

Fall
2018



Alabama

Elementary Administrator

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Alabama Leaders Attend National Conference



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Welcome to the 2018-2019 School Year



Frances Finney
Grantswood Community
Jefferson County

Welcome to the 2018-19 School Year! My name is Frances R. Finney, and it is my pleasure to serve as your AAESA President this year. I

would like to acknowledge and thank Dr. Autumm Jeter on her service as our 2017-18 President. We appreciate you and your leadership Autumm!

I am focusing on two of my WHYS this school year... RELATIONSHIPS and GROWTH MINDSET. I share these two whys because we will need both during this critical time in Alabama. Across the state we are at a crossroads with a new state superintendent, Dr. Erik Mackey, a new structure at the state department, a new upcoming assessment, and for AAESA an opportunity to choose.

Beginning a new adventure as Principal of Grantswood Community School in Jefferson County, I am getting to know my faculty and staff, which I might add, has been a pleasure. I have found that these people are very dedicated, caring, hard-working teachers and staff members who believe that working together as a team that figures out what is best for each individual child is the norm. What a joy to watch them in action!

I share about my faculty and staff because this time of year is when we build the most relationships to ensure successful years to come. Through the relationships we build in AAESA, we have the support needed to face any situation. Knowing I can pick up the phone and call any administrator across the state, in any one of our ten districts is the true meaning of relationships. For our first year principals, this is the key to your future. Congratulations on your new assignment! In AAESA, we look forward to working with all of our Elementary and Middle School Principals. We want you to be a part of our

association, attend our state and national conferences, and be an active participant/advocate to help move our state forward for Alabama's children.

My second Why – Growth mindset is on the forefront for me as AAESA's President. At our June meeting during the CLAS Conference, the association voted to no longer continue being a "joint state with NAESP." In July, Dr. Vic Wilson, our CLAS Executive Director notified Dr. Earl Franks, the NAESP Executive Director. What does this mean?

This is MEMBERSHIP TIME! In the past, when joining you had to join CLAS, AAESA and NAESP. There was no option. After June's vote, you now have the choice to continue to join all three organizations (CLAS, AAESA and NAESP) or to join only CLAS and AAESA. This does give you a few hundred dollars pocket savings, YET...here goes my growth mindset. The value of what NAESP gives each member far outweighs the cost of joining all three organizations...(to name a few: Liability insurance, opportunity to be National Distinguished Principal, or Assistant Principal of the Year, attending the national conference for less, national administrators network, legislative network, and most importantly, a treasure of professional development on-line at NAESP.org.)

I do realize that many of you do not join anything because of the yearly cost. Thus the main reason that we voted to have membership options. If you fall in this category, this is your chance to join the best state organizations for less! The time is now! We need everyone to join, and we would love it if every Elementary Principal AND Assistant Principal in Alabama would join our state organizations AAESA and CLAS this school year. When considering, please weigh the benefits of what is best for your situation. Yet, please join us to boost our network for Alabama Elementary children.

I want to thank and acknowledge our AAESA Board this year:

- President-Elect: Dr. Michael Wilson
- Vice-President: Charlie Gardner, NDP, 2016
- Past President: Dr. Autumm Jeter
- Secretary: Dr. Dilhani Uswatte

Alabama Elementary Administrator

Welcome to the 2018-2019 School Year cont'd

CLAS Board of Directors for AAESA: Judith Ross, Tim Dollar, Charlie Gardner, Waller Martin, NDP, 2017, and Frances Finney, NDP, 2014

NAESP Representative: Dr. Matt Kiser; Nominating Chair: Laurie King Co-Chair: Karissa Lang

Awards: Matt Scott; By-Laws & Resolutions: Susan McRae & Judith Ross; Elections: Waller Martin; Federal Relations: David Fancher; Membership: Chris Mitten & David Carpenter; Student Council: Dr. Pam Fourtenbary & Tim Dollar; Magazine Editor: Jill Eaton

Each of the ten District Presidents and District Representatives are also on our AAESA Board. We look forward to working with each of you!

You can reach me at ffinney@jefcoed.com or at 205-379-3709. I look forward working with you!

No significant learning can occur without a significant relationship.

- James Comer

"People believe... their talents and abilities can be developed through passion, education, and persistence.

For them...it's about a commitment to learning-taking informed risks and learning from the results, surrounding yourself with people who will challenge you to grow, looking frankly at your deficiencies and seeking to remedy them."

--Carol Dweck

PD funding for Principals Preserved in Senate Funding Bill

On Thursday, Aug. 23, the U.S. Senate passed the FY19 Labor-HHS-Education funding bill, which funds U.S. Department of Education programs. This is the first time in 11 years the Senate has passed a standalone education funding bill. The legislation preserves funding for Title II, Part A at current levels of \$2.055 billion.

What's Next? The House of Representatives still needs to approve its version of the bill before the legislation can be signed into law.

Why it Matters: Continued strong Title II, Part A funding is critical for states and districts to provide support and professional development for teachers and principals. Title II, Part A is the only federal funding source dedicated to the preparation, training, and support of teachers and principals, including professional development opportunities. In addition, states and districts are using Title II, Part A funds to expand clinical-based preparation programs and to boost induction and mentor programs for new teachers and principals.

