

Fall  
2020

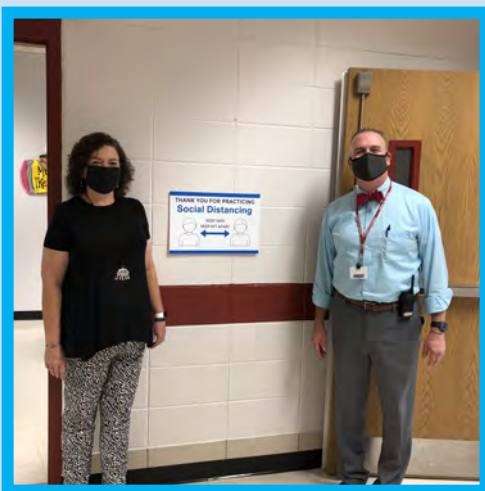
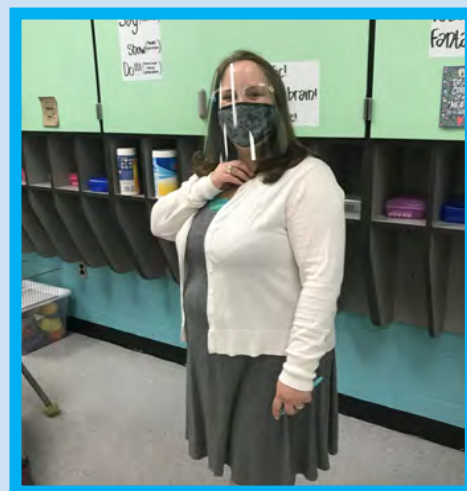
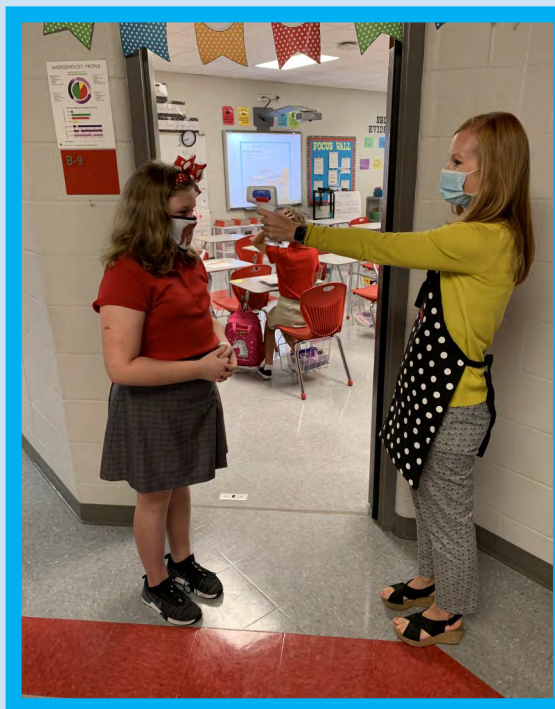


Vol. 69 No. 1

# Alabama

## Elementary Administrator

# *Keeping Each Other Safe*



Creekside Primary and Elementary, Crestline  
Elementary, Oak Park Elementary and  
Saraland Elementary



# AAESA President's Report



***Charlie Gardner  
Hokes Bluff Elementary  
Etowah County***

What an honor and privilege it is to serve as your AAESA President. Although, I never thought it would be in the middle of a

pandemic! First, let me wish everyone and their families good health during this unprecedented time in our country. Praying that you will all stay well as we enter into another school year.

I believe that it is as important now as it has ever been for membership in our organization. I have been a member of CLAS since 1996 and I can attest to the outstanding professional development and networking opportunities provided to its members. I am about to begin my thirty-first year as an educator and my twenty-fifth as a school administrator. Just when you think you have seen it all, you haven't! In my humble opinion, professional growth is one of the keys to being a successful school leader.

I would like to thank Dr. Michael Wilson for his contribution and leadership as our past AAESA President! He did an outstanding job and will continue to serve our organization. Thank you Michael for all you have done to grow and advocate for AAESA and CLAS. We are a better organization, thanks to your leadership.

As I look back at my career, the end is definitely closer than the beginning. I have served at all levels of school administration. I have been a middle school assistant principal, middle school principal, high school principal, and now currently an elementary principal. I am amazed at how quickly the time has passed. Someone once said that time passes quickly when you genuinely

enjoy something that you do. So, I want to make welcome all of those first year assistant principals and principals across our great state. You are to be commended for choosing the path of a school leader. One of the most enjoyable things I have done over the years is to serve as a mentor to new and early entry level school administrators. I promise that I have received as much from those experiences as the new folks did. Sometimes we all feel as if we are on an island with no one to talk to, especially new administrators. I encourage you to network with veteran administrators. They can offer you valuable knowledge and experience. For you veterans, please reach out to the "newbies" and offer them your support and guidance.

During the 2020-2021 year as your AAESA President, I hope that we will continue to embrace the challenges set before us and remain positive. There is truth to the fact that "the principal's attitude is the school's attitude." Do your best to address the issues that may come across your desk with a positive attitude. I never use the word "problems" I would rather say "opportunities." I look forward to serving AAESA this year and with your help, I am committed to doing my best to lead our organization in its continued quest for helping school leaders provide an optimum learning environment for our state's children.

Please take advantage of all the PD opportunities, events, and conferences that AAESA/CLAS has to offer for the upcoming year. I promise you that by doing so, you will become and even better school leader. Thank you in advance for your involvement and participation in our organization. I look forward to meeting many new friends during my time as president.

If I can ever be of service to you, please email me at [charles\\_gardner@ecboe.org](mailto:charles_gardner@ecboe.org)

# Observations from the COVID-19 Pandemic



***Stan Stokley***

***Saraland Elementary***

***Saraland City***

Each year before school started our lead nurse would go over all of the health-related policies in the school board policy manual. She would always say we have a pandemic plan just in

case we ever have to deal with one. It never occurred to me that we would actually need this plan in these modern times. After all, the United States is so advanced in all we do, pandemics are from the old days.

Students need supervision and accountability to be challenged in their learning. Many of our students are at home without supervision because their parents are working. Students who are left in an unsupervised setting are usually less motivated to maintain a structured school environment at home. Teachers have been phenomenal at reaching out to students, but there is limited accountability to put in place.

I remember when the State Department of Education introduced the Distance Learning Program (ACCESS) for high schools in the state. The goal of ACCESS is to provide equity through additional educational class offerings for all Alabama public high school students. School leaders were told in the introductory meetings ACCESS would work best for students who are self-motivated and disciplined enough to work independently. It was great to be able to expand our course offerings at a small rural high school to our self-motivated students. However, like many high schools in Alabama, we also used ACCESS for students who had failed a class to try and earn a needed credit toward graduation. These students were anything but self-motivated and independent workers. If they had been self-motivated they would not have failed the course. These students required close supervision and a lot of support while in the school building to complete the online courses. We saw similar issues when we moved all students to online learning in March. A

large percentage of our students were unable to manage this responsibility, even if they had a reliable device and good internet service.

