AAESA Leaders Participate in NAESP’s National Leaders’ Conference

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Meet Your New AAESA President

**Michael Wilson**  
*Glen Iris Elementary*  
*Birmingham City*

I am extremely grateful to introduce myself to you as your incoming AAESA president. To give everyone a little background information, I have served my entire educational career with Birmingham City Schools. I am currently serving as Principal at Glen Iris Elementary School where I have been for the last 13 years. I began my career as a special education teacher at Wylam Elementary with a self-contained classroom for students with emotional and behavioral disorders. I have served as a middle school assistant principal and as a principal in a K-8 setting at Whatley Elementary School that is now Hayes K-8.

Becoming an active member of CLAS and AAESA has been and continues to be a wonderful experience of learning and advocacy for our profession. I am proud to be able, through these associations, to have a voice concerning issues that affect not only us as administrators but also, and most importantly, our children sitting in our classrooms. I have served, on the district level, as treasurer, vice president and president. I have also served on the original Council for Leadership Development and the Commission for the Certification of Certified Instructional Leader (CIL) candidates. Through CLAS and NAESP, I have attained National Mentor Certification and CIL certification. Each of these programs/certifications have been instrumental in my growth and continued development as a relevant administrator.

Last November, our Fall Leadership Conference focused on “Engaging our Voices”. I cannot think of a time when this is more important than right now. Public education is under attack from all sides and if we, as educators, do not stand up for what we know is right others will dictate our practice. On the Federal level budgets proposals are slashing funding for programs that are so very important to our children like Special Olympics, 21ST Century funding and other areas. In our own state, our State Standards are in jeopardy of change by politicians. We must be advocates of what we know is right for our children and make our voices heard. At the same time, we need to be the ambassadors who spread the word in our communities so that parents and others are informed.

It is my sincere hope that we can work collaboratively, through NAESP, AAESA and CLAS to continue to grow in our professional learning and advocacy. Our children depend on us and teachers and administrators must stand together to fight for what we believe is right and for the issues that promote student achievement across the board.

If you are not registered for the CLAS Summer Convention, please do so and join us for three days of professional learning and networking.
As a newer administrator and member of CLAS for six years and a member of NAESP and AAESA for three years, I have grown to truly appreciate the opportunities for professional learning, networking, timely information and other professional benefits that CLAS, NAESP, and AAESA memberships uniquely provide. Like legs of a stool each organization provides a greater benefit when combined with the support of the other two.

Professional learning is at the core of any quality professional organization. CLAS, AAESA and NAESP provide ample opportunities for growing in knowledge and skills as an Alabama educational administrator. The PLU process is efficient and allows for your continued administrator certification. There are primarily three avenues for continuing your growth:

1. The annual conferences help you “sharpen the saw” as Zig Ziglar would put it with a plethora of sessions addressing the concerns of today’s public schools.

2. The Leadership Institute Series is available free of charge to systems that are institutional members and include timely topics such as *Disrupting Poverty to Create High Performing Schools*.

In addition to the conferences and institutional series, there are frequent Lunch and Learn opportunities such as *Understanding Dyslexia* or *Cyber Security in Education* that are available via web casting to administrators. Lunch and Learns allow you to remain in your building or can be downloaded later at your convenience.

Often the stress that we feel in our jobs may be rooted in lack of knowledge or skill that these opportunities can help you overcome. CLAS sends out regular reminders of PLU opportunities and allows you to check on your progress (within your online account) so that you are never left with the wonder if you are staying current with professional certification requirements.

Networking is another hallmark of a quality professional organization. AAESA, NAESP and CLAS all deliver in these areas. I recently attended the NAESP Annual Conference in Orlando, Florida, and that experience allowed me to meet administrators and make contacts that I would never have made within just my own state. However, the CLAS and AAESA conferences allow me the opportunity to network and grow with the people in “my backyard” and within my “wheelhouse”.

All three organizations publish first class magazines that report and provide information on happenings in our profession across the state of Alabama and the nation. Each magazine features unique information and articles on topics such as ethics, legal matters, schools of distinction, state department happenings, special education, school climate, student discipline, data use and so much more. Another opportunity for timely information is through the Weekly Update. I have come to enjoy the weekly update of what is happening around the state and especially the legislative piece where I can find out what may be affecting my school “down the road”.

There are other benefits that membership “has it rewards”. One such area is legal defense protection. Sadly, in today’s litigious society we all know that as an Alabama administrator it is likely not a matter of “if” you will face legal wranglings but only “when”. Membership to CLAS and NAESP brings with it a legal support “leg” that can help you stay upright when you face that 1 in a 1000 parents or events that require such support.

Each of the associations I have discussed are in themselves fine and have much to offer. However, keep in mind that like a stool each organization provides a greater benefit when combined with the support of the other two. If you know someone who is not a member of ALL THREE - then encourage them to join today!
The NAESP hosted leaders from all over the United States March 17th-20th 2019 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 300 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 drive support regarding legislation that positively impacts federal education funding, specifically in regards to Title II and Title VI 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.

In terms of state participation at the National Leaders Conference, AAESA was well-represented. The delegation in Washington, D.C. included Jill Eaton, David Fancher, Dr. Michael Wilson, Frances Finney, Rickey Darby, Dr. Vic Wilson, and Dr. Matt Kiser. The group was able to work closely with leaders from across the country to help develop skills, strategies, and insights that would be able to be used right here in the state of Alabama. The AAESA delegates were able to split time with members of the House and Senate during our time on Capitol Hill. Many connections were made with leaders from across the country that will ultimately help our association be its very best!

As we look towards the summer, please make efforts to attend the National Elementary Principals Conference in Spokane, Washington July 10th-12th at the Spokane Convention Center. The keynote speakers of the event will be Razia Jan, Michael Fullan, and Kwame Alexander. AAESA members Dr. Matt Kiser and Mrs. Laura Tate will be presenting at the conference regarding a research-based approach to Positive Behavior Support in the Elementary Setting. 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!
NAESP’s National Leaders Conference
NAESP’s National Leaders Conference cont’d
In March, an AAESA delegation went to Washington D.C. for our annual meeting with our elected representatives. Congress was out of session, but we were able to meet with their educational liaisons and other staff. Much of the discussion centered on federal funding. The president's budget has major cuts to the education budget. In the meetings we talked about how important Title I, Title II, IDEA, and 21st schools funding was to Alabama schools. They all reassured us that it was Congress that controlled the budget. The President's 2019 was much like his current proposal for the 2020 budget. In spite of his recommendations, the 2019 was one of the best for education. The amount of funds for all non defense agencies is dependent on the removal of the budget caps. These caps on non defense spending would reduce available funds by 9%. The problem for education is that our funding comes from the same pool of funds as health care. When faced with making reductions in spending, our representatives are less likely to cut funds for health care which would make the reductions for education larger.

If you follow Secretary Devos on twitter, her commentary on school choice has increased greatly. Expanding the school choice program has been a goal for the Trump administration. So far they have had very limited success. Congressman Bryne (Alabama) and Senator Cruz (Texas) have introduced The Education Freedom Scholarships and Opportunity Act. This act would allow a dollar-for-dollar federal income tax credit, up to $5 billion nationwide, for donations made by individuals and businesses that are used as scholarships for students to choose where they attend K-12 school. " This would be much like the Alabama Opportunity Scholarship program. “We know that there are public schools that are perpetually failing our students," Byrne, who serves on the U.S. House Education and Labor Committee, said. "We know we have places around Alabama where parents are desperate for a choice. The Secretary of Education strongly supports this bill. Even though there were 25 Republican co-sponsors to the bill it must be approved by a Democratic controlled House.

Hopefully, you have seen the impact you can have on state legislation. You can have the same impact at the federal level. Our representatives want to hear from you. They pay attention to Twitter and social media. They will also respond to your emails and phone calls. One funding proposal is to increase the funding of IDEA to 40%. It has usually been funded at 17%. Think how much extra funding this would free up for your school district. What the federal government does, has a direct impact on your school and students. They need to hear your voice. The internet provides easy access to the information on how to reach your representatives. The Advocacy tab on the NAESP website makes this even easier.
It is hard to believe that it is May and another school year is almost complete. This is the time of year when we stop and reflect on our accomplishments and set new goals. I encourage you to take time to share with your faculty and staff your appreciation for their hard work and extra efforts. In addition, we need to acknowledge and thank the people who have contributed to our own personal success.

