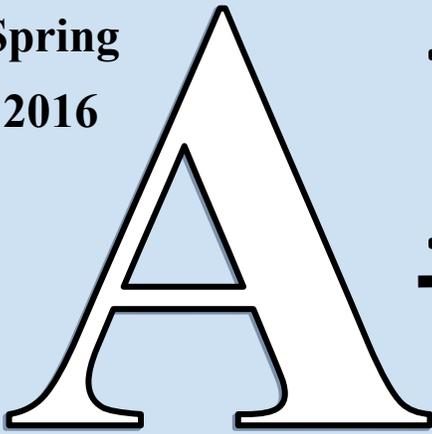


Spring  
2016



Vol. 64 No. 3

# Alabama

## Elementary Administrator



Datie Priest District I



Michele Adams District II



Jami Patrick District IV



Autumm Jeter District IV

### **2016 District Distinguished Principals**



Charles Gardner District V



Becky Comer District VIII



Chris Mitten District IX



Lauria Merritt District X

# President's Report

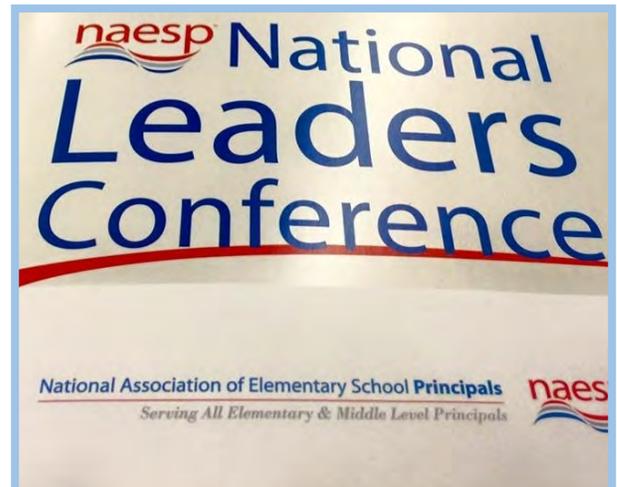


*Laurie King*  
*Crestline Elementary*  
*Mountain Brook City*

As the last few months of my term as AAESA President pass by, I am reminded of the need for more administrators to get involved in their state association. Alabama needs to hear our voices more now than ever. United, we can make a difference for Alabama's school leaders, teachers, and students. AAESA, our association, enables us to come together to advocate for what we know is needed in education. There is strength in numbers and our voices need to be heard.

AAESA brings administrators together to share and learn from each other. The networking opportunities are invaluable. Along with the networking opportunities, targeted professional development is planned to improve leadership and grow future administrators. The association provides various awards that provide much needed recognition among colleagues. Communication with our legislatures is coordinated in an effort to help them make informed decisions about education.

I was recently in a third grade classroom and they were reviewing vocabulary words. One of the words was "association". The teacher asked for a synonym and one student raised her hand and said "group". Another student jumped up and said, "An association is like your squad!".



# NAESP's National Leaders Conference



# Federal Relations



*David Fancher*

*Retired*

In March, your officers traveled to Washington D.C. to meet with our Congressional Representatives. With the long awaited reauthorization of “No Child Left Behind”, the

focus of their visit to the “Hill”, was the implementation of the “Every Child Succeeds Act”, called ESSA. One of the main areas of focus was to request the full funding of the act. Changes in Title I, Title II and Title IV, create great opportunities for our schools and state. These opportunities can only be fully implemented with proper funding. For example, the President's FY 2017 budget funds 50% of the funding authorized for Title IV. This level of funding does not meet the goals of ESSA. It also results in Title IV, going from a funding formula to a competitive one. This would have a significant impact on Alabama. Other items discussed included; full funding of IDEA and legislative support for bills to assist schools in dealing with mental health issues. Your officers made sure that the needs and concerns of Alabama’s elementary principals were heard.