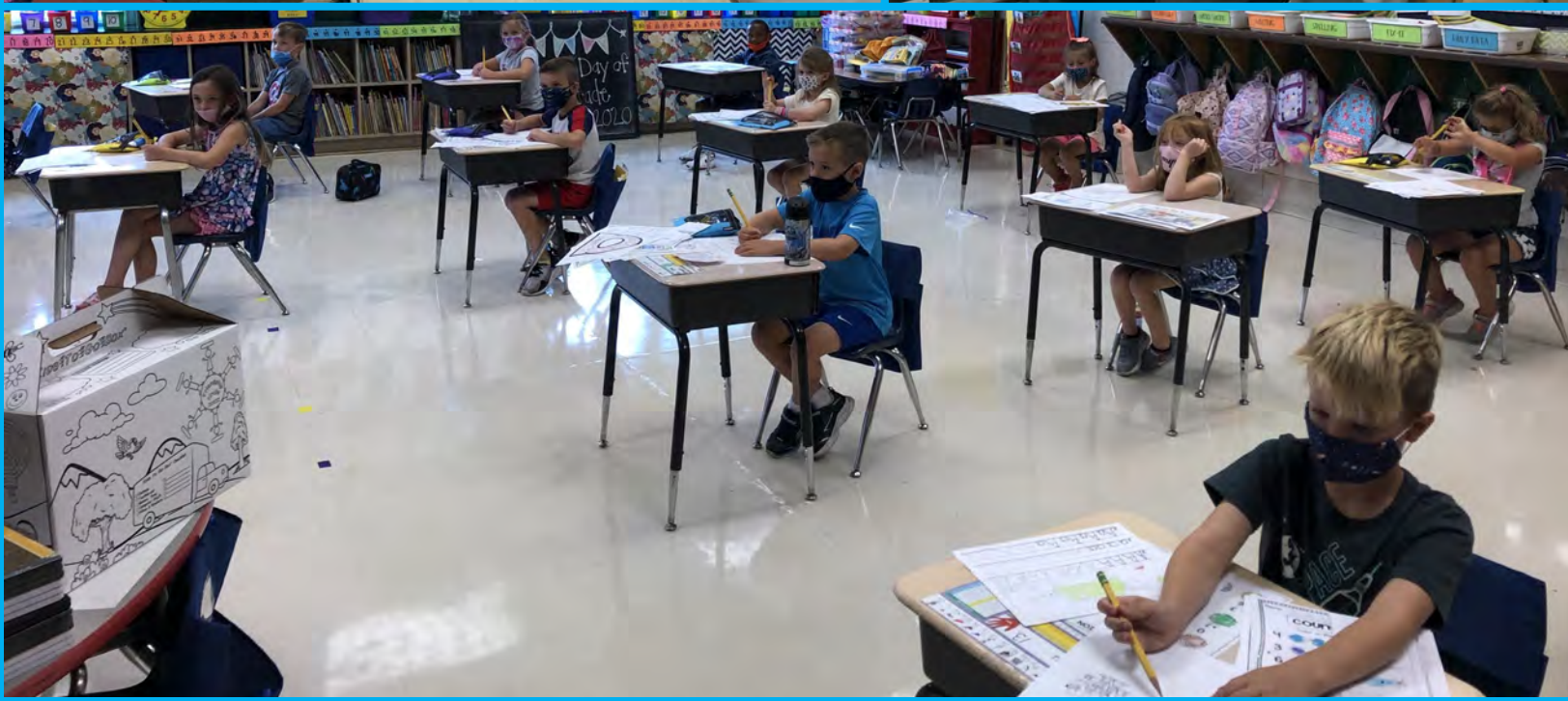
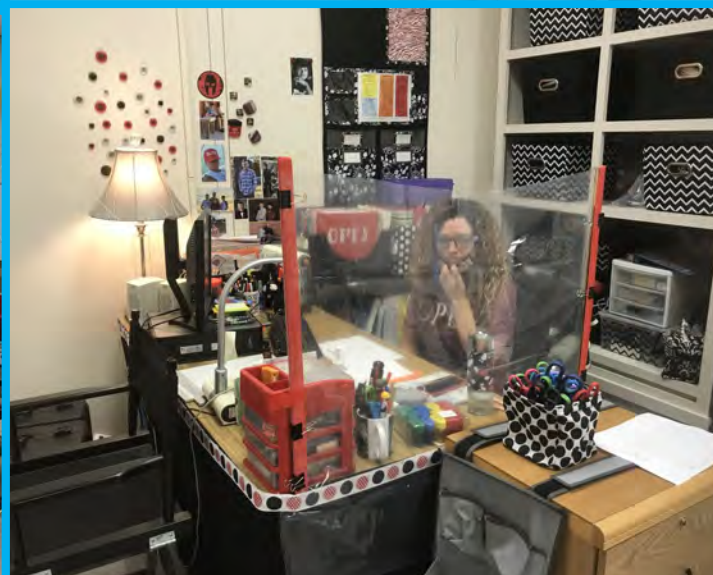
Being a K-12 administrator, I have come to three conclusions during the COVID-19 pandemic. The first is there is no real replacement for teachers and students being together in a live one on one classroom setting, especially at the elementary level. My second conclusion is the importance of every school, no matter the grade level, having an online student learning platform that is fully functional for teachers, students, and parents and it is used on a regular basis. The third observation is the need for each child to have a reliable device with internet connectivity at their home. The last one may be the most challenging, especially in rural and high poverty communities. One of the most obvious observations from this pandemic is the inequity of K-12 education across our country. School districts with a one to one device initiative serving students seem to have a much easier time moving school to an online platform than those who have neither in their school district. Even with the best of circumstances trying to provide instruction at home has been a real challenge, even for the most prepared districts. Unfortunately, even with the best of circumstances many of our students are not self-motivated and disciplined enough to work alone at home. Furthermore, many of our parents are unable to provide the needed daily support for students, especially at the elementary level. Some people have asked if this is the beginning of the end of brick and mortar schools. I believe we are witnessing the revelation of an even greater need for high quality brick and mortar schools serving students every day.

While this has been a difficult and challenging environment for us, it has served as a wake-up call for us to be flexible, creative, and out of the box thinkers. I think public education will come back from this pandemic better and more prepared to meet the needs of our nation's students for the future. I am looking forward to seeing my personal growth, and the growth of our education community post-COVID-19!



# Signs of the Times

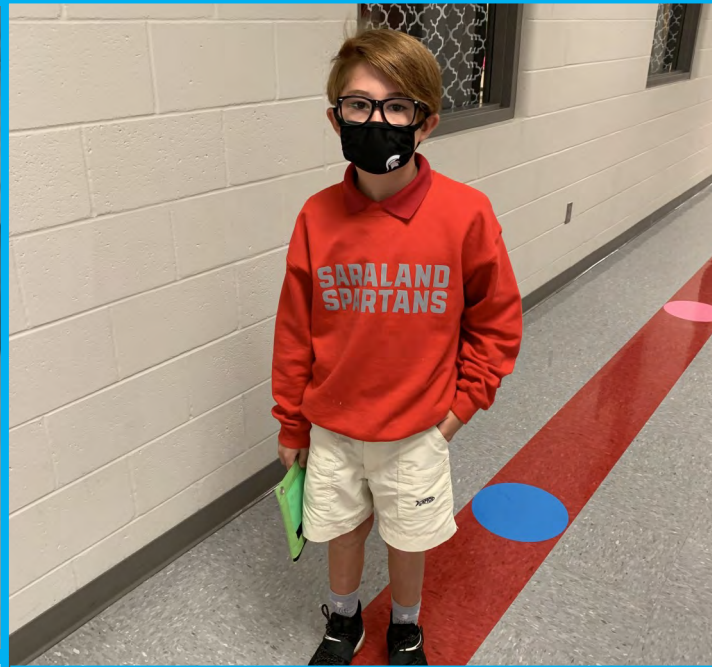
Creekside Primary and Elementary, Crestline Elementary, Oak Park Elementary and Saraland Elementary





# Signs of the Times cont'd

Creekside Primary and Elementary, Crestline Elementary, Oak Park Elementary and Saraland Elementary





# Lessons Learned from COVID-19



***Amy Mason***  
***Madison Co. Elem.***  
***Madison County***

As I left my school office on Friday, March 13, 2020, I never imagined that it would be the last time I would see my stu-

dents and teachers for the school year! I held an academic hallway awards program on that day to celebrate all of the students' accomplishments during the third quarter. I was careful not to shake student hands, since I had begun to hear about the health risks that would be present with people touching each other. I'm grateful that I had that opportunity to look all of my students in the eyes before we all left school that afternoon.

The way that I approach life professionally and personally has changed as a result of COVID-19. It has made me examine some of my routines and prioritize time for the things that really matter. Communication, technology, and scheduling have become critical to the management of school from home. It has been so helpful to have a school-wide communication tool, such as Class Dojo, as a reliable way to stay in contact with parents and students on a daily basis. Phone numbers are often changing in our school community, so it is helpful to have one reliable form of communication that can be used to quickly and easily access the parents of all students.

