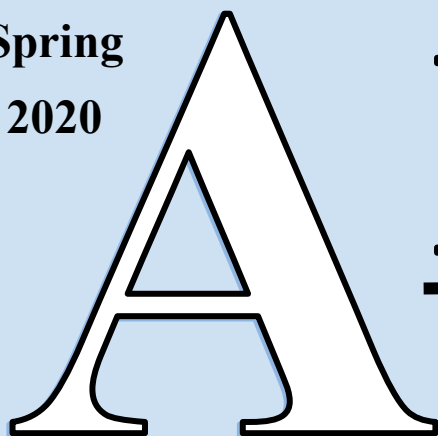


Spring
2020



Vol. 68 No. 3

Alabama

Elementary Administrator

Alabama's 2020 National Distinguished Principal



Dr. Dilhani Uswatte

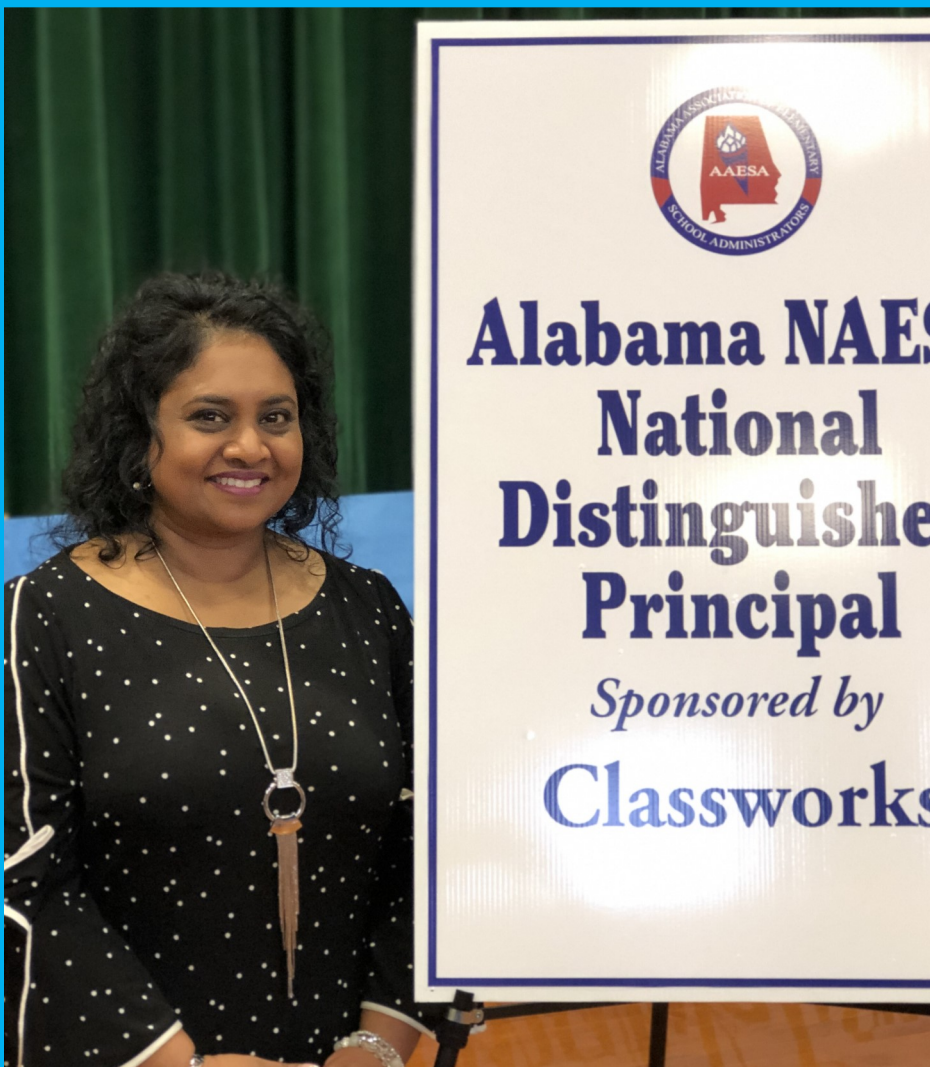
District IV

Rocky Ridge Elementary

Hoover City Schools



Dr. Uswatte's NDP Announcement Ceremony



Congratulations Alabama District Distinguished Principals



District I
David Wiggins
East Elementary
Cullman City



District II
Veronica Coleman
Chatang-Fournier K-8
Mobile County



District III
Dr. Lucile Prewitt
Oakdale Elementary
Tuscaloosa City



District V
Tanya Clark
John S. Jones Elementary
Etowah County



District VI
Robert Dolbare
J. E. Elementary
Dallas County



District VII
Dr. Bonnie Sullivan, Finalist
Wetumpka Elementary
Elmore County



District VIII
Dana Bottoms
W. J. Carroll Elementary
Baldwin County



District IX
Wanda Corley
Goshen Elementary
Pike County



District X
Dr. Brad Scott, Finalist
Blossomwood Elementary
Huntsville City

Coming to the Table



Michael Wilson
Magic City Acceptance
Academy, Birmingham

Principals, it is that time of year again, the legislature is in session and we must make our voices heard. It is difficult to

rationalize complaining about something that one hasn't attempted to change or, at least, offer opposition opinions. Currently we are hearing a lot of noise about the school calendar issue. Make your views known to your legislative representatives and encourage others to do the same.

I recently saw a news story that is traveling around social media about a teacher who quit a job after two months due to student behavior. This particular teacher said that he just could not take it any longer. With approximately 14% of all teachers leaving the profession and colleges graduating fewer prepared teachers this needs to be addressed quickly. We already know that the shortage is currently impacting schools all over our state. So, what is the answer?

The answer involves, in my opinion, all levels of educators coming to the table, a task force if you will, that will investigate the root causes of the shortages and teacher retention. Then, to suggest strategies and processes that might be put into place to attract and retain good educators. As for classroom behavior, we need access to more mental health professionals in our schools and systems to better address the needs of our students.

While I do not believe that the answers will come easily, we must take a look at society as a whole and realize that change is necessary in order to assure that all people feel valued and see their worth as citizens. Mental health services are desperately needed in our schools and to be made available to our families who also need easier access to general health services.

