A Message from the AASSP Assistant Executive Director Katrina Akers

As quickly as the leaves change outside to remind us that fall has arrived and winter is fast approaching, so do the demands of an ever-evolving role as the instructional leader at your school. This year’s annual Fall AASSP/AAMSP Conference has been planned to help you embrace change so that you can utilize your skills to better plan, persevere, and partner with those who can assist you in becoming the catalyst for a positive change at your school. Always remember....that with great power comes great responsibility.....you have the power AND the responsibility to change the future through the education of the students at your school. Join us and your fellow administrators at Perdido Beach, November 8-11 as we share with each other the questions, the concerns, the options, and the possible solutions to empower our students to be prepared for the world of tomorrow.
Achievement gaps, growth models, LSIs, CCR indicators, and other parts of the new accountability program all seem to have a common thread, ACT/ASPIRE. Though some may not agree, it makes sense, because the ACT exam is used as the most common college entrance exam. High school (and middle school) administrators are charged with formulating a plan, monitoring implementation, and evaluating the program through data analysis (ACT benchmarks, composite averages, etc.). The whole process can determine the “Report Card Grade”.

**PLANNING**

The programs that you implement have a lot to do with the daily schedule of classes at your school. Theodore High School and other Mobile County High Schools have a block schedule with a 45-minute mini block each day. Our plan involves grouping students according to areas of need based on the Explore (now ASPIRE 8) results. You can also use PLAN (now ASPIRE 10) test results for 11th grade remediation. For example, a Freshman 101 class may have students in mini block that need help with math. We have math and science instructors that teach this particular class.

We have contracted with an ACT prep company in order to provide mini block teachers with guidance and a variety of study materials that are implemented into the curriculum (ACT prep vendors will be at the AASSP Fall Conference in Perdido). We are currently in the process of sharing resources from ALSDE such as periodic assessments that are formative assessments that help teachers determine the direction of their instruction. There are a number of other resources like ACT Online Prep. A major part of our plan is teacher collaboration. We are promoting the sharing of resources between teachers as well as online discussions of best practices through staff emails.

**IMPLEMENTATION**

In order to implement this plan, a substantial amount of staff development should be put in place. We started during the first staff development day at the beginning of the school year. Our training and the implementation of our mini block ACT/ASPIRE prep courses will be covered in monthly Problem Solving Team (PST) / Professional Learning Team (PLT) meetings along with monthly departmental and faculty meetings. Teachers will assign a password to each student for online resources through ACT Mastery Prep. Implementation will be monitored through mini block walkthroughs.

**EVALUATION**

A large part of the program evaluation will be based on data review. Classes will rotate through the computer labs to complete online periodic assessments which include both interim (approximately 45 minutes) and classroom (approximately 15 minutes) practice tests. Results from these assessments, classroom walkthroughs, and teacher-generated pre and post tests will be evaluated to determine the effectiveness of the program and make proper modifications.

While the three essential steps to address the age of ACT (Plan, Implement, and Evaluate) are universal, each school should base their program on the needs of their students. Regardless of the amount of time and effort used in the implementation of your program, realize that adjustments in the program are inevitable as the needs of students change. Accountability and the Age of ACT are not the first challenges that administrators face nor will they be the last. By using peer collaboration and innovative practices, we can promote academic growth through the ACT.
Dr. Farrell Seymore, principal of Opelika High School in the Opelika City School System, has been named 2015-2016 Alabama High School Principal of the Year by the Alabama Association of Secondary School Principals (AASSP). Seymore will represent the state of Alabama in a national judging of high school leaders in the National Principal of the Year Program sponsored by the National Association of Secondary School Principals (NASSP).

Seymore has 18 years of experience in the field of education with 13 of those years in administration. Since 2011, Seymore has led Opelika High School as its principal. Previously, he served as a teacher, assistant principal and later principal of Opelika Middle School.