Technology has also become a necessary tool for the education of our students over the last few months. The teachers who have effectively integrated technology into traditional classrooms have been able to nimbly adjust their instruction to meet the individualized needs of all students. Google Meets, Google Classroom, Lexia, Moby Max, Fast ForWord, and My-

ON have been some of our most widely utilized instructional technology tools in grades K-8. It has been so helpful to have the students regularly logging into these programs during traditional instruction so that parents did not have to become overwhelmed with technology support as a part of their child's instructional day at home.

Regularly scheduled faculty meetings and PLC opportunities with teacher teams have been extremely helpful. Social distancing has caused us to limit interactions between individuals, but isolation should not be a part of our professional practice. It has been encouraging to interact with colleagues and has provided fuel to encourage me to work harder when feeling disconnected from the traditional principal role. Teachers also need for their voices to be heard as we develop plans for the upcoming school year. Time needs to be carved out to schedule class meetings or restorative circles to talk with students about how they are doing. This open ended discussion will be extremely important as we transition back into face to face instruction.

My personal growth during COVID-19 has impacted my motherhood role during this forced time to slow down. It has made me realize that we all need to take the time to slow down. Prior to these days, I would often find myself shot out of a cannon after work to get my children to their activities or racing back to the school to attend a parent or athletic event. I've learned that kids and families don't need to be overscheduled. I've also learned that routines and predictability are comforting to children during these uncertain times. Our daily family time of meals, play, and watching movies are experiences that my children looked forward to each morning.

Family time adds so much value to our daily lives. I discovered that we can survive off of home

# Lessons Learned from COVID-19 cont'd

cooked meals for an extended period of time. I have enjoyed the sense of accomplishment that my kids exhibit when they are a part of the process of preparing a homemade pizza or baking bread. I have also been reminded that some of the best learning happens during unscheduled time. My three year old son had a chance to play outside every day and throw rocks in the creek or take his bicycle out on our neighborhood walking path. Within the first few weeks of quarantine and this new found gift of time, he learned how to ride a bicycle without training wheels. It re-

minded me of my childhood growing up in the 80s!

I hope that we all remember the lessons that we have learned as parents and educators during COVID-19. It has changed our perspectives in so many ways. As we approach the 2020-2021 school year, let's remember to take time to slow down with our families, as well as providing predictable means for communication, technology, and routine professional discourse. Prioritizing these routines at the beginning of the year will help our teachers, students, and families have a more supportive educational experience.

## Nominating Committee



***Karissa Lang***  
***Crestline Elementary***  
***Hartselle City***

The Nominating Committee will identify and certify TWO candidates for each of the following positions:

**AAESA VICE-PRESIDENT** – 4 year term, one year each as Vice President, President-Elect, President and Past President

**CLAS BOARD OF DIRECTORS** – 2 positions – 3 year terms

### **Qualifications for candidacy for AAESA Vice President**

- Must be a currently practicing elementary/middle school building administrator
- -Must have had previous service as an elected officer (President, District Representative) in a district

- Must have continuous active membership in AAESA while serving in office

### **Qualifications for candidacy for CLAS Board of Directors**

- -Previous service as an elected officer (President, District Representative) in a district
- Active membership in AAESA for at least TWO years

Candidates must be an active member in both AAESA and NAESP.

The list of candidates will be presented to the CLAS Executive Board on November 15, 2020.

# Membership



***Matt Scott***  
***Creekside Primary***  
***Limestone County***

Greetings Alabama administrators! My name is Matt Scott. I am the principal at Creekside Primary in Harvest.

I am the AAESA membership chair and our NAESP representative for the 2020-21 school year. The ending of the 2020 school year was different for everyone. I also know we are all in hopes for a normal 2020-21 school year.

Membership packets are on their way out (through regular mail and email). If you are a current AAESA member, thank you for renewing your membership again this year and if you know a new administrator in your area, please encourage them to join as well.

The benefits of an AAESA membership are many and can help school leaders maximize their unique leadership potential. Belonging to your professional organization is something everyone should consider. AAESA is a professional group which focuses on positive educational leadership. Being a member of AAESA also strengthens our voice as a professional group in our state. AAESA members also have access to professional publications, conventions, conferences, research, state and federal regulations, individual counseling, and other services. AAESA members are also provided legal defense through CLAS.

Lastly, by joining AAESA you will have the opportunity to grow professionally by networking with your fellow administrators across our great state of Alabama. During this time of uncertainty, it sure is nice to pick up the phone and collaborate with different principals across the state and even across the country through NAESP.

In addition to AAESA membership, school leaders also have the opportunity to join our national organization, NAESP (National Association of Elementary School Principals). NAESP membership gives members a wealth of professional development options: the national summer conference, monthly webinars, "Principal" magazine mailed to us bi-monthly, "Communicator" a monthly email newsletter, a monthly "Report to Parents" sent by email which gives us professional bulletins to help us help parents, and many more professional development aspects.

Not only does NAESP provide us with access to a wealth of professional development options, but it also provides us with member benefits like our "Legal Benefits Program". We are covered with \$2,000,000 professional liability reimbursement for legal services and job-protection related services. Along with the above benefits, NAESP provides its members with great discounts with the following companies: Office Depot, Hertz, Wyndham Hotels, insurance programs through Forrest T. Jones, and FTD floral discounts.

Both organizations provide members with dynamic professional learning opportunities, networking op-



# Membership cont'd

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

I have been a proud member of AAESA and NAESP since 2004. Over the years I have made professional connections through both organizations which have helped guide me through my career as an elementary school administrator. I have been fortunate to attend our AAESA fall conference and NAESP summer conference several times and I am looking forward to another great year with each organization.

If you have any questions regarding your AAESA or NAESP membership, please feel free to reach out to me @ [matt.scott@lcsk12.org](mailto:matt.scott@lcsk12.org).

Thanks and have a great school year!

## **FUTURE EVENTS**

### **AAESA Fall Instructional Leadership Conference**

November 15-18, 2020

Renaissance Riverview Plaza

Mobile, Alabama

### **CLAS Convention**

June 13-16, 2021

Birmingham-Jefferson

Civic Center

Birmingham, Alabama



National Association of  
Elementary School  
**Principals**

### **NAESP Pre-K-8 Conference**

July 8-10, 2021

Hyatt Regency Chicago

Chicago, Illinois

# Meet Your District IV President



***Vicki Brasher***  
***Hueytown Primary***  
***Jefferson County***

My name is Vicki Brasher and I am the 2020-21 President of District IV. I am so excited to be a part of a wonderful team of ad-

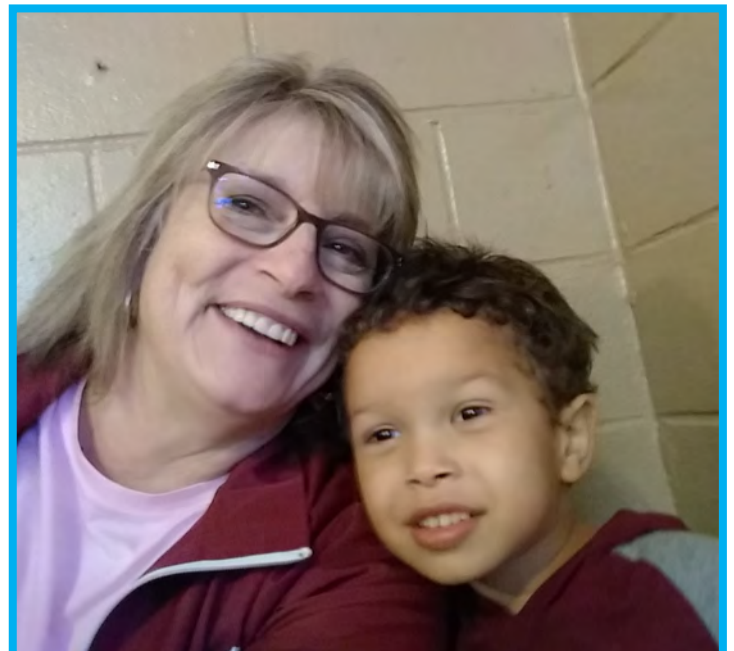
ministrators that serve in this large area of Alabama. I have been a member of District IV for many years and have served as President-Elect in 2019 and now in my current position. I have a fabulous team of administrators that serve on our District Council and I appreciate their knowledge, wisdom, and support as we work to make District IV the best in Alabama.

