objective of AAESA and our national organization, NAESP, is to help members help their students. The best way to do this is with professional development for you and your staff. AAESA and NAESP, along with CLAS, provide many workshops through the year and at their individual conferences. This provides you with new ideas and ways to implement them with your staff. There is also some PD that you can bring your staff to. Along with these PDs you also have opportunities to complete your PLU’s. Most of my professional development has come from AAESA and CLAS.

When you need advice you go to your friends. This is networking. AAESA is the best in the world at this. From first year principals to retired principals, we have all kinds in our association. Through workshops and conferences you will get to meet and know principals from all over the state. Sometimes I have learned more during breaks talking to other principals and listening to things they are doing. I also get to discuss things we are doing at my place and sometimes get ideas on how to make them better. These discussions are also valuable in listening to others’ solutions to your similar problems.

Legal defense is always good to have when you need it. I have actually had to use CLAS Legal Defense twice in my career. One was a parent and the other was dealing with a state auditor. Both never made it to court, but the one with the parent did make it to a deposition. Even though I knew there was nothing to either of them, I still needed a lawyer to get me through it. I think the rate is now about $250 per hour. Just 2 hours of an attorney will easily make up for your dues, and because of CLAS, I never knew what my legal bill was in those two cases.

This year AAESA is making a special push to increase our membership. We hope that you can see the advantages of joining our organization. If you have any questions, please feel free to contact Jim Chesnutt at the CLAS office.

If you are a member, and know of any principals who are not, please encourage them to join. You will be helping them to a path that will allow them to enjoy and grow in their careers.
## 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:**

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## 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.

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**CLAS is a non-profit organization exempt from income tax under Code Section 501 (c)(6). Contributions or gifts are not deductible as charitable contributions for Federal Income Tax purposes.**
The stark reality was evident as I journeyed into my first job in administration. I no longer had the luxury of a pool of colleagues with whom to problem-solve and sort through my questions of best practice. I felt isolated and unsure. How would I find my way in this new position when I had so many questions? It was neither ethical nor wise to seek counsel among the teachers at my new school. Every new administrator faces similar anxiety as they search for a confidant, counselor, or mentor. I was fortunate to be hired into a position as assistant principal for a principal who was generous with his time and thoughtful in his advice. He helped me to examine my decisions, to learn from my mistakes, and to develop my skills as a leader and school administrator.

“If I only had someone to talk to,” is a phrase that passes through the mind of every beginning principal at some point. The Alabama New Principal Mentoring Program does not leave this relationship to chance. I wanted to be a part of this program as a way to “pay it forward” to other young administrators who realize, as I did, that it is beneficial to have an experienced leader on whom to call.

School districts are realizing the benefits of pairing novice administrators with experienced mentors. The mentor may be coach, counselor, listener, collaborator, or advocate for the protégé. Arranging this non-evaluative relationship supports the beginning principal with the security of an experienced administrator on whom to call. The mentor is responsible for developing the proper type of partnership with the protégé if the relationship is to be productive.

The NAESP School Leadership Mentor Competencies describe six competencies for which effective mentors should strive. The cornerstone of the mentoring relationship is accomplished through competency four, which states, “An effective mentor respects confidentiality and a code of ethics in the mentor-protégé relationship.” This competency stresses the importance of maintaining a confidential and trusting environment, which promotes the open and reflective conversations that are necessary for the collaboration between the mentor and protégé.

Trust is a fundamental element of all healthy relationships. The relationship between mentor and protégé is no exception. A foundation of trust is critical to the progress of the relationship. The dialogue that is necessary for examining one’s practice can be effectively accomplished only in an atmosphere of trust.

There are five facets of trust common across interdisciplinary literature. These include benevolence, reliability, competence, honesty, and openness (Hoy & Tschannen-Moran, 1999; Tschannen-Moran & Hoy, 2000). Let’s examine the importance of each facet in the mentor-protégé relationship.

**Benevolence:** One of the most common elements of trust is a sense of benevolence—the confidence that the trusted person will protect the interests of the individual. In order for this security to grow, it is critical that the mentor behaves in a coaching rather than an evaluative role. “I know my mentor will act in my best interest.”

**Reliability:** Reliability is the degree to which an individual can rely upon another for action or support. In the mentor-protégé relationship, reliability implies the positive outcome that is predictably supplied by the mentor. The protégé can depend on the promises of the mentor. “I can count on my mentor for support.”

**Competence:** Although good intentions serve their purposes in some situations, in the case of the mentor-protégé relationship, they are simply not enough. The mentor must have the experience to fulfill the expectations of the protégé. No amount of concern or goodwill is a substitute for skill. “I appreciate the expertise of my mentor.”

**Honesty:** Honesty encompasses integrity and authenticity. Honesty is assumed when one thinks of trust. In order to build the mentor-protégé relationship, the mentor must not distort the truth as he or she perceives it, and the protégé must accept responsibility for his or her actions. “I depend on my mentor to tell me the truth.”

**Openness:** Openness is the extent to which pertinent information is shared; actions and plans are transparent (Forsyth, Adams, & Hoy, 2011). Openness facilitates vulnerability, because it signals a reciprocation of trust. In the mentor-protégé relationship, openness grows a confidence that information shared will not be exploited, and the recipients of openness feel the same confidence in return. Openness promotes trust. “I trust my mentor because my mentor shares with me.”

It is important that relationships strive to cultivate all
five aspects of trust. This is particularly true in the case of mentor and protégé. New principals must take risks in order to grow into their leadership positions. A mentor that cultivates an atmosphere of trust will be an asset to his protégé. The collaboration resulting from such a relationship will promote questioning, then confidence, and ultimately, growth.

References:

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**Thank You!**

*by Jim Chesnutt, Assistant Executive Director*

Below are the titles for the past four articles I have written for the back to school issue of our magazine. Creative, huh? I only went back to 2009 because that’s when I got this “new” computer and I guess the other two are on a flash drive somewhere after cleaning out the old one. You get the point, I’m sure, if there’s one to get.

“Big Year Ahead for AAESA – 2012”
“Welcome to the Beginning of Another School Year – 2011”
“Cleaning Out the Cupboard – 2010”
“A Change in Climate – 2009”

It’s kind of like having the students write on the first day of school what they did on their summer vacation year after year after year. You keep getting the same stories just another version.

I tried to think up something clever just to change up my article this year. Even thought of doing a contest to let you find something ever so intriguing for me to write about, but I hear you’re kind of busy right now!

Maybe the point of this weak attempt at an article is to show what you are all about as elementary school administrators. In a job that is ever changing maybe the “doing it every year” is the real story. You close school in May and immediately start getting ready for the next school year. It could be called routine, but as we know nothing is routine in the school business. But every year you get the job done, over and over and over again.

