Alabama’s 2018 National Distinguished Principal

Waller Martin
Congratulations Alabama District Distinguished Principals

District I
Theodoria Jackson
Somerville Road Elementary
Decatur City

District II
Susanne Crist
Dodge Elementary
Mobile County

District IV
Autumn Jeter
Magnolia Elementary
Trussville City

District V
Tanya Clark
John S. Jones Elementary
Etowah County

District VII
Joe Ross
Carver Primary
Opelika City

District VIII
Susan Runnels
Elsanor Elementary
Baldwin County

District IX
Waller Martin
Enterprise Early Education
Enterprise City

District X
Lauria Merritt
Bridgeport Elementary
Jackson County
Meet Your New AAESA President

Frances Finney
Fultondale Elementary
Jefferson County

Fultondale Elementary School in Jefferson County is honored to share Mrs. Frances R. Finney’s talents as the next Alabama Association of Elementary School Administrators’ President! Mrs. Finney is Alabama’s 2014 National Distinguished Principal, and she plans to continue the work of her predecessor, Dr. Autumn Jetter, and others before her to build community across the state, and especially within our organization. We need members to join together collaborating, learning, and building relationships with each other so that we can do the same within our own school buildings.

A favorite quote in guiding her faculty and staff to excel comes from Successories that says, “When a collection of brilliant minds, hearts and talents come together...expect a masterpiece.” She believes “high expectations and consistency are essential to becoming a great school, which takes continued efforts and support from each other to succeed. Students and staff have to trust you, know you care, and believe you will follow through with the expectations set for them.” She will do anything to motivate her student and staff. Her dedication is evident through providing varied adult learning to ensure teacher mastery, and opportunities for teachers to share their skills with others. At Fultondale Elementary they use the hashtag #IAGDTBAFW. “It’s a Great Day To Be A Fultondale Wildcat!” Everyone understands that we need to work together, look for positive happenings going on in the building, and be kind in order to be successful. It truly gets everyone smiling!

Mrs. Finney is currently serving on the CLAS Board of Directors and will begin her second term as a CLAS Board member this school year. She has been on the AAESA Board for three years, and has been an active member of CLAS, AAESA, District IV, and ASCD since 2004. Frances has served as an officer for District IV several years. She is a trained Principal Mentor for National Association for Elementary School Principals (NAESP) and an Alabama New Principal Mentor (ANPMP). She has been trained in SREB Literacy Design and Math Design Collaborative (LDC & MDC), Fultondale Elementary being the first elementary school pilot in Jefferson County; participated in Key Leaders Network (KLN), Powerful Conversations Network (PCN), and is Treasurer in the local Administrator's Association. Frances participates in many opportunities provided by Jefferson County including Feeder Pattern Work, Leadership Matters, book studies, and Continuous Improvement Leadership Team (CILT).

Mrs. Finney looks forward to having the opportunity to collaborate with principals from all over the country being an advocated for Alabama elementary principals and students in this new position.
The NAESP hosted leaders from all over the United States March 18th-21st 2018 for the National Leaders Conference. During the visit to Washington, members of the NAESP were provided with dynamic professional development related to pertinent topics for elementary leaders. It is estimated that over 200 Elementary and Middle School leaders participated in the conference this year. During the three-day event, participants were able to hear speakers from across the country discussing timely topics spanning from general best practices in school leadership, policy development, and key research pertinent to current leaders. Members of the NAESP were able to meet with representatives from the House of Representatives and the Senate to discuss key topics relevant to public education in our state and across the country. Based on the advocacy efforts of leaders from across the country, the efforts of the NAESP were able to help bring about legislation that positively impacts federal education funding, specifically in regards to Title I and Title II funding. From a national perspective, the synergy shown between state education leaders and members of the federal government was something we can all be proud of.

As we look towards the summer, please make efforts to attend the National Principal’s Conference in Orlando, Florida July 9th-11th at the Orlando World Center Marriott. The keynote speaker of the event will be Daniel Pink. Mr. Pink will be examining the art of timing based on his book, WHEN: The Scientific Secrets of Perfect Timing. AAESA members Dr. Matt Kiser and Mrs. Laura Tate will be presenting at the conference regarding the use of social media a means of branding your school or school district. The NAESP has a wonderful lineup of speakers and presenters that will be able to meet the needs of modern educational leaders. Make sure to register for this wonderful event!
Yet. What a powerful, profound, three-letter word! “Yet” implies something that will or may happen in the future. I believe strongly in the power of “yet” for students, teachers, and stakeholders who are digging in to impact the future in a positive way.

While in a perfect world every public school would be clicking on all cylinders with smooth sailing on every front, this simply isn’t the case. It’s not our current reality. We have to confront the brutal facts if sustained progress is to occur. Looking the other way, ignoring data, sticking our heads in the sand, or making excuses won’t change anything. We know this, whether we admit it to ourselves or others. Of course, there are many valid points for why it isn’t all unicorns and rainbows. But, after all is said and done, we have to get more done! We can work to shift fixed mindsets that focus and dwell on barriers and obstacles and roll our sleeves up to do something about them. Challenges and barriers are real, and we have to zero in and ask the hard question of what are we going to do about those barriers?

When we ask the question and work as mission-minded teams to come up with solutions that work for our local schools, we can and will provide better outcomes for kids, families, schools, and ultimately communities.

Yes, it’s true—we aren’t there….yet. But, we will get there whenever we choose to start—and maintain—the process of improvement with a precise focus on strategies that work. In fact, many are making that choice right now, and are doing so each day.

Here’s a little secret: Hope is a powerful, powerful thing, y’all.

Yes, there are proven, research-backed ways to improve outcomes for kids that really work, regardless of the barriers you may be facing. These aren’t “pie in the sky” theories that the naysayers scoff with whispers of “that will never work in my school.” Well, they might still say that, but evidence and data will prove them wrong!

As professionals, we owe it to those we serve to accept the responsibility do the “Whatever it takes” mindset, and also, what this means for our daily practices.

Here are a few points to reflect upon that are time-tested, powerful, and impactful for school leaders.

- **Relationships are really, really important.** Kids need to know that their teachers care about them, and teachers need to know that administrators care about them. Parents need to feel connected to schools. Building a culture that values community and is focused on common mission and purpose is crucial. How can this be done? One tangible way is to make it a personal goal to outserve everyone else. In our “me-first” society this is a completely counter-cultural idea, but it works. Identifying your school’s set-point for quality, positive relationships is crucial to
sustain improvement. To quote Todd Whitaker, “culture trumps content.”