I would like to begin by thanking our Executive Board for their willingness to serve our professional organization. I would like to thank Frances Finney for her leadership as president. In addition to serving as president of AAESA and serving on the CLAS Board of Directors, she moved to a new school and lived through major construction at her school site.

I would like to encourage each of you to get involved at the district and state levels. As you set goals for the new year, I encourage you to add to your list involvement in CLAS and AAESA. Your involvement can include attending more events with your organization. Mark your calendar for district meetings and attend to network with other administrators in your surrounding school districts.

I would like to thank the board members who attended the National Leadership Conference in Washington, D.C. In March you were represented by Frances Finney, Michael Wilson, Matt Kiser, David Fancher, Jill Eaton, Vic Wilson, and me. We were able to attend sessions led by national speakers. Some of the topics included the following: results from a Phi Delta Kappan poll on public opinion toward education, NAESP services, various leadership topics, political landscape, state education policy prospective, federal policy, advocacy, and building relationships with members of Congress. We had the opportunity to attend combined sessions with administrators from the secondary principals’ association. The highlight of this conference was the opportunity to visit Capital Hill and meet with the staff of our legislators. Some of the points of discussion included Title II funding, school safety, and administrative shortages.

This summer you will have two opportunities for professional learning at conferences. First, the annual CLAS Convention will be held June 10-12 in Montgomery. The CLAS staff has worked many hours planning to provide a great schedule of professional learning and networking with administrators from across the state. In addition to the great sessions, you will have the chance to visit with partners in the exhibit hall and review their services and products that can assist you at your local school. Then, in July you can attend the NAESP Conference in Spokane, Washington. The conference will be July 10-12. This is a great opportunity to network with administrators from across the country. These conferences provide collaboration possibilities where you can hear ideas from other school leaders and share ideas from your schools.

In November, AAESA will hold the annual Fall Instructional Leadership Conference. This year the conference will be a week later November 18-20, 2019. One of the major topics will be mental health of students. We will again have one larger session that will include round table discussions with other administrators. Each administrator will have the opportunity to engage in a variety of self-selected topics by rotating
to at least three tables. Administrators serving as facilitators will share information from their school and then lead the discussion at each table. In planning the conference, we want to include opportunities for all administrators to be actively engaged. If any of you have local school administrators that would be good at facilitating a particular topic, please feel free to share their names with me at rickey@clasleaders.org. If you have topics that you would like us to consider, please share that information with me.

As I complete my second year as your Assistant Executive Director, I would like to thank the organization for this opportunity. I have enjoyed visiting with you across the state and representing you at national and state meetings. I want to thank each of you for your dedication to your local school and your professional organization. Please encourage administrators in your district who are not members to join our organization. I hope to get to visit with many of you at the CLAS Convention and NAESP Conference this summer.

Bart Starr quote “When you seek to lead a life of integrity and to make a difference in the lives of others, it’s incredible what you can accomplish—and we have that opportunity every day.”

Alabama’s NAESP National Outstanding AP of the Year

Congratulations to Barry Wood for being selected as Alabama’s NAESP National Outstanding Assistant Principal of the year. Barry is the AP at Straughn Elementary and Middle Schools in Andalusia in Covington County.

According to his Superintendent, Shannon Driver, “Mr. Wood is known for his concern and compassion for the students under his watch. He has developed a positive rapport with students from the Pre-K level through Junior High. The students know that he cares about them through the daily interaction he has with them. He incorporates his life experiences into these student interactions by using his military background, his love for history, his travel experiences and his wide base of academic knowledge. He knows every student by name and he develops a working knowledge of each student that enables him to build the positive support that he shows every child.

Mr. Wood has demonstrated exemplary leadership in the two schools he serves. He encourages a team approach among his faculty that empowers his teachers to solve problems collaboratively and to grow professionally. His pleasant demeanor and kindness toward his fellow employees helps to create a friendly workplace which leads to high morale. He is very supportive of his faculty in difficult situations while encouraging innovative solutions to complex problems. Mr. Wood always sets high expectations for his staff while holding himself to the same standard. This leadership style has helped him develop a positive reputation at his schools and across the district.”
About four years ago, Mrs. Hunt, our School counselor, began a recycling program at our school. We began partnering with Rainbow City to recycle paper, plastic bottles, and cardboard. Our lunchroom ladies began recycling boxes and cans while students recycled paper and water bottles. Mrs. Hunt worked diligently at getting everyone involved and excited about recycling.

When we heard about the Bicentennial Schools program last spring, we got a team together and talked about ideas for a project we could submit. Our team unanimously decided to work on something that would help our city be a better place for our children. We decided we would work on expanding our recycling program out into our community. Thus, **Keeping Alabama Beautiful for another 200 years**!

We kicked off our community recycling project with a pep rally back in September. Our Green Team Committee worked with the Rainbow Middle School Pep Band to develop recycling cheers to get our students excited about recycling. The band played as the students and teachers cheered to kick off the project in grand fashion. All students were given green bracelets to wear that would remind them to recycle at home and to talk with their parents about the importance of recycling. To help generate enthusiasm, we purchased an Earth mascot and held a contest among students to determine a name for our new friend. The mascot’s name was revealed at the pep rally and “Globie” is now our official recycling ambassador! Students left the pep rally super excited about recycling and ready to make a difference in our community.

Using grant money, we purchased recycle bins for each of our 39 homerooms for students to use when recycling paper and plastic. We also purchased Green Team aprons for each class for the student that is
overseeing classroom and lunchroom recycling to wear each day. The Green Team Committee worked with Ken Payne at the city of Rainbow City to develop a monthly schedule for community recycling days and distributed it to parents and community members. Our first community recycle day was held on September 27th and was a huge success. In December, in addition to the usual items, we collected used blankets, towels, and sheets and donated them to be reused by the Rainbow City Animal Shelter.

In October, as a part of our Read for the Record, students took items that would’ve been thrown in the trash and used those items to create pieces of art. Each class was given a piece of foam board and were asked to work together to create something beautiful. They did indeed create beautiful pieces of art that have been on display in our school library.

Our fifth grade students collaborated together to write the lyrics to create a parody of a rap song and developed a video to go along with the song to encourage recycling. This video is being used as a tool to help educate the community on the importance of recycling. Students have participated in several presentations throughout Rainbow City and surrounding communities to spread the word about our project and tell them about ways they can participate in our recycle drives.

Our project is having a positive impact on our school as well as our community. We are changing mindsets concerning the importance of recycling. It is our goal to continue expanding this project into neighboring communities in an effort to help Keep Alabama Beautiful for another 200 years!
Supporting Preschool Within Your Community

Tricia Culpepper
Cullman City Primary
Cullman City

Having been a primary school principal for 13 years, I can attest to the fact that students who have had the good fortune of attending quality preschool programs are more likely prepared for a successful transition to formal schooling. The Alabama First Class Pre-K program has been extremely successful in preparing students for success in school.

In Cullman City Schools, we have had a Head Start grant to serve income eligible children for over thirty years. While this has been extremely beneficial to families and students in our community, the new partnership we have had with the Office of School Readiness and Alabama First Class Pre-K has helped us provide a deeper foundation for our students. This our second year of braiding Head Start funds with OSR funding. With the additional funding from the Office of School Readiness, we were able to extend the Head Start program to mirror the days and hours that our pre-school school students attend. This has added additional instructional time for the students and parents who have children in our system and can pick their pre-school students up at the same time as their K-12 students.

This past year, CLAS teamed with NAESP to offer the Pre-K-3 Leadership Academy. The program trains administrators about the ways pre-K-3 students learn and how to develop a culture in your school to promote this type of climate. This training has helped me to recognize best teaching practices for young learners and how I can support teachers and staff in their learning. I would highly recommend this training for principals especially if they have preschools in their building.

Our communities have several faith based preschools that send a majority of students to our school for kindergarten. With the Pre-K Leadership Academy information, I contacted the preschools and offered trainings for the teachers and directors. The training and information was well received by the preschools and we hope to establish some buddy visits with our faith based preschool teachers and our 4 year old teachers in our building. When I met with the preschool directors I discussed Child Find and their obligations and ways the LEA could help identify students with academic and social-emotional needs. By identifying and helping students early, we can change the trajectory for the students with academic and social-emotional needs. This will inevitably help our students as they transition to our school.