The articles we write about opening school and all the dates and times to meet and the conferences to go to are just more to add to the yearlong list of to-do’s that you accomplish as a principal over and over and over again, year after year. You do it because it’s what you do as a professional and because it’s the right thing to do.

So this year, not so much on the dates of events, places to go, meetings to attend and on and on. You’ll see plenty of that in other emails, articles and mail outs throughout the year. **I just want to thank you for the job you do every day, every week, every month and every year. You’re the best and I’m proud to work with every one of you.**

If there is something I can do to lessen the burden, please don’t hesitate to contact me anytime. I only hope for you, your faculty and students the best year possible.

Thank You!
The Alabama Association of Elementary School Administrators recognizes the need to prepare qualified persons to become elementary/middle school administrators. To assist in fulfilling this need, AAESA offers a $1,000 scholarship to enable a current Alabama educator to pursue a degree or certification in elementary/middle school administration. To qualify, an individual must be working on initial certification in the specified field.

Name: _______________________________________________________
   Last                                    First                               MI

Address: _______________________________________________________

Name of School: _________________________________________________

Name of School System: _________________________________________

Are you presently enrolled in a school administration program?
   ______ YES   ______ NO

If yes, what is the name of the college/university?
   _____________________________________________________________

Name of college/university where scholarship will be used:
   _____________________________________________________________

Have you applied for this scholarship previously?
   ______ YES   ______ NO

Have you received this scholarship previously?
   ______ YES   ______ NO

PLEASE LIST YOUR WORK HISTORY IN THE FIELD OF EDUCATION:

School: __________________________
Position: _________________________
Dates of Employment: ______________

School: __________________________
Position: _________________________
Dates of Employment: ______________

School: __________________________
Position: _________________________
Dates of Employment: ______________

On a separate page, please state, in 150 words or less, why you wish to pursue a degree in elementary/middle school administration.

The following documents must also accompany this application:
   • Recommendation from your current or most recent principal;
   • Recommendation from your current or most recent superintendent or Central Office administrator;
   • Copy of your current certificate;
   • Other information you believe may be helpful, such as a list of professional honors, awards, etc.

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

Signature: ____________________________________________
Date: ________________________________________________
Home Phone: __________________________________________
School Phone: _________________________________________

All applications must be postmarked by January 10, 2014.

It is the intent of the Alabama Association of Elementary School Administrators to select the best possible recipient for this scholarship. No person will be denied application or selection on the basis of race, sex, religion, disability, national origin, or age.

Return Application to:  AAESA Marie Taylor/Dr. Mike Carr Scholarship
                          P.O. Box 428; Montgomery, AL  36101-0428

If you have questions, call CLAS at (800) 239-3616. The winner will be announced during the first week of May.
Glenys Mason NAESP Convention Scholarship Application

This scholarship is available to AAESA members who have never attended a National Association of Elementary School Principals annual Convention. The scholarship is awarded to pay for the expense of attending an NAESP Convention.

The selection will be made at AAESA Fall Conference Executive Committee Meeting and announced at the AAESA General Business Meeting at the Fall Conference Breakfast.

APPLICANT INFORMATION:

Name: __________________________________________________________________

Address: ________________________________________________________________

Phone: _________________________________________________________________

Fax: ___________________________________________________________________

Cell or other contact number: _______________________________________________

School Name:____________________________________________________________

School Address: __________________________________________________________

School City, State, Zip: ____________________________________________________

Other Application Materials:

➢ Attach a vita or résumé
➢ Attach a 50 word essay stating why attending the national convention will benefit you in your principalship role.

Please send application materials and application to:

Jim Chesnutt
AAESA
P.O. Box 428
Montgomery, AL 36101-0428

The deadline to apply is October 15, 2013.
Please mail documents in time to be received by the deadline.
I am so thankful that a two hour delay in my flight departure from Mobile did not set the tone for my very first trip to an NAESP Convention, July 11-13, 2013. Despite that particular glitch and the hour delay out of Atlanta, Baltimore, Maryland presented a glorious backdrop for 3 fruitful days of camaraderie, learning and relaxation.

Due to my late arrival to “Charm City,” I did not have the opportunity to register and secure the needed convention items. But at 6:00 am the following morning, dressed as a principal, I was the first in line armed with my required bar code and registration, to the surprise of the workers at the location. Outfitted with my convention bag and printed materials, sugary treats and coffee, I embarked on my convention journey – 3 city blocks to the Convention Center. Lesson one: wear comfortable clothes and real walking shoes.

“I have come to the frightening conclusion that I am the decisive element. It is my personal approach that creates the climate. It is my daily mood that makes the weather. I possess tremendous power to make life miserable or joyous. I can be a tool of torture or an instrument of inspiration; I can humiliate or humor, hurt or heal. In all situations, it is my response that decides whether a crisis is escalated or de-escalated, and a person is humanized or de-humanized. If we treat people as they are, we make them worse. If we treat people as they ought to be, we help them become what they are capable of becoming.” — Haim G. Ginott, Teacher and Child: A Book for Parents and Teachers

One of the sessions that I attended at the convention was opened by the presenter with this quote. Reciting it to us set the tone for the information he would share on teachers becoming positively academic in their classrooms, creating time to teach. As I listened and participated in his session I was keenly aware that the majority of the attendees in the room were doing so as well. We were participating in such similar ways that I had to smile, which led to comments to my closest table neighbors. We were all principals recalling our classroom teaching days and concluding simultaneously that we needed to share the presenter’s ideas with our staffs. Indiana, Michigan and Oklahoma had the same behavioral issues in public school classrooms as did Alabama. We knew that caring is the key to working with all students. The presenter reminded us through poignant activities that teachers discipline behavior not students, and that conflict is an essential part of growing and learning. That good behavior has to be taught systematically and developing the self-control takes time.

I left this session with my first priority for teacher PD this school year: assisting my staff to develop a consistent classroom management system that would allow them to save instructional time and improve my school’s climate.

Another of my “soul stirring” moments occurred during the Plenary Session on the second day of the Convention. Michael Fullan addressed what it means to lead the “instructional core”, digital innovation and how it is becoming an issue between students and teachers and numerous other related topics. If you have ever heard this educator speak you quickly understand that he shares a wealth of knowledge quickly and demands your attention throughout the presentation. My fingers could not script fast enough and my brain was not going to retain all that I heard, so I resorted to a form of short hand. What was the final result?

I am going to reread my copy of Motion Leadership, find myself on the developmental time line of leadership from the middle and continue to be action-oriented and
creative in collaborating with my staff. Making CHANGE happen in my school is going to involve making the school day all about learning, letting technology permeate and engaging the entire school in the process.