- **There is no substitute for quality classroom instruction.** None. This fact has been proven over and over again through decades of research. For school leaders, building a collaborative culture with high expectations for everyone—students, teachers, parents, and themselves—is a cornerstone for effectiveness. One of the most powerful ways to truly love students is for teachers to provide all students with consistent, quality classroom instruction that will provide them the tools they need to be successful in our ever-changing world. How it this done? It starts by hiring well. It includes providing meaningful, sustained professional learning opportunities for teachers, and consistently using reflective practices and multiple data points to see what’s working and what needs to be changed. Sometimes those changes are processes, sometimes it’s instructional methods, and sometimes... it’s people.

- **Grit is real.** Inevitably, we all have setbacks, frustrating days, and challenges that are tough to overcome. But, progress is made as we put one foot in front of the other and simply keep going with a sense of urgency. Yes, failure will come, but it should be viewed through the lens, belief, and mindset that we haven’t succeeded...yet. With that said, when the setbacks happen, failing to change and adapt in a timely manner and with a heightened sense of urgency and a targeted plan just isn’t ok. In fact, it’s educational malpractice.

- **Structures and processes are important.** While flexibility and freedom is important to organizational growth to allow for adapting to needs, effective processes and structures that provide direction and clarity for everyone involved in working with students is a big deal. What does this look like? Instructional improvement plans that aren’t full of jargon that can be understood and consistently implemented is a start. Curriculum maps aligned to standards with common assessment practices is another.

- **Quality leadership matters...a lot.** In schools and districts that move forward in a positive way and sustain positive outcomes for students, a common denominator is effective, quality leadership. Core values of integrity, honesty, and trustworthiness never go out of style, and they are common in high performing, high achieving schools and districts.

When those rough days come, and they will, it’s important to remember that our kids are worth the time, energy, and effort. It’s important to celebrate the little and big successes that are happening and use those as momentum to keep “failing forward.” We must never forget that the mission we have is too important for failure to be an option.
School safety continues as a top concern of our nation. The President has formed a Commission on School Safety. The Commission has been charged with quickly providing meaningful and actionable recommendations to keep students safe at school. The commission is chaired by Education Secretary Betsy DeVos. Surprisingly there are only three other members of the commission. They are, Health and Human Services Secretary Alex Azar, Department of Homeland Security Secretary Kirstjen Nielsen and Attorney General Jeff Sessions. In interviews DeVos has stated that “The limited membership is intended to avoid the commission getting "bogged down in a lot of bureaucracy," The lack of practitioners on the committee is causing concern about hearing the voices of teachers, principals, students and parents. The Secretaries response to these concerns is that they will be inviting and having forums and meetings with a wide variety of experts, not only here but across the country. The 2018 budget that was passed funded the STOP School Violence Act at $75 million and $100 Million for 2019. These funds are to be used for prevention and training. If you would like to share your thoughts on school safety, you can email them to safety@ed.gov.

The recent passing of the 2018 budget was seen as one of the best in recent times for education. The President though is no happy with many of the increases in funding in the 2018 budget. The President can submit a Revision Resolution Amendment to Congress for their approval. This would be used to pull back funding in certain areas designated by the President. It is thought that the focus would be on foreign aid, but it could be any federal agency. If this resolution is proposed many members of Congress feel that it will be D.O.A. on arrival.

The expansion of a voucher program continues to a focus of the Administration. Attempts at this and to make Title I funds portable have been voted down when presented as a budget item. However, the recent changes in the tax code did include a change in 529 plans. This is a tax exempt saving program to pay for college. The change in the code now allows the funds to also be used for K-12 private tuition. In another attempt to expand the voucher program changes are being proposed most likely through the National Defense Authorization Act. This would be done through the Military Education Savings Account Act. It would allow the portability of funds for families to use Federal Impact Funds as vouchers for a variety of educational services including private schools. Impact funds are the funds provided to schools that are impacted by the presence of a federal facilities such as military bases, Indian reservations, etc. These are facilities that cannot be taxed. The change in 529 plans and these proposed changes are basically seen as assisting the wealthier individuals. This because the plans would not cover the full cost of a private education.

To stay up to date on the most recent federal news be sure to make use of the NAESP website. Go to the advocacy section to see video updates, newsletters and training webinars. With the upcoming election primaries in Alabama, be sure to be an informed voter. Your Congressmen and their opponents will be out campaigning. See what they are saying and make an informed choice and then be sure to Vote! As you’ve seen in recent elections, who wins the election can be decide by a very small margin.
Wow! It has been a whirlwind for us at CLAS this year! It is hard to believe it, but the school year is all but over. I hope you all have had a great year, and I hope everyone has a fabulous ending to the school year. In the meantime, let’s review the 2017-2018 school year.

July seems like years ago, but it has only been 10 months. In retrospect, July was a VERY calm month compared to EVERY other month. July was our first month together, and we were able to take a large group of elementary, middle, and high school principals to the National Principal’s Conference in Philadelphia, MS. It was a gamble, but we had a blast and learned many new things. We also learned that leaders in Alabama can “hang” with the best and brightest in the world of educational leadership. This is not news to me, but it did help me realize that we must be intentional about putting our leaders doing great things in front of our members every time we get a chance. (Note: I am checking to see if you are paying attention. We did not go to Mississippi; we went to Pennsylvania.

August began and so did school. Looking back, this was impactful in our family as we started the year with a high school senior and high school freshman. It had been a very long time since we had two students in the same school, and aside from the fact that our senior was two months into senioritis on the first day of school, it has been a very good year.

The calendar turned to September, and our districts began the first round of meetings. Rickey Darby and I worked very hard to get to as many district meetings as possible, and we thoroughly enjoyed meeting everyone and seeing the beauty in our state as we travelled. On a related note, we are working to help each district secure a sponsor for the local meetings. Rickey Darby and I will be working with district presidents on this issue.

By the time October rolled around, I had already travelled many miles around the state. It was great to visit different parts of the state during the fall. If you have not done so, I encourage you to drive from Auburn to Gadsden up Highway 431. Wow! Lafayette, Roanoke, Wedowee, and Chulafinnee are all beautiful places to visit. The fall foliage and beautiful countryside made this a wonderful drive during the early morning hours in October.

November arrived and with it the Fall Instructional Leaders Conference. The FILC, as it is affectionately known, was a great event chocked full of local, regional and national speakers. Rickey Darby is to be commended for the hard work he did with partners to make this a great event. We are busy working on the 2018 Fall Conference, and we are hopeful that it will be even better than last year.

December came and went before I could blink. I think we had a great month, but I’m not quite certain as it really is a blur at this point. However, I am quite certain that we did have a December. If I can remember any of the actual events that occurred during this month prior to finishing this article, I will come back and put them in when I edit.

January was just yesterday, wasn’t it? January is typically the longest month of the year due to educators being paid WAY back in mid-December. Really, what other profession gets to make a monthly paycheck last for 45 days? Oh, by the way, Christmas, New Year’s,
bowl season, family gatherings, and many other activities occur during this 45 day-period as well. So, yes, January is a LONG month. However, we still had great activity in January. Our Assistant Principal Conferences began in January. Additionally, we had the Aspiring Administrator Conference in January as well. How could we possible forget that the 2018 Legislative Session began in January too. Holy cow, Batman, January was busy!