Principal Seymore is credited with changing the climate of Opelika High School to a student-centered learning culture. Inspired by Dufour’s idea of professional learning communities, a series of book studies was launched. As a result of the book studies and changes made during problem-solving sessions, the school’s culture shifted into the desired focus areas. Since then, the school has increased in advanced placement course participation by making courses more rigorous, giving students a selection of course offerings, and helping students achieve the level of successful.

Increasing offerings in career technical education and the Implementation of Alabama’s College- and Career-Ready Standards have played an integral role in defining student success and preparing students for college or the workforce. Not only do these programs help meet the needs of Opelika High School students, but they address business and industry needs in the area. The school has developed a credentialing program for Microsoft Office, a health science program, and an information technology program.

“Congratulations to Farrell Seymore on his selection as Alabama’s High School Principal of the Year,” states L. Earl Franks, AASSP executive director. “His tireless dedication and passion are contributing factors to his success in the field of educational leadership. Seymore’s effective leadership in transforming Opelika High School to meet students’ needs reflect his abilities that are worthy of state and national recognition. We are excited to have Dr. Seymore represent Alabama in this prestigious program.”

The Alabama High School Principal of the Year Award is sponsored by the Alabama Association of Secondary School Principals. A trip to Washington, D.C., to the NASSP Principal of the Year Awards Program is provided by AASSP. Seymore will be recognized at the Awards Luncheon during the CLAS Convention on June 14, 2016, at the Renaissance Montgomery Hotel & Spa at the Convention Center. The CLAS Annual Summer Convention is the largest gathering of school leaders in the state of Alabama. A plaque will also be awarded to Seymore at the AASSP/AAMSP Fall Conference in November 2015.
Aimee Rainey, principal of Florence Middle School in the Florence City School System, has been named 2015-2016 Alabama Middle School Principal of the Year by the Alabama Association of Secondary School Principals (AASSP).

Rainey has served in the field of education for 16 years; 11 of those as an administrator. In 2010, she was selected to lead Florence Middle School as the principal. Previously, Rainey was an assistant principal of Calcedeaver Elementary where she later became principal.

As a principal, Rainey’s schools have earned numerous awards including National Blue Ribbon Award, Alabama Torchbearer, National MetLife NASSP million in grants. Professionally, Practices Center, graduate of the presenter at the NASSP national ARMY Symposium, a reviewer AdvancEd State Commission.

Rainey believes her greatest of leadership skills in others. She can follow the principal without in his or her dedication to them, assertively and discreetly, ability be courageous, and have strength a school culture of confident

Rainey has pioneered the virtual school program at Florence Middle School in addition to numerous other innovative programs. She and the leadership team have expanded the experience of Florence High School by bringing virtual classes to Florence Middle School. Virtual classes will be available to middle school students in the 2015-16 school year.

Florence Middle School has a 1:1 student to iPad ratio for instruction. Using the Edmodo platform and iPad textbook portal, the teachers have collaboratively developed lessons that allow students to flourish with these new instructional tools. They also use technology to enhance the school culture and family atmosphere allowing the community to get to know the school and the teachers.

The innovative programs led by Rainey, have allowed the school to adapt an individualized instructional program for each student. The students will be assessed using the same benchmarks and standards, but in a way that works for each of their unique situations.

“Congratulations to Aimee Rainey on her selection as Alabama’s Middle School Principal of the Year,” states L. Earl Franks, AASSP executive director. “Her accomplishments as a principal are significant and worthy of accolades and recognition at the highest level. Rainey is known for her passion and dedication to the students she serves. She is indeed a worthy recipient of this prestigious award.”

The Alabama Middle School Principal of the Year Award is sponsored by the Alabama Association of Secondary School Principals. A $600 prize is awarded for the winner to attend a national principal’s convention by the Alabama Association of Secondary School Principals, Alabama Association of Middle School Principals, and Alabama Association of Elementary School Administrators.
Do You Know a Great AP?

Do you know an excellent Assistant Principal? If so, AASSP is now taking nominations and applications for the annual Assistant Principal of the Year Award. The Alabama Assistant Principal of the Year will be chosen from the nominees and will represent Alabama in the National Assistant Principal of the Year program sponsored by the National Association of Secondary School Principals and Virco.