What Else Does the Bill Do?

Increases Title I (largest source of federal support to low-income schools) by \$125 million to \$15.9 billion.

Boosts Title IV (enrichment programs, well-rounded education, and mental health services) by \$125 million to \$1.2 billion.

Maintains 21st Century Community Learning Centers (afterschool funding) at \$1.2 billion.

Adds \$125 million to IDEA grants (special education services for children with disabilities) to total \$13.3 billion.

Includes \$10 million to help universities partner with schools in disadvantaged communities to boost the number of mental health professionals.

—Dateline NAESP

Happy New School Year!



Vic Wilson
AAESA Executive
Director

I hope you all have had a great start to the 2018-2019 school year, and I hope you have plans for success throughout the year. As always, AAESA is here

to help in any way we can, so be sure to reach out to Rick-ey or me at any time for any reason.

Back in the day, when I was a principal, we never had students or teachers who missed even a single day of school. Also, we never had a discipline referral, a complaint from a parent, or a bad news story. We won ALL of our games in every sport; our band was invited to play in 12 different parades around the world; the cheerleader tryouts never had a controversy; every bus arrived and left on time with all of the students seated properly; no one arrived at the carpool line until the end of the day; and all of our teachers were National Board Certified. Additionally, the central office gave us more money than we needed, and we were able to give each teacher a bonus two times per year. Did I mention I was the principal at Lake Woebe-gone High School?

Of course, this school does not exist in any form, and we do not live in a world where everything is perfect. By the end of the first day of school you have dealt with any number of unfortunate events that no amount of prior planning could have mitigated.

How do you plan for a new student who arrives on the first day with all the proper residency documentation, but very little if any evidence that he or she can function in a school setting at the proper grade level? How do you

plan for a parent who shows up angry about something that occurred last year and at a different school? These are but two issues that many of you deal with on a daily basis.

Thankfully, the principals and assistant principals in our great state do a fabulous job of planning for the known and preparing to handle the unknown. This is the art of leadership, and you guys all do an exceptional job in this very subjective endeavor.

Our goal at AAESA is to provide you with excellent profes-sional learning opportunities, effective legal support, ap-propriate legislative and advocacy work, proactive com-munication, ample networking events, and outstanding awards and recognition programs. I encourage you to engage your peers in AAESA, and I also encourage you to spread the word about the importance of membership in this fine professional organization.

Have you ever stopped to think about the impact you have on those around you? If not, you should. The lead-er, simply by his or her position, has an impact on every-one. Have you ever had a great day changed by a leader who is having a bad day? Likewise, have you ever had a bad day become better by a leader who is having a good day? Remember, your vibe attracts your tribe. People do not want to follow a leader with a permanent scowl or bad attitude. Be the leader that you would want to fol-low.

Smile as much as possible. Find time to laugh. Get out of the office and see people.

Have a GREAT year!

School Leadership Perspective



Harriette Thompkins

Wylam K-8

Birmingham City

School Leadership Perspective Through the Lens of Core Values and Beliefs

Growing up in education, I wasn't sure if I could be a principal. I thought that the best principals were the meanest principals. You had to have a scowl, a certain walk, and an aggressive demeanor. This is not who I am. I wrestled at times with the idea of pursuing administrative positions. As we all might have done at one point in our educational career when we thought things weren't going like we wanted them to, I would find myself looking through the want ads of the Sunday paper. However, in my heart, I knew education is where I'm called to be. I later learned that I had the wrong perspective. The best teachers make the best principals and mean doesn't equal to best.

As I continued my career I learned how important it is to treat children, teachers, and parents with both kindness and fairness. One way to get this done and allow it to be ingrained in your every day way of doing school is to have and communicate core values and beliefs. Your core values and beliefs can direct how the entire school handles situations. When faced with those situations we can refer to the language of our core values by saying this is what "we believe," and this is what "we've agreed to." If we use the language when addressing our school issues, as well as our school praise, it will become a part of our culture. It will be who we are and what we stand for.

Listening to presentations by people like Jimmy Casas and Kelvin Elko at CLAS this past June, further confirmed that how we react and respond has a great deal to do with what we believe and how we think. Here are my core values and beliefs in the acronym **ACHIEVE: Accountability** -- We have high expectations and we are accountable for getting a job done. **Compassion**--We will lift one another daily, by showing empathy and having compassion, because everyone is going through something. **Honesty**--We will be honest and be mutually respectful while doing so. **Integrity**-- is the key to doing our absolute best, even when others aren't looking. **Excellence**— We will pay attention to details while being present in the moment. **Vivacious**—We will speak, move, and breathe life daily by choosing positive energy. **Endurance**—We will complete what we start, no matter how tough it gets and use our data to make adjustments along the way to reach our goals.