Last, but not least, this convention experience not only provided learning and facilitated camaraderie with various U.S. Principals, but brought a closer kinship with my own Alabama colleagues. The Alabama Breakfast, sponsored by Bill Miller Photography, was such a pleasant gathering. I was afforded time to converse with my colleagues from northern and western AL and the administrators from Mobile. After a delectable breakfast was enjoyed, the conversations that followed made me feel proud to belong to a group that was seriously thinking about what was best for their colleagues.

At the close of this convention, I took some time to read about the city of Baltimore, take a bus tour and reflect on the “city of neighborhoods”. The 88 year old bus tour guide shared the city’s history and physically changed hats as we rode from one section of the city to another to illustrate the various cultures and luminaries that affected the development of Baltimore.

What a wonderful addition to my 2013 summer experiences, my first NAESP Convention and visit to Baltimore, MD.

Federal Relations

by David Fancher,
Bluff Park Elementary,
Hoover City

The re-authorization of the long overdue ESEA is moving forward. We have gone from no proposals to four. Each political party has a proposed version in the House and Senate committee. Each committee will vote on the proposal and send one version to their respective House. The democratic controlled Senate has already voted and sent their bill out. As you can imagine it passed on a party line vote of 12-10. The bill is called the "Strengthening America’s School Act” This bill represents the Democratic vision of the federal role in education. It does include the current Department of Education waiver plan.

The House proposed version is called the “Student Success Act”. This House Republican bill is very different from the Senate version. The House bill looks to reduce the Federal role in education. This bill will be on the House floor this week. Democrats are not expected to support it, but the Republican majority will pass it. The experts agree that it will take a bipartisan effort to renew ESEA, and they don’t see it happening. Without a new version, NCLB will remain the law of the land forcing States that were not granted a waiver to meet the old standards.

It is rumored that when the bill comes up for debate on the House floor that Representative Cantor the House Majority leader is going to offer an amendment dealing with school choice. The amendment being talked about would allow parents to take Federal Title I money to a public, charter or the private school of their choice. They are calling this “backpack funding”.

Congress is adjourned for the month of August. When they meet back in September, the emphasis will be on passing budget bills to keep the Country running.

As sequestration begins to take funds away from education, let me or one of your elected officers know what impact it is having on you. These are the stories that will be used in discussion with your Congressmen and Senators.

There is an extreme funding difference for education between the Senate and the House. The Senate is proposing an increase of +5.4%. The House is looking at a funding level of 18% below current sequestration levels. The House has not scheduled debate on the proposal so exact cuts are unknown. The concern is the dramatic difference it will make in reaching an agreement on funding.

Be active, be involved. Make use of the NAESP advocacy website and know what is going on. Make a relationship with your representatives and let them know what you think.

There will be a special election coming in Congressional District 1. Be active be involved. Know what the candidates are saying about education and remember to vote.
The 2013 NAESP Convention and Exposition in Baltimore, Maryland was the conference of a lifetime. Whether attending one of the hundreds of breakout sessions, eating a cupcake from nationally renowned, Charm City Cupcakes, or attending the NAESP Jeans and Jerseys benefit, a great time was had by all. Over 40 administrators from Alabama were there representing our fantastic state. During a jam-packed week, we were able to hobnob with some of the most influential educators in the country. The opening session was marked by the United States Secretary of Education Arne Duncan. He professed the current administration’s stance that principal leadership and school safety are top priorities. The keynote speaker, Freeman Hrabowski, the president of The University of Maryland, Baltimore Campus, brought an uplifting message about the transformative power of education. Hrabowski extrapolated on the difference that can be made through connecting with all of our students. He said, “There are two groups of students in our schools, those whose dreams are fulfilled and those whose dreams have been forever diverted.” The rest of the opening day was spent visiting the hundreds of vendors displaying all of the latest products and programs for elementary schools.

Day 2 was highlighted by the ever popular Todd Whitaker. The author of ‘What Great Teachers Do Differently,’ and ‘What Great Principals Do Differently’, thrilled the crowd with his humorous anecdotes that all administrators can relate to. The overarching theme of his motivational talk reinforced the belief that we as administrators have a responsibility to support teachers so that we can help them become their best. He asserted that “We need all our teachers to be good teachers.”

On the last day of the conference there wasn’t a dry eye in the entire Baltimore Convention Center. The day began with Darrell Scott from Rachel’s Challenge. Darrell Scott’s daughter Rachel was the first casualty in the Columbine High School tragedy. Rachel’s Challenge is a non-profit organization that provides anti-bullying presentations to schools. Following his presentation, Regina Birdsell, Associate Director of the Connecticut Association of Schools, was present to accept the NAESP Distinguished Service Award on behalf of the late Dawn Hochsprung principal of Sandy Hook Elementary School in Newtown, Connecticut. Dawn Hochsprung lost her life during the terrible tragedy in Newton last December. During the closing session, Adam Saenz touched everyone’s heart with a personal story about the difference that teachers made in his life. Once again, his moving and motivational story left every attendee in tears.

Though a brief and jam-packed visit to the Charm City, we all left reenergized, rejuvenated, and ready for a new school year. Ask any Alabama principal who attended the NAESP convention in Baltimore and they will tell you that they cannot wait for next year’s convention at the Gaylord Opryland Hotel just a short drive up Interstate 65 in Nashville Tennessee. On a side note, we won’t burst their bubble in Baltimore, but after sampling what were purported to be the best crab cakes in the world, I beg to differ. The best crab cakes can be found on the gulf coast! See you in Nashville!
on July 10:

“Oh, the Places You’ll Go!” and some of its humorous verse resounded in my mind as I unpacked and hung the Alabama State Banner in the Convention Center Booth #1105 in Baltimore, Maryland on July 10:

“You have brains in your head. You have feet in your shoes, You can steer yourself any direction you choose. You’re on your own. And you know what you know. And YOU are the one who’ll decide where to go…”

With the banner hung and every wrinkle smoothed, I unpacked the cotton seed post cards, Alabama stickers, Alabama peanuts, moon pies, Mardi Gras beads, and door prizes only to discover that I had left the sign up sheet back in Stapleton, Alabama. Oh well, I observed the booth with a critical eye, took a photo, met my Tennessee neighbors, and decided:

“There is fun to be done! There are points to be scored!”

Friday morning at the Alabama Breakfast hosted by Bill Miller Photography, I passed around a newly created signup sheet to give everyone an opportunity to work one hour at the booth.

“Simple it’s not, I’m afraid you will find, for a mind maker-upper to make up his mind!”