Currently the Department of Education is developing the implementation plan for ESSA. They sought comment on how much they should clarify of the act and how much to leave alone. As you can imagine comments ranged from do nothing to exerting the department's full authority. Some main areas that clarification has been requested by different groups is in; regulations to ensure equity, strong graduation requirements and concern over the elimination of super sub groups where some feel that some minorities could be overlooked.

In the area of assessment, the department is entering into negotiated/associated rulemaking. A committee has been formed from a variety of organiza-

tions and groups to reach consensus on the rules. They will look at rules to:

1. Eliminate low quality and redundant assessments
2. Professional development on using assessments and improving instruction.
3. Increase timelines and transparency of assessments to parents and students.
4. Improve the quality of assessments.

Their report is due out in April.

The Senate should vote on a bipartisan compromise bill to renew child nutrition programs soon. The House has yet to take up child nutrition reauthorization, but may do so next month. The Senate bill largely preserves the current guidelines for healthy school meals, expands the farm-to-school program and enhances the summer food program.

Even with an annual face to face meeting, our elected officials need to hear from you throughout the year. They are always interested in what your thoughts and needs are. The advocacy section of the NAESP web site makes this easy. Enter your address and it will tell you who represents you and how to reach them. This being an election year, provides us with another great opportunity. As the candidates campaign for election, meet with them to get their thoughts and to share yours. Being able to vote and choose our leaders, is one of the foundations of our nation.



Alabama Elementary Administrator

# B.L.A.S.T is Out of this World



*Abby Hamilton*  
*Bay Minette*  
*Intermediate*  
*Baldwin County*

**B.L.A.S.T. is out of this world  
at Bay Minette Intermediate**

**School in Bay Minette, Alabama**

In the summer of 2015, Cindy Swafford approached Dr. Abby Hamilton, principal of Bay Minette Intermediate School, to explore the possibility of using the BMIS facility to house an afterschool Christian Club. Mrs. Swafford is a social worker who has a heart for children and teaching them the Bible. Dr. Hamilton was very open to the possibility and Mrs. Swafford in turn asked the pastor of New Life Baptist Church in Bay Minette, John Montalvo, if his church would be interested in sponsoring the Vacation Bible School type club. He was excited at the prospect, recruited several members of his congregation to map out a program, and B.L.A.S.T. was born. B.L.A.S.T. is an acronym for Building Lives Around Sound Truth.

The club meets weekly in the BMIS library from 3:00 until 4:15. They average 65 to 70 students per week and for the Christmas birthday party for Jesus there were 116 students in attendance. Students begin the meetings with a snack, they learn Bible verses, hear Bible stories, have prayer time, and play games. Memory verses are reinforced through games where students win tickets that can be redeemed for prizes.

Dr. Hamilton said in an interview that B.L.A.S.T. has been very successful in many ways. The club has generated positive publicity, fostered good will in the

community, and received accolades from parents. Pastor Montalvo says that he and his staff have enjoyed working with the students. The oldest volunteer is ninety-eight-year-old “Miss Viola” who rarely misses a club meeting. The Bay Minette Parent Teacher Organization President, Elizabeth Day, was happy to organize willing parents to help provide snacks for the group. She said that the club filled a big need in the community.

Bay Minette Intermediate School is in its second year using the “Leader in Me” model with the intent of educating the “whole child” and preparing them for life. Dr. Hamilton believes that the club has been beneficial in helping teach the seven habits of highly effective people which are 1-Be Proactive, 2-Begin With the End in Mind, 3-Put First Things First, 4-Think Win-Win, 5-Seek First to Understand, Then to be Understood, 6- Synergize, and 7-Sharpen the Saw. The club has also helped develop compassion and respect in its students. The students who participate look forward to their meetings and many have asked if they



could meet more than once a week. Dr. Hamilton says that the group is a win-win project.

# B.L.A.S.T is Out of this World Continued



# Congratulations Newly Elected Officers



**Frances Finney**  
**Vice-President Elect**



**Laura Ware**  
**NAESP Representative**



**Waller Martin**  
**CLAS Board**

**Judith Ross**  
**CLAS Board**



**Charles Gardner**  
**CLAS Board**



# Great Time to Jump on Board



*Jim Chesnutt*  
*AAESA Assistant*  
*Executive Director*

## Great time to jump on board!

AAESA just held its annual election to select officers and our representatives on the CLAS Board of

Directors. As in the past we have another group of great leaders for our association who will lead us for the next several years. Of course we were going to be in great shape no matter who won! All those who put their name in to run for one of these spots would have been great. We are very fortunate to have quality members get this involved in AAESA.