Building partnerships between our community preschools and elementary schools can be very beneficial for our students. The professional development that we offer preschool teachers enables our local preschools to have support and knowledge for meeting the needs of their students and families. The connection with local preschools and the LEA can be such a benefit for our young students who will be our future students.
I hope you are all having a great spring, and I also hope you all have a great end of the year planned. Remember, planning and hard work are integral parts of strong finishes.

By now you know that Dr. Michael Wilson has been named the 2019 Alabama NAESP National Distinguished Principal. Please join me again, in congratulating Dr. Wilson for his commitment to leading those under his care to new heights. He is an excellent leader, and he will represent Alabama well on the national stage. Congrats, Michael!

Thank you to all of our members for your hard work and reaching out to lawmakers expressing your concerns and sharing facts and stories relating to bills impacting education. Please continue to watch for Legislative Action Alerts throughout the session, if you see an Action Alert read it, and contact your lawmakers. We need to make education professionals’ voices heard. Keep up the great work!

As you know, we are in the midst of the legislative session, and we remain vigilant as we watch for bills about education. You can see a comprehensive legislative report below. However, I want to bring you up to speed on the senate bill that was passed to repeal our standards. Thankfully, this bill is stalled in the house. We hope that this bill will remain there, and our current data suggests that it will. If something were to change, we would let you know via CLAS Alerts. Thank you for your hard work on this bill by letting your legislators know your thoughts.

Bills Introduced and Added to CLAS Tracking:

**HB291** by Rep. Garrett – Alabama Released Time Credit Act – Authorizes the local board of education to allow released time for religious instruction off campus for elective credit.

**HB294** by Rep. Poole – A constitutional amendment – this bill changes the statutory meeting dates of the legislature to provide for biennial budget periods for all budgets of the state. A biennial budget last two years, any funding initiated by the budget is covered for a two-year period. The bill provides for an annual general session for non-budgetary matters beginning in January and is limited to 20 legislative days and 70 calendar days, followed by a fiscal session beginning in April which is limited to 12 legislative days and 35 calendar days. While in fiscal session the legislature shall consider only bills making appropriations for the two succeeding fiscal years. The proposed constitutional amendment will go to the people for a vote.

**HB295** by Rep. Poole – this bill changes the statutory meeting dates of the legislature as stated in HB294 and is contingent upon the approval in referendum of the constitutional amendment proposed by HB294.

**HB296** by Rep. Poole – Under current law the fiscal year of the state begins on October 1 and ends of September 30. This bill would change the beginning of the fiscal year for the State of Alabama to July 1 of each year, starting with the 2022 fiscal year which is to begin July 1, 2021. The bill provides for a nine-month implementation fiscal year from October 1, 2020 through June 30, 2021; and authorize the Governor to promulgate procedures necessary to implement this act.

**HB318** by Rep. Scott – Relating to Simplified Sellers Use Tax (SSUT), modifies certain definitions; clarifies when certain taxes can or cannot be remitted and provides for adjustments to SSUT. The bill is assigned to House Ways and Means General Fund Committee.


**HB339** by Rep. Ledbetter - This bill would require that the pledge of allegiance to the United States flag be conducted at the beginning of each school day in the public K-12 schools of the state.

**SB192** by Sen. Orr - Public education employees, Pay Raise, including K-12 and certain other designated education institutions.

**SB195** by Sen. Orr – Education Trust Fund supplemental appropriation

**SB196** by Sen. Orr - Appropriations, supplemental appropriations for fiscal year ending September 30, 2019, from the Education Trust Fund Advancement and Technology Fund to various school systems and colleges and universities, and other entities.

**SB199** by Sen. Orr - Education budget, appropriations for the support, maintenance, and development of public education.

**SB214** by Sen. Allen - Motor vehicles, school and church buses, special stops required when approaching, criminal penalties for violations, further penalties for causing death or bodily injury.
SB218 by Sen. Albritton - Relating to simplified sellers use tax; to modify certain definitions; to clarify when certain taxes can or cannot be remitted; and to provide for adjustments to simplified sellers use tax.

SB220 by Sen. Albritton - Alabama Lottery established, distribution of proceeds provided, constitutional amendment.

SB237 by Sen. Ward – Open Meetings Act Revised - Relating to public records; to establish the Alabama Open Records Act; to provide a process for access to public records; to provide procedures for making and responding to requests for access; to establish fees; to create the Office of the Public Access Counselor in the Department of Examiners of Public Accounts; to provide for his or her appointment, powers, and duties; to establish an appeals process and provide administrative and judicial remedies; to provide civil penalties for noncompliance; and to repeal Section 36-12-40, Code of Alabama 1975.

Committee Meetings:

HB132 sponsored by Rep. Hill - Juvenile Justice Reform - would implement recommendation of the Alabama Juvenile Justice Task Force from 2018 and would substantially revise provisions relating to juvenile justice system; would expand early intervention prior to court involvement; would require development of a statewide detention risk assessment tool for pre-adjudication detention decisions and would establish standards for informal adjustments for certain youth; would provide for video detention hearings under certain conditions; would remove assessment of fines or court costs against children under certain conditions while maintaining the ability to assess them against the parents of those children; would provide risk and needs assessment tools to aid courts in determining when placement in the Department of Youth Services is necessary; would require local boards of education to inform parents of services available relating to absenteeism and other school-related misconduct and would require the Alabama Department of Education to require each local board of education to annually develop, approve, and submit multidisciplinary agreements in collaboration with community stakeholders relating to appropriate responses to school-based offenses.

Rep. Jim Hill was a Juvenile Judge in St. Clair County for 10 years. He wants to reduce the number of kids in DYS for non-felony offenses ex. Truancy. Rep. Hill did informal adjustments in St. Clair County and wants to replicate what he did, but know not every juvenile judge feels the same way Rep. Hill does, some judges don’t want their authority to be limited.

On Wednesday, the bill received a favorable report from the House Judiciary Committee, but the bill received several amendments and the sponsor said the bill is far from being up for a vote on the House floor. Thanks to members who have sent us their concerns about this bill, continue to send us your thoughts on the bill.

HB191 by Rep. Fridy - A constitutional amendment to provide that every parent has a fundamental right to direct the upbringing, education, care, and custody of his or her children. This bill received a favorable report from Children and Senior Advocacy Committee.

SB116 by Sen. McClendon – The Alabama Lottery Act - creates the Alabama Lottery Corporation, authorizes distribution of revenues for college scholarships. Proceeds shall be split 50% to ETF and 50% to the State General Fund. The bill shall be implemented only upon ratification by the voters of Alabama of the Constitutional Amendment as contained in SB130 of the 2019 Regular Session of the Alabama Legislature.

SB130 sponsored by McClendon – Alabama Lottery Act - Constitutional Amendment provide powers and duties of the Alabama Lottery Commission; provide for use of lottery proceeds (shall be split 50% to State General Fund and 50% to ETF); levy and allocate a state gross receipts tax on gaming revenue; levy and allocate a local gross receipts tax on gaming revenue; levy and allocate a tax on vendors of video lottery equipment; provide for the disposition of state gaming tax proceeds; and provide limitations on retailers. Allows for video lottery.

SB140 by Sen. Whatley – Sex Education - would revise the focus of the content, course materials, and instruction provided to public school students in any program or curriculum that includes sex education or the human reproductive process.

Vic Testifying for Tier3:

House Ways & Means Education Committee meeting was held on Wednesday. Two major TRS retirement benefit bills were on the agenda. HB77 “Teacher Recruitment & Retention Act and HB21 “PLOP”. We (AEA, SSA, AASB, and CLAS) have asked leaders that HB77 Teacher Recruitment and Retention Act and HB21 “PLOP” be considered a legislative package. We believe that the two bills work well together to address the ongoing shortage of quality teachers in our schools. HB77 targets the recruitment of new teachers in areas where teacher shortages are most severe, while HB21 provides additional support for the onboarding and retention of new teachers. Together, these bills aim to improve the hiring and retention rates of teachers, ultimately leading to better student outcomes.
Rep. Baker, laid a good foundation to advance HB77 in the future. Education association representatives, including CLAS Executive Director, Dr. Wilson, testified before the committee. Each person cited facts about the current Tier 2 benefit, Alabama’s teacher shortage, and increased teacher absentee rates. Rep. Poole, committee chairman, requested more data be gathered before the committee meeting next Wednesday, so the committee could make a well-informed decision about the bill.

