

Fall
2017



Vol. 66 No. 1

Alabama

Elementary Administrator



Welcome to Our New AAESA Leadership



Dr. Vic Wilson

Executive Director



Rickey Darby

Assistant Executive Director



Welcome to the 2017-2018 School Year



Autumm Jeter *Magnolia Elementary* *Trussville City*

Welcome back to school Principals, Assistant Principals and Aspiring Administrators! I'm assured that everyone's summer was productive and

filled with task accomplishment and goal setting. In the midst of all that we as administrators are able to get done during the summer break, I hope you had the opportunity to relax a moment and enjoy family & friends.

As we embark upon the 2017-2018 school year, I hope to serve as a symbol of encouragement for you. I'm starting my 12th year as an administrator and I completely understand the challenges we face as school leaders, but I also embrace the joy we experience in leading others into success. You are a role model not only for your teachers, but the children and families you serve. Over the years I've heard people say that teaching is a calling, but in my opinion, so is school administration. The person leading the school must have the heart, the open-mindset, the motivation, the drive, the skillset, the ability to put personal ways and beliefs to the side in order to successfully lead a diverse group of children and adults, and the innate growth mindset to be a productive school principal. Our teachers and students want nothing more than to be successful and that's why we as elementary school principals are there...to help them on that journey!

As the President of AAESA I hope to lead our organization with high standards and expectations and provide support to our Principals. In collaboration with the work done by CLAS, I would like to encourage you to participate in those very valuable professional development sessions that are PLU approved and offered throughout the year. This is not only an opportunity for you to learn best practices in

education, but it's also a time for you to network and meet fellow colleagues in the elementary administrative world. If you are not a member of AAESA/NAESP, I STRONGLY encourage you to join...it's the best decision I ever made twelve years ago. Reach out to any of us who are members in your system or beyond to hear how valuable our organization can be for you! My knowledge-base as a school leader would not be as substantial if it had not been for my affiliation with AAESA/NAESP and all of the professional learning gained. I also ask that we take one step further and get involved in our local affiliates and meetings. I wish the words in print could truly express my passion for our organization, the meetings, the professional learning, the first hand conversations we are able to have with State leaders and the day-to-day learning you gain from simply conversing with other Principals. Being involved is a great representation for your school system and speaks volume for what your core educational beliefs are. With changing times upon us in education, now is the time to stay connected and involved with our professional field. Join AAESA/NAESP and tell them that "I sent you!"

Finally, some of you know me closely, have gotten to know me and those in my school and system know how passionate I am about education...public education in particular. My number one goal this year is to continue to advocate for education in our State and Nation. The work I do for us as President not only will benefit students across the state, but will allow me to be an advocate for my students right here at my sweet little school (Magnolia Elementary, Trussville City Schools). As I work this year I will never leave my school or system behind because my Presidency and advocacy work is encouraged by the faces of children and adults that I see daily! I encourage you to think the same about your building and the children/families you serve.

Have a great school year and I look forward to meeting you all throughout the year at our Fall Conference and CLAS summer conference!

CLAS Leadership Award Winner



Autumm Jeter
Magnolia Elementary
Trussville City Schools

Dr. Autumm Jeter, principal at Magnolia Elementary in the Trussville City School System, was chosen as the 2017 CLAS Leadership Award winner sponsored by the Horace Mann

Companies. At the 2017 CLAS Annual Summer Convention, held at the Mobile Convention Center, Jeter was recognized as a nominee for this award. During the Awards Luncheon on Tuesday, June 13, 2017, she was announced as the winner and presented with a plaque by 2016-2017 CLAS President Sonja Hines. Lee Busby, a representative of the Horace Mann Companies, was on hand to present Jeter with a \$1,000 check. The Horace Mann Companies sponsor this award annually.

Out of ten very worthy nominees for this honor, Jeter best exemplified the leadership characteristics the award is intended to recognize. Her nomination was made by the Alabama Association of Elementary School Administrators (AAESA). This prestigious award has been given since 1980 by the CLAS Board of Directors to a CLAS member who is proven to be an exemplary leader not only in the local school system, but also in their affiliated membership organization. Jeter currently serves on the AAESA Board of Directors as well as the CLAS Board of Directors. Throughout her tenure as a principal, and leader for AAESA and CLAS, she has worked tirelessly to improve the image of public education with state, local, and national audiences.

As a leader for AAESA and NAESP, she communicates and meets regularly with the Alabama Congressional delegation on Capitol Hill in Washington, DC as well as members of the Alabama Legislature advocating for issues which are beneficial to the school children of Alabama. Additionally, she is involved in several organizations and seeks opportunities to enrich the lives

of her students and her community. A colleague wrote, "Dr. Jeter is the real deal. She has creative, innovative ideas to solve complex problems." "Autumm Jeter has been a well-respected leader in our CLAS umbrella association, the Alabama Association of Elementary School Administrators as well as Alabama's education community for many years," states past CLAS Executive Director Dr. L. Earl Franks, CAE. "She epitomizes servant leadership and is liked, respected, and appreciated by Alabama's educational leaders for her intellectual common sense and caring personality. Being selected for this prestigious award affirms Dr Jeter's contributions to the CLAS organization, the school leader profession, and public education."



Welcome to Our New Executive Director



Dr. Vic Wilson is a rising star in education on local, state, and national levels. His twenty-five years in education has caught the eye of leadership on many levels.

Those who know him as “Dr. Wilson” have encountered his relationship-building leadership style through his positions as

an English teacher, coach, Vice Principal at Homewood Middle School and Mountain Brook High School, Principal at Homewood High School and Principal at Mountain Brook High School, and his most recent position as Superintendent of Hartselle City Schools. Dr. Wilson has a gift of bringing everyone onto the team to accomplish out-of-the-box goals and expectations.

Dr. Wilson has also served on governance committees such as the TRS/PEEHIP Board, Vice President and President of Alabama Association of School Principals (AASSP), Academic Affairs Committee of the Board of Trustees for Athens State University, Board of Visitors Committee at Athens State, Transformational Leadership Academy with Samford University, Superintendent’s Advisory Committee for the Alabama High School Athletic Association, and an Adjunct Professor at Samford University.

To those who know him as “Vic” have encountered his energetic personality as a leader within the American Association of School Administrators, Council for Leaders in Alabama Schools, School Superintendents of Alabama, Alabama School Public Relations Association, Phi Delta Kappa, Lions Club, Rotary Club, and Kiwanis. For fun, Vic enjoys reading, family activities, refereeing basketball games, and playing his guitar and singing. Vic is married to Felecia and they have three children: Dailey, Emma, and Paul.