We skipped February as everyone was tired.*

With apologies to the age-old idiom, March came in like a lion, and went out like an angry lion. As usual, we were busy with many events in March, and you were too. Add in the fact that everyone began the Spring Break rotation during March, and you realize that March was a whirlwind. My favorite part of March was driving to Enterprise, Alabama, to surprise the National Distinguished Principal, Waller Martin. It was a GREAT event, and we are thankful to everyone involved in helping make this a wonderful time for Waller and his family. We could not have done this without the help of our Keystone Partner for the NDP – Classworks. Classworks has long been a huge supporter of principals in Alabama, and they continue to support the work you all do on a regular basis. Additionally, we were able to drive to Homewood, Alabama, to surprise the Elementary Assistant Principal of the Year, Laura Tate. Like Waller, Laura has done an excellent job, and represents the state of Alabama very well. Oh, did I mention the legislature was still in session? The month ended, and so did the legislative session. Thankfully, we were able to get a good budget for education, a raise for school personnel, and more money in the classrooms.

April was spent finishing up the year with great lunch and learns, leadership institutes, and district meetings. Additionally, April was spent working on the 2018 CLAS Convention. We are VERY excited about the conference, and we know that you will enjoy all the events we have planned for you. One component that we want all our members to consider is the need for interaction with our partners. CLAS would not be able to provide the great events we do without the help of our partners. Likewise, our partners cannot survive without connections and relationships with you. We encourage you to take the time to visit our partners and meet with them during the convention. To that end, we have provided ample time for you to do just that. As an incentive to visit, we are giving away prizes during the partner time. We hope that you will enjoy this new twist to our convention.

By the time you read this, we will be in the month of May, and you will be working on the end of school. I hope that you all have a GREAT end to the 2017-2018 school year! Thank you all for the job you do daily to meet the needs of your stakeholders. CLAS stands ready to help you in any way we can.

*(Editor’s note: We did not really skip February. We were there; so were you. We had a wonderful CLAS Banner School Banquet during February where we celebrated 24 CLAS Schools of Distinction and 8 CLAS Banner Schools. Again, this event would Not have been possible without our partners. LEAN Frog is our Keystone Partner for this great event, and Classworks, Curriculum Associates, PowerSchool, Jostens, Edgenuity, and American Fidelity are all Foundational Partners for the CLAS Banner School Awards. Click here to view the CLAS Banner Schools and Schools of Distinction.)
Growing up my mom always said, “The older I got, the faster time would go.” It is hard for me to look back and realize that I have been involved in public education for thirty-eight years. As educators, you must find ways to embrace the moments. As the end of another school year approaches, I hope all of you will take a time to reflect on your own personal and professional growth. Closing of the school year is a time to celebrate all accomplishments. As the end of May approaches, take moments to enjoy your faculty and students. Just as importantly, remember to make time with your family and spend moments with them.

In March you were represented by five of your board members at NAESP National Leaders Conference in Washington D.C. We were able to hear from national speakers on topics that included the following: best leadership practices, NAEP, NAESP 10 Year Leadership Study, and insights on federal education policymaking and politics. The joint sessions with NASSP members included training on advocacy, and we made visits on the Hill with our senators and representatives or their staffs. Some of the topics discussed with our state leaders included school safety, school vouchers, and programs under ESSA including Title II for professional development for administrators.

As you come to the end of the year, you need to evaluate and reflect on your own professional learning. There are two outstanding, collaborative opportunities this summer. The CLAS Convention will be June 11-13 in Mobile. The CLAS staff has worked many hours planning to provide an enriching and motivating schedule of opportunities for professional learning and networking. In addition, many CLAS vendor partners are providing funding support and will be there for administrators to review their products that could meet the needs in your schools. In July, you can attend the NAESP National Convention in Orlando at the Marriott World Center. This all-in-one location will provide convenience for the administrators in attendance. In addition, it would be the perfect opportunity to take your family and add a couple of days of vacation to rejuvenate yourself and enjoy quality family time before the new school year begins.

In November, we will have the annual AAE-SA Fall Instructional Leadership Conference at Perdido Beach Resort. 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. Although we had several years of great conferences with AASCD, we are excited about the opportunities of going back to only elementary administrators. We are looking at engaging administrators in this year’s conference. We are excited about a new format at one of the larger sessions. We will have round table discussions set up to accommodate 8-10 people. 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. You will have the opportunity to sign-up for the topics of interest in your conference registration packet. Tables will be filled as the registrations are submitted. You will then receive your schedule by email prior to the conference. Each administrator will be able to bring information to share for those topics; as well as, materials will be provided by the facilitator at
Embracing the School Year Cont’d

meeting with many of the districts. It is encouraging to see the commitment Alabama administrators are making to our most valuable resources, our teachers and students. I want to thank each of you for your dedication and hard work at the local school level. I look forward to visiting with you this summer at the CLAS Convention and the NAESP Convention.

At this time of year, we should remember the quote from Muhammad Ali,

“Don’t count the days, make the days count.”

To find our Twitter page, search for @AAESACLAS while logged in to your Twitter account

To find our Facebook page, search for Alabama Association of Elementary School Administrators while logged in to Facebook.

FILC Chair

Michael Wilson
Glen Iris Elementary
Birmingham City

An invitation to exciting principal learning... please mark your calendars now to join us at the Perdido Resort for the Fall Instructional Leadership Conference. The dates for this year’s conference are November 11th through the 14th. Please note that this is a week later than the usual dates for this conference. After many successful years of partnering with AASCD for the conference, this year the conference will be just AAESA. We are looking at some new ideas and strategies that will make this year’s conference one of the best ever. Some of the ideas we are looking at this year are roundtable discussions with principals to share successful practices with one another. There will be facilitators at each table with specific topics for discussion. Attendees will be able to sign up in advance for table topics that meet their specific interests or needs. Stay tuned for more information but MARK YOUR CALENDAR NOW.
My name is Tanya Clark and I have been a member of AAESA for the past 12 years. I am the new President for District V and it is a privilege to serve the administrators in North East Alabama. I am employed with Etowah County Schools as the principal of John S. Jones Elementary School. Before becoming principal in 2009, I was the assistant principal for three years. I attended John Jones as a student myself, and it has been an honor to return as an administrator. It is truly a blessing to work with such a caring staff and 709 wonderful students.

I am a 1995 graduate of Jacksonville State University, where at the age of 30 I earned a bachelor’s degree in elementary/early childhood education. I taught at St. James Catholic School and G. W. Floyd Elementary where I was the 2004-2005 Teacher of the Year. As a kindergarten teacher, I would read the book *Leo the Late Bloomer* by Robert Kraus to my students each year. The first time I read the story I thought, “That is me!” I have always considered myself a late bloomer, or at least someone who struggled with deciding on a career. I am so grateful I finally decided on elementary education, which is more than a career, it is my passion. I have been so blessed by all the students I have encountered the past 23 years.