Most importantly, I think it is not fair to blame everything on children and their behavior.

Lastly, I want to thank you for allowing me to serve as your president this year. It has been an honor and a pleasure to serve this wonderful organization



To find our Twitter page, search for [@AAESACLAS](#) while logged in to your Twitter account



To find our Facebook page, search for [Alabama Association of Elementary School Administrators](#) while logged in to Facebook

Congratulations to Our Winners



Bonnie Sullivan
Wetumpka Elementary
Elmore County

AAESA is pleased to announce
the following award winners
for the 2019-2020 school year:

Glenys Mason Convention Scholarship Winner

Mrs. Dana Rhinehart, Creekside Elementary



Mrs. Dana Rhinehart has been chosen as this year's recipient of the Glenys Mason Convention Scholarship. This scholarship is given to an AAESA member who has never attended the National Association of Elementary School Principals annual convention. Mrs. Rhinehart is a dedicated leader who focuses on maintaining high academic standards for all students, faculty, and parents. She is a member of the following professional organizations: [National Association of Elementary School Principals \(NAESP\)](#), [Alabama Association of Elementary School Administrators \(AAESA\)](#), International Literacy Association (ILA), and National Council of Teachers of English (NCTE). She is the principal at Creekside Elementary School. Her passion is to lead faculty to have success in student achievement and enjoys creating a loving environment for all students.

Michael Carr/Marie Taylor Scholarship Winner

Mrs. Ashley Bailey, Leeds Elementary



Mrs. Ashley Bailey has been chosen as this year's recipient of the Michael Carr/Marie Taylor Scholarship. This scholarship is given annually to an educator who is pursuing a degree in elementary or middle school instructional leadership. The Alabama Association of Elementary School Administrators will provide a \$1,000.00 scholarship for Mrs. Bailey.

In choosing the recipient, several things are considered such as, leadership, service, character, and recommendations. Ashley has experience teaching third grade and is currently a fifth grade teacher at Leeds Elementary. She has been an educator for eight years. She has strong leadership skills which are as follows: serves as a representative on the Lighthouse Leadership Team, math team leader, grade level chairperson, organizes fundraising events, and AMSTI trainer. She is very passionate about teaching and looks forward to pursuing a degree in instructional leadership.