Dr. Wilson was named as Alabama’s 2016 Superintendent of the Year by SSA (School

Superintendent’s Association), and in July became the Executive Director of CLAS (Council for Leaders in Alabama Schools).

Dr. Wilson’s charismatic personality and approachable nature is a skill that he uses wisely to network with educational and business leaders across the State of Alabama and the nation to solidify core academic standards. Dr. Vic Wilson is an asset to public education and is eager to accomplish great things for the students and educators under his oversight.

Not only is Dr. Wilson serving as the new Executive Director of CLAS, the Alabama Association of Elementary School Administrators’ Executive Committee invited him to serve as the Executive Director of AAESA. Our organization is excited to have him at the helm.

Special thanks to Dr. Dee Dee Jones, Superintendent of Hartselle City Schools and Jan Byrd, Secretary to the Superintendent for their contributions to this article.



Hitting the Ground Running



Vic Wilson
AAESA Executive
Director

It is my hope that this brief article finds you reflecting on a great summer and getting ready for a fabulous school year. I trust that you

have all had time to relax and enjoy time with family, friends, and colleagues. Hopefully, you have been able to recharge your battery with activities that you truly love and enjoy. If this has occurred, then you are ready for a great 2017-2018 school year.

I started to work on July 5, and hit the ground running. After two very busy days in the office, I left Montgomery for a trip to Philadelphia and the first ever joint National Principal's Conference with NAESP and NASSP. It was great to visit such a historic city, learn from excellent thought leaders, and connect with state, regional, and national leaders in elementary, middle, and secondary roles. Alabama was represented by 40 leaders from elementary, middle, and secondary levels, and we were able to learn, connect, and network with each other on a wonderful level.

First, let me say thank you for the confidence you have shown in me by appointing me as the executive director for AAESA. I am humbled by this appointment, and I pledge to all of you my support, commitment, and dedication in your efforts to lead in your area of expertise. I will do whatever I can to help you grow professionally; to help you engage your stakeholders in learning activities; to help you impact learning at high levels for all of your learners; and to help you connect and network with colleagues on a local, state, regional,

and national level. Working together, we can have an amazing impact for public education in Alabama.

Rickey Darby and I have talked, and we want to visit each district at your meetings. Please invite us to come visit and learn from you. In addition, I will be visiting all of our local school districts during my first year. I cannot wait to visit all of our schools from Addison to Zion Chapel and every school in between to see the great things that are going on with your faculty, staff, students, and stakeholders.

Please do not hesitate to contact me for anything. You can email me at vic@clasleaders.org. I also encourage you to follow me on twitter @Othell. I love to tweet great things going on in our schools in Alabama, and I will gladly retweet anything you have going on in your schools. We have to be very intentional about creating and crafting our own narrative, or someone will create and craft a false narrative for us and about us. Let us resolve to be proactive in this regard so that we aren't spending negative energy being reactive.

As we progress through the first year together, I will do all that I can to learn from you and grow with you. I believe strongly in lifelong learning, and I want you to help teach me in so many ways. I can't wait to enjoy the journey with all of you.



Welcome Rickey Darby



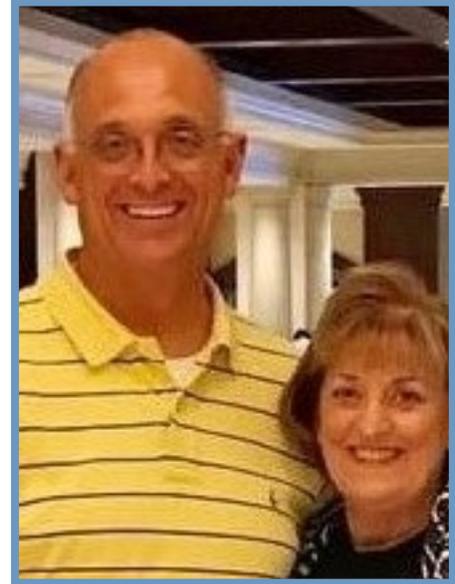
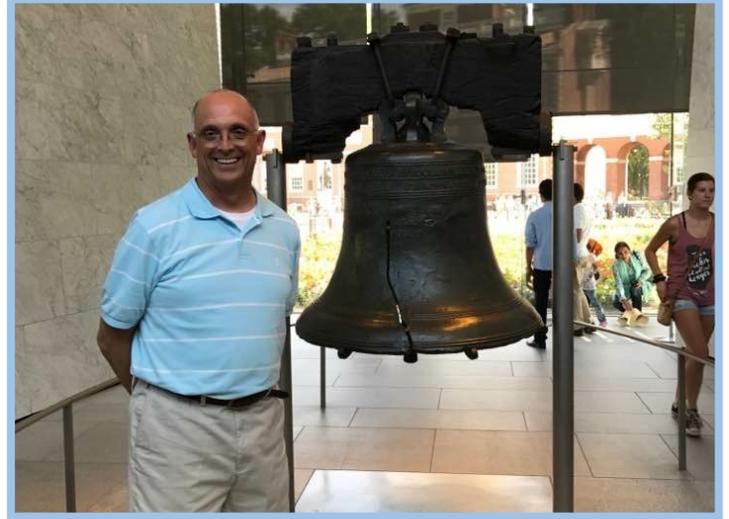
Chris Mitten
Windham Elementary
Daleville City

AAESA is proud to welcome Mr. Rickey Darby as our new Assistant Executive Director. Mr. Darby was

chosen from a field of six highly qualified candidates and brings a wealth of educational experience. He began his teaching career in 1980 at Vincent Elementary School where he worked until 1987. In 1987 he was appointed as the first Assistant Principal of Elvin Hill Elementary School. In 1991 he became Principal of Chelsea Intermediate school and remained there for four years. In 1995, Mr. Darby was named Principal of Oak Mountain Intermediate School. After only one year in that capacity he was named Elementary Coordinator for Shelby County Schools. In the past 21 years he has overseen the operations of elementary schools and elementary principals for all of Shelby County.

Mr. Darby has been a member of CLAS and AAESA since 1988. He served on the AAESA Board for seven years and the AASCD Board for 19 years. Mr. Darby also served on the CLAS Board for 17 years including 2 years on the Executive Committee. His involvement in our organization and CLAS brings a wealth of experience that will prove invaluable during his leadership of AAESA.

Rickey Darby is the right man for the job at this time in our organization. He presented the board with a comprehensive and cohesive plan furthering our organization and moving it forward. We will miss the great leadership of Jim Chesnutt. Our future, however, is bright with Rickey Darby at the helm.