In the meantime, CLAS wants you to contact YOUR House member and tell them why they should support HB77. The Teacher Recruitment and Retention Act is one piece that will help the education profession with the teacher shortage. Here is a talking point sheet and click here to find your representative.

Bills Passed in the House

HB21 by Rep. Baker – PLOP – Partial lump sum option plan, provides an additional option at retirement; allows a member to take up to 2 years of his or her benefit as a one-time partial lump sum distribution in exchange for a reduced lifetime monthly distribution. The bill now goes to the Senate.

HB41 by Rep. Stringer – Teen Vaping Bill – Prohibits alternative nicotine product retailers and manufacturers from advertising alternative nicotine products around schools and churches. The bill passed as substituted and amended with a vote of 101-0. Rep. Stringer is a freshman legislator, and this was his first bill passed out of the House. The bill now goes to the Senate.

Bills Passed in the Senate

SB5 – The bill adds meaning of certified athlete agent as someone who is certified to be an athlete agent in a particular sport by a national association that promotes or regulates intercollegiate athletics and establishes eligibility standards for participation by a student athlete in that sport. Allows certified athlete agent to pay expenses incurred before the signing of an agency contract by a student athlete, a family member of the student athlete, and an individual of a class of individuals authorized to receive the expenses by the national association that certified the agent if the expenses are: for the benefit of an athlete who is a member of a team authorized to receive a benefit by the national association; of a type authorized to be paid by a certified agent by the national association; for a purpose authorized by the national association that certified the agent.

SB14 by Sen. Melson - Bible as Elective - that allows bible to be offered an elective in grades 6-12 was amended in committee. Amendments add that no teacher is required to teach, and no local board of education would incur liability due to provisions in the bill. The bill was amended on the floor before final passage. The amendment will include “and religious histories” after the word bible throughout the bill.

SB15 by Sen. Whatley – Kyle Graddy Act - would name the self-administration law and the anaphylaxis preparedness program law together as the Kyle Graddy Act. This bill would specifically allow the possession and self-administration of single dose auto injectable epinephrine by a school student, also provide further for the definition of single dose auto injectable epinephrine. The bill now goes to House and is assigned to House Health Committee.

SB222 by Sen. Butler - Appointed County Superintendent – This bill would require all county superintendents to be appointed by the county board of education, except as otherwise provided by the Constitution of Alabama of 1901. A county board of education may continue the services of an elected superintendent of education as an appointed superintendent of education for an additional term without following the posting and selecting procedures required under Section 16-9-11, Code of Alabama 1975, by appointing and extending the contract between the board and the superintendent. The contract may be executed at any time during the term of office of the elected county superintendent of education. On or before September 1, 2019, for elected county superintendents of education whose terms end in 2020, or September 1, 2021, for elected county superintendents of education whose terms end in 2022, the county board of education shall notify the elected superintendent of whether the board intends to contract with the elected superintendent of education for an additional term. The bill passed the Senate Thursday by a vote of 19-10 and is on the House Education Policy committee’s agenda next Wednesday.

Next Week

To join the CLN contact the CLAS Communication Coordinator Susie Ellison via email susie@clasleaders.org or call (800) 239-3616.

I hope you all have a great end of the year, and I look forward to seeing you at the CLAS conference this summer!
Reverse the Trend

L. Earl Franks
Executive Director
NAESP

National education groups are collaborating with states to address teacher shortages.

A growing trend in education—teacher shortages—is affecting our nation’s schools, and now is the time to work together to address it and reverse it.

School districts across the country are facing a severe shortage of teachers—especially in math, science, special education, career and technical education, and bilingual education, according to a March 2018 Education Commission of the States (ECS) report. Such shortages are much more common in urban, rural, high-poverty, high-minority, and low-achieving schools, according to the report. In fact, schools with high populations of students of color had 70 percent higher teacher turnover rates, and underfunded and underachieving Title I schools experienced a 50 percent higher specialty teacher turnover rate.

These shortages are not only expensive for school districts, but they also negatively impact school climate, culture, and student learning by undermining quality and stability in the classroom. To deal with this issue, states have been working on multiple strategies in an attempt to reverse the trend. In 2017, 23 states enacted almost 50 bills aimed to recruit teachers to high-need schools and high-need subjects, according to the ECS report.

State-Level Support At A National Level

From a national perspective, NAESP is involved in advocacy and policy efforts that attempt to address teacher and principal shortages, especially in rural communities. In July 2018, we helped outline provisions for a congressional bill, the Preparing and Retaining Education Professionals (PREP) Act, and supported it. This legislation will help ensure that there are enough teachers and principals, with the right skills and tools, to educate students and prepare them for the future.

Additionally, NAESP is a national collaborator in the Diverse and Learner-Ready Teachers (DLRT) Initiative, launched in March 2018 by the Council of Chief State School Officers. This initiative connects nine states with each other and experts in the field to receive individualized support in creating plans to address recruitment challenges. The participating states are Colorado, Delaware, Illinois, Louisiana, Massachusetts, Mississippi, Nebraska, New Mexico, and New York.

The DLRT network is working to revise, enact, or remove state policies in order to address challenges in diversifying the educator workforce and ensuring all educators are culturally responsive in practice. NAESP’s role as a national collaborator in this effort has been specific to communication and advocacy, focusing on the following questions:

• What is retention?
• What is retention’s role in the larger teacher pipeline?
• What does teacher diversity have to do with retention?
• What are some policies and practices that could help make teacher diversity an integral part of retention?
• What does culturally responsive practice (CRP) have to do with teacher retention?

What are some policies and practices that could help make CRP an integral part of teacher retention?

Our hope is that together with Congress, state legislatures, other national organizations, and state education agencies, we can collaboratively support changes to policy and practice that change the face and nature of the educational experiences each child has in our nation’s public schools.
CLAS Board of Directors’ Meeting

Waller Martin
Enterprise Early Education Center
Enterprise City

The CLAS Board of Directors met at the Marriott at Capitol Hill, Prattville, on March 6, 2019.

SDE Update:

State Superintendent Dr. Eric Mackey brought the SDE update. He reported that the new math course of study is not dead but will not be implemented this fall if it passes. The committee will revisit the timeline, and Dr. Mackey will recommend pushing the math implementation back to 2022 and social studies to 2023.

Also, the new Student Information System will be a state hosting system. It will be cloud-based and easily accessible across the state. A webinar with Power School will be held on March 13.

The ALSDE budget looks good this year. It includes a 4% raise for educators and no PEEHIPS increase. Included in the budget is a slight increase for employer retirement contributions.

There is also a $25,000,000.00 Pre-K Program in the budget. Otherwise, the budget has not been made available yet due to the Legislative special session called for addressing the state infrastructure.

Staff Reports:

Banner School Awards – Vic Wilson reported on the Banner School Awards luncheon. It was very special this year. A local Montgomery school provided a string quartet prior to the event, and choir that sang the National Anthem.

Professional Learning Update - Demica Sanders presented the Professional Learning update. She discussed the special project for the CLAS convention. At the convention this summer, each affiliate will be provided a red wagon to fill with items for Children’s Hospital of Alabama.

Convention Update – Dr. Wilson provided an update on the CLAS Convention. In 2019 & 2020 the convention will be in Montgomery, and the 2021 & 2022 convention will be in Birmingham or Mobile.

Legal – Dr. Wilson reported to the board that Legal Defense fund expenditures are trending as normal for this time of the year.

Legislative Update- Dr. Wilson provided the Legislative update. There is $189,000,000.00 in the General Fund in carryover funds. CLAS will stand firm for protecting the ETF. The new “DROP” bill is very different from Dr. Hubbard’s original DROP opportunity. CLAS will not support this bill. A bill proposing a Tier III option to the Teacher’s Retirement System which provides for better retirement benefits for those hired on, or after January 1, 2013. The Tier III option is sustainable. Susie Ellison provided a list of education related bills that CLAS will monitor this session.