However, by the time we left breakfast, principals had made up their minds and the hours were assigned. As we worked the booth, we networked with our Alabama friends and met many interesting principals from across the nation. The conversations varied from common core in Alabama, changes in Alabama’s classrooms and students, football, to the great debate between Alabama Peanuts vs. Georgia Peanuts.

“You’ll get mixed up, of course, as you already know. You’ll get mixed up with many strange birds as you go. So be sure

when you step. Step with care and great tact and remember that Life’s a Great Balancing Act.”

With the conference ended, the Alabama banner down and folded, and the question I pondered, “If this banner could share stories, would it say:

“Out there things can happen and frequently do,
To people as brainy and footsy as you.
And when things start to happen, don’t worry, don’t stew.
Just go right along, you’ll start happening too!”

It was such fun to work with my principal friends and represent our great state of Alabama at the 92nd NAESP Conference.

Thank you to the following principals who worked the booth:

Abby Hamilton, Terry Beasley, Hattie Alexander, Kenlyn Trotter, Angie Brown, Suzanne Crist , Charlie Gardner, Catherine Rogers, Debbie Fletcher, Lydia Davenport, Corvetta Vann, Ingrid Edwards, Debbie Deavours, Autumn Jeter, Chris Mitten, Christie Mitten, Brenda Parker, and Janet Sherrod, Steve Lamon, and Debbie Nelson.

Christie and Chris Mitten, thank you for the many Alabama and Auburn door prizes.
It has almost been a year since I traveled from the United States-Alabama to be an administrator in Festac Town Lagos, Nigeria. The time has been well spent learning about the people and their culture. I have seen the arrival of babies into families, attended weddings (only take place on Saturday) and attended a funeral. The area that I have not excelled in is the languages. There are three types of languages spoken in Lagos- Yorubu, Ibo and Hausa. I just stick to English.

Another area of life that I have had to adjust is the seasons. I am accustomed to four seasons. There are only two seasons – dry and rainy. You could say it is summertime here all the time. Nigeria has a rich heritage and many traditions that are brought from their villages. One of the traditions is weddings. There is a traditional wedding held in their village that usually lasts a week and the formal wedding takes place in their respective church.

The educational system consists of public schools, federal schools and private schools. The private schools made up the largest percent of the three groups. There are universities and Polythnetic School. As noted in the first article, I am principal of The Communion School. The school, only three years old, has grown from 45 students to 165 students. We are expecting an increase in the fall of 2013.

There have been several changes since I begin my administration. Our curriculum is American and Nigerian. I have implemented some of the American educational concepts. Teachers are being trained to use DIBELS-Dynamic Indicator of Early Literacy Learning, a report card for reporting six week grades, Honor’s day, a fifth-grade graduation, and updating their scheme of work to course of study objectives. It has been a great school year.

Some special days in the country include their Independence Day and Children’s Day. Independence Day is celebrated on May 29. Children’s Day, which is recognized around the world, is celebrated here with a day out of school. There are Children’s Day programs all over the city. The biggest celebration for me has been that I was asked to present at the Nigerian International Conference. It was held at the American International School of Lagos. My topic was entitled “Professional Standards for the 21st Century Educational Leader”. I presented to administrators and also did a round-table discussion. It was an opportunity to identify the leadership standards in Alabama. I have introduced Professional Learning Communities, learning centers, and classroom management to the TCS staff.

The transformation from the principalship in Alabama to Lagos, Nigeria has been a huge task. It has given me an opportunity to share my experiences that I have gained as an educator. I am truly proud to be a principal.
It is time to nominate your district’s candidate for the National Distinguished Principal Award for the state of Alabama. This is an opportunity to submit the name of a Principal that has made a significant contribution to all aspects of the principalship. This person should be able to demonstrate the significant accomplishments made through their leadership and in the lives of children and teachers.

As the 2012 NDP for the state of Alabama, I encourage you to use the timeline listed below and submit the name of your recommendation for the 2014 National Distinguished Principal.

Eligible: All Alabama elementary or middle school principals.

Criteria:
- Served as Principal for at least five years and will remain in active service as a principal during the school year in which he/she will serve as NDP.
- Demonstrates strong commitment to the principalship by active memberships in professional organizations.
- Gives evidence of outstanding leadership skills that benefit a local school program.
- Provides service or achievements beyond what is expected in the usual school service.

Thank you for nominating an exemplary Principal to be considered to receive the NDP Award!

Catherine B. Rogers, 2012 NDP
Dixon Elementary School,
Mobile County Public School System
251-824-4314  cbrogers@mcpss.com

NDP Timeline

<table>
<thead>
<tr>
<th>Month(s)</th>
<th>Actions</th>
</tr>
</thead>
<tbody>
<tr>
<td>September-October 2013</td>
<td>During the District Meeting – Select district Distinguished Principal Nominee</td>
</tr>
<tr>
<td>November 4, 2013</td>
<td>District Distinguished Principal nomination’s name is due to Jim Chesnutt at CLAS.</td>
</tr>
<tr>
<td>November 11, 2013</td>
<td>NDP application packets will be emailed by to each District’s nominee.</td>
</tr>
<tr>
<td>January 6, 2013</td>
<td>NDP Application DUE DATE – Applications must be sent to the CLAS office.</td>
</tr>
<tr>
<td>January-February 2014</td>
<td>The Alabama NDP committee site visits are completed for the three finalists.</td>
</tr>
<tr>
<td>March 6, 2014</td>
<td><strong>Naming of the 2014 NDP</strong> at the AAESA Spring Planning Conference for the AAESA Executive Committee meeting and recognition during the CLAS Summer Conference</td>
</tr>
<tr>
<td>October 2014</td>
<td>National Distinguished Principal will attend the Awards Program in Washington DC.</td>
</tr>
</tbody>
</table>
Fall! For a lot of people it means football, the turning of leaves, traveling to the mountains, etc. But for many principals and supervisors, it means the migration to Perdido Beach for the Fall Instructional Leadership Conference. AASCD and AAESA will host its annual Fall Instructional Leadership Conference November 3-6, 2013 at Orange Beach, Alabama. The theme for this year’s conference is Triple Your Knowledge FILC 2013: Changes, Challenges, Connections.

Registration begins at 2:00 p.m. on Sunday. Dr. Tommy Bice, State Superintendent of Alabama Schools will kick off the conference on Monday morning with the first general session beginning at 9:00. The second general session will feature Cheryl James-Ward. Her focus is on leadership development and preparing schools for the opportunities in a global world. On Wednesday morning our final speaker will be Steve Broome from SREB.

Monday and Tuesday we will have mini clinics and breakouts that contain excellent content. Schools from across the state will focus on using best practices that you’ll be sure to learn from and take back to your school or district.

Bill Miller Photography will sponsor the Seafood Fest on Monday night, the real reason we come to Perdido Beach, right? I hope to see all of you there for what I know will be the best professional development opportunity for elementary educators of the year.