Assistant Executive Director's Report



Rickey Darby
AAESA Assistant
Executive Director

After thirty-seven years of being a part of the administrators, teachers, and staff of Shelby County Schools, it is

time to transition to a new opportunity. My journey with AAESA began in 1988 when I attended my first Fall Conference in Huntsville as an assistant principal. The following year, I was invited by Jill Eaton, the incoming president, to serve on the Executive Committee. I believe my twenty-nine year involvement in AAESA and CLAS has given me the opportunity to grow professionally and network with administrators locally, statewide, and across the country.

I am very appreciative of this new opportunity to serve as the Assistant Executive Director of AAESA. Thanks to the selection committee and the Executive Board for the confidence they have placed in me to work with the Board to lead our organization. I look forward to working with the members to grow our membership and provide our members with meaningful professional development and opportunities to network with fellow administrators. Our professional organization is only as strong as our individual members and through the services we provide.

It is the time of year we turn our focus to trying to recruit new members. I believe you are the best recruiters at the local levels that we have each year. You have the connection and relationship with administrators in your district. Each year CLAS provides the incentive to all members to recruit new members. For each new Individual/Institutional member that joins and designates your name on the "Recruited By" line, CLAS will reward you with \$25.00. Also, your name will be added to the \$1,000.00 prize drawing for each new Individual/Institutional member you recruit.'s

Each year you have the opportunity to attend three

relevant conferences as a member. In November, the Fall Leadership Conference will be held at the beautiful Perdido Beach Resort at Orange Beach. In June 2018, the CLAS Conference will be in Mobile. The third conference will be the NAESP Conference which will be held in Orlando, FL July 2018. Please begin to make plans to attend the conferences. I encourage you to attend with your local assistant principal.

This summer there were several great speakers at the CLAS Conference. I would like to share a few ideas from the keynote speakers. The first general session speaker an international recognized educator, Salome Thomas EL, made four key points on his topic "Resilient Leaders: Challenging the Status Quo" – be committed to be crazy about people who serve children, be curious about our children, be consistent in leadership, and be aware of school culture. People come to the school for the principal and they leave the school because of the principal. I always like to leave a conference with at least one great quote. Principal EL said, "Success only comes before work in the dictionary." Administrators are always working long, hard hours. He said we need to quit asking for a light load, pray for a strong back.

Ken Blanchard, author of several books on leadership, was the speaker for the second general session. He discussed how together we are better. His quote on managing time struck a chord with me – "The important thing is managing the journey, not arriving at a place." As a servant leader, he discussed how we have to focus on people first and then our customers.

In the third general session, Elizabeth Huntley a successful attorney who overcame the perils of a childhood, made some moving points about the importance of how educators make a child feel about himself/herself academically and emotionally. Her important take away quote was "Teachers are the artist of human potential." As educators, we have the opportunity to reverse the negative in the life of a child. Her story was very powerful.

In addition to the conference opportunities, your joint membership provides two valuable publications:

AAESA's *Alabama Elementary Administrator* magazine and NAESP's *Principal* magazine, which are published

Assistant Executive Director's Report Cont'd

several times a year. The state magazine keeps you informed of organizational news for the state and local districts. The national publication includes a series of articles in each edition that are timely to school administrators. Some of the topics in the May/June issue included the following: building trust and listening, building leaders – investing in the assistant principal, discovering strength in tough times, knowing when to lead and when to learn, and discovering succinct information on ESSA, Every Student Succeeds Act.

In closing, I would like to encourage each of you to get involved in your professional organization, take advantage of the great conferences, and keep up to date with the state and national publications. At this time of year, take the time to talk to any new administrators in your district about the value of being a member in NAESP/AAESA. Have a great school year.

The achievements of an organization are the results of the combined effort of each individual.

Vince Lombardi



UPCOMING EVENTS

AAESA/AASCD Fall Instructional Leadership Conference

November 5-8, 2017

Perdido Beach Resort

Orange Beach, Alabama



CLAS Convention

June 10-13, 2018

Mobile Convention Center

Mobile, Alabama

NAESP Convention

July 8-11, 2018

Orlando, Florida



AAESA/AASCD FALL INSTRUCTIONAL LEADERSHIP CONFERENCE



November 5-8, 2017
Perdido Beach Resort - Orange Beach, Alabama

(Please Print Clearly)

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: _____
(*guest qualification applies only to those individuals who are NOT in the educational industry.*)

1. CONFERENCE REGISTRATION

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

	Pre-Registration by Nov. 1	Registration Nov. 2 - Nov. 3	After Nov. 3
Member	\$210	\$220	\$235
Non-Member	\$335	\$360	\$385
Retired Member	\$95	\$95	\$95
Aspiring Admin Member	\$160	\$175	\$200
Aspiring Admin Non-Member	\$220	\$235	\$250
Spouse/Guest*	\$85	\$85	\$85

Total Section 1: _____

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

LUNCHEON, TUESDAY, NOVEMBER 7

- I will attend the AAESA Luncheon (no charge, included in registration)
- I will attend the AASCD Luncheon (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 8

- 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: _____

Cardholder's Address: _____

Cardholder's Phone: _____

Signature _____

Refunds granted only upon written request. No refunds granted after October 27, 2017. Send registration by 24-hour fax 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 5

Registration - 2:00 p.m. - 5:00 p.m.
Executive Board Meeting - 3:30 p.m. - 5:30 p.m.

MONDAY, NOVEMBER 6

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. & 1:15 p.m. - 2:15 p.m.
Business Meetings - 2:45 p.m. - 4:00 p.m.

TUESDAY, NOVEMBER 7

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.
Affiliate Awards Luncheons - 12:15 p.m. - 1:45 p.m.
Mini Clinics - 2:00 p.m. - 3:30 p.m.

WEDNESDAY, NOVEMBER 8

Closing General Session & Breakfast - 7:30 a.m. - 10:00 a.m.

ROOM RESERVATIONS: Call the Perdido Beach Resort at (800) 634-8001 and ask for the AAESA/AASCD Fall Instructional Leadership Conference or go to <https://www.perdidobeachresort.com/alabama-association-of-elementary-school-administrators>. The group rate varies from \$111 - \$151 for standard rooms/night. All room rates are subject to taxes and fees. Reservations are subject to availability. Reservations received after October 2, 2017, may not be eligible for the discounted rates. Check-in time is 4:00 p.m.

Charissa Cole's "3 Cs"



Charissa Cole
Creek View Elementary
Alabaster City

Charissa Cole's "3 Cs"

Even though I had a good deal of administrative and classroom experience by the time I became a principal, the learning curve was steep. I'm now in my fourth year as the principal at Creek View Elementary School in Alabaster, and the longer I do the work, the more I realize: The concept of "lead learner" is real and true, and I'm "learning" just *how* real and true with every passing day, week, year.