Having a passion for working with EL students, I decided to get a master’s degree in ESL at the University of Alabama in Gadsden. I was one semester into the program when the director informed me the program would no longer be offered in Gadsden due to a decrease in enrollment. I changed my major and received a master’s degree in 2005 in administration from The University of Alabama, never actually expecting to work in administration. God works in mysterious ways!

My husband, Paul, and I have been married for almost 29 years. We have one daughter, Meagan, who is married to Jordan Morris. They have two precious daughters, Emmaline, who just turned four, and Winsley Anne that was born in December. My husband pastors a small church in Gadsden where I serve as the youth director. The middle and high school students I teach on Wednesday nights always manage to keep me humble. In our spare time, my husband and I enjoy spending time with our grandbabies and hanging out at the end of our pier. He likes to fish. I just like to sit and bask in the quietness and the beauty of the Coosa River.

I enjoy being a part of District V and collaborating with other administrators around our state. I am looking forward to meeting new members and helping to grow our district participation. Just as iron sharpens iron, we as administrators, sharpen each other.
Representatives from AAESA and the Secondary Association joined together in Washington, D.C. March 18-21, 2018, for the annual National Leaders Conference hosted by NAESP. This was the first year for the two organizations to overlap and work together a few days during the conference.

One of the primary goals was advocacy work and training. School and Association leaders from across the Nation spent two and half days of intense training on leadership, receiving educational data and statistics, and learning the most effective practices for advocacy work. Some of the topics were:

- Leadership Perspectives on Public Education; survey of K-12 school district superintendents (Gallup, 2017).
- Top Strategies and Initiatives Leading to Student Success After Graduation.
- Keys to Hiring Great Teachers.

During the leadership training key facts were presented on being effective leaders:

1. The most effective leaders are always investing in teachers and others’ strengths.
2. The most effective leaders surround themselves with the right people, then maximize their team.
3. The most effective leaders understand their followers needs.

A few “eye-opening” statistics were presented as well:

1. The average tenure for an elementary principal is five years...less in a high poverty setting (Gallup, 2017).
2. 39% of Principals said they’ve never been commended by their Superintendent; 20% of Principals leave the profession yearly.
3. Principals are a huge, huge reason why teachers decided to stay or go.

Leaders also heard from representatives from the U.S. Department of Education. The representative and Dr. Earl Franks, NAESP Executive Director, held an open forum conversation on school safety.

The final day of NLC was packed with and focused on Advocacy. Leaders from our State spent a full day on Capitol Hill speaking with Senators and Representatives on issues that matter most. School Safety, Title II and Vouchers were the primary topics of conversation. #TheHill day was very effective and promising for school leaders in Alabama.

**FUTURE EVENTS**

**CLAS Convention**  
June 10-13, 2018  
Mobile, AL  

**NAESP Pre-K-8 Principals Conference**  
July 9-11, 2018  
Orlando, Florida  

**AAESA Fall Conference**  
November 11-14, 2018  
Perdido Beach Resort  
Orange Beach, AL

Leadership
It’s time to take back the conversation.

For too long, the narrative about public education in this country has been dominated by those who haven’t been in schools for decades. Often ignored is the expertise of the teachers, parents, principals and other educators who work in them every day.

To help change that, the Learning First Alliance, a partnership of national education organizations (including NAESP) that together represent more than 10 million educators, parents and local policymakers, has developed a collective vision of what quality public schools look like and what achieving them will take.

*The Elements of Success: 10 Million Speak on Schools That Work* compiles the expertise of LFA member organizations—who represent superintendents, teachers, principals, school counselors, school board members, parents, teacher educators, technology specialists, professional learning coaches, school public relations professionals and more—on what successful schools look like. The publication outlines six major elements found in all such schools, emphasizing it is how they are uniquely combined in each that makes the difference. These elements are:

- **Focus on the Total Child**: Successful schools support each child’s needs, inside and outside the classroom, to help them become an effective, empowered learner.
- **Commitment to Equity and Access**: Successful schools maintain high expectations, provide welcoming environments and ensure high-quality services and supports for all students.
- **Family and Community Engagement**: Successful schools effectively engage families and communities in support of students.
- **Distributed Leadership**: Successful schools define leadership broadly and ensure decision-making is a shared endeavor.
- **Strong, Supported Teaching Force and Staff**: Successful schools are staffed with educators—including teachers, principals, school counselors, technology specialists and others—who are well-educated, well-prepared and well-supported.
- **Relationship-Oriented School Climate**: Successful schools create a culture of collaboration and shared responsibility among staff and students and with families and communities, and they are safe, welcoming and respectful to all.

While these elements have been explored in other papers, two things make this piece unique. The first is that it represents the consensus of the education community that these are the elements needed for a school to perform at a high level.

The second is interaction as a critical element—recognition that the mere presence of these elements is not sufficient. It is how they are implemented, integrated and achieved in an individual’s school context that leads to success. There is no one “solution” in school improvement.

To help policymakers, businesses, philanthropic organizations and others understand that the education community should be leading the conversation on school improvement, over the next several month LFA will host small group meetings with representatives of these and other stakeholder communities. We will also continue push-
What Successful Schools Look Like cont’d

ing the elements out through social media, conference presentations, op-eds and more.

How can principals support this work? Consider the elements as a conversation starter for a staff or PTA meeting. Or incorporate them into your school improvement or strategic planning process, assessing your school’s strengths in relation to each of the six elements as well as where you could improve.

And use them in leading the conversation about schools in your community. Help local media, policymakers and other community leaders understand the complexity of public education and the importance of a comprehensive approach to improving it.

The compendium and supporting materials are available at http://learningfirst.org/elementsofsuccess.

-NAESP

The Elements of Success

• Focus on the Total Child
• Commitment to Equity and Access
• Family and Community Engagement
• Distributed Leadership
• Strong, Supported Teaching Force and Staff
• Relationship-Oriented School Climate

https://learningfirst.org/elementsofsuccess
It is hard to believe this school year is coming to an end. This has been a great year for the schools in District One and this spring has been a busy one for schools in our district! I appreciate everyone sending in their school news to share with other schools across the state. I am inspired by reading the activities happening in our schools and hope to put some of the ideas that I have learned in place for my school. It is important as administrators to be sure and tell the story of our school!

East Elementary in Cullman held its 2nd Annual Shamrock Shuffle 1-Mile Fun Run and 5K on St. Patrick’s Day. The run is sponsored by EES PTO and funds raised from the community event support the EES Technology Plan. EES Archery continues its undefeated season by winning the Cullman County, Pre-Regional, and Regional Archery Tournaments. The team will defend the State Title in Montgomery on April 6.