My hopes and dreams, as a child, was to teach. Being raised in rural Shelby County and just the way life goes, I was not afforded the opportunity to teach until I was an adult, married, and raising my family. I earned a B.S. in Elementary Education in 1997 from the University of Alabama in Birmingham, a bit later my MA in Special Education and finally my Certification in Administration. For twelve years I taught students with special needs and was promoted to Exceptional Education Supervisor in Jefferson County. After learning even more about special education and how to help our families, I become an Assistant Principal and for the last eight years I have served in the role of Principal for two of Jefferson County elementary schools. Currently, I am a part of two merging schools and creating plans, as you are, for how we will keep our staff, students, and families safe in our buildings.

On a personal note, my high school sweetheart and I just celebrated our 43rd anniversary and we have been blessed with three grown beautiful daughters. We also have four grandchildren that we adore! I en-

joy music, reading, prepping our garden, and spending time with my family.

My philosophy of education is that all students learn and we just need to learn how to teach each one. My vision for District IV is to continue to build an inclusive and collaborative environment that supports all administrators. We also are focused on increasing our membership and are continually reaching out to bring in our new to the profession administrators!





# Federal Relations



***David Fancher***  
***Federal Relations Chair***  
***Retired***

The COVID-19 crisis has brought many challenges. It has shown the deep inequities that exist state to state and within a state. It has provided a platform for many politicians to push their agenda on how education should be structured. The term, “A zip code should not determine a child’s education”, is being used by everyone to support their cause. The President and Secretary of Education are using it in a strong push for school choice. Funding, as always is being used to push agendas. The Secretary of Education has tried to make the funding of private schools possible with funds from the first stimulus package. The President and Secretary are also threatening to withhold funding from public schools if they don’t open in an in-person format. It would, however, take a vote of Congress to do this. In a recent tweet, Betsy DeVos said, “Donald Trump and I stand with these parents. They deserve in-person education options for their students. If their school district refuses to reopen, families should get the money for their child’s education and use it to find the right fit.” She also states that she is proud to be called the “School Choice Secretary”.

Currently, Congress is trying to reach agreement on the next COVID-19 Stimulus package. One funding version would provide \$46 billion to school districts who met in person with at least ½ of the students for ½ of the days. It would provide no funding to those meeting remotely. Congress is also trying to reach agreement on increasing funding for E-Rate. One of the biggest inequities that has been pointed out is the availability of internet access across the nation. Even within large cities, there are many areas with no access and even larger section of states with none. Senator Chris Van Hollen in hearings stated this (the lack of internet), has turned “The homework gap into a full

-blown learning gap in urban and rural communities.” One interesting idea that has been presented is to do something like the TVA in the 1940s that brought electricity to so many areas.

In terms of educational funding so far from the stimulus packages, Danny Carlson of NAESP points out that schools have received \$13 billion. This is <0.5% of the budgeted funds. In comparison, the airlines have received \$58 billion. As I write this, it is 80 days to our national elections. You need to share your needs with our current members of Congress and our state candidates. How public education will be in the future is being shaped right now. You might share the above information with them and how much you like to fly, but remind them that without education, no one gets to fly.

## **2020 ASCA School of Excellence**

### **Award winners**

Congratulations to the 2020 American Student Council Association School of Excellence Award winners. These councils were selected based on their submission of projects that their council completed during the 2019-2020 school year as well as their student council constitution and election procedures. Councils were also required to submit letters of recommendation from their School Principal and Student Council President. All winners are members of the American Student Council Association. For more information on joining visit [www.naesp.org/asca](http://www.naesp.org/asca).

#### **Alabama 2020 Winners:**

- Breitling Elementary School — Grand Bay, Alabama
- E.R. Dickson Elementary School — Mobile, Alabama

# Meet Your District V President



***Allison Alexander***  
***Corley Elementary***  
***Boaz City***

Greetings! My name is Allison Alexander and I am honored to serve as the District V President. I began my career

in education in 2003. I am currently the principal of Corley Elementary School located in Boaz, Alabama. I have served as a building administrator for seven years, instructional coach for four, and a classroom teacher for six years. I had the pleasure of working with the Alabama Reading Initiative as well. I earned my Educational Specialist Degree in Instructional Leadership from the University of Alabama and my masters and bachelors degree from Jacksonville State University.

I am truly passionate about teaching and learning. As a school administrator, I strive to build leadership capacity within our school. I believe that the role of a principal is to support your faculty. I work for them, they do not work for me. This particular mindset is especially important during this uncertain time. My role is to listen, and seek appropriate answers...when answers are available. During my time at Corley, our reading scores have doubled and our report card increased from a D to a B. This is a result of our teachers hard work and dedication to our little pirates!!!! We presented at Closing the Achievement Gap Conference and we are a CLAS Banner School of Distinction.

I live in the small town of Leesburg, Alabama. Where I have spent the last ten years of my life watch-

ing football games on Friday nights and spending weekends on Weiss Lake. I am the mother of two handsome young men, both attend the University of South Alabama. As of July 2020, I am an "empty nester!" My teacup poodle, Ross, and I will make monthly trips to the coast!!!

I look forward to our school year and learning and growing with each of you. I hope to meet you all at our Fall AAESA Conference, even if it is via ZOOM Meeting!





# Good Ole Days



***Rickey Darby***  
***AAESA Assistant***  
***Executive Director***

I have heard this phrase all my life as friends and family talk of longing for a simpler time. As you prepare for the new school year – whether virtual, face-to-

face, or blended – our collective goal is how can we turn this unprecedented time into a year where we can each say, “I made a difference.” I encourage you to stay strong, keep focused on what is best for your school and your students and most importantly, breathe. What is best for children is not always what is easiest for the adults in your building. Never in the history of education have we been called upon to make this level of impact in the lives of the children and adults in our schools. Never have we been called on to make our staff realize that we all want to be part of the solution.

The late Ted Kennedy said, “What divides us pales in comparison to what unites us.”

## **Get Plugged-In**

The theme of this year’s fall conference is “Innovative Leadership: Get Plugged In.” The conference is scheduled for November 16-18 at the Mobile Renaissance Riverview Plaza Hotel. We have several great speakers and administrators scheduled for presentations during the conference.

Remember to stay “plugged in” to your community and keep the positive communication with your parents and community. Stay “plugged in” to your own professional network – system administrators, surrounding administrators, CLAS and AAESA. Get

“plugged in” to CLAS and the professional learning opportunities in the fall. Get “plugged in” to your district meetings. This year our school districts are planning virtual meetings. Many of you have not been able to attend because of conflicts or the inability to be out of your building. Meeting virtually will give principals and assistant principals the opportunity to get “plugged in” to their district. Please, keep me “plugged in” wherever I can help. After forty years, I may not have all the answers, but I can be a good listener and sounding board.

Henry Ford said, “Coming together is a beginning, keeping together is progress, working together is success.”

## **Membership**

Encourage fellow administrators to join AAESA and “get plugged into” our organization. You will be receiving membership materials from CLAS. Remind people who may not have joined or have not changed to AAESA membership that we need them to be a part of our professional elementary administrator organization. Also, remember the incentives that CLAS offers members for referring new members.

On a personal note, I want to thank each of you for your many thoughts and prayers during Mom’s death. You will never know how much your prayers and support helped our family get through this difficult time.

## ***Fall Instructional Leadership Conference***

Mark your calendar for November 15-18, 2020. This year the conference will be at the Mobile Renaissance Riverview Hotel. This year’s theme is “Innovative Leadership: Get Plugged In.” Our three keynote speakers will be Dr. Andy Jacks, Dr. Thomas Glanton, and Mr. Jody Fuller. We will have applicable breakout sessions and informative State Department sessions. See registration form in this magazine.