Does your school have core values and beliefs? If so, are you actually using the language when working with teachers, students, and parents? Having them for the sake of having them won't help us make a difference in our buildings. If you don't have them, creating a Google survey with suggested core values and beliefs statements and allowing teachers to complete it, will help with buy-in. However, the best way to create buy-in is to model the behavior, as the building leader, and speak the language. In Southern terms, "Don't just talk the talk, walk the walk."

Principals don't have to be mean and unapproachable. Winning your school over with kindness and fairness through modeling and communicating your core values and beliefs will create a thriving positive culture.

Assistant Executive Director's Report



Rickey Darby
AAESA Assistant
Executive Director

Importance of Membership

Being a member of a professional organization has never been more important than it is

in today's schools. Success is better measured when it is accomplished by many, not through the efforts of one. As professionals, we continuously need the support of our peers who are knowledgeable from around the state and country. Meaningful support can be found through local and state affiliations. As an elementary administrator, my goal was to find ways to take advantage of opportunities on the most current topics and to avail myself to how administrators were dealing with those topics in their schools. I believe other administrators can validate and uplift you within your schools. A great place to start with that collaboration is through involvement in your district meetings and by attending the CLAS Leadership Series this year. Let me know if you would like to get involved in the state association. Our organization is only as strong as its members.

Remember to recruit new members. You are our best recruiters in your local school districts. Your relationships with your fellow administrators allow you to share the importance of the membership. Remember as you recruit, put your name on their enrollment form, so you will receive the \$25 cash and have your name placed in the drawing for \$1,000 grand prize.

AAESA Fall Instructional Leadership Conference - November 11-14, 2018

We are excited about the new format of the secondary and elementary fall conferences. The two conferences will overlap on Monday and have a joint session. The conference will be a week later this year at the Perdido Beach Resort in Orange Beach. The theme for this year's elementary conference is "Engaging Our Voices." The registration and hotel res-

ervations are now available. So, register early to save money. There is a conference article with more detail in this magazine. I hope to see many of you at the beach.

Membership Dues Structure Change

The membership voted at the CLAS conference to change from a required membership in NAESP to an option for our members. While we encourage all our members to join NAESP, each individual member has the choice to make a selection on the CLAS membership form.

Please remember that you need to add NAESP to your form if you want to continue with the NAESP membership. If you did not add it, you can call the CLAS office and they can add it to your form. Please make sure that all elementary administrators know of this change. Many elementary administrators have selected other affiliates in CLAS to join instead of AAESA. We hope to get them back as AAESA members this year.

NAESP Convention

There were seventy-four administrators from Alabama who attended the NAESP Convention at the Marriott World Gateway in Orlando in July. Congratulations to the five Alabama administrators who presented at the national convention. They were Dr. Matt Kiser, Laura Tate, Matt Scott, Waller Martin, and Dr. Danny Steele. Thanks to Bill Miller Photography for hosting a reception for our administrators at the conference. I asked four of the Executive Board Members to give feedback on their experiences with association meetings, sessions, exhibits, and serving as a presenter.

Dr. Matt Kiser, Principal of Edgewood Elementary and NAESP Representative- "As the state representative for NAESP, I found the association meetings at the National Conference to be a great opportunity to network, brainstorm, and synergize with dynamic educational leaders from across the nation. There is little substitute for such a wonderful experience. Through my affiliation with AAESA and NAESP I have developed strong professional relationships with leaders from all types of schools. The experiences on the national stage have provided me with a great lens from which

Assistant Executive Director's Report Cont'd

to view the important work we do each day. I am thankful to be part of such wonderful professional organizations."

Frances Finney, Principal of Grantswood Community School and AAESA President - "From Thomas Glanton's Behavioral Session..."Look fair by having a plan and sharing it first." Having students and parents know the expectations, we can also sound fairer when using language like, "had a chance to..." Semantics through communication is 99% of whether you succeed. Modeling is vital as leaders...giving our all in the hopes that our teachers give their all to their students, and our parents give their all to their children...WIN, WIN...Always for the children!"

Waller Martin, Principal of Enterprise Early Learning Center and current Alabama NDP- "I enjoyed visiting the many different vendors at the NAESP Exhibit Hall. The one-on-one attention from the vendors enabled me to better understand their product. I gained about 3-4 new ideas/products that I would like to possibly try at our school. I appreciate the efforts NAESP made to organize the Exhibit Hall!!"

Matt Scott, Principal of Creekside Primary - "It was an honor and a pleasure to present this summer at the NAESP conference in Orlando with my fellow Alabama principal, Mr. Waller Martin. It was very rewarding to present, collaborate and connect with principals from across the country. Before, during and after our presentation, I was able to expand my professional learning network as a principal which totally enhanced my conference experience."

Involvement in the Association

I encourage you to get involved in our professional organization, attend the conferences and district meetings, and take advantage of the regular publications. It is important to take time to talk to all new administrators and encourage them to join our association. I would like to end with a quote from Amy Poehler, whose parents were teachers, "As you navigate through the rest of your life, be open to collaboration. Other people and other people's ideas are often better than your own. Find a group of people who challenge and inspire you, spend a lot of time with them, and it will change your life."