Application/Nomination form starts on page 12

Upcoming Events

AASSP/AAMSP Fall Conference
November 8-11, 2015
Perdido Beach Resort - Orange Beach

Secretaries Conference
December 1-2, 2015
Hyatt Regency - Wynfrey Hotel
Birmingham, AL

Assistant Principals Conference
- January 20-21, 2016
  Embassy Suites- Huntsville
- January 27-28, 2016
  Hampton Inn - Orange Beach
- February 3-4, 2016
  Marriott Legends - Prattville

Law Conference
March 1, 2016
Hyatt Regency - Wynfrey Hotel
Birmingham, AL

NASSP National Conference
Orlando, FL

CLAS Summer Convention
June 12-15, 2016
Renaissance Hotel & Spa
Montgomery, AL

Do you have an Innovative Idea to share?

If you have an innovative idea or best practice, please submit an article for the AASSP e-Newsletter!

Send Information to katrina@clasleaders.org
On September 23, 2015 Governor Robert Bentley signed a proclamation declaring October as Principals Month in Alabama. Present at the proclamation signing ceremony were several principals representing the Alabama Association of Secondary School Principals (AASSP), Alabama Association of Middle School Principals (AAMSP), and Alabama Association of Elementary School Administrators (AAESA). (L-R) Attending was Amanda Hood, Mountain Brook High School; Ronald Rowell, Theodore High School; Roderick Sheppard, Florence Freshman Center; Jim Chesnutt, CLAS legislative coordinator; Larry Haynes, Oak Mountain Middle School; Keith York, Opelika Middle School; and Chris Mitten, Windham Elementary School.

In addition, the Alabama State Board of Education recognized October as Principals Month with a resolution at the State Board of Education meeting on October 8. CLAS was happy to have several outstanding principals present for the meeting. (L-R) Alabama Assistant Principal of the Year, Andrea Dennis; Middle School Principal of the Year, Aimee Rainey; Elementary National Distinguished Principal, Laurie King; and High School Principal of the Year, Dr. Farrell Seymore.
Oxford Middle School: Innovative Teaching and Learning

At Oxford Middle School our goal is centered on individualized learning, encouraging students to take responsibility for their own edification. Through the use of Blackboard—our district-wide learning management system—students are granted access to various prescriptive enrichment and remediation opportunities, all of which are compatible with their MacBook Airs. Those who have difficulty with any of these assignments can seek the help of their teachers and classmates on “The Buzz,” a multi-purpose, teacher-led discussion board. This online forum extends the classroom beyond traditional school boundaries, providing a collaborative platform of digital communication with instructors and with peers.

There has also been a concerted effort to give students the ability to personalize their responses to academic material. At the outset of our 1:1 initiative, the district put a plan in place to help each student build a technology toolbox. Each grade level was responsible for equipping students with the necessary skills to navigate a specific program, such as iMovie, Keynote, or Pages (to name just a few). The goal being that, by the end of their eighth grade year, students would have a collection of tools to choose from when asked to produce a product for a class project.

In short, students at Oxford Middle School have been given the freedom to explore, research, and respond to a variety of learning tasks at their own pace and in a manner that highlights each child’s preferred learning style. This is undoubtedly a direct result of our “Connect” program, which has also served to empower teachers to arrange more opportunities for student choice within their lessons through specific and purposeful instructional practices.

Instructional Practices

To say faculty members have embraced the 1:1 transition would be an understatement. Daily instruction has evolved, combining elements of the conventional classroom with a digital counterpart.
By using Blackboard as a collective hub of assignments, resources, and enrichment opportunities, teachers are able to break the confines of the traditional classroom through a blended learning approach. At home, students grapple with new material via flipped lesson videos, freeing them to engage in practical application activities with the support of teachers at school.

In mathematics, learners apply geometric principles to the real world by creating original blueprints for homes on floorplanner.com. The projects display the governing power of numbers and their impact on the physical world, leading students to develop an appreciation—or at least a respect—for numerical supremacy.