Action Items:

Membership Report – President Maddox presented the membership report for board acceptance. Dr. Wilson announced that AAESA will gain a seat on the CLAS board on July 1. Larry Haynes made a motion to approve the Membership Report. Frances Finney seconded the motion. Motion passed.


Awards Update– Debbie Lee discussed the CLAS awards selection process. Bobby Jackson nominated Pam Mills for the James A. Street Award. Patrick Chappell seconded the motion. Patrick Chappell made a motion to close nominations. Van Phillips seconded the motion. Motion passed. After a vote by the board, Pam Mills was selected as the 2018-19 James A. Street recipient.

CLAS Office Calendar – Judith Ross made a motion to accept the 2019-20 Office Calendar as presented. Carlos Nelson seconded the motion. Motion passed.

CLAS President Rotation – SSA will provide nominees for the CLAS President Elect selection in April.

CLAS Leadership Award Nominees – Debbie Lee discussed the CLAS Leadership Award nominee and selection process.
I sincerely hope that all is well with you and your school as we wind down another school year. Among the many things to be done at this time of year, is a time of reflection and planning for the next school year. As you look ahead to next year, please include in your plans the AAESA Fall Instructional Leadership Conference November 18-20, 2019 at the beautiful Perdido Beach Resort in Orange Beach, Alabama.

I have certainly benefitted in my 23 years as a principal being a member of CLAS and I have always liked the motto, “CLAS cares about kids, but we also care about YOU.” The AAESA Fall conference will give you an opportunity to take care of “YOU!” As usual, there will be some excellent presenters but it will also be a time to collaborate, network, unwind and rejuvenate.

One topic that is on everyone’s mind is “social emotional learning” and trying to effectively meet students’ needs when they come to us each day with some type of “emotional baggage.” Additionally, we cannot forget that our staff comes to school with perhaps the same issues. Principals and administrators constantly look for ways to face these problems. You will not be disappointed in the information you receive at the conference about mental health and other important topics. I have heard someone say that they are afraid to be out of their building to attend a conference (I admit that I said that myself once upon a time!) but I have learned over my long career as an administrator that if my school couldn’t get along without me for a few days, then there is something wrong with my leadership. I know all of you are great school leaders, so I’m telling you now that it is okay for you to attend the Fall Conference! Trust me, everything will be waiting for you when you return to your school but you will be refreshed and ready for it! I encourage you to make it a priority to attend.
Meet Your District VII Representative

Cindy Poteet
Northside Intermediate
Opelika City

My name is Cindy Poteet. Currently, I am the principal at Northside Intermediate School in Opelika, Alabama. This is my first year as a principal, my ninth year in administration and my 18th year in public education. My career started in the classroom teaching mathematics to middle school children for nine years, before moving into instructional coaching and administration. In 1998, I earned my B.S. from Middle Tennessee State University in Elementary Education and then obtained my M. Ed. in Educational Technologies (2004) followed by an Ed. S in Administration and Leadership (2006).

Growing up in the ‘80s, I was the only girl in a family of over achieving boys. Fortunately, my parents did an awesome job of making sure that I knew that I was capable of accomplishing whatever I set my mind to completing. “Anything was possible, as long as I applied myself. You can make your dreams come true~” was often heard at our home in Tennessee. To this day, I try to press this message on to the students that I get to work with daily – the key being, not just that anything is possible but rather the trick is to constantly apply yourself. Ensuring that our students know the steps on how to set a goal and then take steps to achieve it – that’s the difference between a wish and a dream! Dreams are actually attainable. These are the life skills that I hope to impart on to the Northside students.

In my spare time you can usually find me with my family. My husband and I enjoy spending time with our four children, five grandchildren and our dog, Tom. If our family is not in town, we like to explore and hike, watch college football and read books by our favorite authors.
Join NAESP this summer for three days of premiere professional learning.

Network with National Leaders.

Accelerate Your Professional Development.

Expand Your Knowledge.

Shape the Future of Your School.

Plan to Join Us in Spokane.

REGISTER NOW • naespconference.org
NAESP Launches National Aspiring Principals Academy

The National Association of Elementary School Principals, in partnership with AASA, The School Superintendents Association, is proud to announce the launch of the National Aspiring Principals Academy. This highly engaging year-long professional learning experience will directly bolster the effectiveness and preparation of all aspiring school principals across the nation. The academy follows a cohort model designed to support aspiring principals in acquiring the essential knowledge, skills and practices needed to advance to the next leadership level.

This standards-based professional learning opportunity will provide an insightful blend of theory and practice through in-person sessions and a virtual platform by highly skilled, nationally recognized educational leaders and mentors. Participants will implement learned strategies to address a problem of practice resulting in a culminating Capstone Project capturing their work. In collaboration with local jurisdictions, participants may be able to use this experience as part of their executive internship for administrative certification.

Anyone who aspires to become a principal and improve in their principal practice is encouraged to apply. Participants may be teacher leaders, assistant principals or early career principals. The academy is designed to support aspiring principals in acquiring the essential knowledge, skills and practices needed to advance to the next leadership level.

All participants will complete an application. Submissions will be reviewed and final selections determined by a panel from AASA and NAESP.

Each cohort will have a minimum of 25 participants. Applications will be screened for the highest quality of candidates. For additional information, visit www.naesp.org/napa, or contact Aaran Lurry at alurry@naesp.org.

Popular on Twitter: Diversity, Rural Schools, and SEL

Here’s what your PLN was most interested in on social media in the past month. These top topics looked at the benefits of a diverse faculty in schools, rural schools networking with neighboring districts, and the teacher’s impact on students’ social-emotional learning (SEL).

Why We Need a Diverse Teaching Workforce

Authors Dan Goldhaber, Roddy Theobald, and Christopher Tien look into a question that’s common in schools these day: Why do we need a diverse teacher workforce? And it turns out, there are a lot of reasons. The article dives into statistics that show how much of a positive impact teachers of color have on students. For example, authors point to this statistic: For a low-income black male student in grades 3 through 5, being taught by at least one black teacher reduces the probability of dropping out by 39%. That’s huge. There are so many more positive statistics the article points to that support the need to have diversity among the teacher workforce in the U.S.

Despite these statistics, it’s not that easy to fix the problem. With teacher retention issues nationwide, it’s becoming harder and harder for schools to retain teachers of color, despite the need for it.

Focusing on Rural Schools

In “New Research Centers to Focus on Rural Schools, High School Writing,” author Linda Jacobson looks at the challenges rural schools face and how the Institute for Education Sciences, the National Center for Rural School Mental Health, and the National Center for Rural Education Research Networks are working to solve them.

In particular, research is showing that there’s strength in numbers. “Many rural districts—and school leaders in rural areas—are finding that they can accomplish more by partnering with neighboring districts and participating in networks in which they share curriculum resources, professional development and other areas of expertise,” says Jacobson.

Considering nearly 10 million students in the U.S. attend rural schools, more can be done to help them succeed, says Jacobson. These new centers are just the beginning.

A Teacher’s Impact on SEL

Teachers aren’t just in schools to teach content; they now teach a range of noncognitive SEL skills like self-regulation, says author Youki Terada in “Understanding a Teacher’s Long-Term Impact.”

Terada references a 2015 student that found that focusing on SEL skills resulted in better outcomes in students’ health, education, and employment. The study also showed a decreased likelihood that these students would get in trouble with the law as children and as adults.

The takeaway, says Terada: “Measuring the full value of a teacher goes well beyond their impact on test scores. Teachers who improve students’ noncognitive skills also improve long-term outcomes that include their odds of graduating from high school.”