That doesn't happen overnight. Everyone who gets elected for one of our state level offices started with that first meeting. Probably a district level meeting when someone invited them to attend. Once you attend a district meeting you can get hooked in a hurry.

There is just something about being in a group of people who do the same thing you do. It's not something that you can replicate with social media either. Being together face to face is the type of networking we need more than a "like" on our Facebook page. I hear that's not true of our younger generation, but if you ask me, it is. What I see with our young principals is much of what I saw 26 years ago when I was just a beginning principal. I wanted to listen to those who had experience, ask them questions and run situations by them to see how they would handle something in their buildings. It was the best way to learn and taught me what true networking is.

After the district meeting gets you hooked on AAESA, you will see it as your professional association. You attend our fall conference as well as the CLAS convention and more district meetings and maybe a national convention. Then you start to be more involved and want to participate at a higher level.

How does that work? All of the officers just elected started out as district officers, in fact it is a requirement to have served at the district level before you can run for a state office. By serving at the district level and on the AAESA Executive Board you learn the inner workings of the association. Then you are ready to run for state office.

I guess what I'm trying to say is "jump on board" and be a part of your professional association AAESA/NAESP (we are joined with the National Association of Elementary School Principals). Most of our districts will have one more meeting to end the year so look for meeting announcements in your district. If you need to know your district office go to the CLAS website [www.clasleaders.org](http://www.clasleaders.org) and look under affiliates and click on AAESA.

Get involved, get face to face with your peers and look at being a part of what our officers are doing to keep AAESA strong!

I would also like to thank the **officers** of AAESA for the giving their time, energy and expertise to us.

Laurie King	President
Chris Mitten	President – Elect
Autumm Jeter	Vice President
Christie Mitten	NAESP Representative

## CLAS Board of Directors

Chris Mitten  
Deborah Fletcher  
Frances Finney  
Autumm Jeter  
Judith Ross  
Charlie Gardner

Thanks to all of you for what you do. I do hope you will become more active in AAESA.

**"Jump on board"!**

# Welcome New Members

<b>District 1</b>		Stacy Watts	Boaz City Schools
Linda D'Antonio	Decatur City Schools	Jordan Weathers	Calhoun County Schools
Laurie Fowler	Florence City Schools	<b>District 6</b>	
Larry Grantham	Cullman County Schools	Carolyn Keasal	Selma City Schools
Sherri Matthews	Lauderdale County Schools	Jenny Limbaugh	Dallas County Schools
Felicia Phillips	Retired	<b>District 7</b>	
Micah Rice	Cullman County Schools	Andy Caves	Alexander City Schools
Jeff Scott	Winston County Schools	Jennifer Goodwin	Lee County Schools
Paula Young	Russellville City Schools	Andre Hodges	Montgomery County Schools
<b>District 2</b>		Jacob Johnson	Russell County Schools
Donna Breland	Mobile County Schools	Sean Kreauter	Elmore County Schools
Laura Carter-Walker	Mobile County Schools	Linda Searby	Auburn University
Lynn Huey	Mobile County Schools	Paula Thompson	Russell County Schools
Debra Reynolds	Satsuma City Schools	<b>District 8</b>	
<b>District 3</b>		Leigh Ann Rowland	Escambia County Schools
Ronika Amerson	Tuscaloosa City Schools	Sabrina Wilson	Escambia County Schools
Merideth Buzbee	Walker County Schools	<b>District 9</b>	
Valerie Carter-Jackson	Pickens County Schools	Matt Barton	Enterprise City Schools
<b>District 4</b>		Karl Bledsoe	Elba City Schools
Tygar Evans	Trussville City Schools	Emma Fluker	Troy City Schools
Chase Holden	Pelham City Schools	Dusty McKinley	Houston County Schools
Armentress Robinson	Bessemer City Schools	Ivy Murry	Enterprise City Schools
Carnell Spradlin	Blount County Schools	Angela Thomas	Houston County Schools
Wendy Story	Homewood City Schools	Jennifer Williams	Dothan City Schools
Laura Tate	Homewood City Schools	<b>District 10</b>	
Maggie Todd	Birmingham City Schools	James Brooks	Jackson County Schools
Alicica' Washington	Birmingham City Schools	Rebecca Ducote	Madison County Schools
<b>District 5</b>		Gerald Franks	Madison City Schools
Miranda Battles	Albertville City Schools	Renee Headen	Madison County Schools
Anna Hairston	Dekalb County Schools	Tammy Jones	Madison City Schools
Linda Haynes	Talladega City Schools	Michele Kinney	Private School
Josh Walker	Albertville City Schools	Missy Lusk	Madison County Schools
Jeremy Wallace	Calhoun County Schools	Laura Minor	Madison City Schools