When I became the "lead learner" at Creek View, my main focus was to create a positive school culture and a learning environment focused on students' needs. That doesn't work unless we—administrators, students, teachers—are all learning together. We do that by engaging each other in collaboration (obviously), communication (essential!), and celebration (maybe unexpected but crucial). *These are my "3 Cs" of learning.*

Collaborate

I started the focus of collaboration with my school leadership team. The leadership team is hand-selected. Members are chosen based on years of experience, grade level needs, positivity, and innovation. I want teachers that will challenge me and help me make decisions based on what is best for students.

To open the door and foster more teacher collaboration, we practice instructional rounds. Instructional rounds are a group of leaders and teachers visiting multiple classrooms focused on instructional practices linked to school improvement strategies. The

rounds aim to share practice and support teaching improvements. Teachers were anxious at first, but now are requesting to continue this practice and visit other schools; they are planning together and asking one another for help. We were chosen by Alabama Best Practice Center to host instructional rounds during the spring of 2016.

And of course we focus on collaborating with parents. I work closely with our PTO board and teachers to make sure parents are included in making school decisions. I meet with the PTO president and board members monthly. We have parent representatives on all of our school committees and on the leadership team.

Collaborating with students at the primary level requires patience and creativity, but it is worth the effort. We have a third grade principal advisory board that consists of a third grade student from each class. We meet monthly to discuss student concerns, celebrations and ideas.

Communicate

Every interaction is a form of communication. Effective principals never ignore a communication from a colleague, parent, or student. One of my goals every day is to respond to all emails, phone calls and texts. Another top priority is to visit classrooms daily to interact with students and support teachers and their instruction. It is important to spend time reading to classes and individual students.

Our focus is to communicate early and often. Teachers and staff at CVES start positive interactions with students during arrival. It is important to give high fives, smiles, and greet students by name. Our students help us create a positive atmosphere every morning during Creek View News Network broadcast via closed circuit TV. Two students serve as broadcasters to communicate community and school events, student learning, and daily announcements. Classes are chosen to lead the pledge daily.

I use a variety of communication tools to reach

Charissa Cole's "3 Cs" Cont'd

all stakeholders:

Twitter @charissacole & @CVESwarriors

REMIND

Videos (led by students)

Handwritten notes and cards

Voxer (led a book study this summer via Voxer)

Smore.com for faculty and parent newsletters

Phone calls

Face to Face Conversations (my favorite)

CVES website

Facebook

Last year I began using smore.com for faculty and parent newsletters. I send out weekly faculty updates and monthly parent newsletters in English and Spanish.. Smore.com has beautiful flyers that enable you to add pictures, links, and videos. With all of the communication tools available, always remember: Relationships and a positive school culture are built face to face, one conversation at a time.

Celebrate

Celebrate students and staff daily! CVES begins each day with a moment of silence followed by birth-day announcements of students and staff. When presenting the morning news, we make it a practice to give "shoutouts" weekly. Any staff member can hand out "Warrior Cards" to students. Students receive cards based on behavior, attendance, demonstrating kindness to friends, and taking care of school property. Each Friday 20 student names are drawn from the Warrior Card box for "shoutouts" on the news. Those students are also given a treat from the office.

This past year, we started making positive phone calls home. Teachers turned in positive office

referrals and documented specific reasons for the calls. We made more than 400 positive phone calls home last year. My goal for this school year is 500.

Another way we recognize our students is through our super improvers program. Teachers nominate one boy and girl each nine weeks to have popsicles with the principals.

We celebrate student learning every Thursday when students share their learning targets and work on the morning news. They are so excited to share their learning and invite parents to watch.

Another way to establish a positive culture is to celebrate the beginning of the year by giving your staff school swag. We wear our CVES t-shirts on the first day of school and every Friday and we have multiple themed dress up days throughout the year.

I host appreciation days for all staff. We host special appreciation days for teachers, paraprofessionals, CNP, SRO, office staff, nurse, custodians & maintenance technician, and PTO volunteers.

No gesture is too small: One easy way to spread the positive is to leave teachers a happy sticky note, handwritten card, or chocolate when visiting classrooms.

Here's the good news: The "Three Cs" are universal, and I'm convinced they work for any school, any grade level, any leadership team. Perhaps the only caveat needed would be in the form of a fourth "C": If you're going to *collaborate*, *communicate* and *celebrate*, do all three with *consistency*.

SIDEBAR: Ms. Cole's Best Books

What Great Principals Do Differently by Todd Whitaker

Hacking Leadership by Joe Sanfelippo and Tony Sinanis

Kids Deserve It by Todd Nesloney and Adam Welcome

Start Right Now by Todd Whitaker Jeffrey Zoul & Jimmy Casas

Charissa Cole's "3 Cs" Cont'd

Move Your Bus by Ron Clark

Leadership On The Line by Ronald A. Heifetz & Marty Linsky

SIDEBAR: Ms. Cole's Best Follows

Follow these inspiring educators on Twitter:

@BethanyHill

@ToddWhitaker

@awelcome

@Dannysteele

@ChuckYager

@JenniferHogan

@TechNinjaTodd

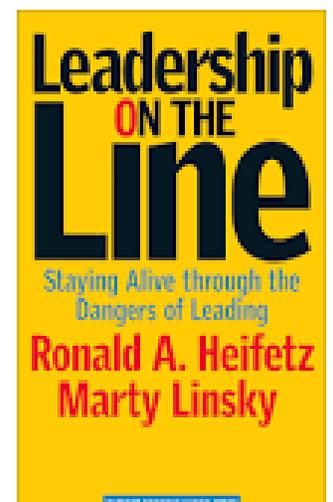
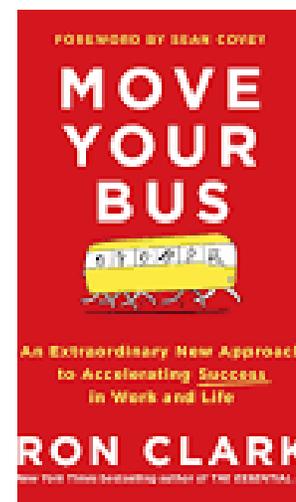
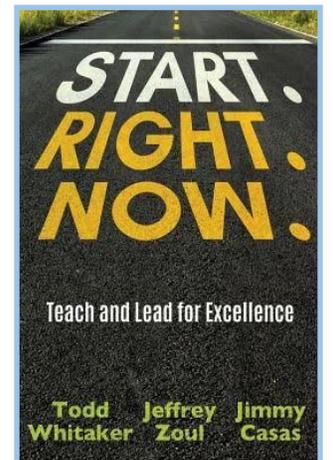
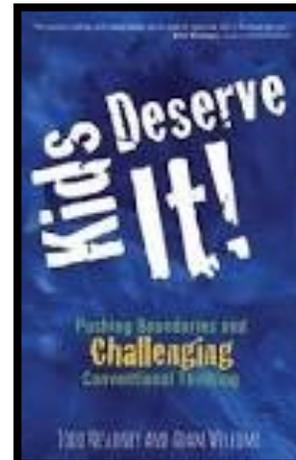
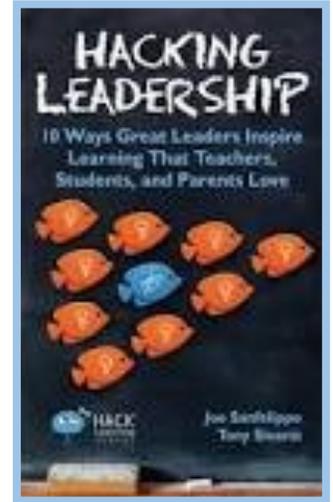
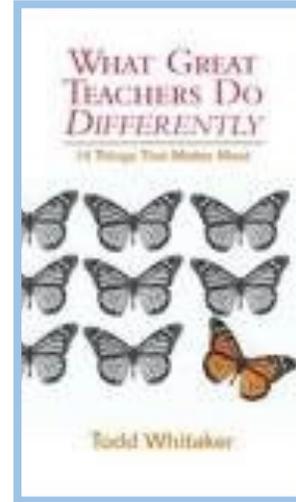
@casas_jimmy