Mrs. Bailey will continue to have a powerful impact in education by serving in a variety of roles. She serves as a teacher leader and has a strong can-do attitude. This is evident in her formative data and in the way her students feel about her. The Alabama Association of Elementary School Administrators would like to congratulate Mrs. Ashley Bailey for her accomplishments and dedication to education in the Alabama school system.

Congratulations to Our Winners cont'd

Assistant Principal of the Year Winner

Dr. Joanna Taylor, Troy Elementary



Dr. Joanna Taylor has been chosen as this year’s recipient for the National Association of Elementary School Principals (NAESP) Assistant Principal of the Year Award. This award is given annually to an assistant principal who demonstrates outstanding contributions that are significantly beyond expectations which advance the direction of education in Alabama. It is a prestigious honor that serves to recognize assistant principals, like Dr. Taylor, who go above and beyond in our education system.

In choosing the recipient, several things are considered such as, leadership, service, character, well-being of the educational community, strong record of service, and exhibit exceptional leadership in programs, and recommendations. Dr. Taylor is very passionate about education and has earned a Bachelors Degree in Elementary Education from Troy University, Masters in Gifted Education from University of South Alabama, Masters in School Leadership from Auburn University Montgomery, and Doctorate of Educational Leadership from Nova Southeastern University. She is a member of several professional organizations which include National Association of Elementary School Principals (NAESP), Alabama Association of Elementary School Administrators (AAESA), and Council for Leaders in Alabama Schools (CLAS).

Dr. Taylor is currently the assistant principal at Troy Elementary School. She is very passionate about working with students, teachers, and all stakeholders. She has made a positive impact on school culture and climate by planning a schedule with recess and working with the instructional coach in leading data meetings.

She has also implemented Professional Learning Communities and vertical planning sessions with teachers to develop Troy Elementary School’s first comprehensive assessment plan. She is a leader for the school’s Problem Solving Team meetings to help determine the best steps for filling any gaps in student learning. She values the importance of data-driven decision making and always considers the best interests of students and teachers.

Dr. Taylor stands out from other candidates because of her ability to serve in a variety of roles and by having a powerful impact in education. She is passionate about her responsibilities, committed to the students, parents, and faculty at Troy Elementary School. The Alabama Association of Elementary School Administrators (AAESA) would like to congratulate Dr. Joanna Taylor for her accomplishments and dedication to education in the Alabama school system.

2020 Alabama’s Elementary Assistant Principal of the Year Nominees

District I Mrs. Nona Adams
Creekside Elementary, Limestone County

District II Ms. Claudia Bishop
Collins Rhodes Elementary & Spencer-Westlawn Elementary, Mobile County

District III Mrs. LaQuita Coleman
Vance Elementary, Tuscaloosa County

District IV Dr. Cedric Love
Erwin Intermediate, Jefferson County

District V Ms. Amanda Martinez
John S. Jones Elementary, Etowah County

District VI Mr. Joseph Cochran
Prattville Primary School, Autauga County

Congratulations to Our Winners cont'd

District VII Mrs. Minnie Pringle
Wetumpka Elementary, Elmore County

District VIII Ms. Patricia Malisham
Daphne East Elementary, Baldwin County

District IX Dr. Joanna Taylor
Troy Elementary, Troy City

District X Ms. LaKeeta Perkins
Hampton Cove Elementary, Huntsville City

**CLAS Leadership Award Nominee
representing AAESA
Charles Gardner, Hokes Bluff Elementary**



Mr. Charlie Gardner has been chosen as this year's recipient for the CLAS Leadership Award representing AAESA. This award goes to a leader who meets the following credentials: advance objectives and purposes of CLAS, works in unity in the teaching profession, achieves concepts underlying the leadership team approach to local school administration, secures better local understanding in school system where employed, and provides leadership in CLAS affiliate organization.

Charles Gardner is completing his 30th year in education. 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 has been a building principal for almost 23 years. Currently he also serves as an adjunct instructor for Gadsden State Community College and for the Huntingdon College evening studies program.

He earned his B.S. from Auburn University, and his M.A. & Ed.S. degrees from the University of Alabama. He is currently pursuing his doctorate at Samford University.

The Alabama Association of Elementary School Administrators (AAESA) would like to congratulate Mr. Charlie Gardner for his accomplishments and dedication to education in the Alabama school system.