Dr. Steve Broome is the Director of State Development for High Schools and Middles Grades with the Southern Regional Education Board, where he leads the work in effective implementation of the High Schools That Work and Making Middle Grades Work initiatives in Alabama, Florida, Georgia, Mississippi, New Mexico, Ohio and Washington, D.C. Dr. Broome assists schools by instituting school and classroom structures that promote student engagement, supporting effective middle and high school transitions, raising performance in low-performing and urban high schools, and increasing standards in career/technical education. Broome has served as a high school principal, an assistant principal and a Chemistry/Physics teacher. You will leave Steve’s session with many ideas to take back to your school or district that will go a long way in helping to identify and establish effective teaching.

Dr. Tommy Bice was appointed Alabama’s State Superintendent of Education on November 10, 2011, and assumed the position on January 1, 2012. Prior to his appointment, Dr. Bice was Alabama’s Deputy State Superintendent of Education for Instructional Services; Superintendent of the Alexander City School System, high school principal, career tech director, alternative school teacher/director, special education/residential school director, early childhood teacher/parent trainer; and began his career as a teacher at the Alabama Institute for the Deaf and Blind. Dr. Bice also serves as an adjunct professor of Educational Leadership at Auburn University. He received his B.S. and Ed.D. Degrees from Auburn University and his M.S. degree from the University of Alabama in Birmingham. Dr. Bice resides in Alexander City with his wife, Nancy, and their three sons, Andrew, Bennett, and Cambron.

Cheryl James-Ward consults with schools and school districts throughout California and China. Her focus is on leadership development and preparing schools for the opportunities in a global world. She has published numerous articles in various journals including the International Journal of Mentoring and Coaching in Education, the Educational Administration Quarterly, the NCPEA Education Leadership Review, the UCEA Review, ASCD Principal Leadership, and Voices in the Middle. Her latest coauthored book is Using Data to Focus Instructional Improvement. Cheryl’s other educational experiences include being a junior high math teacher, Math and Science Director for the Long Beach State University Upward Bound Program, vice principal, principal and director of schools for the Long Beach Unified School District, third largest district in the state of California.
Name: ______________________________________________
Position: _____________________________________________
Preferred Name on Badge: ______________________________
School System: _______________________________________
School: ______________________________________________
Phone Number: _______________________________________
Fax Number:  _________________________________________
Email Address: ________________________________________
Bill To:  ______________________________________________
Billing Address: _______________________________________
City, ST  Zip: _________________________________________
Spouse/Guest Name: __________________________________
(if registering)

1. CONFERENCE REGISTRATION
(includes all scheduled meals, breaks, door prizes, etc.)

<table>
<thead>
<tr>
<th></th>
<th>Pre-Registration by Sept. 9</th>
<th>Registration Sept. 10 - Nov. 1</th>
<th>After Nov. 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Member</td>
<td>$200</td>
<td>$210</td>
<td>$225</td>
</tr>
<tr>
<td>Non-Member</td>
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<td>$350</td>
<td>$375</td>
</tr>
<tr>
<td>Retiree</td>
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<tr>
<td>Aspiring Admin Member</td>
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<td>$190</td>
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<tr>
<td>Aspiring Admin Non-Member</td>
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<td>$225</td>
<td>$240</td>
</tr>
<tr>
<td>Spouse/Guest</td>
<td>$85</td>
<td>$85</td>
<td>$85</td>
</tr>
</tbody>
</table>

Total Section 1: ____________________________

2. MEALS (no charge for paid registrants, but you must make reservations)

LUNCHEON, TUESDAY, NOVEMBER 5
☐ I will attend (no charge, included in registration)
☐ My spouse/guest will attend (no charge if paid spouse registration)
☐ I need _____ extra ticket(s) at $30 each

BREAKFAST, WEDNESDAY, NOVEMBER 6
☐ I will attend (no charge, included in registration)
☐ My spouse/guest will attend (no charge if paid spouse registration)
☐ I need _____ extra ticket(s) at $25 each

Total Section 2: ____________________________

Grand Total (Section 1 & 2): __________________

3. SPECIAL ACCOMMODATIONS
☐ I will need special accommodations for a disability
☐ I have special dietary requirements __________________

4. EMERGENCY CONTACT
In case of an emergency, contact:
Name: __________________________
Daytime Phone: _______________ Evening Phone: _______________

5. PAYMENT (Circle One)
Check or Purchase Order #________________
(payment or valid PO Number is required before registration can be processed)

Credit Card (circle one):  Visa        MasterCard        Discover Card
Card Number: ____________________________ Exp: ___________
Cardholder’s Name:________________________ CVV: __________
Cardholders Address:  _____________________________________
___________________________________________________________________
Cardholder’s Phone: ______________________________________
___________________________________________________________________

Signature
________________________

Refunds granted only upon written request. No refunds granted after October 25, 2013. Send registration by 24-hour fax line to (334) 265-3611 or mail your payment and registration form to:

AAESA
P.O. BOX 428
MONTGOMERY, AL  36101-0428

QUESTIONS?  PLEASE CALL (800) 239-3616

CONFERENCE AGENDA
SUNDAY, NOVEMBER 3
Registration - 2:00 p.m. - 5:00 p.m.
Executive Board Meeting - 3:30 p.m. - 5:30 p.m.

MONTDAY, NOVEMBER 4
Registration - 7:30 a.m. - 4:00 p.m.
Opening General Session - 9:00 a.m. - 10:30 a.m.
Breakout Sessions - 11:00 a.m. - 12:00 p.m & 1:00 p.m. - 2:00 p.m.
Mini Clinic Sessions - 2:30 p.m. - 3:45 p.m.
Seafood Fest Sponsored by Bill Miller Photography - 6:00 p.m

TUESDAY, NOVEMBER 5
Continental Breakfast - 8:00 a.m. - 9:00 a.m.
Second General Session - 9:00 a.m. - 10:30 a.m.
Second General Session (continued) - 11:00 a.m. - 12:00 p.m.
Business and Awards Luncheon - 12:00 p.m - 1:30 p.m.
Breakout Sessions - 1:45 p.m. - 2:45 p.m. & 3:00 p.m. - 4:00 p.m.
SACS Reception - 4:00 p.m. - 5:30 p.m.

WEDNESDAY, NOVEMBER 6
Closing General Session & Breakfast - 8:00 a.m. - 10:00 a.m.