@burgessdave

@BethHouf

@burgess_shelley

Charissa Cole graduated from the University of North Alabama with a Bachelor of Music in Music Education and completed her Master's Degree in Educational Leadership and Administration at the University of Montevallo. This is her fourth year as the principal at Creek View Elementary School in Alabaster. She served as an assistant principal at Meadow View Elementary for 8 years and as a music teacher at Thompson, Meadow View, and Creek View Elementary for 8 years before that. Her husband Jamie is a creative director for a publishing company and her son Sullivan Thomas is a fourth grader at Thompson Intermediate.



Proposed By-Laws Changes

Proposed By-Laws Changes

In reviewing the by-laws, several minor changes were noted as needed – mostly as “clean-up” in wording or as a result of changes outside of our state organization. By-laws changes must be presented to the Executive Board in writing at a meeting, presented to the membership after approval by the Board, and then voted on at the next business meeting which will occur in November’s Fall Conference.

ARTICLE VI

EXECUTIVE BOARD

Section E

CLAS Board Members

Qualifications for a CLAS Board Member include previous service as an elected officer [President or District Representative] in a district and active membership in the Association for at least two years.

Rationale: Clarification of what the state organization recognizes as elected officers who are qualified to run for CLAS Board Member is needed in the By-laws.

ARTICLE VII

Section F

NAESP Representative

The NAESP Representative shall:

Serve as our voting member at the NAESP Delegate Assembly.

Rationale: Previously, several members were identified as voting delegates at the NAESP Delegate Assembly; this has changed and only the NAESP Representative is charged with voting at the Delegate Assembly.

ARTICLE VIII

NOMINATIONS AND ELECTIONS

Section B

Nomination Committee

The Nomination Committee shall:

5. ~~If 2 candidates are not available then the Nomination Committee shall request a special Executive Committee meeting to seek suggestions for other possible candidates or to approve the submission of only one candidate’s name.~~

Request a special Executive Board meeting to seek suggestions for other possible candidates or to approve the submission of only

one candidate’s name if 2 candidates are not available.

Rationale: We do not use the term Executive Committee for any group in AAESA; we use the term Executive Board or Steering Committee. In this case, Executive Board is the intended and more appropriate group to complete this function.

Also, a revision of the sentence structure to correspond to the format of the item is presented.

Section E Vacancies

2. In the event of a vacancy in the office of Vice President, ~~a special election shall be conducted under the supervision of the Executive Board~~ the other vice president candidate from the most recent election will be installed or a new Vice President will be elected at the next regularly scheduled election, with consideration given by the ~~Executive Committee~~ Steering Committee to the time at which the vacancy occurs.

Rationale: A special election may not be the best way to fill this office depending on when the vacancy occurs.

ARTICLE XII

BOOKS, RECORDS, PROPERTY

Section A Records

Records and accounts of the Association and of its officers and committees shall be the property of the Association. These records and accounts shall be open to inspection by any member of the Association upon receipt of a written request giving prior notice ~~to~~ of such inspection.

Rationale: Simply a more appropriate preposition.

Federal Relations



David Fancher
Retired

It's a challenging time for public education at the federal level currently. As principals, you know the best way to end a program is not fund it and

to start something you want to do is to provide funds for it. At the federal level, the budget is a major part of the impact it has on education. There are lots of rules and regulations, but without funding they aren't relevant.

The nation has not been operating on a real budget, but on a continuing appropriation act that keeps the lights on so to speak. According to NAESP, "President Trump unveiled a comprehensive budget proposal to Congress for FY 2018 and took a hatchet approach to cutting federal domestic discretionary programs -- including the entire elimination of Title II, Part A of the bipartisan Every Student Succeeds Act (ESSA). This is once again disappointing news in the wake of a \$294 million cut to the program put into place just weeks ago in the FY 2017 Omnibus Appropriations Act." President Trump's full budget proposal calls for a \$9.2 billion, or 13.5 percent, spending cut to education. The cuts would be spread across K-12 and aid to higher education. The budget proposal not only eliminates Title IIA but has a major impact on Title I. Title I is the biggest K-12 federal education program. Under this proposal regular Title I funding would be flat, and \$1 billion more would be dedicated to a new grant program for states that allow poor students to leave neighborhood schools for other public schools, and take that extra money with them. This concept is known as "portability," or as it's sometimes known, the "backpack of cash" idea. It has been known that the President and Secretary of Education are strong supporters of school choice and charter schools. In

addition to the budget, the President is expected to include a tax credit scholarship program (sometimes called neo-vouchers), as part of tax reform. The Republicans in the House are set to release their blueprint for the budget soon. This will help clarify the picture on funding at the federal level.

Outside of funding the President has also signed an executive order aimed at decreasing the role of the federal government in education while giving states and local school districts more power over decision-making. The President called the order, which directs Education Secretary Betsy DeVos to study federal overreach in education, "another critical step to restoring local control, which is so important." The Trump administration has also ordered a scale back of the U.S. Department of Education's investigations of civil rights violations. They will no longer be required to look at systemic discrimination, but treat cases on an individual basis. It is expected that this change will reduce the number of cases.