Benefits of AAESA, CLAS and NAESP Membership



David Carpenter

Jeter Primary

Opelika City

I have benefited from CLAS, AAESA, and NAESP membership now for several years.

Membership benefits include professional learning, networking, and opportunities to serve your fellow colleagues in leadership positions within all three organizations.

Professional learning is at the core of any quality professional organization. CLAS, AAESA and NAESP provide ample opportunities for growing in knowledge and skills. I have particularly enjoyed the ease at attaining PLUs at the summer and fall conferences. Additionally, as a school level administrator I have appreciated the Leadership Institute Series that is available free of charge to systems that are institutional members and include timely topics such as *Positive and Proactive Classroom Management*. Each year I send my newest teachers to this classroom management training.

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

al certification requirements.

Networking is another hallmark of quality professional organizations. AAESA, NAESP and CLAS all deliver in these areas. I plan to attend the NAESP Annual Conference in Louisville, Kentucky this summer and experience professional development along with the opportunity to meet administrators and make contacts that I likely will not make within just my own state.

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

Each of the associations I have discussed are in themselves fine and have much to offer. I encourage you to join all three to maximize your professional development and opportunities for you and your staff.

Federal Relations



David Fancher
Federal Relations Chair
Retired

The coronavirus and its effect on the nation is the major topic of discussion and concern. However, the regular functions of government still continue. For the fourth year, the President's budget proposal has major cuts for education. The proposed 2021 budget has a 7.8% cut in it for education. The proposal also consolidates 29 major K-12 programs - including Title I, Title II and Title IV into a single \$19.4 billion block grant. These funds would be sent to the states for them to decide its division, Congress has passed budgets that have been the strongest for education in the past several years. We will need to work with our Congressmen and Senators to keep this going.

The Secretary of Education and the President have not made much headway in their push for charter schools. They are still pushing for voucher programs. The Education Freedom Scholarships (EFS) proposal creates a \$5 billion annual federal tax credit for voluntary donations to state-based scholarship programs. They have had very limited success but are mounting another big push.

In March a group from AAESA is scheduled to go to D.C. to meet with our representatives. This may be canceled or postponed because of the virus. Our Congressmen respond very well to real life stories of how the federal government impacts students. If you have a story of how your school has been impacted by federal funding with those going.

The impact of vaping on our youth has become a major health concern. The Trump administration also announced that it will prohibit fruit, candy, mint and dessert flavors from small, cartridge-based e-cigarettes that are popular with high school students. But menthol and tobacco-flavored e-cigarettes will be allowed to remain on the market. In February, Congress passed the Reversing Youth Tobacco Epidemic Act. The Senate is now considering the bill.

If you haven't yet, please don't forget to sign up for NAESP text alerts. This will keep you up to date with what is happening. Sign up here: <https://p2a.co/3Amjllq>



National Association of
Elementary School
Principals

Executive Director's Report



Vic Wilson
AAESA
Executive Director

Greetings everyone,

Let's put some spring in our step and show everyone that we are ready for a successful final push to the end of a great year! No doubt, you will be busy with the end of the third quarter of the year and the beginning of the fourth quarter. You will also be working hard to ensure that spring testing goes smoothly for everyone under your care. I have complete faith in the elementary leaders in our great state to ensure that our youngest learners finish with a flourish. AAESA and I stand ready to help in any way we can.

The 2020 legislative session began on Feb 5, 2020, and all AAESA members will need to be engaged in the legislative process. The number one factor in this process is engaging legislators in the home district, and who better to discuss the needs of elementary schools than elementary administrators. Please stay abreast of the issues on a regular basis, and don't hesitate to let us know when you have questions. You can check our website for updates and upcoming events including our CLAS Hill Days during the session. If you have a question about one of the events, please contact Rickey Darby or me, and we can help with an answer.

www.clasleaders.org/legislativeadvocacy

One of our major endeavors during this legislative session is the Tier III Bill that would increase the benefits of all educational employees hired after January 1, 2013. Currently, these employees are in Tier II and must work 40 years to be able to retire and draw benefits. Additionally, Tier II employees have a 1.65 multiplier and cannot use accrued sick leave towards retirement. We are trying to change this and allow educators to retire and draw in 30 years. We are also trying to allow accrued sick leave to be used for retirement. In addition, we are hoping to increase the multiplier up from 1.65. Please let us know if we can assist you in any way with this issue.