# Somerville Road Targets Struggling Readers



*Theodoria Jackson*  
*Somerville Elementary*  
*Decatur City*

The faculty and staff of Somerville Road Elementary have set a challenge for themselves both collec-

tively and individually to address the needs of students who have low proficiency reading skills. Our staff works diligently to not only address the issues that our identified low proficiency readers have, but to identify other students who may need special attention as well. Through experience, Somerville Road teachers have learned that direct, intensive intervention combined with proven programs is an effective approach; teaching down to a lower level has proven to be far less effective for the long term benefit of our students. Effective remediation builds on necessary components that allow students to gain skills that are required for their reading abilities to advance.

Somerville Road teachers employ many methods to assist in the development of our students' reading abilities. Reading intervention is provided throughout the day in small instructional group settings as well as in our after school tutoring program. Each day we provide our kindergarten through 5<sup>th</sup> grade students with 90 minutes of "whole group" instruction using our Wonders Reading Program. Somerville Road also provides 30 minutes of "small group" reading intervention for the same students. Students may also attend a one hour after-school tutoring program that uti-

lizes technology, games, independent and direct small group reading instruction. Some of the methods employed are unique while others may not be so unique; but in concert, the methods have proven to be successful.

Our reading coach plays an integral role in our reading intervention program. Many of our students have a very difficult time learning to read using traditional methods of teaching. That's where our reading coach is most needed. In order to get maximum impact in training sessions, the reading coach makes sure that she works with very small groups; this allows her to provide one on one attention to the students who need it. The reading coach also dedicates a tremendous amount of time and effort to provide specialized instruction to our students who are dyslexic.

Somerville Road Elementary uses "rewards" as a tool to motivate students to become more active participants in the reading initiative. The "rewards" program allows students who take part in the program to shop in the Accelerated Reading Store (AR Store). Each month students are allowed to shop using points earned from independent reading and books read in class to purchase toys and games. This part of our reading program gives students an incentive to read more often. This process also has promoted reading throughout our entire building as an added incentive we have a school-wide AR scoreboard that allows everyone to see the progress of each class. The competition generated by this program stimulates reading among the classes; it also creates a sense of accomplishment for both the stu-

# Somerville Road Targets Struggling Readers Cont'd

dents and the teachers.

Our faculty and staff ensure that our children acquire a sound foundation for a lifetime of learning and achievement. Our first state mandated test in the Spring of 2014 showed that the majority of our students were reading below the statewide average and as many as 1/3 were not meeting the academic standards in reading. When our students were tested in the spring of 2015 the results indicated that our students were scoring at a higher level than the previous year and more students were meeting the academic standards in reading. Our approach is very simple: Effective Remediation + Teaching = Reading Success. Our focus is to make every reading experience a successful experience for our students. Our goal is to make our students hunger for the reading experience.