I hope you participated in the NAESP save the date campaign and contacted your Congressman about the need to keep Title II funded. The responses I got back from my representatives showed that one had a very good understanding of what Title II was, the other one not so much. Your representative needs to hear from you. You are the voice that represents the student's in your school. Let them know how important the proper funding of ESSA is. We are in the middle of an election for a Senator. Talk with the candidates and get them to commit to supporting public education. Be prepared for their response of "I support public schools, but don't want students trapped in failing schools." Look at the studies on charter schools, choice and vouchers and share this with your representatives. To find a phone number or email for your representative, you can go to these sites. www.senate.gov and <http://www.house.gov> or the www.naesp.org Look it up now and add it to your frequent contact list.

Meet Your District IX President



Wanda Corley
Goshen Elementary
Pike County

Born and raised a southern girl in Pike County, Alabama, I attended and graduated from Pike County High School. It was a truly an honor when I returned to be a principal at Goshen Elementary School nine years ago. My name is Wanda Corley and I have served as District IX president for two years and again for the 2017-2018 school year.

I attended Troy University Main Campus and earned my Bachelor of Science Degree in Mental Retardation and Elementary Education. My first teaching experience was special education in Montgomery Public Schools in 1996. I immediately began working on my Master of Science in Mild Learning Disorders at Troy Main Campus and followed with my Education Specialist Degree in Mild Learning Disorders also at the Troy Main Campus. Teaching special learners was definitely a calling and something I took great pride in when my students “got it”. While teaching special education in Coffee County Schools, my principal saw those leaderships skills and suggested that I add on Instructional Leadership and I did at Troy University, Dothan Campus. I began my administration career in Crenshaw County Schools in 2003. As an assistant principal, I have worked with several educational leaders over the past fifteen years who have definitely inspired me to become a principal.

In 2009 I was blessed to return to my home county where I have served as principal of Goshen Elementary School for nine years now. Leading an elementary school is truly exciting and believe me there is never a dull moment. Additionally, I work with a team of administrators and teachers who are absolutely awesome. They continue to inspire me to be my best and stay abreast of current educational trends, issues, and research. We support each other and ensure that both

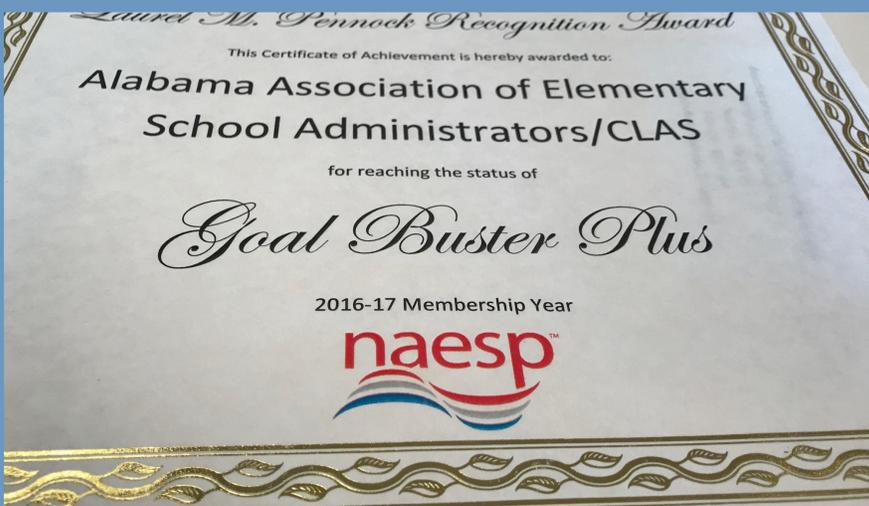
administrators and teachers have access to the highest quality professional development available. As one of our professional development activities each year we complete an administrator book study at the district level and a teacher book study at the local school level.

This year our teachers selected *Teach Like a Pirate* by Dave Burgess. The acronym PIRATE stands for P-Passion, I-Immersion, R-Rapport, A-Ask & Analyze, T-Transformation, and E-Enthusiasm. This book has truly reinvigorated my love of education and self-reflection on the reasons why we do what we do every day as educators. Because we want our students to be the best they can be. The P for Passion which is the opening chapter begins with a quote from Denis Diderot, “Only passions, great passions, can elevate the soul to great things.” As educators, if we are passionate about our job we can truly elevate our students to do great things: the leaders, teachers, doctors, nurses, lawyers, engineers, and biologist of tomorrow.

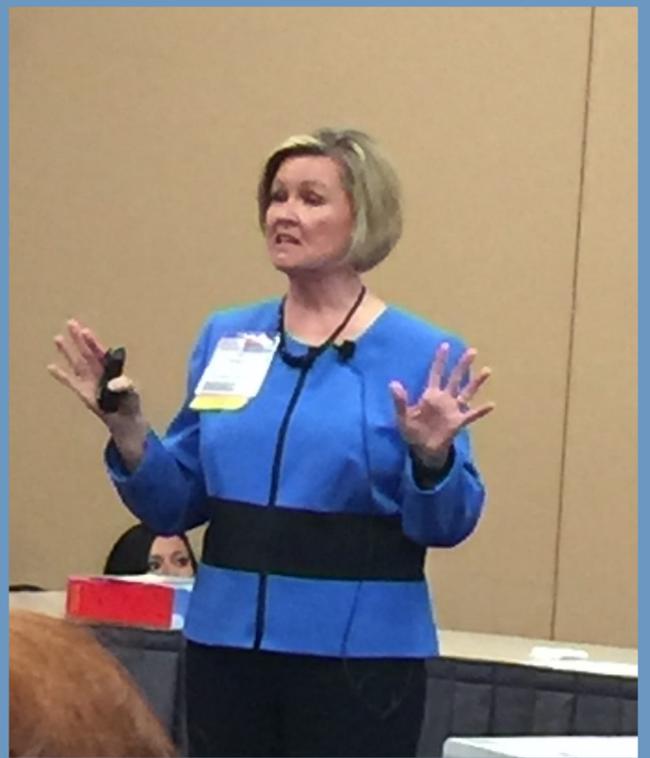
Away from school my husband, Charles, and I enjoy traveling and antiquing. We actually own an old school where we enjoy and share our antique collection.



2017 National Principal's Conference in Philadelphia



2017 National Principal's Conference in Philadelphia



National Distinguished Principal Process



Charlie Gardner
Hokes Bluff Elementary
Etowah County

On March 10, 2016, I walked into what I thought was going to be an assembly about career day. I was surprised to learn that

I had been selected as Alabama's National Distinguished Principal, the highest professional honor that I have been privileged to receive. Since that time, I have presented and have been recognized at many events but I still enjoy replaying that moment in my mind. I continue to be eternally grateful for that opportunity.