Don’t want to miss valuable articles about education? Follow NAESP on Twitter, Facebook, and Instagram.
2018-2019 Membership Roster by District

**District 1**
- Christopher Adams .............. Morgan County Schools
- Nona Adams ..................... Limestone County Schools
- Derrick Akerson ................. Decatur City Schools
- William Alexander .............. Athens City Schools
- Gina Baggett .................... Lawrence County Schools
- Cade Baker ....................... Limestone County Schools
- Kristen Cagle ..................... Lawrence County Schools
- Angela Barnes .................... Morgan County Schools
- Veronica Bayles .................. Tuscaloosa City Schools
- Christy Bice ...................... Haleyville City Schools
- Sharla Birdsong ................. Athens City Schools
- Tina Blankenship ............... Lawrence County Schools
- Jennie Bradford ................. Cullman County Schools
- Kim Brown ....................... Cullman County Schools
- Rebecca Burt ..................... Morgan County Schools
- Jeremy Jones ..................... Athens City Schools
- Amy Jones ....................... Mobile County Schools
- Jonathan Hatton ................. Mobile County Schools
- Larry Grantham ................. Cullman County Schools
- Beth Fields ...................... Lawrence County Schools
- Derek Ergle ...................... Florence City Schools
- Derinda Duke .................... Cullman County Schools
- Jill Eaton ......................... Decatur City Schools
- Jil Edwards ...................... Athens City Schools
- Robbie Elliott ................. Morgan County Schools
- Katrena Ellison-Allen ........... Athens City Schools
- Caleb Elrod ...................... Cullman County Schools
- Derek Eagle .................... Franklin County Schools
- Kristie Ezzell ................. Russellville City Schools
- Beth Fields ...................... Lauderdale County Schools
- Nathan Fuller ................... Colbert County Schools
- Nicholas Gragg ................. Cullman City Schools
- Larry Grantham ................. Cullman County Schools
- Gregory Gray ................... Lawrence County Schools
- Margaret Guthrie ............... Mobile County Schools
- Beth Hales ...................... Decatur City Schools
- Wesley Harden .................. Lawrence County Schools
- Marty Hardman ................. Cullman County Schools
- Jonathan Hatton ............... Lauderdale County Schools
- Burt Helton ..................... Lauderdale County Schools
- Daphne Hogan .................. Florence City Schools
- Deanne Holliman .......... Russellville City Schools
- Keith Hood ..................... Winston County Schools
- Theodora Jackson ............... Decatur City Schools
- Haley James ................... Limestone County Schools
- Emily Johnson .............. Haleyville City Schools
- Tony Johnson ................. Cullman County Schools
- Kelley Joiner .................. Lauderdale County Schools
- Amy Jones ...................... Lauderdale County Schools
- Jeremy Jones ............... Decatur Heritage Christian Academy
- Jill Jones Brown ............... Morgan County Schools
- Jonathan King ............... Franklin County Schools
- Eric Kirkman ............... Lauderdale County Schools
- David Kros ...................... Decatur City Schools
- Karissa Lang ................... Hartselle City Schools
- Robbie Lauderdale ............ Lauderdale County Schools
- Earl Leonard ............... Limestone County Schools
- Ross Lewis ...................... Hartselle City Schools
- Jeff Mattheus ................. Athens City Schools
- Angela Mathews ................ Limestone County Schools
- Tanya McCain .................. Morgan County Schools
- Shannon McCaskey ......... Decatur City Schools
- Beth Mckinney ................. Athens City Schools
- Cleo Miller ................... Limestone County Schools

**District 2**
- Chasly Moon ................. Russellville City Schools
- Kevin Moore .................... Lauderdale County Schools
- Brittney Morgan ............... Lawrence County Schools
- Kimberly Motton ............... Sheffield City Schools
- Tara Murphy .................... Morgan County Schools
- Anthony Olivis ............. Colbert County Schools
- Jay Page ...................... Cullman City Schools
- Kendra Parker ............... Lawrence County Schools
- Taffy Pierce ................... Lawrence County Schools
- Wesley Pounders ............. Muscle Shoals City Schools
- Datie Priest .................... Decatur City Schools
- Debbie Queen ............ Hartselle City Schools
- Dana Rhinehart ............ Limestone County Schools
- Ramona Robinson .......... Russellville City Schools
- Jeff Scott .................... Winston County Schools
- Lola Scott .................... Franklin County Schools
- Matt Scott .................... Muscle Shoals City Schools
- Alvie Shaw .................... Colbert County Schools
- Jason Simmons ............ Muscle Shoals City Schools
- Shetina Smith .............. Muscle Shoals City Schools
- Vicki Smith ............... Muscle Shoals City Schools
- Michael South ............... Florence City Schools
- Karen Sparks ............... Cullman County Schools
- Todd Stephens ............... Morgan County Schools
- Michelle Swindell ........ Muscle Shoals City Schools
- Matthew Syvesta .......... Sheffield City Schools
- Matt Taylor .................... Limestone County Schools
- Paige Terry .................... Lawrence County Schools
- Wesley Thigpen .......... Franklin County Schools
- Janet Turner .............. Cullman County Schools
- Robin Vaneg .................... Franklin County Schools
- Jennifer Warhurst ........ Franklin County Schools
- Tiffany Warhurst ........ Franklin County Schools
- Tina Webb ...................... Franklin County Schools
- Gena Webb ...................... Cullman County Schools
- Lewis White ............... Morgan County Schools
- Angie Whittington .... Decatur City Schools
- David Wiggins ............... Cullman County Schools
- Alan Willingham ........ Muscle Shoals City Schools
- Marshall Wise .............. Decatur City Schools
- Paula Young ............ Colbert County Schools

**District 3**
- Michelle Adams .............. Mobile County Schools
- Hattie Alexander ............ Mobile County Schools
- Candy Collins ................ Muscle Shoals City Schools
- Christy Amos .............. Chickasaw City Schools
- Dena Armbricht ........ Mobile County Schools
- Suzanne Bahr .............. Satssuma City Schools
- Shundra Barnes ............ Mobile County Schools
- Monique Baugh ............ Mobile County Schools
- Claudia Bishop ............ Mobile County Schools
- Amy Blake ..................... Mobile County Schools
- Ashley Brewer ............ Mobile County Schools
- Angie Brown .................. Mobile County Schools
- Christ Brown ................ Muscle Shoals City Schools
- Twilla Burrs ............... Mobile County Schools
- Amanda Catlett .......... Mobile County Schools
- Cheryl Chapman ............ Mobile County Schools
- Veronica Coleman ........ Colbert County Schools
- Courtney Diaz .............. Mobile County Schools
- Timothy Dollar ........... Mobile County Schools
- Kimbra Drakeford .... Mobile County Schools
- Michelle Dumas ............. Muscle Shoals City Schools
- Katherine Gallop ........ Mobile County Schools
- Kemmavina Griffin .... Mobile County Schools
- Monica Griffin .............. Mobile County Schools
- Michele Hewlett ........ Chickasaw City Schools
- Laura Hittson ............. Mobile County Schools
- Danielle Hodge .......... Mobile County Schools
- JaaDa Holcombe ........ Mobile County Schools
- Ronald Horner ............. Chickasaw City Schools
- Lynn Huey .................... Muscle Shoals City Schools
- Marshall Hunt .......... Mobile County Schools
- Katryna Kinn .............. Mobile County Schools
- Connie Krist ................ Muscle Shoals City Schools
- Lisa Large ................. Mobile County Schools
- Carla Lewis ................. Mobile County Schools
- Angela Linccum .......... Mobile County Schools
- Nancy Lowell .............. Mobile County Schools
- Michelle Manzy ........ Mobile County Schools
- David Maxwell .......... Mobile County Schools
- Michelle McClung .......... Mobile County Schools
- Susan McRae .............. Mobile County Schools
- Jolli Miles ................. Mobile County Schools
- Simone Moore .............. Mobile County Schools
- Julia Nelson ............... Mobile County Schools
- Telfine Petro ............... Mobile County Schools
- Katie Pettaway .......... Mobile County Schools
- Quintina Pruitt ........ Mobile County Schools
- Shirley Reese ........ Mobile County Schools
- Ashitny Roberts ........ Mobile County Schools
- Sonda Roberts .............. Mobile County Schools
- Brenda Sharp ............ Satsuma City Schools
- Michelle Sherphorie .. Mobile County Schools
- Marilyn Smith ............. Mobile County Schools
- Teresa Smith .............. Mobile County Schools
- Stan Stokley ............. Saraland City Schools
- George Sullivan ............ Mobile County Schools
- Amy Tillman ............... Mobile County Schools
- Tara Trammell ............ Mobile County Schools
- Metra Turner ............... Mobile County Schools
- Glenda Warren ............ Mobile County Schools
- Patricia Westbrook .... Mobile County Schools
- Kimberly Williams .... Saraland City Schools
- Melanie Winter .......... Mobile County Schools