G.W. Trenholm Primary School in Tuscumbia hosted a “Breakfast and Books” activity. Parents came to school at 7:15 AM to have breakfast and read with a student. An adult read with every child during this parent and family involvement event. G.W.Trenholm is offering art in the afternoon two days a week this semester. The sessions have been very popular!

At Somerville Road Elementary in Decatur, Alabama students are being encouraged to read, read, read at Somerville Road Elementary in Decatur. Thanks to TTL in Decatur they were able to buy items for our Accelerated Reader Store. Students purchase items from the store based on the points they earn from Reading Star Accelerated Reading books. Students are learning to read for pleasure, information, and instructions. It’s a win-win for their entire school!

We will be scheduling a time to plan for our District One meetings this summer. If you have any suggestions for topics to discuss or speakers, please be sure to email them to me at tculpepper@cullmancats.net. I wish everyone a safe, restorative and happy summer! The 18-19 school year will be here before we know it!

Tricia Culpepper
Cullman Primary
Cullman City
The spring of 2018 brings exciting news from District IV! Recently, the District IV membership met at Firebirds restaurant in Hoover, Alabama. Dr. Dil Uswatte, President of District IV, welcomed many members and many new faces to the meeting. The meetings are always informative and a great way for educators to connect. We are excited about the growth and synergy of our district.

District IV is also proud of Mrs. Laura Tate for being named the CLAS Assistant Principal of the Year. Laura is the Assistant Principal for Curriculum and Instruction at Edgewood Elementary in the Homewood City Schools. Her background in Special Education and administration have prepared her to be an effective leader and dynamic administrator. She is very worthy of this distinguished honor. In addition to her AP of the Year award, Laura was also the recipient of the Glenys-Mason Award from CLAS. This annual award provides an administrator with a scholarship to attend the National Elementary Principals Conference if they have never attended. This year’s conference will be held in Orlando, Florida on July 9th-11th. We are very proud of Laura as she represents the professionalism, expertise, and commitment members of District IV are known for.

As we prepare to wrap up an awesome school year, the membership of District IV would like to wish all of our affiliates a successful end of the year and a great summer!

Matt Kiser
Edgewood Elementary
Homewood City
Let me tell you about something happening in District V within the Etowah County School District that has changed the way we approach school safety. I would like to think that each school district in Alabama is doing something similar.

We are all aware of the tragic school shooting at Marjory Stoneman Douglas High School in Parkland, Florida. After any event such as this, we are all reminded to diligent in protecting our children and staff within our respective schools. As a principal for almost 21 years, I have been around and involved in various efforts to address safety and security in schools. A lot of “talk” about what we can do to provide better safety measures occurs after each one of these tragedies but after a while and the distance from the event, the talk stops.

Our district decided to do something about this. All of our elementary and secondary administrators participated in panel meetings with law enforcement, which included the sheriff, juvenile probation, and a sitting judge as well has the department of mental health, department of human resources, and local health providers. Also, our local legislative delegation met with us to hear our concerns. Of course, there were other agencies represented too and greatly contributed to the discussions.

This has been an exciting and productive course of action to find ways to prevent school shootings. We have been able to learn much from each other and really feel that for the first time somebody is listening to those of us “in the field” and on the front lines. All of our administrators have been talking about this and feel our opinions as professional educators are making a difference with the suggestions brought to the table.

We know that our number priority is protecting the children that we serve and we would lay down our lives as many have, in a school shooting situation. If we can have real, meaningful discussions about preventative measures, then we will be that much more prepared. I would just like to thank our superintendent, Dr. Alan Cosby and our Director of Student Services, Dr. Jon Paul Campbell for organizing and leading us in these series of meetings.

Charlie Gardner
Hokes Bluff Elementary
Etowah County
District XIII News

District VIII was honored to have Mr. Rickey Darby as the speaker for our March meeting. His topic was about involvement with CLAS at the state and national levels. The AAESA Fall Conference, November 11-14, is a wonderful way to continue professional learning as well as network with other elementary administrators. At the national level, the NAESP conference will be held in Orlando, July 9-11. The keynote speakers will be Sean Covey, Daniel Pink, and Sal Kahn.

Other business included a discussion on safety protocols for our schools. *Run, Hide, Fight* is a highly-acclaimed training presented by the State of Alabama. There was a recognition for intruder drills, the posting of room numbers in the windows, and importance of locked doors.

Finally, Dr. Joyce Woodburn was nominated for the Truman Pierce Award.

District VIII looks forward to its next meeting during the summer.

Julie Pierce
Fairhope Elementary
Baldwin County
NAESP’S PRE-K-8 PRINCIPALS CONFERENCE

Orlando World Center Marriott
July 9-11, 2018

Conference Schedule:

Sunday, July 8
8:00AM - 12:00PM: Community Service Day
Catalina Elementary School - Seth Daub, Principal
9:00AM - 4:00PM: Pre-Conference Sessions
- "Principals: Leading Literacy and Learning" - Douglas Fisher
- "Leading Your School to Greatness by Improving Your Daily Practice" - Tim Berkey
- "Middle Level Administration: The Challenge, The Quest, The Conquer" - Mark McLeod
- "The Principal Influence: Developing Leadership Capacity" - Ann Cunningham-Morrist

Monday, July 9
7:30AM - 9:30AM: Thought Leader Session
- "The Next Chapter of Education: Join the Revolution or Accept the Status Quo" - Ray McNulty
8:00AM - 9:30AM: Clinic Sessions
10:00AM - 11:30AM: Opening Keynote Session
- "The 4 Disciplines of Execution: Achieving Your Wildly Important Goals" - Sean Covey
1:00PM - 2:30PM: Keynote Session
- "Education Reimagined" - Sal Khan
3:00PM - 4:30PM: Clinic Sessions
4:30PM - 6:00PM: Opening Reception - Exhibit Hall

Tuesday, July 10
7:30AM - 9:30AM: Thought Leader Session
- "Hacking Leadership: 10 Ways Great Leaders Inspire Learning That Teachers, Students, and Parents Love" - Joe Sanfelippo
8:00AM - 9:30AM: Clinic Sessions
10:00AM - 11:30AM: Keynote Session
- "WHEN: The Scientific Secrets of Perfect Timing" - Daniel Pink
1:00PM - 2:30PM: Clinic Sessions
3:00PM - 4:30PM: Clinic Sessions

Wednesday, July 11
7:30AM - 9:30AM: Thought Leader Session
- "Turning All Parents Into Partners" - Thomas Glanton
8:00AM - 9:30AM: Clinic Sessions

Great Sessions Including:
- Resilience Can Be Taught! 10 Tools to Motivate ANY Student
- Practical Strategies for Reducing Anxiety in the Classroom
- Elementary Virtual Education - Why It Works and How to Get Started!
- Personalized Competency Based Pre-K-to-Grade 3 Math