FOR ROOM RESERVATIONS: Call the Perdido Beach Resort at (800) 634-8001 or go to www.perdidoberachesort.com and identify the Fall Instructional Leadership Conference (Booking ID 9783). The group rate is $106/night for single/double standard rooms. Reservations are subject to availability. Reservations received after October 3, 2013, may not be eligible for the discounted room rates. Check-in time is 4:00 p.m. Check-out time is Noon. All room rates are subject to taxes and fees.
Dr. David Fancher was AAESA’s nominee for the CLAS Leadership Award and was honored at this year’s CLAS Convention in Mobile. David has been a leader in the Alabama Association of Elementary Administrators (AAESA) for many years.

He has served as President of AAESA, District IV President, and for many years on the AAESA Executive Board. He currently serves in the position of Federal Relations Coordinator for the past three years. David is working to connect AAESA to our congressional delegation bringing the voice of Alabama principals to Washington D.C. David has served several positions on the board and is the source AAESA turns to when working with the by-laws or operational policies of the organization.

Dr. Fancher is a certified new principal mentor by NAESP working with new principals in his district and around the state. He attended the first new principal mentor training brought to AAESA by the National Association of Elementary School Principals.

David is a former president of the Adamsville Lions Club. He has also served on the board of directors for the Birmingham Firehouse Shelter.

At Bluff Park Elementary he started one of the first backpack food programs in Alabama working with the United Way Food Bank and a grant from “American Idol Gives Back”. This program won many awards for the impact these partnerships had on the students of the school.

The largest impact David has made on AAESA would come in his ability to lead and organize. As President-Elect he led one of the most successful Fall Conferences the association has ever had. Attendance was excellent and the amount of vendors and sponsors made it a huge financial success. For many other conferences, David has been called on to work with other officers to assist in planning efforts. His leadership contributed to the success of those conferences. David is a true example of servant leadership to AAESA.

Earl Franks provided a list of year-to-date expenditures for Legal Defense funds. This year has been an expensive year in terms of legal defense. CLAS staff is working with the national associations to recoup any legal defense funds that are due to our members. He also reported a record high for CLAS membership in every category except Aspiring Administrators. Earl presented a priority list for the CLAS office building renovation. He also requested that the item be tabled until the next board meeting in September.

The board voted to increase membership dues for the upcoming year. Dues will increase by $15 for Individual and Institutional members and $20 for Aspiring Administrators, At-Large and Retired members.

Jim Chesnutt discussed the bills that were considered in the recently concluded legislative session. He also projected issues that may be legislated next session.

Roderick Sheppard and Martin Nalls were named At Large members of the Executive Committee for 2013-2014 year. Dennis Duncan was announced as the newly elected CLAS President-Elect.
I bring you greetings from District Four in Central Alabama. My name is Cynthia Ward and I have the awesome privilege of serving and leading as principal of Princeton Alternative Elementary School in the Birmingham City Schools System! I have served students and their families in this district since November 1983. I have immensely enjoyed every moment. BCS has been an integral part of my life and has helped to shape me into the educator I am. For that I am eternally grateful!

I have served students and their families as an elementary level educator and know that many of my greatest accomplishments lie in the opportunities I am privileged to have to influence and impact lives during the foundational stages of their learning. As a teacher in various positions for 16 years and now a principal for 13 years, I have learned the importance of partnering with parents and guardians in raising their children in the way they should go knowing that their foundational experiences, beliefs, and opportunities impacts their future successes as citizens and contributors to this great nation in which we live. Whenever I take time to reflect on that revelation, I am in awe and humbled that I get the opportunity to impact so many lives. So for me, being an educator is my gift, my legacy to this world.

Princeton is a small, but powerful school that has made huge differences in the lives of all who work or attend there. The school has always valued training individuals to live a balanced life by promoting and providing the opportunities for development academically, socially, and physically. The staff is a knowledgeable, caring, hard-working group that is evidenced through the schools accomplishments and the accomplishments of those who have crossed its threshold. When anyone enters the building, they know they have entered an environment where people matter, no matter the size or age! The BCS administrators work diligently to help us reach our goals and the goals of our district. I am blessed to work there!

I feel that I was born to be an educator! My mom always tells me that from the time I was a little girl I was playing school and telling her I was a teacher. Of course at that time I thought a teacher was the boss of the school with all the knowledge needed to teach the unlearned. I later found out the real truth during my journey that I am the greatest learner and the school gives each of us the opportunity to grow and learn from each other. Each year I become more appreciative of my family, pastors, church family, staff, colleagues, administrators, and mentors who have coached, taught, nurtured, and groomed me along this way!

I am the second born of twelve children to wonderful hard-working, loving parents, Mr. Albert Ward Sr. and Mrs. Ethel Ward. My parents raised us with old fashioned morals, strong work-ethic, strong sense of pride for who we are and where we live. They raised us with an awareness that we were called to help others. We were taught that no job is too small. Many of my greatest skill sets, especially collaboration, were learned while growing up. Through my family, I also learned the importance of relationship. I value the relationships that have been built as a result of my involvement with AAESA, BCS, and Princeton. Each of those entities are like “extended” families. We grow together, we learn together, we solve problems together, we support each other, and sometimes we pray and cry together. Whatever the need, we work as a unit to get it met.

I love to laugh, hang out with family and friends watching movies, traveling, playing games, or dancing. We play games, those sold in stores and those we make up. I am very competitive and will make a competition out of anything. Sometimes I am very silly and like to play jokes on my friends and family members. Usually when you see me I am smiling or talking, I love meeting people and finding out about them.

I look forward to serving as president this year. I know you believe as I do that given the right opportunity, environment, and coaching every child or adult can learn and grow! Whenever I am asked what highly motivates me, it is easy to give my answer because it has consumed my life. I love to see the light come on in an individual’s eyes when a new concept is learned, a different thought process is being turned over in the mind, and when creativity spouts out as a result of exposure to the right experiences at the right time! I love trying new ideas. One life changing thought came to me as I looked at the degrees and plaques in my doctor’s office that hailed her as a “practitioner”. That word stuck with me. Since then I tell all I meet that I too am a “practitioner”. As educators, we diagnose and prescribe based on data received. If that does not work, we go back to the drawing board, reviewing more data until we find the prescription for that particular individual. When we do, learning becomes inevitable. Have a fantastic school year as you serve one, remember you are serving more than you.
The AAESA Business Meeting was held on June 24, 2013 at the CLAS Summer Convention in Mobile. Dr. Lydia Davenport, principal of Heritage Elementary in Madison, called the meeting to order and welcomed those in attendance. The agenda and the minutes of the Spring Board Meeting were approved.

- Jim Chesnutt filled in to report the NAESP Representative’s Report since there was currently an opening for this position in AAESA. He reported that there were over 40 administrators signed up to attend the NAESP Convention in Baltimore, MD. He said that we had 14 delegate seats for this convention. He explained that officers and district officers would be given first consideration to serve as delegates and then if any slots were left they could be filled at large. Jim said that there would be a breakfast in Baltimore for Alabama. Munford Elementary will be presenting a session at the convention.