# Executive Director's Report



*Vic Wilson*

*AAESA*

*Executive Director*

If you are reading this, you are a leader. Regardless of your position, if you inspire others, then you are a leader.

Are you a leader that you would follow? What are you doing to inspire others on a positive path? These comments and questions are ones we expect to see, read, and hear often in our role as a leader. However, never have we been called to lead in times like these. Everyone under your care is looking to you to guide, inspire, comfort, and encourage them in uncertain times. Everyone is seeking a sense of normalcy during unprecedented times, and everyone is looking to you to provide as much normalcy as possible.

Ok, enough with the inspirational speech about what everyone needs from you. When the rubber meets the road, how do we provide what our followers need? You could ask five people that question and get six different answers. However, you must find the answer that best suits your situation. I have some ideas on how to meet the needs of those under your care, and I will touch on each one briefly. These ideas are universal and timeless. None are mine.

## **Confidence**

If you find yourself on a train going down a steep incline with no brakes, the last thing you want to know is your conductor's name is George Costanza.

You would much rather have George Patton leading that train. The general exuded confidence always, and those under his care needed that confidence. George Costanza is the exact opposite. You must exude confidence for those under your care. Granted you do not need arrogance, but everyone needs to believe in you and the plans you have in place.

## **Network**

Have you talked with your peers? What are other leaders doing? Have you vetted ideas from your peers across your district, area, region, state, and nation? Have you talked with public health officials, local leaders, and stakeholders? Getting information from others is critical to ensure that you are on the right path. Often your conversations can give you a sense of what NOT to do. If an idea has been implemented and failed, why would you want to travel the same path?

## **Data**

Leaders need data to make informed decision. In some cases, data are difficult to find; our currently reality fits this case. We do not have a template to use, so we must use the best data we can find to help inform our decision making. Be open and honest with the data you have and share that data with those under your care. What you do in your school or system could be different than what is done in a neighboring school or system, and both cases should be driven by the data gathered for each one.

## **Communicate**

I cannot stress this part enough! Communicate



# Executive Director's Report cont'd

regularly. Remember, the biggest problem with communication is the illusion that it is being done. Simply sending an email is not communicating unless the recipient reads the email. Inform everyone under your care about how you will communicate and set expectations for those receiving your communication. Communication will be critical when the plan changes, and the plan **WILL** change. Communication must be fluid with those under your care and those at other levels of the organization. Everyone on the leadership continuum needs to be aware of what is going on as much as possible.

## Plan

"In preparing for battle, I have always found that **plans are useless, but planning is indispensable.**" – General Dwight D. Eisenhower.

Planning is critical. Communicating the plans is critical. Your leadership team must be on the same page with the plan as this allows you to implement the plan effectively. It also allows you to pivot with the plan as needed. Keep in mind, you will be pivoting. Something will occur that changes the plan or renders it obsolete. What happens then? If you have been communicating, networking, and analyzing data, you will be ahead of the curve when changes occur.

## Reflect

Reflection is critical to the success of your organization. Reflection time should be regularly scheduled and conducted with your team then communicated, as needed, to others. Use data to help guide the reflection process. Why is our plan not working? What can we do to change our trajectory?

What is going well? How are you? These are a few of the questions you can and should be asking yourself and your team and those under your care. If you have someone who complains about the plan, you should take the complaint as seriously as needed for the situation. "I don't like this plan," should be followed by "Can you give us some solutions to make it better?" Remember, complaints with solutions are not helpful to anyone.

## Repeat

Repeat all of the processes mentioned above regularly. Times like these do NOT call for plans on shelves. Everyone needs plans that are clearly communicated and easily implemented. The plans also need to be appropriately flexible when change is necessary.

Wow, that was easy! Everything should be so simple. AAESA stands ready to help you in any way possible. Your leadership is working hard for you every day. Your officers, Rickey Darby, and I will be here for you when you need us. Let us know how we can help.

Thank you for all you do for those under your care. You are all Rock Stars in my book!



# National Association of Elementary School Principals



***Matt Scott***  
***Creekside Primary***  
***Limestone County***

## **NAESP NEWS**

Our 2019-20 school year finish is one we will never forget and now we are all starting up our 2020-21 school year in different ways (on campus, remote, virtual, blended).

I sincerely hope your 2020-21 school year is a safe one and we are all back to the normal day to day school activities very soon.

## **NAESP 2020 National Conference - CANCELED**

Due to the ongoing threat of exposure to COVID-19, NAESP made the difficult decision to cancel the NAESP Pre-K–8 Principals Conference activities scheduled to take place July 11-14 at the Louisville Convention Center.

Please mark your calendars for **July 8-10, 2021**; we look forward to seeing you next year in **Chicago** to celebrate 100 years of NAESP!

[LINK](#) - Video from Dr. Earl Franks, Executive Director of NAESP

## **NAESP COVID-19 Resources**

On March 13, our state and country went under a stay at home order of quarantine as a result of the COVID-

19 virus sweeping across the country. Just as our schools did, NAESP continued to work for the benefit of our schools. Please follow the link below to access the NAESP COVID-19 Resource Page.

[LINK](#) ~ (must be logged in NAESP website to view the link)

## **Surveys**

In March, NAESP surveyed principals from across the country concerning COVID and our response as a nation of school. The link below outlines the findings.

COVID-19 Survey Findings from March, 2020 Survey

[Results LINK here](#)

## **NAESP State of the Association video from Dr. Earl Franks**

Please take a few minutes to view the video link below shared with Dr. Franks as he shares the “State of the Association” with our Organization.

[LINK](#)

## **NAESP ADVOCACY CENTER**

Please visit the [NAESP Advocacy Action Center Website](#) for quick links to our professions most pressing needs and use the 1-click method to be an advocate for our schools.

## **MEMBER BENEFITS**

Did you know as a member of NAESP you receive member benefits?

A partial list of benefits includes:

- Legal benefits -
- Principal magazine subscription - 5x per year



# National Association of Elementary School Principals

- Communicator - monthly e-newsletters
- Principal Insights - education news updates - 2x per week
- Report to Parents handout - monthly publication (English and Spanish)
- Access to free webinars & online learning
- Discounts on mentor training and annual conference registration
- Discounts @ Office Depot
- Travel discounts with car rental & hotel discounts
- American Hearing discounts
- \$60,000 Life Insurance Policy – No cost for brand new members in their first two years
- Insurance Program Discounts –  
<https://www.ftj.com/naesp/>
  - ◇ Life, auto, home, health, disability and more!
  - ◇ IDShield Identity Theft Protection
  - ◇ LegalShield Legal Services Plan
  - ◇ ASPCA Pet Health Insurance
  - ◇ International Travel-Medical
- Life Line Screening and Lenovo should both be available before December 31. We'll announce and provide details through email.

To see a full listing of our membership benefits visit the NAESP website @ [www.naesp.org](http://www.naesp.org) and visit the "Membership" section.

## NAESP Advocacy Alerts

The laws that Congress passes, and the funding decisions they make, have an enormous impact on you, your school, and your students. But in order to ensure

robust funding for federal education programs like Title II and IDEA, and to advance education policies that rightly recognize the important role of principals, it's critical to make your voice heard.

NAESP is pleased to offer members text message alerts on key legislation and votes impacting principals. To sign up for text alerts, use the button below, or text "NAESP" to 52886.

## Volunteer with NAESP?

Find more information [HERE](#)

## NAESP Membership Certificate

Print out your member certificate (must be logged in) - [LINK](#)

If you have any questions please contact me @ [matt.scott@lcsk12.org](mailto:matt.scott@lcsk12.org) or @ 256.714.7971.

# CLAS Board Meeting



***Waller Martin***  
***Enterprise EEC***  
***Enterprise City***

The June 14<sup>th</sup> CLAS Board meeting was called to order by President Autumn Jeter at 3:33 pm. Following the Invocation given by President Jeter, the

Board approved the agenda and minutes from the previous meeting held on December 10<sup>th</sup>, 2019. President Jeter then called for the staff reports.