Also, we are facing a move to change the calendar. Our position is very clear that school calendars are a local issue and should be left to the local systems and communities for deciding the school calendar. Finally, we know that an educational package from Senator Marsh will be forthcoming in late March or early April. We do not know what will be in the package; however, we do believe it will be comprehensive and cover educational issues from pre-k through higher education. Stay tuned on this one.

Additionally, mid-March will find the AAESA leaders in Washington during the annual National Leaders Conference. During this event, we will engage the congressional and senate delegations from Alabama in an effort to impress upon them the importance of sound educational policy. Dr. David Fancher has done an excellent job working for you all to keep us abreast of national legislation impacting education. Updates will be forthcoming in future Friday and Legislative Updates.

By the time you get this issue, we will have announced the 2020 NAESP Alabama National Distinguished Principal. We have some great candidates for this very important honor, and I know that whoever is named the 2020 NDP will represent our state wonderfully well. Join me one more time in thanking our 2019 NAESP Alabama National Distinguished Principal, Dr. Michael Wilson, for being such a wonderful ambassador for Alabama and elementary leaders.

As a reminder, please craft your narrative or someone else will craft it for you. We have so many great things going on in education in our great state, and if you don't let people know about it, others will make incorrect assumptions about your school. After all, people outside your stakeholder group may only know about you from a letter grade.

As always, we stand ready to assist you in your leadership endeavors, so don't hesitate to contact us at any time. You are all rock stars in my book, and I am honored to be working with every single elementary leader in our great state.

Good luck to all of you during the very busy second semester. Your job as the leader is critical as you work to help everyone under your care have a strong finish to the year. Please let us know if we can help with this in any way.

Bylaws and Resolutions/ Future Events



Susan McRae
Bylaws & Resolutions
Retired

PROPOSED BYLAWS CHANGE

At the Spring Planning meeting of the AAESA Executive Board on February 28, 2020, a proposed bylaws change was presented. According to the bylaws, a proposed change must be presented in writing to the Board; if approved, the change should be submitted to the members prior to the next business meeting at which it would be voted on by the members present. To fulfill the next step in this requirement, the following is presented:

ARTICLE VIII

NOMINATIONS AND ELECTIONS

Section D

~~The President shall appoint an Election Committee consisting of three or more active members.~~
Elections shall be by electronic ballot

~~The responsibility of the Elections Committee is to prepare, collect, and tabulate ballots in all elections of the Association.~~ A plurality shall determine an election. In the event of a tie vote, a runoff election shall be held immediately. (Formerly #3)

The Assistant Executive Director shall confirm the election results to the President who will announce the results to the Board.

Rationale: Since elections are now conducted by electronic ballot from the CLAS/AAESA office, this section needs complete revision.

FUTURE EVENTS

CLAS Convention

June 14-17, 2020

Renaissance Montgomery Hotel
at the Convention Center
Montgomery, Alabama

NAESP Pre-K-8 Conference

July 12-14, 2020

Kentucky International
Convention Center
Louisville, Kentucky

AAESA Fall Instructional Leadership Conference

November 15-18, 2020

Renaissance Riverview Plaza
Mobile, Alabama

National Association of Elementary School Principals



Matt Scott
Creekside Primary
Limestone County

I hope everyone is having a great start to their 2nd semester!

Have you registered for the NAESP National Conference? We are fortunate this year to have it in the south in Louisville, KY! Registration link is below.

NAESP National Conference 2020 - July 12-14, Louisville, KY

Conference Strands highlighted this year include:

- Instructional Leadership Development
- Management Techniques for Effective Learning Communities
- Strategies for Technology, Social Media, and School Branding
- Best Practices in Social Emotional Learning
- Innovative Leadership Approaches

Keynote Speakers @ NAESP 2020:

Baruti Kafele - In this highly-engaging, high-energy keynote address, Principal Kafele will make the case that there are so many variables that factor into a youngsters chances and opportunities for success, but it is the presence of that purpose-driven, mission-oriented, visionary elementary principal that can completely alter the trajectory of an entire school community!

Ruby Payne - Ruby K. Payne, Ph.D. is the founder of aha! Process and an author, speaker, publisher, and career educator. Recognized internationally for her work, Dr. Ruby Payne has helped students and adults of all economic backgrounds achieve academic, professional, and personal success.