- Abby Hamilton reported from awards that Dr. Charles Elliott will receive the Bill Miller Sr. Friend of Education Award and Shelly Rider will receive the Truman Pierce Leadership Award.

- Jim Chesnutt gave the financial report. Revenues need to be increased for AAESA. There is a need to increase membership to generate this revenue. He reported that NAESP will double rebates in the upcoming year. He said that the rebates last year were $9,200 and this year will be $16,000-$18,000.

- Patty Taylor proposed a change to the by-laws to begin voting electronically.

- David Fancher gave an update from federal relations. He encouraged members to be more actively involved with legislators.

- Earl Leonard gave the membership report. AAESA membership is down a few from last year. Earl discussed how there would be a big push to increase membership in July. The NAESP reps in each district will be working on this project. He mentioned how the best recruiting tool is for current members to personally contact new principals.

- Charlotte Beasley encouraged members to join Zone 4 to set up the booth at the NAESP Convention. Members who were going to attend the convention were asked to sign up for a time to work at the booth.

- Catherine Rogers reported on the difficult process of selecting the National Distinguished Principal. She said that the visits were very powerful and she learned many great ideas from the different schools that were visited. The three finalists that were visited were Maureen Black, Debora Nelson, and Hope Zeanah. Hope Zeanah was selected by the committee as the NDP. Catherine encouraged districts to begin thinking of who they would like to nominate in the fall.

- Jill Eaton asked for members present to help other administrators in their district understand that the AAESA magazine will be sent electronically this year.

- Susan McRae informed the members that nominations would be needed from districts in November for CLAS board and vice president. Debbie Deavours moved up to president elect since Donna Goode resigned the posi-
District News

The annual retirement luncheon was held at Tacky Jack’s Restaurant on June 5, 2013. President, Dr. Suzanne Crist, opened the luncheon by welcoming everyone. Dr. Crist set the occasion by introducing the three retirees; LaVeral Graf, Jacqueline Ziegler, and Luann Rice. The retirees were then seated together at a table in the front. Two preselected individuals per retiree were given the opportunity to roast each retiree. After they spoke, the floor was opened for anyone else to say a few words about the retirees. Dr. Lynda Carroll, Assistant Superintendent, attended and spoke on the great contribution each retiree provided to the Mobile County Public School System.

Before the food was served Dr. Crist presented each retiree with a crystal engraved bowl and autograph memory book. Each retiree thanked everyone for being there and stated they were only a phone call away if needed.

The food was served, everyone ate and fellowshipped. Dr. Crist then thanked everyone for attending, and the luncheon was adjourned. This gathering is one that is anticipated and enjoyed by our group. We wish our colleagues much happiness as they embark on this retirement journey.

Marcelete Stewart
W.D. Robbins Elementary
Mobile County

District IV News

AAESA District IV is so excited to start the 2013-2014 school year! The following are the new officers for the 2013-2014 school year:

President: Cynthia Ward, Principal of Princeton Alternative School in Birmingham City
Vice-President/President-Elect: Laura Ware, Principal of Snow Rogers Elementary in Jefferson County
Treasurer: Michael Wilson, Principal of Glen Iris Elementary in Birmingham City
Secretary: Pam Blankensapp, Assistant Principal of Clay Elementary in Jefferson County
Parliamentarian/Past-President: Frances Finney, Principal of Gresham Elementary in Jefferson County
District IV Representative: Jeanette Campisi-Snider, Principal of Chelsea Park Elementary in Shelby County

In addition to these officers, two of our members, Judith Ross, Principal of Bush Hills Academy and Laurie King, Principal of Crestline Elementary in Mountain Brook, are also serving on the CLAS Board of Directors. Judith was elected to a second term as a CLAS Board of Directors and Laurie was elected to the position of Vice-President. Also, congratulations to Judith Ross who has been named the new principal of Bush Hills Academy in Birmingham City!
Michael Wilson from Glen Iris Elementary is continuing the dream of the Jones Valley Teaching Farm Good School Food program that was begun in 2007. Michael actually spent the night on the school roof to help raise money for the project! With the help of several sponsors, the founders transformed 3 ½ acres of vacant downtown property into an urban teaching farm. The farm has continued to educate students to eat smarter, think healthier, and to live better.

There are lots of changes going on in Shelby County. The city of Alabaster has begun their own school system effective this school year. We wish them well as they embark on their new journey educating the students in the Alabaster area. In the Chelsea area, the elementary schools have undergone re-zoning. A new K-5 school has been built to accommodate overcrowding in the area. Forest Oaks Elementary, located behind Chelsea Intermediate will open this fall. The Chelsea Intermediate School campus will be used by Chelsea Middle School along with their current campus next door. Mt. Laurel Elementary and Chelsea Park Elementary will both change from K-3 schools to K-5 schools.

District IV is going to be a very busy district this year. Officers are working toward offering a PLU for its members at the meetings and on-line. More details will follow. Meetings for the new year are as follows:

Oct. 3 at Jefferson County Board of Education @ 5:30 p.m.
Jan. 30 at Jefferson County Board of Education @ 5:30 p.m.
April 17 at the Village Tavern @ 5:30 p.m.

Hope to see you!

Dr. Jeanette Campisi-Snider
Chelsea Park Elementary
Shelby County

**District V News**

District V had a great winter meeting and would like to thank the University of Alabama Gadsden Center for hosting us. The food and fellowship were outstanding and we were privileged to have CLAS Assistant Executive Director Jim Chestnut and Deputy State Superintendent of Education Sherrill Parris join us. President Doug O’Dell, principal of Wellborn Elementary lead us in congratulating Debora Nelson on a job well done with the Fall Conference. Thanks to her, those who assisted her, and those who attended, the conference put money in the bank! We discussed membership and ways to get new members having them not only to join, but to be active in our association. We appreciate any suggestions! Our bright spot was that we had 23 administrators present for our meeting. I can remember some meetings in the not so distant past when we only had 3 to 5 in attendance. We have come a long way in our district but we still need all of our District V administrators participating. We nominated Chris Hanson, principal of Piedmont Elementary School as our district nominee for the CLAS Leadership Award. Good luck Chris!

Deputy Superintendent Parris reported on several items of interest happening at the state level. She began her comments by stating, “Thank you for what you do. You put the children first every day.” She likes to visit schools every opportunity that she gets. She said, “It is an exciting time in education and a challenging time.” She wanted us to know that our State Superintendent, Dr. Tommy Bice, “listens” and interacts with teachers and administrators daily. She asked everyone to check out Dr. Bice’s “Plan 20/20” on the website. Thank you Superintendent Parris for attending and keeping us informed about the State Department of Education.