Eighth grade social studies classes research ancient Greek mythology, analyzing cultural themes and connecting them to our world today by creating their own modern-day superheroes. The project culminates in a marketing presentation, where they pitch their creation to comic book executives using Keynote, iMovie, Hero Factory, Google Docs, or Scratch. Many use a combination of the available platforms. Students are given freedom to choose the presentation method that best demonstrates how the product will resonate with their readers.

Providing students with opportunities to make purposeful choices forces them to take ownership of the subject matter, increasing the likelihood of material retention. Some English classes allow groups of learners to compile their own vocabulary lists, selecting terms they wish to understand and use with more fluidity. They research the words carefully before choosing a means of communicating their enhanced understanding: through song parodies or original scripts and skits containing the newly acquired vocabulary. This approach to language instruction has served to motivate students who otherwise would have no interest in learning the material, which has been an area of focus in our school for several years.

To meet this goal, several seventh grade teachers are piloting a game-based structure in their classrooms. Here, students are challenged through semester-long competitions and multiple collaborative projects to earn XP (Experience Points), through which students earn coveted badges and achievements depending on their level of success. Teachers allow gamers to monitor their progress by checking an online Excel leaderboard, updated weekly to reflect any changes. At the end of each quarter, student averages are converted into class cash to spend at a teacher-sponsored store with products ranging from basic school supplies to $10 iTunes gift cards. Students are fully engaged in this environment, which effectively displays the profitability of education and motivates students to see the material advantage of their own engagement.

Moreover, increasing levels of student engagement in all subject areas can be directly linked to the technological resources available to our teachers, eliciting fresh and creative instruction. For example, the music program has benefited from the recent installation of a digital piano lab. Students learn basic music theory through the combination of teacher-led instruction and Apple-supported programming. The class also serves as a creative outlet, where student musicians use Garage Band to craft original compositions.

This, of course, is the goal of all instructional practices: to make the curriculum personal, a
curriculum specifically designed to help students find their place in an ever-evolving, ruthlessly practical world.

**Curriculum Design**

Curriculum design is a system-wide effort—the result of countless vertical planning sessions, where all content areas at each grade level understand their role in the process. The Alabama College- and Career-Ready (ACCR) standards provide a solid framework for all instruction, and—though not officially adopted—the learning targets set by the International Society for Technology in Education (ISTE) sharpen curricular focus even further, highlighting skills related to creativity and innovation, communication and collaboration, research and information fluency, critical thinking, problem-solving, and decision making, digital citizenship, and technology operations and concepts.

OMS observes these standards by requiring all students to complete a digital citizenship course when they first receive their MacBook Airs. The content of this introduction informs any digital interaction with teachers and classmates for the remainder of the year and beyond, aiming for responsible and respectful online communication.

The “Connect” introduction also follows ISTE guidelines for supporting student operation of available technology. Familiarity with these digital components is absolutely essential since most formal assessment is electronic—with school, district, and even classroom level benchmarks being assessed via Discovery Education, Socrative, or Blackboard. Furthermore, since all teachers design and implement Blackboard pages for daily use in their classrooms, students must master basic online navigation skills so as to take full advantage of the course offerings. They must be familiar with how to access electronic textbooks that provide numerous resources, all conveniently downloaded on student MacBooks as well as being accessible online.

These methods allow for the most effective and individualized presentation of the state standards, which guide our teachers to infuse their lessons with rigor and relevance to teach mastery of all grade-appropriate skills.

In addition to their individual planning efforts, core content departments design at least one major cross-curricular project each year, spaced to ensure that students participate in one project per quarter. These channel the tenants of Project-Based Learning (PBL), a recent trend whereby students are led to independent discovery of critical content through themed instructional challenges. It is yet another way for students to take charge of the educational process and to become active contributors in meeting the curricular goals set by the district.
Greensboro Middle School has partnered with Alabama Technology in Motion in an effort to provide teachers with professional development on an array of topics. Alabama Technology in Motion (TiM) provides FREE on-site job-embedded professional development for teachers to promote the use of technology in teaching and learning. The program offers services, materials and training that support teachers’ professional growth in effective teaching practices, the creation of technology-rich learning environments and project-based learning.