One of the most important responsibilities as the NDP is to serve on the selection committee for the next NDP, first serving as the current NDP, then serving as the past NDP and chairperson of the selection committee. Ask any former NDP, this is no easy task. This year, I am honored to serve as chairperson for the 2018 NDP selection committee. I would like to take this opportunity to briefly share the process.

AAESA is divided into ten districts across the state. Each district has the opportunity to nominate an elementary/middle school principal as their NDP candidate. Below are the qualifications taken from the CLAS website:

1. *Served as principal for at least 5 years.*
2. *Demonstrates strong commitment to the principalship by active membership in professional organizations.*
3. *Actively participates in community activities.*
4. *Gives evidence of outstanding leadership skills that benefit a local school program.*
5. *Provides service or achievements beyond what is expected in the usual school program.*

District nominations must be made by November 1. District nominee submits application to CLAS office by January 4, 2018.

The selection committee is composed of:

The current NDP.

The past NDP serves as chairperson.

Alabama State Department of Education Representative.

Higher Education Representative.

A currently serving elementary or middle school principal.

After the January deadline, the selection committee will carefully review the applications and narrow them down to three. Those three applicants will be notified that the committee will be visiting their school. During these visits, the committee will meet with various stakeholders which include, students, parents, school staff members, central office staff members, other system administrators, and community members. This is the applicant's time to "shine" as their influence, impact, and commitment to their school is revealed to the selection committee. Once visits to the schools of each of the final three applicants are complete, the committee will then select the overall winner who will serve as the National Distinguished Principal. This will be made during a surprise announcement sometime in the Spring at the winner's school.

I hope all districts will carefully consider nominating a principal for this truly distinguished award. Besides being recognized at the local and state level, the main NDP event is held in Washington, D.C. and it is truly special.

If I can answer any questions or assist anyone with this process, please email me at charles_gardner@ecboe.org



Meet Your District II President and CLAS Board Member



Tim Dollar *Wilmer Elementary* *Mobile County*

Greetings from the thriving metropolis of Wilmer, Alabama! I am Tim Dollar and I am excited to begin my seventh year as Principal at Wilmer Elementary in Mobile County.

Prior to coming to Wilmer, I served as the Principal of Rosa Lott Middle School in Citronelle, AL, Director of Education at the Gulf Coast Exploreum Science Center and Assistant Principal at several schools in Mobile County. The majority of my teaching career was spent teaching 3rd and 4th graders at Belsaw-Mt.Vernon Elementary and McDavid-Jones Elementary in Mobile County.

As the son of a petroleum engineer I grew up all along the Gulf Coast. Anywhere there was crude oil to be produced that is where we lived, Citronelle, AL, Laurel, MS, New Orleans, LA, Lafayette, LA and Houston, TX. After graduating high school from Acadiana High in Lafayette, LA, I attended the University of Louisiana at Lafayette and the University of Houston before receiving my B.A. in Elementary Education from Mobile College. Later, I returned to the University of Mobile to earn a Master's degree in Elementary Education and a certificate in Educational Leadership from the University of South Alabama.

My wife Becky, who is also an elementary school teacher, and I live in Wilmer and are the proud parents of two grown children, two dogs, a cat and a small flock of chickens. Our daughter, Esther, is a high school Art teacher who lives in Mobile with her husband Patrick. Our son, Keenan, is a salesman for Metals USA. He and his wife Beka, a speech pathologist with Mobile County Public Schools, live in Semmes, AL.

Living in a small community allows me the opportunity to be involved. I serve on the Wilmer Community Action Committee, the Wilmer Fire District Board and as a Deacon at Wilmer Baptist Church.

Most of my waking hours are spent trying to meet the needs of my community and school. Wilmer Elementary is a high poverty, rural school, but I am fortunate that I have

a building full of faculty and staff who see the needs in our school and community and are willing to help in any way possible. As a result of their hard work, we have been named an Alabama Torch Bearer School and a National Title-1 Distinguished School in the past several years. The faculty, staff and students at Wilmer Elementary make me proud to be their Principal.

In my free time I read and tend to my garden and my fruit trees. My wife likes to preserve fresh fruits and vegetables and this gives her a ready supply to can and freeze. There is nothing better than the taste of fresh green beans and potatoes in the middle of winter.

I am also an avid woodworker, a gift that was passed down from my dad. He taught my brother and me that hard work was good for our souls. In that same vein, I have recently started a new hobby, blacksmithing. I researched and built my own forge, purchased a few tools and jumped right in. Each time I light the coal in the forge and see the fire come to life I am reminded of my calling as an educator. My job is to light the fire in the next generation of educators so that they become passionate learners and doers who pass on the adage that hard work is good for the soul. I have always been told that to be successful in life you have to love God, love people and work hard. My dad would think I am a success.





AAESA District Map

Nominating Committee



Michael Wilson
Glen Iris Elementary
Birmingham City

At the 2017 Fall Conference, the Nominating Committee will meet to identify and certify TWO candidates for each of the following positions:

AAESA VICE-PRESIDENT – 4 year term, one year each as Vice President, President-Elect, President and Past President

CLAS BOARD OF DIRECTORS – 2 positions – 3 year terms (positions currently held by Frances Finney and Tim Dollar)

NAESP REPRESENTATIVE—3 year term (position currently held by Julie Pierce)

Qualifications for candidacy for AAESA Vice President

- Must be a currently practicing elementary/middle school building administrator
- Must have had previous service as an elected officer (President, District Representative) in a district
- Must have continuous active membership in AAESA while serving in office

Qualifications for candidacy for CLAS Board of Directors

- Must have had previous service as an elected officer (President, District Representative) in a district
- Must have had active membership in AAESA for at least TWO years

Qualifications for candidacy for NAESP Representative

- Must be a currently practicing elementary/middle school building administrator
- Must have had previous service as an elected officer (President, District Representative) in a district
- Must have continuous active membership in AAESA while serving in office

The active participation of a Nominating Committee Member from each district is needed at the time of the Nominating Committee meeting.

These are vital roles representing all members of our Association and require the attendance at meetings and functions with serious involvement in the affairs of the Association. Please encourage members from your district to consider becoming a candidate for one of these important positions.

District News

District I News

As we transition back to school for the 2017-18 school year, it is a good time to reflect on our activities of the past few months that will help us prepare to have the best school year ever!

The summer CLAS conference was a huge success. The speakers were motivational and the expertise they shared with attendees will help us serve our staff, students and families. It was great to see so many District One members at the conference.

Our District One leadership committee met on June 21 to plan for the upcoming year.

Fall meeting: September 13, 2017. We will meet at Logan's Road House in Decatur at 11:30. We plan on having a guest speaker and our agenda will include nominating several members for various vacancies, recognitions and scholarships. Lifetouch Photography will be sponsoring the lunch.