Charles Gardner
Hokes Bluff Elementary
Etowah County
**District VII News**

District VII held its last meeting of the 2012-2013 school year on April 22 at Beauregard Elementary in Lee County with eight of our members in attendance. Everyone enjoyed a wonderful lunch provided by our host school.

Cynthia Meals, Beauregard Elementary Assistant principal and incoming District VII president, shared information about technology in Lee County. The Lee County School System has established a strong foundation of technology for students in their schools. Therefore, the system is now moving forward with a One-to-One Technology Initiative to access information through students’ personal devices. The board has approved a Bring Your Own Device (BYOD) policy to widen the availability of information students have access to daily in the classrooms. A One-to-One committee has been formed consisting of administrators, teachers, students, parents, and community leaders to guide the process. Their vision is “Empowering and inspiring students to participate in anytime, anywhere learning and contribute to a global and digital society.” Through the use of flipped classrooms, they desire to significantly increase student engagement, collaboration and achievement. This type of instruction allows the students to view lessons at home as many times as they need. The students apply what they learned the night before through project based activities in the classroom the following day.

All schools represented shared plans for implementation of ELA College and Career ready Standards for the 2013-14 school year. The meeting provided a great opportunity for food, fellowship, and professional collaboration. Special thanks to all District VII members who joined us at Beauregard Elementary and others who attended meetings throughout the year.

As we begin a new school year, I encourage you to remain active in AAESA and in the local district. On behalf of District VII, I wish all of our Alabama administrators a safe and successful start of school.

Jean Miller  
Jeter Primary  
Opelika city

**District VIII News**

District VIII enjoyed the Summer CLAS Convention in Mobile. One of the highlights of the Conference was hearing our State Superintendent, Dr. Tommy Bice speak to us about the changes in Alabama: “We spent a decade of teaching a child to take a test; and now we need to prepare them for life! No Child Left Behind (NCLB) is a thing of the past.” Dr. Bice was certainly one of the highlights of the Conference.

We welcomed Ms. Lori Brocato as a new principal last July and we are sharing her memories of her first year in Baldwin County.

Charlotte Beasley  
Stapleton School  
Baldwin County

My first year at Orange Beach Elementary School was the most gratifying of my career as an educator. Many exciting things transpired throughout the year. One of the most exciting was the deployment of Macbooks to all of our 4th, 5th, and 6th grade students. Implementing a 1:1 initiative opened doors for our students by providing a tool to create their own learning paths. We also acquired and are utilizing istation, Rosetta Stone, and icurio. Our teachers have been participating in a Digital Renaissance Leadership Academy where they are learning about teaching strategies in which to effectively incorporate technology across the curriculum. We will be implementing project-based learning and formative assessments across all grade levels in the fall of 2013, which will transform the way students learn and the way teachers assess effectiveness of instruction and student mastery.

We are blessed to partner with the city of Orange Beach to upgrade our school security measures. We now have a full-time Orange Beach police officer assigned to our school each day students are present. OBES received national attention in being the first school to implement a panic system in which all staff members wear a button to be activated in
the event of an intruder on campus. Once activated, a signal is sent to a security company who immediately dispatches the local police department. The city also funded magnetic locks for our Sea, Sand, and Stars facility and the cafeteria. We added 9 new security cameras to our campus. In the fall of 2013, impact glass will be installed on all entry doors and on cafeteria windows.

Orange Beach students achieved recognition for both academic and athletic achievements. One of our 5th grade students placed second in the Baldwin County Red Ribbon Essay contest. One of our 4th grade students won first place in a poetry contest and her poem was adopted as the official city of Orange Beach poem and is displayed at the Orange Beach City Hall. Two other OBES students placed in the poetry contest as well. Several of our students took first place in an art contest and we also had a winner in a statewide essay contest. Two of our students are ranked in the top 10 in state for tennis.

Our staff gives back to the community by raising money for various organizations. We raised over $5,000 for Jump Rope for Heart and over $7,000 for Relay for Life. We also participate in the annual UNICEF fundraiser.

This year we are thrilled to be participating in the second cohort in Instructional Partner Pilot, a project that will prepare teachers to transform professional learning among their peers. We were fortunate to pilot the ACT Aspire assessment, which has been adopted by the state to replace the ARMT Assessment. OBES fully embraced the new common core state standards for mathematics and are eager for the implementation of the CCSS for language arts.

We are excited about the implementation of pre-career academies for our 6th grade students, beginning in the fall of 2013. We will be offering Horticulture and Culinary Arts this school year with plans to add 2 more pre-academies in the fall of 2014.

As we approach the beginning of a new school year, I am looking forward to the opportunities our students will be offered to assist them in achieving their goals and develop habits that will lead to a lifetime of success. We will continue to pride ourselves on providing our students with a nurturing environment that is rigorous and challenging. It is an honor to serve as the instructional leader of Orange Beach Elementary School and be a part of the cutting edge initiatives taking place at our wonderful school.

Lori Brocato
Orange Beach Elementary
Baldwin County

District X News

Tony Wagner spent two years researching the seven survival skills that our students will need when entering the world of work. Critical thinking and problem-solving as well as collaboration across networks and leading by influence are just a couple of the skills that he uncovers in his book, The Global Achievement Gap. Unfortunately, these skills are not always taught in the prescribed curriculum. However, there is a program that is steadily making its way into our schools that specifically targets these skills in school-wide fashion. The Leader In Me Program has become very popular in the Madison County School System and across the nation. One school leading the charge is Riverton Intermediate School. Principal Randy Hill is a big supporter of this program and has really taken it to a new level! Riverton Intermediate is a unique school due to the fact that it was built by combining faculty members from three different elementary schools in the community. The Leader in Me was the perfect avenue to unite these three separate entities to create a cohesive educational staff for the new school. Leader in Me is now the backbone of Riverton Intermediate as it promotes a school climate that fosters the development of quality character education values and positive teaching strategies. The professional development provided through the Leader in Me Program has recharged the teachers in a way that is changing the school climate as a whole. Teachers and staff work together in teams to create an atmosphere in all areas of the school building that invite learning and foster good character. The students at Riverton Intermediate also have an active role in the Leader in Me program as they carry out leadership jobs throughout the school. From broadcasting on a school news network to greeting fellow students in the hallways, the students at Riverton Intermediate are building character traits that will carry them throughout their lives. Riverton Intermediate recently had the opportunity to showcase their school at the
Leader in Me Symposium, where over 200 educators came to visit and learn more about the school’s transformation. Initiatives like the Leader in Me are changing the way students view “school” and are fostering the survival skills needed for the world of work!

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