UPCOMING EVENTS

AAESA Fall Instructional Leadership Conference

November 11-14 2018

Perdido Beach Resort

Orange Beach, Alabama



CLAS Convention

June 9-12, 2019

Renaissance Montgomery Hotel at the
Convention Center

Montgomery, Alabama

NAESP Pre-K-8 Conference

July 10-12, 2019

Spokane, Washington

2018 NAESP Pre-K-8 Principals Conference in Orlando



Matt Kiser
Edgewood Elementary
Homewood City

The 2018 NAESP Convention held in Orlando, Florida was an

amazing event for all. The convention was held Monday, July 9th through Saturday, July 11th. The event kicked off with a playground build that was attended by over 100 school leaders from across the United States. Many leaders from the great state of Alabama attended the conference in order to sharpen their professional “saw”, network, and learn best practices in a variety of educational areas. The lineup of Keynote Speakers from the convention included, best-selling author, Sean Covey; Olympian Jackie Joyner-Kersey; the founder of Khan Academy, Sal Khan; and author Daniel Pink. In addition to active participation over the three-day event, several administrators from Alabama presented during breakout sessions. The presenters from Alabama include Dr. Danny Steele, Mr. Matt Scott, Mr. Waller Martin, Dr. Frank Buck, Dr. Matt Kiser, and Mrs. Laura Tate.

The conference provided school leaders with natural outlets for networking and collaboration. There were many vendor options and opportunities to form relationships with these individuals. Each year I am reminded of what a pleasure it is to attend the NAESP national conference. The event always provides leaders with an outlet to disconnect while plugging in. I encourage everyone to mark their calendars for the 2019 NAESP National Conference in Spokane, Washington on July 10-12, 2019. See you there!



2018 NAESP Pre-K-8 Principals Conference in Orlando



Monday, July 9
10:00am - 11:30am
Sean Covey


1:00pm - 2:30pm
Sal Khan


Tuesday, July 10
10:00am - 11:30am
Daniel Pink




National Association of Elementary School Principals
Pre-K-8 Principals Conference

Ahead to the
National Association
of Elementary School
Principals Pre-K-8
Principals Conference



AAESA Fall Instructional Leadership Conference



Michael Wilson
Glen Iris Elementary
Birmingham City

“Engaging Our Voices”

November 11-14, 2018

Perdido Beach Resort

I hope the year is off to a great start for everyone. The beginning of school is always busy for all school staff, but it can be especially stressful for administrators. Just think about the busses, car line in the heat, scheduling, hiring, and all the other things on your plate. November is a good time to take a break and refresh your skill and motivation. Join us at Fall Conference this year.

This year you are in for an engaging three days of professional learning at the AAESA Fall Instructional Leadership Conference. The conference will be held at the beautiful Perdido Beach Resort in Orange Beach. At night you can enjoy great food and visit the Foley outlet for some early Christmas shopping. This year the conference will be held one-week later, November 11-14. This will include Veterans’ Day holiday on Monday, so you will only be out of your schools for two days. This conference is always a great time to network with other elementary administrators. You will have opportunities to visit exhibits, hear timely speakers, and be in engaged in the

presentations.

The general sessions topics will include mental health of students and staff – Robert Hudson, leadership, working with legislators – Danny Carlson from NAESP, public relations – getting your voice heard – Cindy Warner, leadership – Dr. Lisa Herring, Superintendent of Birmingham City Schools, and motivational – Michael Bonner. There will be break out sessions. This year we will have a new session that will include engaging table talks of 8 administrators. Each table will have a facilitator to lead the discussion on a variety of topics. Each administrator will have the opportunity to engage in a variety of topics by rotating to at least four of the tables. The variety of topics that will include data meetings, mentors, RTI, social media, walk-throughs, culture and climate, parents, discipline, and more. You will have the opportunity to sign-up for the topics of interest in your conference after you submit your registration form. Tables will be filled as the registrations are submitted. The conference planning committee feels that this will allow you the time to be actively engaged in the conference. So, make your hotel reservations soon so you can get in the room block. Also, sending in your conference registration will save money. See you at the beach.



AAESA FALL CONFERENCE

November 11-14, 2018

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 Sept. 28	Registration Sept. 29 - Nov. 9	After Nov. 9
Member	\$245	\$275	\$300
Non-Member	\$350	\$400	\$425
Retiree/Guest*	\$150	\$150	\$150

Total Section 1: _____

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

LUNCHEON, TUESDAY, NOVEMBER 13

- I will attend the AAESA Luncheon (no charge, included in registration)
- I will not attend

BREAKFAST, WEDNESDAY, NOVEMBER 14

- I will attend (no charge, included in registration)
- I will not attend

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 November 2, 2018. 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 11

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

MONDAY, NOVEMBER 12

Registration - 7:30 a.m. - 3:00 p.m.
Continental Breakfast - 7:30 a.m. - 8:30 a.m.
General Session - 8:30 a.m. - 10:00 a.m.
Joint General Session with AASSP - 10:30 a.m. - 12:00 p.m.
Lunch with Partners - 12:00 p.m. - 1:10 p.m.
Breakout Sessions - 1:15 p.m. - 2:15 p.m. & 3:00 p.m. - 4:15 p.m.