For more information and to register visit NAESPCONFERENCE.ORG
2017-2018 Membership Roster by District

District 1

Christopher Adams  ... Mobile County Schools
Nina Adams  ... Mobile County Schools
Derrick Alkerson  ... Decatur City Schools
Darran Alexander  ... Athens City Schools
Gina Baggett  ... Limestone County Schools
Cade Baker  ... Limestone County Schools
Veronica Bayles  ... Tuscumbia City Schools
Christy Baker  ... Tuscumbia City Schools
Sharia Birdsong  ... Athens City Schools
Tina Blankenship  ... Lawrence County Schools
Lynn Blankenship  ... Lawrence County Schools
Kim Brown  ... Limestone County Schools
Shane Bryan  ... Morgan County Schools
Becky Byrd  ... Franklin County Schools
Jessica Byrd  ... Florence City Schools
Kriston Cagle  ... Limestone County Schools
Tama Caudle  ... Decatur City Schools
Johnny Cleveland  ... Franklin County Schools
Tricia Culpepper  ... Cullman City Schools
Tonya Culp  ... Cullman City Schools
Kelby Daniel  ... Franklin County Schools
Rebecca Daniels  ... Limestone County Schools
Mitzi Dennis  ... Athens City Schools
Derinda Duke  ... Cullman County Schools

District 2

Michelle Adams  ... Mobile County Schools
Hatte Alexander  ... Mobile County Schools
Christy Amick  ... Chickasaw City Schools
Monique Baugh  ... Mobile County Schools
Claudia Baker  ... Mobile County Schools
Nicole Black  ... Chickasaw City Schools
Amber Blake  ... Mobile County Schools
Christ Brown  ... Mobile County Schools
Twiia Burns  ... Mobile County Schools
Amanda Carlett  ... Mobile County Schools
Cheryl Chapman  ... Mobile County Schools
Veronica Coleman  ... Mobile County Schools
Suzanne Crist  ... Mobile County Schools
Courtney Diaz  ... Mobile County Schools
Susan Dickinson  ... Mobile County Schools
Timothy Dollar  ... Mobile County Schools
Kimbrell Dumas  ... Mobile County Schools
Michelle Dumas  ... Mobile County Schools
Leigh Ellis  ... Mobile County Schools
Katherine Galloup  ... Mobile County Schools
Mona Griffin  ... Mobile County Schools
Laura Hutton  ... Mobile County Schools
Izabella Holloway  ... Mobile County Schools
Lynn Huy  ... Mobile County Schools
Marshall Hunt  ... Mobile County Schools
Deidre Jefferson  ... Mobile County Schools
Amanda Jones  ... Mobile County Schools
Katy Kinn  ... Mobile County Schools
Connie Krist  ... Mobile County Schools
Lisa Large  ... Mobile County Schools
Nancy Lowell  ... Mobile County Schools
Michelle Maney  ... Mobile County Schools
Michelle McClung  ... Mobile County Schools
Susan McRae  ... Mobile County Schools
Jol Milles  ... Mobile County Schools
Julia Nelson  ... Mobile County Schools
Debbie Ollis  ... Saint Mary Catholic School
Martha Peel  ... Mobile County Schools
Teffe Peel  ... Mobile County Schools
Quentina Pruitt  ... Mobile County Schools
Ashley Roberts  ... Mobile County Schools
Sandra Roberson  ... Mobile County Schools
Michelle Shoreph  ... Mobile County Schools
Kay Smith  ... Mobile County Schools
Teresa Snell  ... Morgan County Schools
June Stanford  ... Mobile County Schools
Stan Stokley  ... Saraland City Schools
Deborah Torbert  ... Mobile County Schools
Tara Trammell  ... Mobile County Schools
Glenda Warren  ... Mobile County Schools
Stacey Wilcox  ... Mobile County Schools
Kim Williams  ... Saraland City Schools