# Executive Director's Report



***Earl Franks***  
***AAESA Executive***  
***Director***

**In the NAESP publication, *The K-8 Principal in 2008, a 10-Year Study*, Eighth in a Series of Research Studies Launched in 1928, I was interested in the**

*comparison to current K-8 principals. It was mentioned in the forward that this publication was, “the*

*first study conducted since the beginning of the 21st Century.” Additionally, “to commemorate this milestone, our author revisited many of our previous studies to compare their findings with those of the 2008 survey.” Author Nancy Protheroe began the publication by detailing, “The Typical Elementary School Principal Today.”*

*For comparative purposes to your responsibilities as a 2016 K-8 administrator, I have created a chart which highlights the typical elementary school principal in 2008. Your assignment is to check the appropriate yes/no box that corresponds to your current personal demographics and positional situation. Enjoy the comparisons!*

<b><i>Data Collected in 2008</i></b>	<b><i>Yes, that describes me and/or my current situation</i></b>	<b><i>No, this does not describe me and/or my current situation</i></b>
<i>1. Principals are high achievers.</i>		
<i>2. I am a female.</i>		
<i>3. I am white.</i>		
<i>4. I am 50 years old.</i>		
<i>5. I could retire in 9 years.</i>		
<i>6. My use of assessment data for instructional planning has increased substantially over the past few years.</i>		
<i>7. I have primary responsibility for supervision and evaluation of staff as well as for selection of teachers.</i>		
<i>8. I have good relationships with students, teachers, and central office staff members.</i>		
<i>9. I was appointed to my first principalship when I was 40 years old.</i>		
<i>10. I have been a principal for 10 years.</i>		
<i>11. I have been a principal in my current school for 6 years.</i>		
<i>12. I was a teacher at the elementary level prior to becoming a principal.</i>		
<i>13. In total, I have 25 years of experience in education.</i>		
<i>14. I have a master's degree.</i>		
<i>15. I belong to my state association and NAESP.</i>		

# Executive Director's Report Continued

16. The principalship is my sole responsibility.		
17. An assistant principal is not assigned to my building.		
18. My school has an enrollment of 450 students.		
19. Tenure is not available to me.		
20. I am evaluated annually.		
21. Student performance results are taken into account in my evaluation.		
22. Goal setting is part of my evaluation.		
23. I am held accountable for progress toward meeting these goals.		
24. Portfolio assessment is not an option for me as part of the evaluation process.		
25. I have a 12-month contract.		
26. On average, I work 56 hours per week.		
27. My annual salary is \$84,506.		
28. Incentive pay is not available to me.		
29. My morale is high.		
30. If I were starting out all over again, I would choose to be an elementary school principal.		
<b>TOTALS:</b>		



**Lead. Learn.  
Light the Way!**

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 \*Four or more from the same school district, and one attendee must be an NAESP member

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Daniel Goleman   Russ Quaglia   Pedro Noguera

**July 6-8, 2016 • Gaylord National Resort and Convention Center**

# Executive Director's Report Continued

Let's look at some facts from 1958, 2008 and see how they compare to your situation today.

<i>Data Collected in 1958</i>	<i>Data Collected in 2008</i>	<i>Yes, that describes me and/or my current situation</i>	<i>No, this does not describe me and/or my current situation</i>
<i>1. I work 9.2 hours on an average work day.</i>	<i>1. I work 9.8 hours on an average work day.</i>		
<i>2. I devote 4.9 hours to the job on evenings and weekends.</i>	<i>2. I devote 6.9 hours to the job on evenings and weekends.</i>		
<i>3. My average work week is 51 hours.</i>	<i>3. My average work week is 56 hours.</i>		
<i>4. My annual salary is \$6,600</i>	<i>4. My annual salary is \$84, 506.</i>		
<i>5. I am 46 years old.</i>	<i>5. I am 50 years old.</i>		
<i>6. 9 of every 10 said they would become an elementary principal again.</i>	<i>6. 9 of every 10 said they would become an elementary principal again.</i>		
<b>TOTALS:</b>			

*How do you compare to the "average" 2008 principal? What about those serving as a principal in 1958? Regardless of the comparisons, an old saying comes to mind, "the more things change the more they stay the same." Ironically, Protheroe noted, "21% of the 1958 respondents said they had no education related to elementary school administration before becoming an elementary school principal."*