TUESDAY, NOVEMBER 13

Continental Breakfast - 7:30 a.m. - 8:30 a.m.
General Session - 8:30 a.m. - 10:00 a.m.
General Session - 10:45 a.m. - 12:15 p.m.
Luncheon & Business Meeting - 12:15 p.m. - 1:45 p.m.
Share Tables Session - 1:45 p.m. - 4:00 p.m.

WEDNESDAY, NOVEMBER 14

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 Fall Instructional Leadership Conference or go to <https://www.perdido beachresort.com/alabama-association-elementary-school-administrator/> (Booking ID #12839) 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 11, 2018, may not be eligible for the discounted rates. Check-in time is 4:00 p.m.

AAESA Business Meeting



Dil Uswatte
Rocky Ridge Elem.
Hoover City

AAESA Business Meeting-
CLAS Summer Convention,
Mobile

- Meeting called to order by Dr. Autumm Jeter at 3:12 on 6/11/2018

- Motion to adopt agenda made by Frances Finney and seconded by Michael Wilson

NAESP Representative's Report (Presented by Julie Pierce)

- Announced that Matt Kiser will be taking over her position as NAESP rep
- Matt Kiser: Go back to your district and promote AAESA and NAESP; thanked everyone for coming to CLAS conference

Fall Conference (Presented by Michael Wilson)

- Fall Leadership Conference entitled "Engaging our Voices" has changed dates to Nov.11-14 at Perdido Beach
- Cindy Warner will take about PR
- Danny Carlson will talk about importance of our voices in legislative processes
- Encouraged to bring someone

Awards (Presented by Matt Scott)

- Announced Bill Miller Award went to Mr. Smitherman (District 4)
- Truman Piece Leadership award will be presented to Martha Peak (District 2)
- Dr. Jeter reminded folks about attending district meetings to make nominations for these awards

Budget and Finance (Presented by Rickey Darby)

- Attendees received copy of Income Statement
- Actual membership amount is greater than budgeted ; a good thing
- Noted that we have lost income at recent conferences- about \$1000 last year
- We need to encourage membership
- We are not going in the red but would like to increase reserve

Bylaws (Presented by Rickey Darby for Susan McRae)

- We have lost members to other affiliates due to membership costs
- Dues for NAESP next year will go up by \$51 (really not new increase, but NAESP gave us discounted rate of \$51 for the past 3 years); approx. cost will be \$235; CLAS will be \$284.
- Read out bylaw suggested change to Article III that changes verbiage from "All members shall hold membership in CLAS and NAESP with dues payable to CLAS to "All members shall hold membership in CLAS with dues payable to CLAS"
- We are voting on changing the bylaws not whether we are joint membership
- Chris Mitten: it is not that NAESP did not want to offer the discount but they are not permitted to do longer than 3 years of discounted rate
- Frances Finney: reminded that to be NDP or state officer, you must be NAESP; also asked to get our VP's involved in our organization
- Autumm Jeter: reminded to see if your school district will be able to pay for portion of fees
- Michael Wilson made motion to vote; seconded by Vicky Brasher
- Vote for change of bylaw wording: 55 in favor and 9 in opposition; motion passes
- Rickey Darby: we will see this change on flyers we receive this fall re. cost changes and options; we encourage to join all 3 (CLAS, AAESA, NAESP)
- Michael Wilson: talked about resource benefits of NAESP

Membership (Presented by Rickey Darby)

- Our membership has increased from 610 to 615 for active members, reduced from 25 to 19 for Aspiring Admins. and increased from 22 to 24 for Emeritus/Retired
- Please pass on this change to others in your district and help them to realize that they now have a choice. Now that NAESP is optional, the cost is lower, so hopefully we don't lose people to other affiliates. Please talk to them about the advantages of membership (such as weekly Insights info - has concise practical info for school leaders). Talk to new principals in your district to join.

AAESA Fall Instructional Leadership Conference

Federal Relations (Presented by Chris Mitten on behalf of David Fancher)

- Handout given to all members
- Our voices make a difference; talk to your legislators
- Need to stay on top of title 2 funds- possibly losing so share with your legislator how those funds affect your school
- No educators on school safety committee
- Vouchers is always a discussion
- Look at Prosper Act

National Distinguished Principal (Presented by Charlie Gardner)

- It was an honor to visit the NDP top 3 nominees
- Candidates were Autumm Jeter, Tanya Clark, and Waller Martin (award winner)
- Thanked committee members Julie Pierce, Dr. Davenport, Dr. Kirkmeyer, Mrs. Paiml, and Charlie Gardner
- Waller asked to say a few words: Thanked everyone and said he was humbled to be nominated. He is at an all gr.K school; he loves his school and his children and feels so fortunate to be surrounded by good people.