Principal Sanders states, “We are so excited about the partnership GMS has forged with TiM. Dr. Robert Mayben comes to our campus once a month to conduct sessions with teachers that will improve teaching and learning. Enhancing 21st century technology skills of our students is of paramount importance.” Some of the topics that will be covered include but are not limited to Google classroom, Google apps, effective use of smartboards, intro to Chromebooks, and project based learning for students centered on technology.

To learn more about Technology in Motion visit atim.us.

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**ASCA**

*ASCA is sponsored, supported, and endorsed by AASSP.*
AASSP/AAMSP
FALL CONFERENCE 2015
Alabama Association of Secondary School Principals
and Alabama Association of Middle School Principals
NOVEMBER 8-11, 2015
PERDIDO BEACH RESORT
ORANGE BEACH, ALABAMA

REGISTRATION
Name: ____________________________________________
Badge Name: ____________________________________
Position: _________________________________________
School: __________________________________________
System: __________________________________________
Phone: __________________ Fax: ___________________
E-mail: __________________________________________
Bill To: __________________________________________
Billing Address: __________________________________
Billing City: ________________ Zip: ________________
Spouse/Guest (if registering): ________________________

Circle Choice(s) Pre-Registration
by Oct. 2
Registration Oct. 3 - Nov. 6 On-Site
After Nov. 6
Member $ 210 $ 240 $ 265
Non-Member $ 315 $ 340 $ 365
Spouse/Guest $ 90 $ 90 $ 90

Payment Method (circle one):
Check     or          Purchase Order              # _______________
(Payment or  valid P. O. number is required before registration can be processed.)
Credit Card (circle one):    Visa     MasterCard    Discover
Card #: ______________________________ Exp:   _______________
Cardholder’s Name:___________________________ CVV:________
Cardholder’s Address:  ______________________________________
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Cardholder’s Phone: ______________________________________
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GOLF OUTING
In Honor of Donnie Rotch
The golf tournament will be Sunday, November 8, 2015 at 12:00 p.m.
@ Peninsula Golf Course/ Fort Morgan Road.
Cost- $50 (payable at golf course)
If you would like to participate, please contact:
Dr. Ernie Rosado
(251) 747-9409

AGENDA

Sunday, November 8, 2015
12:00-5:00 Golf Tournament
2:00-5:00 Arrival and Registration
5:00-6:30 AASSP and AAMSP Board Meetings
7:00 AASSP/AAMSP Board of Directors Dinner

Monday, November 9, 2015
8:00-4:30 Registration
8:00-9:45 Continental Breakfast and Visit Vendors
10:00-11:30 Opening General Session: Dr. Tommy Bice, Supt. of Education
11:30-1:15 Lunch with the Vendors
11:30-12:15 AAMSP Affiliate Meeting
12:30-1:15 AASSP Affiliate Meeting
1:30-2:30 Breakout Sessions:
Virtual School Options - Ready or Not Here It Comes! - Vic Wilson, Hartselle City Schools
Whose School Is It Anyway? Creating a Culture of Student Leadership, Voice, & Ownership - Amanda Hood, Mountain Brook High School
What’s In A Walkthrough?- Ronnie Rowell & Andrea Dennis, Theodore High School
EPIC (Engineering Pathways Integrated Curriculum) - Lewis Copeland W.P. Davidson High School
2:30-3:00 Refreshment Break and Visit Vendors
3:00-4:00 Repeat Breakout Sessions
5:30 Seafood Fest - Sponsored by Bill Miller