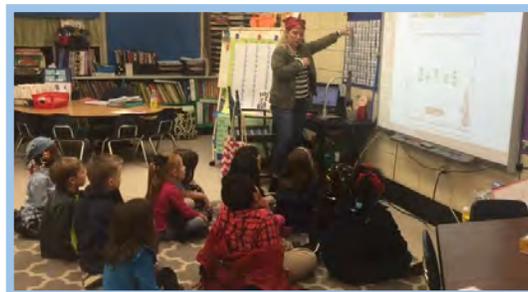
*In closing, please know how much I appreciate your commitment and passion to the students in your school. Additionally, I sincerely hope you checked the yes box on question 30; "If I were starting out all over again, I would choose to be an elementary school principal." Until next time, keep up the important work and thanks for being an elementary school leader!*

## District II News

### Echold-Mertz Magnet School

#### S.T.E.M

Echold-Mertz Magnet School holds their Science, Technology, Engineering and Math (S.T.E.M.) club meetings each Wednesday after school. Recently, S.T.E.M. club members worked in teams applying the engineering design process to design a statute display tower that would meet a set of criteria and constraints. The tower had to support the weight of the tower or small stuffed animal for 10 seconds or longer. The team members were given materials to construct their prototype, test it and resign it, if necessary. Team members were responsible for keeping track of materials used and were responsible for calculating the total cost of their final design. The team that was able to produce the tower with the lowest score was awarded the contract.



The tech team worked for weeks to prepare for this event. Kindergarten and First grade students worked with the program Kodable to learn computer science. It was a huge learning experience for everyone, and Mrs. LiCalsi could not have been any prouder of her team.

### E.R. Dickson Elementary

#### Hour of Code

Squeals of delight emanated from students at E.R. Dickson Elementary during their Hour of Code. They were working in collaborative teams, challenging themselves to move characters through mazes, while also learning basic computer programming. They joined over 20 million others in the worldwide initiative, organized primarily by [Code.org](http://Code.org). Code.org is so committed to the



importance of teaching children computer science that the organization offers incentives to teachers willing to give their students an "Hour of Code." This year at E.R. Dickson, Mrs. LiCalsi's Technology Team became the teachers of the school and led the classes through an Hour of Code.

### Nan Gray Davis Elementary

#### "Moms, Dads, Dice and Desserts "

On Monday, January 25, 2016, Nan Gray Davis celebrated the 100<sup>th</sup> day of school by holding its annual Family Math Night. Teachers, parents, and students came dressed as pirates and ready to participate in math games. At the end of the evening, students were rewarded with a treasure of desserts to be shared with their family.



Marcelete Stewart  
Robbins Elementary  
Mobile County

# District News Continued

## District IV News

District IV meetings are being held in our schools which has greatly improved attendance! In September, we gathered at Glen Iris Elementary and listened to Alyson Grizzle with the Alabama State Department of Educator Effectiveness Department. We met Dr. Kelley Castlin-Gacutan, Birmingham's Superintendent. In October, Dr. Kathy Murphy welcomed us to Hoover City Schools when we met at Rocky Ridge Elementary School. Dr. Tommy Bice was our guest speaker. He was as energetic and dedicated as ever, and we are so sad that he has chosen to retire as our leader, but we wish him well, and we offer our expertise and assistance to him whenever he needs it.

Congratulations to Dr. Autumn Jeter, from Paine Intermediate who is in the top three candidates for National Distinguished Principal! We wish her the best!