Nominating Committee (Presented by Charlie Gardner)

- The Nominating committee will need 2 candidates for each position (Three CLAS board of directors seats [3 year term] and VP [4 year term]); each district should nominate someone for each position
- Qualifications for VP: current practicing elementary/middle school administrator; must have previously served as an ELECTED officer (President, District Rep.) in a district; must have continuous active membership in AAESA while serving in office
- Qualification for CLAS Board of Directors: previous service as an ELECTED officer in a district; active membership in AAESA for at least TWO years
- Will meet at the Fall Conference to finalize nominations that will appear on the voting ballot

Executive Director's Report (Presented by Dr. Vic Wilson)

- We are excited about Fall Conference and our speakers
- Legislators need to hear from us NOW as they write bills NOW; we need funding for things like SRO's and Counselors re. school safety
- \$46 million dollars can get us an SRO and Counselor at each school. This is less than 1/10 of a percent of the budget; we don't need to take money from elsewhere

- Thanked CLASWORKS and NDP com.; we will use extra revenue to help NDP to get recognition at National conference
- We want to continue to work with you. Ex " Hill Day's"
- Praised INSIGHTS magazine coverage; it can help all of us improve our craft
- Asked for all of us to share stories with him for publication
- Introduced Autumm as new CLAS president; we had two outstanding candidates from AAESA (Autumm Jeter and Chris Mitten)

Magazine Editor (Presented by Jill Eaton)

- Asked for members to read digital newsletter that is sent 4 times a year
- Open to suggestions re. magazine changes
- Needs 8 people to be writers that will share what others are doing in each district
- It can be about leadership, how to increase attendance, how to motivate others,....it is wide-open
- Please give her your name and phone number if can help

Executive Director's Report (Presented by Rickey Darby)

- Thanked past officers
- We need a lot of volunteers for officers; 8 positions
- We are excited about new fall conference ideas such as more round table discussions to increase engagement
- Need people to be facilitators at one of those tables who would start the discussion and then lead discussion
- We have outstanding people right in this room who have much to share; please see him if you are willing to serve
- If you have a good relationship with a vendor or have made a significant purchase, please call Rickey to see if they will come to our conference
- Conference costs are high: \$2/cookie and meals \$50/plate approx.; even donuts are charged more than outside cost at hotels; we need help to reduce these costs
- Scholastic has conference" Principals of Literacy Institute");\$650 registration would be covered by them- rest of cost would need to be covered by individual; ballots were given out to those present who were interested

Unfinished Business: None

CLAS Leadership Award Nominee



Charles Gardner
Hokes Bluff Elementary
Etowah County

Mrs. Frances Finney, principal of Grantswood Community School, was AAESA's nominee for the CLAS Leadership Award and was honored at this year's

CLAS Conference in Mobile. Frances has been an exemplary education leader and member of the Alabama Association of Elementary Administrators (AAESA) since 2004. She was the 2014 Alabama National Distinguished Principal.

She has served as President, Treasurer, and District Representative for AAESA District IV. She has also served on the Awards, Election, and membership committees. At this time, she is the President of AAESA. Frances Co-chaired the AAESA/ASCD Fall Conference where she created the theme, "Intentional Leadership.....Powerful Perseverance." She has also served as secretary (AAESA), Awards Chair, Assistant Director Selection Committee, and Assistant Principal of the Year Committee. Frances represented AAESA at the National Leaders Conference in Washington, D.C. in March, 2018. She is also a member of the CLAS Board of Directors.

In explaining her leadership style in leading her school, Frances says, "In order to be successful, we are open to everyone's thoughts by working together, fighting for the same vision and goals, then sharing these with all of our stakeholders---students, families, and community. High expectations and consistency are essential to becoming a great school, which takes continued efforts and support from each other to succeed."

Frances is a true servant leader and has been blessed with the skills and passion for making the lives of the children she serves better through education. AAESA is a better organization because Frances brings those same characteristics to every office or position she holds within it.



Proposed By-Laws Changes

Proposed By-laws Change at Fall Conference

At the Fall Conference business meeting another change to the by-laws will be presented for vote. Please note the information below and be prepared to cast your vote.

Currently, Article V reads as follows:

ARTICLE V OFFICERS Section D

Qualifications for Serving as an Elected Officer

Except for Past President, be a currently practicing elementary-middle school building administrator.

Have previously been elected President or District Representative in a district.

Continuous active membership while serving in office.

The proposed change was presented to the Executive Board at its meeting in June as required by the by-laws to read as follows:

ARTICLE V OFFICERS Section D

Qualifications for Serving as an Elected Officer

Except for Past President, each officer must be a currently practicing elementary-middle school building administrator.

Officers must ~~H~~have previously been elected President or District Representative in a district.

Officers must be a current member of NAESP, AAESA, and CLAS.

Officers must maintain ~~C~~continuous active membership while serving in office.

Rationale: Membership in the National Association of Elementary School Principals is currently a requirement for District elected officers (President and District Representative). This essential connection should be noted just as specifically for the elected officers of AAESA to include President, Vice President, President-Elect, and CLAS Board Members.

Hacking Leadership

The latest edition of NAESP's #WebinarWednesday featured ways to begin your hacking leadership journey and join teachers, students, and parents in a collaborative effort to improve teaching and learning.