Dr. Demica Sanders shared the Professional Learning Report stating that the April Leadership Institute was virtually held. She also reported that the CLAS PLU's for this upcoming year have submitted and approved. The Pre-K Early Childhood Leadership Academy will consist of 26 applicants. 34 applications were submitted to participate in the Certified Instructional Leader Program, (CIL) and of those applicants 16 were chosen.

Dr. Vic Wilson submitted the Executive Director's Report and reported that Legal Defense Budget went over about \$4000. He also gave an investment update reporting that financially CLAS had overall done well, in spite of the coronavirus. Dr. Wilson mentioned that our investor suggested CLAS consider investing in bonds, since Certificates of Deposit are not generating much interest. He also reported that overall CLAS is "to the good" of \$489,000.00, and lots of expenses are down. CLAS membership is also up 167 people. The Investment Report was submitted for consideration and approved.

Dr. Wilson then presented the meeting dates for the CLAS Board for the upcoming 2020-2021 school year. Dr. Wilson stated he was not sure what the

CLAS Board retreat would include at this point due to the COVID-19 outbreak. Nominations were then taken and accepted for two Executive Committee Positions. The nominees were: Van Phillips, Joe Toomey, Michelle Washington, and Keith York. Van Phillips and Joe Toomey were chosen. Dr. Wilson announced that Donald Turner would serve as the incoming CLAS President 2020-2021. Several retiring members of the CLAS Board were recognized and thanked. The meeting was then adjourned.

## **NAESP Forms National Taskforce on Race and Equity**

Because it values diversity in our culture and prioritizes achieving education equity, the National Association of Elementary School Principals (NAESP) formed its National Taskforce on Race and Equity. The taskforce will advise NAESP on issues related to racial equity in school communities, reveal schools' common challenges and solutions, and support a peer-to-peer network of support for school leaders.

The taskforce will focus on collecting information related to racial equity in schools, elevating relevant research, and determining how best NAESP can provide support to principals around these issues. In conjunction and collaboration with NAESP staff, the taskforce will host events for school leaders to share valuable best practices and produce a preliminary progress report with possible initial recommendations to advance racial equity in the principal profession and in public schools.

Principals—who research says are among the most trusted professionals—are tasked with advancing culturally responsive teaching and learning, which includes not only welcoming diversity in the classroom but also teaching students how to navigate an increasingly racially, ethnically, and socioeconomically diverse society.

NAESP firmly believes that principals, as a beacon of hope and inspiration for many community members, can play a central role in leading efforts to improve racial inequities. It is our sincere hope that this taskforce can elevate the dialogue around these issues and support principals in this work.



# NAESP National Distinguish Principal Timeline



***Michael Wilson***  
***Magic City Acceptance***  
***Birmingham***

I can't think of a better way to celebrate great leadership, especially during this unusual time we are going

through due to COVID-19, that to begin thinking about nominees for NAESP National Distinguished Principal for Alabama. I believe that we all are having to step out and lead in different ways that we normally do in order to take care of ourselves, our loved ones and our school staff and students. During this time, I am sure that there are those in each of our 10 districts for AAESA who have gone above and beyond the call of duty. Remember that nominations are due to the CLAS office by November 1<sup>st</sup> and the nominee packets are due January 4<sup>th</sup>. Listed below are the guidelines for nominees:

This award is available to all elementary/middle school principals who:

1. Online principal for at least 5 years.
2. Demonstrates strong commitment to principalship by active membership in professional organizations
3. Actively participates in community activities.
4. Gives evidence of outstanding leadership skills that benefit a local school program.

5. Provides service or achievements beyond what is expected in the usual school program.

District nominations must be made by November 1<sup>st</sup>. District nominee submits application to CLAS office by January 4<sup>th</sup>.

We have a current outstanding NDP in Dr. Dilhani Uswhatte from Rocky Ridge Elementary in Hoover. I can tell you that being named NDP was the not only the highest honor I have received but it was a year of wonderful experiences. Stay safe all!!



# AAESA Nominee for the CLAS Leadership Award



***Bonnie Sullivan***  
***B-5 Cohesive Systems***  
***Director***  
***ADECE***

The Alabama Association of Elementary School Administrators (ASESA) has selected Charles Gardner to be the nominee for the *CLAS Leadership Award*. This award is given to an elementary administrator who is currently a CLAS member, works for unity in the teaching profession, achieves concepts underlying the leadership team approach to local school administration, secures better local understanding in the school system, and provides leadership in a CLAS affiliate organization. The *CLAS Leadership Award* will be presented at a later date due to the COVID-19 pandemic.

Charles Gardner has completed his 30th year in education. He has earned a Bachelors degree from Auburn University, Masters degree and Education Specialist degree from the University of Alabama. He has his doctorate from Samford University. He has served as a middle school teacher, middle school assistant principal, middle school principal, high school principal, and now he is currently in his 13th year as the principal of Hokes Bluff Elementary School. He also serves as an adjunct instructor for Gadsden State Community College and for the Huntingdon College evening studies program. He has been a National Distinguished Principal in 2016 and is the President Elect for the Alabama Association of Elementary School Administrators.

ASESA would like to recognize Charles for his accomplishments, honors, and dedication in educational leadership that have significantly impacted educators and students. It is with great pleasure that Charles has

been selected for the nominee for the *CLAS Leadership Award*.







# AAESA FALL CONFERENCE

November 16-18, 2020  
Riverview Plaza Hotel - Mobile, Alabama



(Please Print Clearly)

Name: \_\_\_\_\_

Position: \_\_\_\_\_

Preferred Name on Badge: \_\_\_\_\_

School System: \_\_\_\_\_

School: \_\_\_\_\_

Work Number: \_\_\_\_\_

Mobile Number (required): \_\_\_\_\_

Email Address: \_\_\_\_\_

Bill To: \_\_\_\_\_

Billing Address: \_\_\_\_\_

City, ST Zip: \_\_\_\_\_

Spouse/Guest Name: \_\_\_\_\_

(guest qualification applies only to those individuals who are NOT in the educational industry.)

## 1. CONFERENCE REGISTRATION

(includes all scheduled meals, breaks, door prizes, etc.)

	Pre-Registration by Oct. 10	Registration Oct. 11 - Nov. 13	After Nov. 13
Member	\$255	\$280	\$300
Non-Member	\$355	\$400	\$425
Retiree/Guest*	\$150	\$150	\$150

Total Section 1: \_\_\_\_\_

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

### LUNCHEON, TUESDAY, NOVEMBER 17

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

### BREAKFAST, WEDNESDAY, NOVEMBER 18

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

Total Section 2: \_\_\_\_\_

Grand Total (Section 1 & 2): \_\_\_\_\_

## 3. SPECIAL ACCOMMODATIONS

- ☐ I will need special accommodations for a disability  
☐ I have special dietary requirements \_\_\_\_\_

## 4. EMERGENCY CONTACT

In case of an emergency, contact:

Name: \_\_\_\_\_

Daytime Phone: \_\_\_\_\_ Evening Phone: \_\_\_\_\_

## 5. PAYMENT (Circle One)

Check or Purchase Order # \_\_\_\_\_

(payment or valid PO Number is required before registration can be processed)

Credit Card (circle one): Visa MasterCard Discover Card

Card Number: \_\_\_\_\_ Exp: \_\_\_\_\_

Cardholder's Name: \_\_\_\_\_ CVV: \_\_\_\_\_

Cardholder's Address: \_\_\_\_\_

Cardholder's Phone: \_\_\_\_\_

Signature \_\_\_\_\_

Refunds granted only upon written request. No refunds granted after November 6, 2020. Send registration by 24-hour fax to (334) 265-3611 or mail your payment and registration form to:

AAESA  
P.O. BOX 428  
MONTGOMERY, AL 36101-0428

QUESTIONS? PLEASE CALL (800) 239-3616

## CONFERENCE AGENDA

### SUNDAY, NOVEMBER 15

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

### MONDAY, NOVEMBER 16

Breakfast and Visti Partners - 7:30 a.m. - 8:30 a.m.  
Registration - 7:30 a.m. - 3:00 p.m.  
General Session - 8:30 a.m. - 10:00 a.m.  
General Session - 10:30 a.m. - 11:15 a.m.  
Lunch with Partners - 11:15 a.m. - 12:30 p.m.  
General Session ALSDE - 12:30 p.m. - 3:00 p.m.  
Share Tables Session - 3:00 p.m. - 4:00 p.m.