District 3

Jonathan Allen  ... Jasper City Schools
Ronika Amerson  ... Tuscaloosa County Schools
Francis Ang Baggett  ... Tuscaloosa County Schools
Eliah Bell  ... Sumter County Schools
Jeff Cameron  ... Tuscaloosa County Schools
Jeffery Carlson  ... Tuscaloosa County Schools
Jammie Chapman  ... Tuscaloosa County Schools
Jim Chesnut  ... Tuscaloosa County Schools
Lisa Corona  ... Holy Spirit Catholic School
Debbie Crawford  ... Tuscaloosa County Schools
Kay Kay Criss  ... Tuscaloosa County Schools
Beth Culles  ... Tuscaloosa County Schools
Ingrid Edwards  ... Tuscaloosa County Schools
Kyle Fessler  ... Tuscaloosa County Schools
Vernis Giles-Brown  ... Tuscaloosa County Schools
Andrea Glaze  ... Tuscaloosa County Schools
Debbie Hildreth  ... Tuscaloosa County Schools
Kelle Hubbard  ... Tuscaloosa County Schools
Katie Jackson  ... Tuscaloosa County Schools
Cynthia Jernion  ... Sumter County Schools
Sharon Jennings  ... Greene County Schools
Laurel Jones  ... Tuscaloosa County Schools
Belinda Jones  ... Tuscaloosa County Schools
Tyrene Jones  ... Tuscaloosa County Schools
Michael Keeton  ... Tuscaloosa County Schools
Kimberly Lavender  ... Tuscaloosa County Schools
Trina Mabry  ... Tuscaloosa County Schools
Portia Martin  ... Tuscaloosa County Schools
Gary McCarey  ... Marion County Schools
Gina McKee  ... Tuscaloosa County Schools
Cindy Montgomery  ... Tuscaloosa County Schools
Sherina Morgan  ... Tuscaloosa County Schools
Nakeya Mullins  ... Tuscaloosa County Schools
Prentiss Newport  ... Tuscaloosa County Schools
Terri North-Byrns  ... Tuscaloosa County Schools
Donna Palmer  ... Marion County Schools
James Mcdonald  ... Tuscaloosa County Schools
Minda Paxton  ... Tuscaloosa County Schools
Jonathan Posey  ... Tuscaloosa County Schools
Lucretia Prince  ... Tuscaloosa County Schools
David Pruett  ... Marion County Schools
Tameka Rice  ... Tuscaloosa County Schools
Stephanie Richley  ... Tuscaloosa County Schools
Eric Rigby  ... Jasper City Schools
Martha Roop  ... Tuscaloosa County Schools
David Scott  ... Tuscaloosa County Schools
Tracey Walker  ... Lamar County Schools
Evelyn Walton  ... Tuscaloosa County Schools
Josh Weatherly  ... Marion County Schools
Vicki Bracher  ... Tuscaloosa County Schools
Linda Cantrell  ... Tuscaloosa County Schools
Debra Campbell  ... Jefferson County Schools
Jeanette Campisi-Snider  ... Jefferson County Schools
Leslie Clark  ... Tuscaloosa County Schools
Kristi Cook  ... Tarrant City Schools
Charissa Cole  ... Tuscaloosa County Schools
Kiana Coleman  ... Homewood City Schools
Quincy Collins  ... Tuscaloosa County Schools
Mary Cooper  ... Tuscaloosa County Schools
Rickey Darby  ... AASA
Celtia Deem  ... Tuscaloosa County Schools
Catherine Finkle  ... Tuscaloosa County Schools
Tygar Evans  ... Tuscaloosa County Schools
David Fancher  ... Tuscaloosa County Schools
Kim Fink  ... Midfield City Schools
Catherine Finkle  ... Tuscaloosa County Schools
Frances Finney  ... Jefferson County Schools
Tracy Ford  ... Tuscaloosa County Schools
Diane Franklin  ... Tuscaloosa County Schools
Sarion Glanton  ... Jefferson County Schools
Jay Gary  ... Jefferson County Schools
LaKesia George  ... Tuscaloosa County Schools
Taylor Greene  ... Bessemer City Schools
Tracy Gregg  ... Jefferson County Schools
Jessica Hake  ... Jefferson County Schools
Randy Hasek  ... Jefferson County Schools
Kim Hauser  ... Vestavia Hills City Schools
Amy Cooper  ... Jefferson County Schools
Terry Henderson  ... Jefferson County Schools
Genet Holcomb  ... Tuscaloosa County Schools
Marianne Horace  ... Tuscaloosa County Schools
Jay Jacks  ... Tuscaloosa County Schools
Ann Jefferson  ... Birmingham City Schools
Autumn Julian  ... Tuscaloosa County Schools
Tracy Jordan  ... Tuscaloosa County Schools
Dana Junkin  ... Hoover City Schools
Laura Junkin  ... Shelby County Schools
Sandi Jordan  ... Birmingham City Schools
Ann King  ... Jefferson County Schools
Donna King  ... Jefferson County Schools
Michele Kirkpatrick  ... Tuscaloosa County Schools
Matt Kiser  ... Tuscaloosa County Schools
Laura Kowlin  ... Tuscaloosa County Schools
Alber LeBlanc  ... Shelby County Schools
Patricia LeQuier  ... Shelby County Schools
Kathleen Lindsey  ... Birmingham City Schools
Lisa Lothspeich  ... Tuscaloosa County Schools
John Louis  ... Homewood City Schools
Sandra Lyle  ... Jefferson County Schools
Courtney Madison  ... Shelby County Schools
Mary Madison-Petit  ... Tuscaloosa City Schools
Aquila Malpass  ... Hoover City Schools
Shawn Marsh  ... Blount Country Schools
Leilie Marshall  ... Shelby County Schools
Susan Mccombs  ... Vestavia Hills City Schools
Ashley Mccombs  ... Mountain Brook City Schools
Barbara McCoy  ... Bessemer City Schools
James Mcgovern  ... Hoover City Schools
Deborah Miller  ... Pelham City Schools
Donna Mitchell  ... Jefferson County Schools
Cindy Monroe  ... Jefferson County Schools
Mark Nixon  ... Jefferson County Schools
Donna Page  ... Jefferson County Schools
Kathy Paim  ... Shelby County Schools
Carla Palmer  ... Jefferson County Schools
Stephanie Parker  ... Birmingham City Schools
Taylor Posey  ... Meadow View Elementary School
Susan Perdiz  ... Jefferson County Schools
Mark Richardson  ... Vestavia Hills City Schools
Wayne Richardson  ... Hoover City Schools
Dot Riley  
Armentress Robinson  
Bettye Rose  
Trinker Rogers  
Jeffrey Roos  
Orleta Rush  
Sara Scholl  
Cheri Slay  
Cortney Slaughter  
Bettie Smith  
Carrol Spragin  
Debby Stitt  
Dot Stowers  
Tuscaloosa County Schools
Tuscaloosa County Schools
Birmingham City Schools
Tuscaloosa County Schools
Birmingham City Schools
Birmingham City Schools
Birmingham City Schools
Birmingham City Schools
Birmingham City Schools
Birmingham City Schools
Birmingham City Schools
Tuscaloosa City Schools
2017-2018 Membership Roster by District cont’d

**District 7**

- Alesia Alves  Montgomery County Schools
- Angela Arnett  Lee County Schools
- Shannika Beachler  Tallapoosa County Schools
- Tanay Benefield  Lee County Schools
- Allison Burton  Chambers County Schools
- Artur Caffey  Lee County Schools
- Cailey Causely  Coosa County Schools
- Ellaine Corbett  Lee County Schools
- Calandra Crenshaw  Autauga County Schools
- Katie Daniel  Autauga County Schools
- Chris Dark  Tallapoosa County Schools
- Janice Darby  Elmore County Schools
- Pam Foutenberry  Opelika City Schools
- Jennifer Goodwin  Lee County Schools
- Emily Grace  Opelika City Schools
- Jackie Greenwood  Auburn City Schools
- Ben Griffin  Chambers County Schools
- Fran Hamond  Lee County Schools
- Laura Hartley  Opelika City Schools
- Kathleen Hare  Lee County Schools
- Chris Holley  Elmore County Schools
- Lisa Hornsby  Tallapoosa County Schools
- Douglas Hubbard, Jr.  Phenix City Schools
- Angel Idol  Phenix City Schools
- Consuela Jack  Macon County Schools
- Lee Jackson  Elmore County Schools
- Jacob Johnson  Russell County Schools
- Ryan Kendall  Pike Road City Schools
- Adam Kilcrease  Phenix City Schools
- Pam Lang  Autauga County Schools
- Marceda Lewis  Phenix City Schools
- Emily Little  Montgomery County Schools
- Susan Little
- Nino Mason  Opelika City Schools
- Booker McMillan  Montgomery County Schools
- Cynthia Meaux  Lee County Schools
- William Milleadge  Montgomery County Schools
- Jean Miller  Opelika City Schools
- Amy Moulton  Phenix City Schools
- Tonya Nolen  Auburn City Schools
- Anisha Officer  Montgomery County Schools
- Lotsie Overton  Montgomery County Schools
- Mary Patton  Phenix City Schools
- Georgia Pinkston  Elmore County Schools
- John Prather  Alexander City Schools
- Minnie Pringle  Elmore County Schools
- Starcie Reddix  Lee County Schools
- Carolyn Roberts  Lee County Schools
- Marcus Roberts  Montgomery County Schools
- Craig Rogers  Montgomery County Schools
- Joe Ross  Opelika City Schools
- Craig Santley  Lee County Schools
- Cynthia Sankey  Montgomery County Schools
- Shannon Schmidt  Montgomery County Schools
- Tammie Senn  Montgomery County Schools
- Randy Shaw  Montgomery County Schools
- Bonni Short  Lee County Schools
- Pam Simpson  Russell County Schools
- Kelley Smiley  Lee County Schools
- Bonnie Sullivan  Elmore County Schools
- Lori Terrell  Elmore County Schools
- Paula Thompson  Russell County Schools
- Timothy Turley  Elmore County Schools
- Chanda Vann  Elmore County Schools
- Jared Wesley  Clay County Schools
- Norman Williams, Jr.  Macon County Schools
- VI Williams  ClAS
- Cameron Wrigley
- Christy Wright  Elmore County Schools