Joe Sanfelippo, superintendent of the Fall Creek School District (go Crickets!) in Fall Creek, Wisconsin, identifies 10 common problems principals face in their schools and offers innovative solutions—or hacks, as he calls them—that allow principals to be intentional about the work they do, open doors, and build culture. Here are some takeaways:

Pull away from day-to-day operations to identify problems. When you're fixated on what happens next, you don't get a chance to think about whether there's a better way to do things. Stepping back allows you to identify problems in your school and figure out the best way to fix them.

Build culture and relationships. Every time you connect with someone in your school community, you're building or killing culture. Think about what you do daily to build culture. If you can't think of much, here are a few ways to get started:

- Cover a class for a teacher. Get in there and show them you're on the same team.
- Start the day with two notes to staff members. Will you be able to do it every day? Probably not. But it's a good goal.

End your week by making five positive phone calls to parents. They'll appreciate the feedback, and you'll get to head into the weekend on a high note.

Open doors. There's a difference between "right and reality." What you know to be right might not be what others see as reality. "Flattening the walls" of your school means making sure people outside of the building know what's happening inside the building. Visibility creates credibility.

Download the [presentation](#) or view the [full webinar](#).

Federal Relations



David Fancher
Retired

The direction our country takes is decided by the state and federal officials we elect. The upcoming elections will be very telling about the direction our

state and country will be moving in. Find candidates that you believe in and support them. Communicate with them your support and what you want them to support. It seems that during election times is when candidates are most willing to listen and discuss policy with their constituents. Know that both state and federal policy can be shaped by you and your input.

The federal education issues have remained constant through the year. School safety and funding have remained the top issues. The Federal Commission on School Safety continues to meet. The commission is comprised of four members, the secretaries of; Education, Homeland Security, Health and Human Services and Jeff Sessions. There has been concern about the limited composition of the commission. However, the Commission has held several public listening sessions where parents and students have presented their ideas and concerns. NAESP Executive Director Earl Franks has also spoken to the Commission. They have also made site visits to schools and received testimony from principals who have been able to share their concerns and ideas. The Commission is not only looking at what can be done to make schools “hard” targets, but programs to address mental health and other underlying issues. They have also made it clear that gun control is not an issue they will deal with.

Federal funding of education is always an ongoing issue. Congress is hoping to have the fiscal year 2019 budget passed before the November elections. That could prove difficult to do. The FY18 budget was one of the best for education in the last few years. If this is to happen in FY19 our representatives need to hear from you. Title II funds have so far remained the same in the proposal, but Title II is a frequent target for elimination. This is federal funding that makes its way to the system and school funding level. Examples of what these funds are used for are very powerful in discussions with our representatives. Be sure that you know what these funds are used for in your system and share these examples.

An upcoming vote on The Promoting Real Opportunity, Success, and Prosperity through Education Reform (PROSPER) Act is expected soon. (Isn't it interesting how they come up with these catchy acronyms?) It is supposed to streamline the student aid system, eliminate burdensome regulations, and elevate postsecondary certification and job-training programs.

The bill passed through committee on a 23–17 vote completely on party lines. Concerns about the bill that it eliminates programs that support teacher and school leadership preparation at the higher ed level. It would also eliminate loan forgiveness for educators.

An attempt to include a voucher like program in the Military Education Savings Act was voted down. There is also growing concern at the federal level about teacher shortages and the increase in teacher walk-outs.

AAESA Membership



Matt Kiser
Edgemont Elementary
Homewood City

The start of the 2018-2019 school year has been awesome! There are so many

things going on in schools across Alabama. As we prepare for our best year yet, take a moment to identify new administrators, and some that have been in place, and encourage them to join AAESA. The benefits of an AAESA membership are many and can help school leaders maximize their unique leadership potential. In addition to AAESA membership, school leaders also have the opportunity to join the national

organization, NAESP. Both organizations provide members with dynamic professional learning opportunities, networking opportunities, and professional connections across the state and the country. It is worth noting that members of AAESA are on the front lines of networking and advocacy with legislators at the state and national levels. Our advocacy efforts are critical to ensuring that school in Alabama, and across the country, are represented in legislative processes. Registration packets have been mailed out and it is time to make sure you are taking advantage of all of the wonderful opportunities membership in these organizations can bring.

Timing Matters

Daniel Pink explains how principals can use the science of timing to set up students for success.

The latest edition of NAESP Radio is available on the [NAESP website](#). In “Timing Matters: Making Better, Smarter, and Shrewder Decisions,” NAESP Executive Director—and NAESP Radio host—L. Earl Franks, Ed.D., CAE, talks with Daniel Pink about how principals can use study results to be more deliberate with their scheduling and set up students for success.

Studies show students’ cognitive abilities change throughout the day.

For example, one study in the Los Angeles school system shows that students who study math earlier in the day have better grades and perform better on standardized tests than those who have math class later in the day.

Another survey, in Denmark, shows a similar pattern: Students who take standardized tests in the morning score higher than those who take them in the afternoon.

Knowing this, what can principals do to better set up students for success? Pink suggests they schedule analytical subjects earlier in the day. And when that’s not possible—because it’s not always possible—providing students with 20-minute breaks in the afternoon before they take tests helps them achieve higher scores.