### TUESDAY, NOVEMBER 17

Breakfast and Visit Partners - 7:30 a.m. - 8:30 a.m.  
General Session - 8:30 a.m. - 10:15 a.m.  
Breakout Sessions - 10:45 a.m. - 11:30 a.m.  
Awards Luncheon - 11:30 a.m. - 1:00 p.m.  
Breakout Sessions - 1:00 p.m. - 1:45 p.m.  
Breakout Sessions - 2:00 p.m. - 2:45 p.m.

### WEDNESDAY, NOVEMBER 18

Closing General Session & Breakfast - 7:30 a.m. - 10:00 a.m.

**ROOM RESERVATIONS:** Call the Renaissance Riverview Plaza at (251) 438-4000 and ask for the AAESA Fall Leadership Conference or [click here to book online](#). The standard rate is \$145 for standard rooms/night. All room rates are subject to taxes and fees. Reservations are subject to availability. Reservations received after October 23, 2020, may not be eligible for the discounted rates. Check-in time is 4:00 p.m.

# **Glenys Mason NAESP Convention Scholarship Application**

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

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

## **APPLICANT INFORMATION:**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

Cell or other contact number: \_\_\_\_\_

School Name: \_\_\_\_\_

School Address: \_\_\_\_\_

School City, State, Zip: \_\_\_\_\_

## **Other Application Materials:**

- Attach a vita or résumé
- Attach a 50 word essay stating why attending the national convention will benefit you in your principalship role.

**Please send application materials and application to:**

**Rickey Darby  
AAESA  
P.O. Box 428  
Montgomery, AL 36101-0428**

**The deadline to apply is February 1, 2021.**

**Please mail documents in time to be received by the deadline.**



**Alabama Association of Elementary School Administrators  
Marie Taylor and Mike Carr Scholarship  
APPLICATION FORM**

The Alabama Association of Elementary School Administrators recognizes the need to prepare qualified persons to become elementary/middle school administrators. To assist in fulfilling this need, AAESA offers a \$1,000 scholarship to enable a current Alabama educator to pursue a degree or certification in elementary/middle school administration. To qualify, an individual must be working on initial certification in the specified field.

Name:

\_\_\_\_\_  
Last First MI

Address:

Name of School:

Name of School System:

Are you presently enrolled in a school administration program?

\_\_\_\_ YES \_\_\_\_\_ NO

If yes, what is the name of the college/university?

Name of college/university where scholarship will be used:

Have you applied for this scholarship previously?

\_\_\_\_ YES \_\_\_\_\_ NO

Have you received this scholarship previously?

\_\_\_\_ YES \_\_\_\_\_ NO

**PLEASE LIST YOUR COLLEGE BACKGROUND**

College: \_\_\_\_\_

Degree: \_\_\_\_\_

Year: \_\_\_\_\_

College: \_\_\_\_\_

Degree: \_\_\_\_\_

Year: \_\_\_\_\_

College: \_\_\_\_\_

Degree: \_\_\_\_\_

Year: \_\_\_\_\_

**PLEASE LIST YOUR WORK HISTORY IN THE FIELD OF EDUCATION:**

School: \_\_\_\_\_

Position: \_\_\_\_\_

Dates of Employment: \_\_\_\_\_

School: \_\_\_\_\_

Position: \_\_\_\_\_

Dates of Employment: \_\_\_\_\_

School: \_\_\_\_\_

Position: \_\_\_\_\_

Dates of Employment: \_\_\_\_\_

On a separate page, please state, in 150 words or less, why you wish to pursue a degree in elementary/middle school administration.

The following documents must also accompany this application:

- Recommendation from your current or most recent principal;
- Recommendation from your current or most recent superintendent or Central Office administrator;
- Copy of your current certificate;
- Other information you believe may be helpful, such as a list of professional honors, awards, etc.

I hereby certify that the information I have furnished is true and accurate to the best of my knowledge and belief.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Home Phone: \_\_\_\_\_

School Phone: \_\_\_\_\_

**All applications must be postmarked by  
February 1, 2021.**

It is the intent of the Alabama Association of Elementary School Administrators to select the best possible recipient for this scholarship. No person will be denied application or selection on the basis of race, sex, religion, disability, national origin, or age.

**Return Application to: AAESA Marie Taylor/Dr. Mike Carr Scholarship**

**P.O. Box 428; Montgomery, AL 36101-0428**

If you have questions, call CLAS at (800) 239-3616. The winner will be announced during the first week of February.



## Individual Information

Prefix \_\_\_\_\_ First Name \_\_\_\_\_ Middle Name \_\_\_\_\_ Last Name \_\_\_\_\_

Position/Title \_\_\_\_\_

Date of Birth \_\_\_\_\_ Personal Mobile Phone \_\_\_\_\_ Home Phone \_\_\_\_\_

Email Address \_\_\_\_\_

Home Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

## Method of Payment

☐ Check # \_\_\_\_\_ ☐ Payroll Deduction (authorization agreement must be signed below)

☐ PO # \_\_\_\_\_ **PLEASE VERIFY YOUR SYSTEM'S PARTICIPATION**

Invoice To: \_\_\_\_\_ ☐ Visa/MasterCard/Discover

Card Number: \_\_\_\_\_ CVV: \_\_\_\_\_ (on back of card)

Expiration Date: \_\_\_\_/\_\_\_\_/\_\_\_\_ Cardholder's Name: \_\_\_\_\_

Cardholder's Address: \_\_\_\_\_

Cardholder's Phone: \_\_\_\_\_

Cardholder's Signature: \_\_\_\_\_

## School/Organization Information

School/Organization Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Organization Phone \_\_\_\_\_ Work Mobile Phone \_\_\_\_\_

Direct Phone (include extension) \_\_\_\_\_ Fax \_\_\_\_\_

School System \_\_\_\_\_

Preferred Address: ☐ Home ☐ Work Preferred Phone: ☐ Mobile ☐ Home ☐ Work

## Recruiter Information - New Members Only

I was recruited by: \_\_\_\_\_

**Payroll Deduction Authorization (please verify your system's participation):** I authorize the Board of Education to automatically deduct dues each year for membership in the Council for Leaders in Alabama Schools and such other affiliated professional organizations as indicated on this form unless I revoke this authorization in writing prior to Sept. 15 of any given school year. If for any reason employment is terminated, any amount still owed will be deducted from the last payroll check or be the individual's responsibility. Death of the member shall revoke this authorization, and no further deduction shall be made. This authorization shall permit and accept any changes in the amount of dues officially adopted by CLAS and affiliated organizations on this form.

Signature \_\_\_\_\_ Date \_\_\_\_\_

## I. CLAS DUES - Full Membership with Legal Services

(For school/system employees with administrative or supervisory positions ONLY)

## A. CLAS Membership - Required

*Title II funds cannot be used to pay for legal defense (\$30)*

Individual/Institutional \_\_\_\_\_ ☐ \$284

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

AASSP Active (Secondary Principals) \_\_\_\_\_ ☐ \$95 Renew ☐ \$50 New

AAESA Active (Elementary Principals) \_\_\_\_\_ ☐ \$106

AAMSP (Middle-Level Principals) \_\_\_\_\_ ☐ \$60 Renew ☐ \$30 New

SSA (Superintendents) \_\_\_\_\_ Must be approved by Superintendent ☐

AASCD (Curriculum & Supervision) \_\_\_\_\_ ☐ \$50

ALA-CASE (Special Education) \_\_\_\_\_ ☐ \$40

AAPASS (Prevention, Attendance, Support) \_\_\_\_\_ ☐ \$30

ACND (Child Nutrition) \_\_\_\_\_ ☐ \$25

ACTA/AACTE (Career/Tech) \_\_\_\_\_ ☐ \$125

AASPA (Personnel & HR) \_\_\_\_\_ ☐ \$40

ALAEL (Leaders of English Learning) \_\_\_\_\_ ☐ \$50

## C. National Affiliate Dues - Optional

NAESP Active\* (Elementary Principals) \_\_\_\_\_ ☐ \$235

NAESP Institutional\* (Elementary Principals, Transferrable) \_\_\_\_\_ ☐ \$280

NAESP Assistant Principal\* (Elementary Principals) \_\_\_\_\_ ☐ \$195

ACTE (Career/Tech) \_\_\_\_\_ ☐ \$80

CEC/CASE (Special Education) \_\_\_\_\_ ☐ \$125

NASSP Active\*\* (Secondary Principals) \_\_\_\_\_ ☐ \$250 Renew ☐ \$215 New

NASSP Institutional\*\* (Secondary Principals, Transferrable) \_\_\_\_\_ ☐ \$250 Renew ☐ \$215 New

\* NAESP Active, Institutional, and Assistant Principal Memberships Include \$2 Million Liability Insurance.