**District 4**
- Ronika Amerson ............ Tuscaloosa City Schools
- Frances Ann Baggett .... Tuscaloosa City Schools
- Eliphj Bell ..................... Sumter County Schools
- Celester Bolden ........ Sumter County Schools
- Jeff Campbell ............. Tuscaloosa City Schools
- James Campbell ............ Tuscaloosa City Schools
- James Chastian ............ Tuscaloosa City Schools
- Felicia Corona ............. Holy Spirit Catholic School
- Debbie Crawford ...... Tuscaloosa City Schools
- Beth Curtis ................. Tuscaloosa City Schools
- Chris Dickens ........... Tuscaloosa City Schools
- Tracy Elmore .......... Tuscaloosa City Schools
- Danielle Fulghum ...... Tuscaloosa City Schools
- Vertis Glos-Brown ........ Tuscaloosa City Schools
- Diane Gray ............... Tuscaloosa City Schools
- Andrea Hammer ........ Tuscaloosa County Schools
- Debra Hildreth ......... Tuscaloosa County Schools
- Michael Anne Jackson .... Tuscaloosa County Schools
- Valerie Jackson .......... Pickens County Schools
- Cynthia Jemison ........ Sumter County Schools
- Laura Jockisch ........ Tuscaloosa City Schools
- Marsha Johnson ........ Tuscaloosa County Schools
- Belinda Jones ........... Tuscaloosa County Schools
- Tyrone Jones .............. Tuscaloosa City Schools
- Michael Keeton ........ Tuscaloosa City Schools
- Amy Lacy ................. Lamar County Schools
- Kimberly Lavender ........ Tuscaloosa County Schools
- Fayette Little ........... Tuscaloosa City Schools
- Portia Martin ........ Tuscaloosa City Schools
- Gary McCarty ............ Marion County Schools
- Gena Monroe ............. Tuscaloosa County Schools
- Cindy Montgomery ........ Tuscaloosa County Schools
- Sherina Morgan ........ Walker County Schools
- Alicia Nalls ............... Fayette County Schools
- Preet Nichani .............. Tuscaloosa City Schools
- Donna Palmer ............. Marion County Schools
- Brenda Parker .......... Tuscaloosa City Schools
- Jaime Pate ............... Tuscaloosa County Schools
- Minda Paxton .............. Tuscaloosa County Schools
- Jeremy Perkins .......... Tuscaloosa County Schools
- Jonathan Posey .......... Hale County Schools
- Laurel Presley .......... Tuscaloosa County Schools
- Lucile Prewitt .......... Tuscaloosa City Schools
- Lucretia Prince ........ Tuscaloosa County Schools
- David Pruitt .............. Marion County Schools
- James Rainey .............. Walker County Schools
- Tameka Rice .............. Tuscaloosa County Schools
- Stephanie Richley .... Hale County Schools
- Eric Riggins .............. Jasper City Schools
- Martha Roop .......... Tuscaloosa County Schools
- Patricia Smith .......... Tuscaloosa County Schools
- Terrance Spencer .... Hale County Schools
- Terry Sterling ............ Pickens County Schools
- Ira Sullivan .............. Tuscaloosa County Schools
- Lindsey Thompson .... Tuscaloosa County Schools
- Josh Weatherly .... Marion County Schools
- Dianne Williams ....... Walker County Schools
- Roy Williams .............. Winfield City Schools
- Carolyn Wilson .......... Tuscaloosa County Schools
- Shemila Wilson .... Pickens County Schools

**Alabama Elementary Administrator**
2018-2019 Membership Roster by District cont’d

Lisa Stamps .............................................. Shelby County Schools
Deliah Stitt .............................................. Birmingham City Schools
Stacy Absher ............................................. Coosa County Schools
Wendy Story .............................................. Homewood City Schools
Laura Tate .................................................. Tuscaloosa City Schools
Troy Taylor .................................................. Jefferson County Schools
Hariette Thompkins ................................. Birmingham City Schools
Daniele Tinker .............................................. Jefferson County Schools
Adam Truesdale ....................................... Leeds City Schools
Michael Turner ............................................ Jefferson County Schools
Alice Tumey .............................................. Hoover City Schools
Dilan Hollingsworth ................................. Huntsville City Schools
Corvetta Vann ........................................... Fairfield City Schools
Lynn Vines ..................................................... Jefferson County Schools
Jill Walden .................................................... Homewood City Schools
Cardella Walker ........................................ Shelby County Schools
Cynthia Ward ............................................. Birmingham City Schools
Alicial Washington ................................. Birmingham City Schools
Catherine Waters ........................................ Mountain Brook City Schools
Angela Watkins ........................................ Shelby County Schools
Joshua Watkins .......................................... Mountain Brook City Schools
Kimberly White ....................................... Hoover City Schools
Veronica Wiggins ....................................... Cornerstone Schools of Alabama
Tanya Wildman ........................................... Albertab City Schools
Sherita Williams ....................................... Hoover City Schools
Michael Wilson ............................................. Birmingham City Schools
Charles Yeager ........................................... Jefferson County Schools

**District 5**

Monte Alover ......................................... Sylacauga City Schools
Tessa Anderson ........................................ Calhoun County Schools
Miranda Battles ....................................... Albertville City Schools
Jeffery Bostwick ........................................ Fort Payne City Schools
Scott Bonda .............................................. Marshall County Schools
Barry Bottoms .......................................... Cullman County Schools
Philip Bryant ............................................ Dekalb County Schools
Eric Bryant ................................................. Dekalb County Schools
Jean Chandler .......................................... Calhoun County Schools
Nicole Chester ........................................... Gadsden City Schools
Erika Clark ................................................. Jacksonville City Schools
Tanya Clark ................................................. Etowah County Schools
Virginia Clough ........................................ Etowah County Schools
Derek Cobb ................................................ Calhoun County Schools
Amy Copeland .......................................... Oxford City Schools
Dexter Copeland ........................................ Anniston City Schools
Joseph Cordi ............................................. Sylacauga City Schools
Tessa Crump .............................................. Calhoun County Schools
Hilary Dahlke ............................................ Guntersville City Schools
Summer Davis ........................................... Calhoun County Schools
Leslie Day ...................................................... Dekalb County Schools
John Doyle ..................................................... Guntersville City Schools
Joe Dyer ...................................................... Calhoun County Schools
Greg Edge .................................................... Attalla City Schools
Jennifer Edwards ...................................... Calhoun County Schools
Selena Felkins .............................................. Sylacauga City Schools
Kari Finley .................................................. Calhoun County Schools
Vanessa Fowler ........................................ Albertville City Schools
Taylor Freeman ......................................... Oxford City Schools
Laurie Funderburg ..................................... Pell City Schools
Claire Gamble ............................................. Oxford City Schools
Charles Gardner ......................................... Etowah County Schools
Jonathan Gilbert ....................................... Calhoun County Schools
Melanie Glover ......................................... St. Clair County Schools
Chance Goodwin ....................................... Gadsden City Schools
Julie Green .................................................. Sylacauga City Schools
Anna Harnett .............................................. Dekalb County Schools
Teresa Hall .................................................. Anniston City Schools
Jennifer Hannah ....................................... Pell City Schools
Donna Harbin ............................................. Calhoun County Schools
Hope Harris .............................................. Etowah County Schools
Allison Haygood ....................................... Boaz City Schools
Linda Haygood .......................................... Talladega County Schools
Gregory Haynie ......................................... Talladega County Schools
Houston Henderson ................................ Fort Payne City Schools
Christi Hiett .............................................. Cullman County Schools
Jay Hooks ..................................................... Boaz City Schools
Krist Hopper .............................................. Boaz City Schools
Phillip Jenkins .......................................... Talladega County Schools
Barbara Johnson ....................................... Cullman County Schools
Donna Johnson ........................................... Cullman County Schools
Marlon Jones ............................................. Anniston City Schools
Lyndsey Key .............................................. Talladega County Schools
Laura Knighton ......................................... Calhoun County Schools
Shareka Lee .............................................. Talladega County Schools
Amanda Martinez ....................................... Etowah County Schools
Patrice Maxwell ....................................... Gadsden City Schools
Yolanda McCarri ....................................... Anniston City Schools
Tim McCollo ............................................... Dekalb County Schools
Candi McCullar ......................................... Albertville City Schools
Julie-Anne McCulley .................................. Guntersville City Schools
Shasta McFry .............................................. Calhoun County Schools
Chris Melton .............................................. Etowah County Schools
Betty Merweather ..................................... Anniston City Schools
Melissa Molock ......................................... Attalla City Schools
Gregory Moore ......................................... St. Clair County Schools
Lori Moss ..................................................... Etowah County Schools
Suzanne Nance .......................................... Etowah County Schools
Debora Nelson ............................................. Anniston City Schools
Joyelyn Palmere-Haynes ................................ Anniston City Schools
Ebony Pearson ............................................. Gadsden City Schools
Gregory Penny ......................................... Albertville City Schools
Revonda Pruitt ............................................. Piedmont City Schools
Amber Ray ..................................................... Calhoun County Schools
Leanne Reed .............................................. Gadsden City Schools
Angela Robinson ........................................ Talladega County Schools
Cody Rowell ............................................... Dekalb County Schools
Tiffany Scott ............................................... Etowah County Schools
Heath Shaddix ............................................. Fort Payne City Schools
Mona Sheets .............................................. Albertville City Schools
Christy Shepard .......................................... Oxford City Schools
Aimee Shiflett ............................................... Calhoun County Schools
Laure Sims ..................................................... Etowah County Schools
Jamie Smith .............................................. Cliboone County Schools
Crystal Sparks ............................................. Calhoun County Schools
Darryl Spradley ......................................... Oxford City Schools
Britt Steward .............................................. Piedmont City Schools
Jimmy Lee Thomas .................................... Talladega County Schools
Rhonda Timmer ......................................... Jacksonville City Schools
Krisy Towns .................................................. Etowah County Schools
Julie Tucker ..................................................... Etowah County Schools
Jackie Turner .............................................. Calhoun County Schools
Kay Turner ...................................................... Talladega County Schools
Christa Urban ............................................. St. Clair County Schools
Josh Walker ............................................... Boaz City Schools
James Walls .............................................. Albertville City Schools
Cynthia Watts .............................................. Talladega County Schools
Caryn Waugh ............................................... Oxford City Schools
Jordan Westers ......................................... Oxford City Schools
Eric West ..................................................... Etowah County Schools
Sally Wheat ................................................. Fort Payne City Schools
Kelley Williams .......................................... Oxford City Schools
Carrie Yancey ............................................. Etowah County Schools
Darrin Young .............................................. Marshall County Schools