Visit naesp.org/radio to listen to the full interview for more ideas.

Pink is an [author](#) of bestselling books about business, work, and behavior. His books include *When: The Scientific Secrets of Perfect Timing*, *Drive: The Surprising Truth About What Motivates Us*, and *To Sell Is Human: The Surprising Truth About Moving Others*.

National Distinguished Principal Process



Julie Pierce
Fairhope Elementary
Baldwin 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, 2019.

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 japierce@bcbe.org





Tricia Culpepper
District I
Cullman Primary
Cullman County

I hope everyone is enjoying their summer and making plans for the

beginning of school, it will be here soon! The CLAS annual convention was a well-organized event that was so beneficial to our profession. This professional development, combined with the opportunity to network with one another, was a highlight of my summer. We had a number of our District One members there and many attended the AAESA meeting on Monday afternoon.

District One President, Matt Scott from Creekside Elementary School and Michael South, District One Vice-President Forest Hills Elementary and I met during the conference and decided to set dates for our meetings for the year. This year, we will have

our three meetings at three different locations around our district. The first meeting will be September 27 in Huntsville,, on January 16, the meeting will be at Cullman City Primary at 8:00 and March 13 our meeting will be at Forest Hills Elementary School in Florence. We will determine the time for the March 13 meeting at a later date. I hope that by having the meetings in different areas of our district will give everyone the opportunity to attend at least one meeting.

Also, we will make plans to meet either during lunch or right after the first PSN (Principally Speaking Network) meeting in Huntsville. That meeting is scheduled for September 27, 2018.

I am always grateful this time of year to be able to start fresh with each school year. Please consider being an active partner in District One. We can grow and learn from each other to make our schools even better.

NAESP Urges Title IV Funds be used for Academic Enrichment and Mental Health Services, Not Guns

NAESP released the following statement on U.S. Secretary of Education Betsy DeVos's proposal to allow gun purchases and firearm training for educators with funds appropriated under Title IV, Part A of the Every Student Succeeds Act:

"While there are many allowable uses for Title IV (the Student Support and Academic Enrichment program), purchasing guns for educators is not one of them. Allowing funds for this purpose runs counter to the very spirit of the program and does not advance Title IV's intended goals. The focus of Title IV should remain on providing support to districts and schools to improve access to mental health, student well-being issues, as well as other important priorities like ensuring a well-rounded education for students through the expansion of arts, music, and STEM programs."

—Dateline NAESP



AAESA District Map

Nominating Committee

Nominating Committee Report

At the 2018 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 – 3 positions – 3 year terms (positions currently held by Charlie Gardner, Waller Martin and Judith Ross)

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

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.



Glenys Mason NAESP Convention Scholarship Application

This scholarship is available to AAESA members who have never attended a National Association of Elementary School Principals Convention. The \$800 scholarship is awarded to help pay for the expense of attending an NAESP Convention.

The selection will be made at AAESA Spring Executive Committee Meeting and announced at the AAESA General Business Meeting at the CLAS Summer Convention.

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 February 1, 2019.
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
February 1, 2019.**

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 # PO # Invoice To:
Payroll Deduction (authorization agreement must be signed below) PLEASE VERIFY SYSTEM PARTICIPATION
Visa/MasterCard/Discover

Card Number: CVV:
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

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

A. CLAS Membership - Required

Individual/Institutional \$284

B. State Affiliate Dues - At Least One Affiliate is Required

AAASP Active (Secondary Principals) \$95 Renew \$50 New
AAESA Active (Elementary Principals) \$106
AAMSP (Middle-Level Principals) \$60 Renew \$30 New
SSA (Superintendents) Must be approved 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

C. National Affiliate Dues - Optional

NAESP Active* (Elementary Principals) \$235
NAESP Institutional* (Elementary Principals, Transferrable) \$280
NAESP Assistant Principal* (Elementary Principals) \$195
ACTE (Career/Tech) \$80
CEC/CASE (Special Education) \$125
NASSP Active** (Secondary Principals) \$250 Renew \$215 New
NASSP Institutional** (Secondary Principals, Transferrable) \$250 Renew \$215 New

* NAESP Active, Institutional, and Assistant Principal 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

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

A. CLAS Membership - Required

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

B. State Affiliate Dues - Optional

AAASP Active (Secondary Principals) \$95 Renew \$50 New
AAASP Aspiring Admin (Secondary Principals) \$50 Renew \$30 New
AAESA Aspiring Admin (Elementary Principals) \$33
AAESA Emeritus (Elementary Principals, For Retirees Only) \$0
AAMSP (Middle-Level Principals) \$60 Renew \$30 New
SSA (Superintendents) Must be approved 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

C. National Affiliate Dues - Optional

NAESP Aspiring Administrator (Elementary Principals) \$80
NAESP Retired (Elementary Principals) \$80
ACTE (Career/Tech) \$80
CEC/CASE (Special Education) \$125
NASSP Retired (Secondary Principals) \$50

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
www.clasleaders.org



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