\*\* NASSP Active and Institutional Memberships Include \$1 Million Liability Insurance.

**GRAND TOTAL: \$ \_\_\_\_\_**

## Where to Send This Form

**Mail to:** CLAS  
P.O. Box 428  
Montgomery, AL 36101-0428

**Fax to:** (334) 265-3611

**Email to:** membership@clasleaders.org

## II. CLAS DUES - Membership without Legal Services

(For retirees, consultants, SDE, Higher Ed., teachers, non-supervisory employees, etc.)

## A. CLAS Membership - Required

Retired \_\_\_\_\_ ☐ \$75  
*Emeritus membership may include legal services if no lapse from full membership.*

At Large (Non-School/System Employee) \_\_\_\_\_ ☐ \$75

Aspiring Administrator/Emerging Leader \_\_\_\_\_ ☐ \$75

## B. State Affiliate Dues - Optional

AASSP Active (Secondary Principals) \_\_\_\_\_ ☐ \$95 Renew ☐ \$50 New

AASSP Aspiring Admin (Secondary Principals) \_\_\_\_\_ ☐ \$50 Renew ☐ \$30 New

AAESA Aspiring Admin (Elementary Principals) \_\_\_\_\_ ☐ \$33

AAESA Emeritus (Elementary Principals, For Retirees Only) \_\_\_\_\_ ☐ \$0

AAMSP (Middle-Level Principals) \_\_\_\_\_ ☐ \$60 Renew ☐ \$30 New

SSA (Superintendents) \_\_\_\_\_ Must be approved by Superintendent ☐

AASCD (Curriculum & Supervision) \_\_\_\_\_ ☐ \$50

ALA-CASE (Special Education) \_\_\_\_\_ ☐ \$40

AAPASS (Prevention, Attendance, Support) \_\_\_\_\_ ☐ \$30

ACND (Child Nutrition) \_\_\_\_\_ ☐ \$25

ACTA/AACTE (Career/Tech) \_\_\_\_\_ ☐ \$125

AASPA (Personnel & HR) \_\_\_\_\_ ☐ \$40

ALAEL (Leaders of English Learning) \_\_\_\_\_ ☐ \$50

## C. National Affiliate Dues - Optional

NAESP Aspiring Administrator (Elementary Principals) \_\_\_\_\_ ☐ \$80

NAESP Retired (Elementary Principals) \_\_\_\_\_ ☐ \$80

ACTE (Career/Tech) \_\_\_\_\_ ☐ \$80

CEC/CASE (Special Education) \_\_\_\_\_ ☐ \$125

NASSP Retired (Secondary Principals) \_\_\_\_\_ ☐ \$50

**GRAND TOTAL: \$ \_\_\_\_\_**

**Address questions to (800) 239-3616  
or membership@clasleaders.org**





AAESA District Map



**Alabama Association of Elementary School Administrators**  
**P.O. Box 428**  
**Montgomery, AL 36101-0428**  
**(800) 239-3616 or (334) 265-3610**  
**Fax: (334) 265-3611**  
**[www.clasleaders.org](http://www.clasleaders.org)**



## **AAESA Officers**

### **President**

Charles Gardner  
Hokes Bluff Elementary  
5375 Main Street  
Hokes Bluff, AL 35903-4736  
Phone: (256) 492-5571  
Fax: (256) 492-2513  
[Charles\\_Gardner@ecboe.org](mailto:Charles_Gardner@ecboe.org)

### **President-Elect**

Judith Ross  
Smith Middle  
1124 Five Mile Road  
Birmingham, AL 35215  
Phone: (205) 231-5675  
Fax: (205) 231-0231  
[jross@bhm.k12.al.us](mailto:jross@bhm.k12.al.us)

### **Vice-President**

Waller Martin  
Enterprise Early Education Center  
6500 Boll Weevil Circle  
Enterprise, AL 36322  
Phone: (334) 393-9542  
Fax: (334) 447-6908  
[wmartin@enterpriseschools.net](mailto:wmartin@enterpriseschools.net)

### **Secretary**

Kathy Paiml  
Helena Intermediate  
3500 Co. Rd. 52  
Helena, AL 35080  
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[kpaimi@shelbyed.org](mailto:kpaimi@shelbyed.org)

### **Immediate Past President**

Michael Wilson  
Magic City Acceptance Academy  
2717 Highland Ave So  
Birmingham, AL 35205-1735  
Phone: (205) 903-1187  
[mike@mcaa-bao.org](mailto:mike@mcaa-bao.org)

### **NAESP Representative**

Matt Scott  
Creekside Primary  
16049 Sanderson Road  
Harvest, AL 35749  
Phone: (256) 216-8702  
Fax: (256) 216-8704  
[matt.scott@lcsk12.org](mailto:matt.scott@lcsk12.org)

### **Executive Director**

Vic Wilson  
P.O. Box 428  
Montgomery, AL 36101  
Phone: (800) 239-3616  
Fax: (334) 265-3611  
[vic@clasleaders.org](mailto:vic@clasleaders.org)

### **Assistant Executive Director**

Rickey Darby  
P.O. Box 428  
Montgomery, AL 36101  
Phone: (800) 239-3616  
Fax: (334) 265-3611  
[rickey@clasleaders.org](mailto:rickey@clasleaders.org)

### **CLAS Office**

P.O. Box 428  
Montgomery, AL 36101  
Phone: (800) 239-3616  
Fax: (334) 265-3611  
[www.clasleaders.org](http://www.clasleaders.org)

### **CLAS Board of Directors**

Tricia Culpepper  
Cullman City Primary  
900 Hoehn Drive  
Cullman, AL 35055  
Phone: (256) 775-0234  
Fax: (256) 775-0238  
[tculpepper@cullmancats.net](mailto:tculpepper@cullmancats.net)

Frances Finney  
St. Francis Xavier  
2 Xavier Circle  
Birmingham, AL 35213  
Phone: (205) 871-1687  
Fax: (205)  
[francesfinney13@gmail.com](mailto:francesfinney13@gmail.com)

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6500 Boll Weevil Circle  
Enterprise, AL 36322  
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Fax: (334) 393-9547  
[wmartin@enterpriseschools.net](mailto:wmartin@enterpriseschools.net)

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Fax: (334) 598-5080  
[mittenc@daleville.k12.al.us](mailto:mittenc@daleville.k12.al.us)

Rodney Richardson  
Horizon Elementary  
7855 Old Madison Pike  
Madison, AL 35758  
Phone: (256) 464-3614  
Fax: (256)  
[rkrichardson@madisoncity.k12.al.us](mailto:rkrichardson@madisoncity.k12.al.us)

Stan Stokley  
Saraland Elementary  
229 McKeough Avenue  
Saraland, AL 36571  
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Fax: (251) 679-5749  
[sstokley@saralandboe.org](mailto:sstokley@saralandboe.org)

Dilhani Uswatte  
Rocky Ridge Elementary  
2876 Old Rocky Ridge Road  
Hoover, AL 35243  
Phone: (205) 439-2910  
Fax: (205) 439-2901  
[duswatte@hoover.k12.al.us](mailto:duswatte@hoover.k12.al.us)