**District 8**

- Waverly Boutin  Escambia County Schools
- John Brantley  Escambia County Schools
- Jenny Breazeale  Baldwin County Schools
- Becky Burton  Baldwin County Schools
- Matthew Craig  Baldwin County Schools
- Anna Daugherty  Baldwin County Schools
- Mark Derhody  Baldwin County Schools
- Diana Ellis  Baldwin County Schools
- Barry Johnson  Washington County Schools
- Baisa Johnson  Washington County Schools
- Anne Lambert  Brevard County Schools
- William Lawrence  Monroe County Schools
- Amy McCarthy  Monroe County Schools
- Lee Anne McPhail  Monroe County Schools
- Jennifer Middleton  Monroe County Schools
- Laura Mooreer  Baldwin County Schools
- Rita Nettles-Armstrong  Conecuh County Schools
- Charlotte Odum  Baldwin County Schools
- Shannon Odum  Baldwin County Schools
- Robbie Owen  Baldwin County Schools
- Jim Perry  Baldwin County Schools
- Debbi Phillips  Baldwin County Schools
- Julie Pierce  Baldwin County Schools
- Bridgett Powell  Clarke County Schools
- Wendy Rodgers  Escambia County Schools
- Susan Runnels  Baldwin County Schools
- Faye Sheppard  Elmore County Schools
- Keri Shoaf  Elmore County Schools
- Deborah Stokes  Escambia County Schools
- Catherine Tanner  Butler County Schools
- Sandy Taylor  Elmore County Schools
- Gwendolyn Wheeler  Elmore County Schools
- Misty Wilkinson  Baldwin County Schools
- Patricia Wolfe  Baldwin County Schools
- Hope Zeaeh

**District 9**

- Tracey Arnold  Enterprise City Schools
- Jill Barber  Henry County Schools
- Matt Batson  Enterprise City Schools
- Monica Bradshaw  Enterprise City Schools
- Alane Brunson  Andalusia City Schools
- Tracy Cantope  Enterprise City Schools
- Sue Clark  Dothan City Schools
- Joy Covlin  Covington County Schools
- Wanda Conley  Pike County Schools
- Teresa Davis  Dothan City Schools
- Rodney Drish  Dothan City Schools
- Tamika Fleming  Enterprise City Schools
- Emma Flood  Enterprise City Schools
- Misty Freeman  Houston County Schools
- Vanessa Gunn  Dothan City Schools
- Jason Hadden  Coffee County Schools
- Sheree Hardrick  Enterprise City Schools
- Chris Harrell  Opp City Schools
- Tracey Horn  Henry County Schools
- Marcus Howard  Daleville City Schools
- Emily Jackson  Eufaula City Schools
- Brenda Johnson  Andalusia City Schools
- Christina Johnson  Dothan City Schools
- John Kelly  Dale County Schools
- Denise Koen  Houston County Schools
- Melissa Lataion  Enterprise City Schools
- Maghen Lowery  Ozark City Schools
- Walter Martin  Enterprise City Schools
- Randy McGlaun  Covington County Schools
- Dusty McKinley  Houston County Schools
- Chris Mitten  Daleville City Schools
- Christie Mitten  Daleville City Schools
- Rob Mixon  Dothan City Schools
- Ivy Murry  Enterprise City Schools
- Carmen Neuwanger  Henry County Schools
- Danielle Newell  Covington County Schools
- Clinton Pfe, Jr.  Covington County Schools
- Twyla Pipkin  Enterprise City Schools
- Tera Price  Enterprise City Schools
- Stephanie Quinberry  Enterprise City Schools
- Patrick Reed  Dale County Schools
- Rosa Retherford  Enterprise City Schools
- Seth Richards  Covington County Schools
- Shantell Rouse  Pike County Schools
- Jina Rodik  Enterprise City Schools
- Glenda Sanders  Dothan City Schools
- Lee Scott  Pike County Schools

**District 10**

- Lynette Alexander  Huntsville City Schools
- Dawn Ashley  Huntsville City Schools
- Becky Ballentine  Huntsville City Schools
- Heather Bardwell  Huntsville City Schools
- Fred Barnes  Madison County Schools
- Patricia Boyd  Madison County Schools
- Jamie Brooks  Madison County Schools
- Angie Bush  Madison City Schools
- Lyda Davenport  Alabama A&M University
- Wilma DeVantre  Huntsville City Schools
- Daniel Evans, Jr.  Madison County Schools
- Karl Fernandez  Madison County Schools
- Gerald Franks  Madison City Schools
- Brian Givens  Madison County Schools
- Dale Hancock  Scottsboro City Schools
- Renee Headen  Madison County Schools
- Jamie Hill  Madison City Schools
- Daphne Jah.  Madison County Schools
- Tammy Jones  Madison County Schools
- Missy Luck  Madison Academy
- Jeff Malone  Madison County Schools
- Amy Mason  Madison County Schools
- Laura Merritt  Jackson County Schools
- Melissa Mims  Madison County Schools
- Laura Minor  Madison County Schools
- Georgina Nelson  Madison County Schools
- Nichole Phillips  Madison City Schools
- Julie Pool  Madison County Schools
- Todd Powers  Madison County Schools
- Kathy Reynolds  Madison County Schools
- Rodney Richardson  Madison County Schools
- Brad Sipes  Madison City Schools
- Helen Scott  Huntsville City Schools
- Towana Smith  Huntsville City Schools
- Melissa Veazey-Lindsey  Madison County Schools
- Judy Warmuth  Madison County Schools
- Scott Weeks

- Nathan Wilson  Madison County Schools
- Shawn Short  Opp City Schools
- Teresa Sims  Troy City Schools
- Michael Smith  Dale County Schools
- Becky Grinter  Geneva County Schools
- Debra Strickland  Elba City Schools
-Joanna Taylor  Troy City Schools
- Angela Thomas  Houston County Schools
- D'Andra Tingey  Coffee County Schools
- Jennifer Williams  Dohant City Schools
- Audrey Windham  Enterprise City Schools
- Barry Wood  Covington City Schools
- Debra Wright  Dothan City Schools
- Greg Vance  Houston County Schools
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