Tuesday, November 10, 2015
7:30-8:45 Continental Breakfast, Registration, and Visit Vendors
9:00-10:00 Break-Out Sessions:
12 For Life- Corey Behel, Florence City Schools
Integrating Literacy - Tamala Maddox & Mary James, Bumpus Middle School
Digital Tools for School Leaders - Jennifer Hogan, Hoover High & Holley Sutherland, Haleyville High School
Empowering Teacher Leaders - Aimee Rainey, Florence Middle School
10:00-10:30 Break and Visit Vendors
10:30-12:00 Second General Session: Siran Stacy, Motivational Speaker
12:00-2:00 Lunch on Your Own
2:00-3:00 Repeat Breakout Sessions
3:00-3:15 Break
3:15-4:15 Un-Conference Session (Middle School & High School)
4:30-5:30 Reception

Wednesday, November 11, 2015
8:00 Breakfast Buffet and Closing General Session: Steve Savarese, AHSAA Executive Director

Refunds granted only upon request. No refunds granted after Nov. 3, 2015.
Send registration by 24-hour fax line to (334) 265-3611 or mail your payment and registration form to:
AASSP | P.O. Box 428 | Montgomery, AL 36101-0428
Questions? Call (800) 239-3616

Housing: Call (800) 634-8001 or go to www.perdidobeachresort.com code is “2015 AASSP/AAMSP Conference” Booking ID is 10134. The group rate is $111.00 double/single rate (may vary). Cut off date is October 6, 2015.
Assistant Principal of the Year Application

The National Assistant Principal of the Year Program is sponsored by National Association of Secondary School Principals. The winner will receive recognition at the state and national levels and be invited to apply for the National Assistant Principal of the Year Award. Also, Alabama’s winner serves a term on the Board of Directors of the Alabama Association of Secondary School Principals.

CONTACT INFORMATION

Name: _________________________________________________________________

School: _________________________________________________________________

Address: ________________________________________________________________

Phone: (_____) ____________________ Mobile Phone: (_____) ____________________

Email: ________________________________________________________________

EDUCATION

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PROFESSIONAL EXPERIENCE

Total Years in Education: _____ Total Years of Experience as an Assistant Principal _____

List Chronologically:

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CURRENT EMPLOYMENT

School Superintendent’s Name: ____________________________________________

System Name/Address: ____________________________________________________

Enrollment: __________________ Grades: __________________

Check one:  □ Urban  □ Suburban  □ Rural  Number of Assistant Principals: ______

Applications are due by November 2

Fax: (334) 265-3611 or Mail: Katrina Akers, Asst. Exe. Dir., P.O. Box 428, Montgomery, AL 36101-0428
**PROFESSIONAL GROWTH**

1. Membership and offices in professional organizations/dates:

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

2. Community leadership – membership, offices, and activities/dates:

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3. Awards & honors/dates:

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4. Please describe an exemplary program, idea, strategy, or event at your school

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5. Please describe what you consider to be your greatest contribution(s), accomplishments, and successes as an Assistant Principal.

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RECOMMENDATIONS

All applicants are required to submit a total of three letters of recommendation, in original form, one from each of the following:

- Applicant’s current principal, or immediate supervisor
- Teacher from the applicant’s staff
- Student, parent, or business/community/government leader

_____________________________________________________________________
Applicant’s Signature                                      Date

Principal’s Signature                                      Date
Ignite ’16 Perspective Sessions

This February, soak up specialized knowledge and find the kind of detailed insight you need to enact real change in your own school from seasoned leaders.

URBAN PERSPECTIVE
Critical Leadership: Inspiring Schoolwide Excellence
Baruti Kafele, Consultant and Author

RURAL PERSPECTIVE
Defying Myths in Rural Education
Daisy Dyer Duerr, NASSP Digital Principal and Consultant

ASSISTANT PRINCIPAL PERSPECTIVE
Building Leadership in Yourself and Others
Major General Peggy C. Combs, U.S. Army, Fort Knox, KY

MIDDLE LEVEL PERSPECTIVE
The Knowledge, Courage, and Moral Imperative to Lead
Rick Wormeli, National Educational Consultant

Learn more about the Perspective Sessions at nasspconference.org.