Winter meeting: November 16, 2017. We are planning a Leadership Summit for our student council representatives. This will include guest speakers and lunch will be provided. The meeting will be at the Cullman Civic Center and we will also hold our winter meeting for District One at this time. More information will be coming regarding this event.

Spring meeting: February 27, 2017. We will meet at Logan's Road House in Decatur at 11:30. On the agenda will be nominating members for District offices.

Tricia Culpepper
Cullman Primary
Cullman City

District I I News

On Monday, June 26, 2017 District 2 celebrated the retirement of two of our former District 2 Presidents, Mrs. Stephanie Benson, and Mrs. Deborah Fletcher. They were treated to a wonderful lunch at Dauphin's. Where fellow administrators showered them with memories of their tenure within the Mobile County Public School System.



Mr. Timothy Dollar, Principal of Wilmer Elementary was welcomed into his new position as District 2 President from retiring President, Mrs. Stephanie Benson.



District News Cont'd

On Friday, July 14 and Saturday, July 15 SSAB Americas, the largest producer and supplier of steel plate in North America Partnered with several District 2 schools at the Saraland Wal-Mart to "Fill the Bus". Employees of SSAB along with school faculty and staff members volunteer to raise money and school supplies. The "Fill the Bus" effort will help families of students who can't afford those materials.



Mrs. Veronica Coleman, Principal of Collins-Rhodes Elementary, District 2 Representative and newly appointed Secretary of AAESA was selected to participate in the 2017-2018 Cohort of the Certified Instructional Leader Program Offered by CLAS. She will be involved in extensive coursework and provide evidence of systemic, systemized, job-embedded implementation of the tasks necessary for competent instructional leadership.



Thursday, July 20, 2017 District 2 AAESA sponsored a meeting to discuss scheduling for the elementary PACE program. The agenda focused on possible scheduling solutions and questions concerning the PACE curriculum.



Veronica Coleman
Collins-Rhodes Elementary
Mobile County

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:

**Rickey Darby
AAESA
P.O. Box 428
Montgomery, AL 36101-0428**

The deadline to apply is October 16, 2017.

Please mail documents in time to be received by the deadline.

**Alabama Association of Elementary School Administrators
Marie Taylor and Mike Carr Scholarship
APPLICATION FORM**

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 COLLEGE BACKGROUND

College: _____
Degree: _____
Year: _____

College: _____
Degree: _____
Year: _____

College: _____
Degree: _____
Year: _____

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, 2018.**

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 February.



Individual Information

Prefix First Name Middle Name Last Name
Position/Title
Date of Birth Mobile Phone Home Phone
Email Address
Home Address
City State Zip Code

Method of Payment

Check # Payroll Deduction (authorization agreement must be signed below)
PO #
Invoice To: Visa/MasterCard/Discover

Card Number: CVV: (on back of card)
Expiration Date: Cardholder's Name:
Cardholder's Address:
Cardholder's Phone:
Cardholder's Signature:

School/Organization Information

School/Organization Name
Address
City State Zip Code
Organization Phone Fax
Direct Phone Extension
School System

Preferred Address: Home Work Preferred Phone: Mobile Home Work

Recruiter Information - New Members Only

I was recruited by:

Payroll Deduction Authorization (please verify system participation): I authorize the Board of Education to automatically 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 employment is terminated, any amount still owed will be deducted from the last payroll check or be the individual's responsibility. 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

CLAS DUES - Full Membership with Legal Services (school/system employees with administrative or supervisory positions)

CLAS Membership - Required

- Individual/Institutional \$284
State Affiliate Dues - At Least One Affiliate is Required
AASSP Active (Secondary Principals) \$95 Renew \$50 New
AAESA/NAESP Active* (Elementary Principals) \$290
AAESA/NAESP Institutional* (Elementary Principals) \$335
AAMSP (Middle-Level Principals) \$60 Renew \$30 New
SSA (Superintendents) Selected by Superintendent
AASCD (Curriculum & Supervision) \$50
ALA-CASE (Special Education) \$40
AAPASS (Prevention, Attendance, Support) \$30
ACND (Child Nutrition) \$25
ACTA/AACTE (Career/Tech) \$125
AASPA (Personnel & HR) \$40

National Affiliate Dues - Optional

- NASSP Active** (Secondary Principals) \$250 Renew \$215 New
NASSP Institutional** (Secondary Principals) \$250 Renew \$215 New
ACTE (Career/Tech) \$80
CEC/CASE (Special Education) \$125

* NAESP Active and Institutional Memberships include \$2 Million Liability Insurance.
** NASSP Active and Institutional Memberships include \$1 Million Liability Insurance.

GRAND TOTAL: \$

Where to Send This Form

Mail to: CLAS P.O. Box 428 Montgomery, AL 36101-0428
Fax to: (334) 265-3611
Email to: membership@clasleaders.org

CLAS DUES - Membership without Legal Services (retirees, consultants, SDE, Higher Ed., teachers, non-supervisory employees, etc.)

CLAS Membership - Required

- Retired \$75
At Large (Non-School/System Employee) \$75
Aspiring Administrator/Emerging Leader \$75

State Affiliate Dues - Optional

- AASSP Aspiring Admin (Secondary Principals) \$50 Renew \$30 New
AAESA/NAESP Aspiring Admin (Elementary Principals) \$113
AAESA/NAESP Emeritus (Elementary Principals) \$118
AAESA/NAESP Retired (Elementary Principals) \$60
AAMSP (Middle-Level Principals) \$60 Renew \$30 New
SSA (Superintendents) Selected by Superintendent
AASCD (Curriculum & Supervision) \$50
ALA-CASE (Special Education) \$40
AAPASS (Prevention, Attendance, Support) \$30
ACND (Child Nutrition) \$25
ACTA/AACTE (Career/Tech) \$125
AASPA (Personnel & HR) \$40

National Affiliate Dues - Optional

- NASSP Retired (Secondary Principals) \$50
NASSP Associate/Non-Admin (Secondary Principals) \$85
ACTE (Career/Tech) \$80
CEC/CASE (Special Education) \$125

GRAND TOTAL: \$

Address questions to (800) 239-3616 or membership@clasleaders.org



Alabama Association of Elementary School Administrators

P.O. Box 428

Montgomery, AL 36101-0428

(800) 239-3616 or (334) 265-3610

Fax: (334) 265-3611

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FAX: (251) 221-1732

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mittenc@daleville.k12.al.us

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Birmingham, AL 35208

Phone: (205) 231-6370

Fax: (205) 231-6423

jross@bhm.k12.al.us