Frances Finney  
Gresham Elementary  
Jefferson County

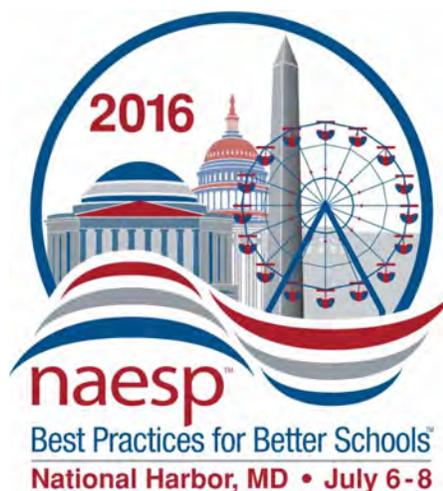


## UPCOMING EVENTS

### **NAESP Convention**

July 6-8, 2016

Gaylord National Resort  
National Harbor, Maryland



### **AAESA/AASCD**

### **Fall Instructional Leadership Conference**

October 23-25, 2016

Hyatt Regency -The Wynfrey Hotel  
Birmingham, Alabama





Join more than 1,500 of your colleagues and America's most influential Pre-K-8 leaders at the NAESP's Best Practices for Better Schools Conference! You'll discover how innovative principals, and early education leaders, find and implement effective solutions to the challenges facing today's elementary and middle schools.

## Keynote Speakers

### Opening Session

**July 6, 10:00 – 11:30 a.m.**

**Leadership: The Power of**



**Emotional Intelligence**  
In this fascinating session, **Dan Goleman**

will focus on the role of a principal's self-awareness in managing his/her own career, and will provide practical tools for self-regulation to stay calm under pressure.

### Second Session

**July 7, 10:00 – 11:30 a.m.**



**Principal Voice: The Power to Listen, Learn, and Lead**

**Russ Quaglia** is recognized globally as a pioneer in education. He is known for his unwavering dedication to the voice that principals need to ensure that all students and staff are reaching their fullest academic, personal, and social potential.

### Closing Session

**July 8, 11:30 a.m. - 1:00 p.m.**

**Challenging Racial Inequality in Our Schools**



**Pedro Noguera**, will examine how schools are influenced by social and economic conditions in the urban

environment. What are the challenges they face in providing safe, academically rewarding environments? He will unveil the solutions that are working to overcome them.

## Speaker Series

NAESP's Speaker provides principals and assistant principals the opportunity to have engaging interactions with experts and practitioners who will inspire greatness!



**Building Instructional Leadership Capacity**  
**Wednesday, July 6, 2016**  
**1:45 p.m. 3:15 p.m.**  
Presenters: Phyllis

Pajardo and Ann Cunningham-Morris



**The First Year: How to Help Beginning Teachers**

**Move from Surviving To Thriving**  
**Wednesday, July 6, 2016, 8:00 a.m. - 9:30 a.m.**  
Presenters: Todd Whitaker, Madeline Whitaker, and Katherine Whitaker



**Critical Leadership Questions for Inspiring Schoolwide Excellence**

**Thursday, July 7, 2016, 3:30-5:00 p.m.**  
Presenter: Baruti Kafele

**Register online at: [naespconference.org](http://naespconference.org)**

Don't miss these special events, too, and join us on Twitter - #naesp16:



## Ed Camp

**Tuesday, July 5, 2016**

This experience will take place on July 5, 2016 as a preconference opportunity. It will follow the Edcamp Powering Up Professional Learning Model and all participants will come prepared to fill an evolving agenda with discussions around topics that are most closely aligned with their needs. It will be free and open to everyone!

## Night Out @ Nats Park

**Tuesday, July 5, 2016**

Enjoy the company of your fellow colleagues at a night out @ Nats Park. Bring the entire family and enjoy an evening out before the conference. Ticket includes:

- admission to the game
- transportation to and from Nats Stadium
- and a voucher for food.



## NAESP Bookstore & Book signings

**Wednesday, July 6 – Friday, July 8**

Meet speakers and authors face-to-face and buy books for your professional and personal library as well gifts to bring home to your staff.

Schedule for book signings will be available on the Conference app and online.

## Tours of D.C.

There are so many options in the Washington, D.C. area to see and visit! We have selected some of the best customized tours for you and your family to enjoy. Select as many tours as you wish. Pricing is on a per person basis. All tours will include transportation to and from the Gaylord National Resort, a professional guide and any admission fees!



**Register online at: [naespconference.org](http://naespconference.org)**



## Alabama Association of Elementary School Administrators

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Fax: (334) 265-3611

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

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