**District 6**

Dorothy Banks ........................................... Chocotaw County Schools
Kimberly Bell ............................................. Autauga County Schools
Louise Carey ............................................... Bibb County Schools
Felissa Clemmons ..................................... Autauga County Schools
Ebony Coleman ........................................... Dallas County Schools
Eve Crowe .................................................. Autauga County Schools
Erika Crum .................................................... Dallas County Schools
Jennifer Doubt ......................................... Lowndes County Schools
Ira Dozier-Stallworth ................................ Selma City Schools
Andrea Essman ......................................... Bibb County Schools
Donna Finch .................................................. Autauga County Schools
Leslie Ford .................................................... Perry County Schools
Angel Garrett ............................................. Autauga County Schools
Christen Harry ............................................. Autauga County Schools
Mechelle Hollifield .................................... Bibb County Schools
Donna Hoomes ......................................... Autauga County Schools
Roshanda Jackson ......................................... Selma City Schools
Samita Jeter ................................................. Lowndes County Schools
Margaret Jones .......................................... Selma City Schools
Jason Leach ............................................... Bibb County Schools
Cathy Loftin ............................................... Autauga County Schools
Tammy Major .............................................. Chilton County Schools
Sharon McDaniel ......................................... Chilton County Schools
Holly McDyer .............................................. Dallas County Schools
Brandi Mitchell .......................................... Dallas County Schools
Tammie Morton .......................................... Bibb County Schools
Jobrina Oliver ............................................. Dallas County Schools
Vivian Palmer .............................................. Autauga County Schools
Louise Pitts ..................................................... Chilton County Schools
Cheryl Randolph ......................................... Selma City Schools
Crystal Sabat ............................................... Chilton County Schools
Roger Sheffield ............................................ Chilton County Schools
Taurus Smith ................................................. Selma City Schools
Mark Stephenson ......................................... Chilton County Schools
Jeff Stockman .............................................. Autauga County Schools
Dyaphelia Thrash ......................................... Selma City Schools
Rebecca Threlkeld ....................................... Chilton County Schools
Jodi Womble .............................................. Autauga County Schools

**District 7**

Aleya Alves ............................................... Auburn City Schools
Shay Baugh ............................................... Tallassee City Schools
Tanya Boone ................................................. Elmore County Schools
Carolyn Bradley ......................................... Macon County Schools
Allison Burton ............................................. Chambers County
Arthur Caffey .............................................. Lee County Schools
David Carpenter ......................................... Opelika City Schools
Callie Causey .............................................. Coosa County Schools
Logan Cofield .............................................. Randolph County Schools
Tim Collier ..................................................... Elmore County Schools
Vera Corbett ................................................. Lee County Schools
Calandra Crenshaw ..................................... Montgomery County
Amy Crew ..................................................... Lee County Schools
Kate Daniel ............................................... Auburn City Schools
Janice Darty ............................................... Elmore County Schools
Regina Deavens ......................................... Tallapoosa County Schools
Britney Duncan .......................................... Alexander City Schools
Laura Dunlap .............................................. Lee County Schools
DeNita Easterling ....................................... Montgomery County
Jennifer Forbus .......................................... Alexander City Schools
Jeffrey Forster ............................................. Auburn City Schools
Pam Fortenberry ......................................... Opelika City Schools
Jimmy Fryer ..................................................... Randolph County Schools
Jennifer Goodwin ....................................... Lee County Schools
Emily Grace ................................................. Opelika City Schools
Jacqueleine Greenwood ................................ Auburn City Schools
Fran Groover ................................................ Chambers County
Gigi Hankins ................................................. Elmore County Schools
Derrick Harris .............................................. Bullock County Schools
Lisa Harris ..................................................... Lee County Schools
2018-2019 Membership Roster by District cont’d

District 8

Hosea Addison .......... Autauga County Schools
Eric Andrews .......... Escambia County Schools
Benita Battle .......... Baldwin County Schools
Angie Beard .......... Baldwin County Schools
Charity Beasley .......... Baldwin County Schools
Edna Billingsley .......... Montgomery County Schools
Dana Bottoms .......... Baldwin County Schools

District 9

Tracey Arnold .......... Pike County Schools
Rena Averett .......... Geneva County Schools
Jeff Barber .......... Henry County Schools
Blakeylnn Barker .......... Dothan City Schools
Matthew Barton .......... Enterprise City Schools
Joseph Boswell .......... Pike County Schools
Monica Bradshaw .......... Enterprise City Schools
Alane Brunson .......... Enterprise City Schools
Shavonne Burrows .......... Enterprise City Schools
Cody Carney .......... Crenshaw County Schools
Sue Clark .......... Dothan City Schools
Gary Coleman .......... Crenshaw County Schools
Joy Colvin .......... Covington County Schools
Wanda Corley .......... Pike County Schools
Teresa Davis .......... Dothan City Schools
Henry Dawkins .......... Geneva County Schools
Wanda Dismukes .......... Dothan City Schools
Patricia Docker .......... Henry County Schools
Rodney Drish .......... Pike County Schools
Tamika Fleming .......... Dothan City Schools

District 10

Presonia Alexander .......... Huntsville City Schools
Linda Arredondo .......... Madison City Schools
dawn Ashley .......... Huntsville City Schools
Becky Balentine .......... Huntsville City Schools
Heather Bardiwell .......... Huntsville City Schools
Fred Barnes .......... Huntsville City Schools
Patricia Boyd .......... Huntsville City Schools
James Brooks .......... Jackson County Schools
Angie Bush .......... Madison City Schools
Michael Carr .......... Madison City Schools
Leslie Cross .......... Madison City Schools
Lyda Davenport .......... Alabama A&M University
Daniel Evans .......... Madison City Schools
Karl Fernandez .......... Madison City Schools
Gerald Frank .......... Madison City Schools
Stanley Givens .......... Madison City Schools
Renee Headen .......... Madison City Schools
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