Dr. Payne will present an eye-opening keynote on schools trying to address emotional issues with discipline strategies, and it is not working. Social and emotional learning programs are critical for addressing emotional challenges, but we must also rethink our discipline procedures and policies. Her keynote address will be based on her new book *Emotional Poverty in All Demographics*, exploring the concepts and provide understanding, tools, and strategies that are more effective than those currently in use in most classrooms.

Thought Leaders:

o **Charles Best**: CEO & Founder of DonorsChoose will discuss how you can harness DonorsChoose in your school, support and recognize teachers, and draw resources into classrooms from out-

side of your school's community.

o **Jessica Cabeen and Beth Hough**: Co-authors of *Lead Like a Pirate and Balance Like a Pirate* will take revolutionary ideas from their books and supercharge them for the thought leader session.

Exhibit Hall:

The Exhibit Hall will be open for two days - Sunday and Monday. The Center for Innovative Leadership and the Bookstore (sponsored by Follet) will also be in the exhibit hall.

Breakout Sessions:

An external review team has selected ninety-six breakout sessions aligned with the conference leadership strands.

NAESP National Conference 2020 - July 12-14, Louisville, KY

Click here to register - [LINK](#)

Promo video [LINK](#)

Vice Presidential Election

- The 2020 Vice Presidential election will run March 24—April 3.
- Eligible voters will receive an electronic ballot on **March 24** that will allow them to cast their vote without having to enter their login information.

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NAESP Online Webinars (Free 1 hour Webinars)

Ever participated in NAESP Webinars? They are free with your NAESP membership!

Upcoming Webinar schedule:

- Wednesday, March 18, 2020 | 3-4 p.m. ET
 - o Principal in Balance: Go Beyond Work-Life Balance to Ignite Passion and Thrive as an Educator Presented by Jessica Cabeen
- Tuesday, April 7, 2020 | 3-4 p.m. ET
 - o Assistant Principals Webinar: Special Education Do's And Don'ts—Dr. Erica D. McCray, Dr. James McLeskey, Dr. Bonnie S. Billingsley
- Wednesday, April 15, 2020 | 3-4 p.m. ET
 - o Managing Mental Health Issues—Dr. Joy Winchester, Director (From Alabama), Mrs. Jenine "Jen" Thomas

Webinars are FREE with your membership! Webinars are informative and provide members a great way to connect with each other from across the country!

[LINK to Register](#)

National Association of Elementary School Principals

The NAESP APP is here!

Principals come to NAESP for much-needed support in leading learning communities. Now NAESP members can access that support on-the-go through the NAESP App. Thousands of resources are available, including webinars, podcasts, publications, advocacy updates, and more.

The app also offers push notifications on NAESP events and updates, as well as exclusive early access to the digital version of *Principal* magazine.

Search for NAESP in the APP Store. Once installed, **use your NAESP website credentials* to log in**, and you're good to go!

[LINK for more info!](#)

NAESP Supports the Arts with Crayola! [More info here!](#)

MEMBER BENEFITS

- Lenovo - a global leader in the PC marketplace.
 - Members receive discounts on its entire line of reliable, high-quality, secure and easy-to-use technology products and services.
 - Members save up to 30% off the everyday public web price of Lenovo laptops, tablets, desktops, all-in-ones, workstations, servers, and accessories.
 - This includes savings on a variety of products for the home and office, such as the award-winning ThinkPad laptops and innovative multimode YOGA tablets.
 - Free ground shipping on all web orders
- Office Depot/OfficeMax: Receive up to 75% off on thousands of items at Office Depot/OfficeMax. Shop online or in-person and also get free next-day delivery for online orders that are \$50 or more. Learn more about the Office Depot program [here](#).
- American Hearing Benefits – NAESP members and their families are entitled to the following savings thru AHB: Free annual hearing consultations; free one year supply of batteries; one year of free office visits; free deluxe warranty plan (including loss and damage); 60-day trial period; and financing plans available.
Call 888-224-9669 or visit www.americanhearingbenefits.com/partners/NAESP
- \$60,000 Life Insurance Policy – No cost for brand new members in their first two years; may continue coverage and pay those premiums. Provided by Forrest T. Jones.
- 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

MEMBERSHIP CONTEST

- We are partnering with DonorsChoose.org to provide project funding for winners
- Contest will be heavily promoted through our Social Media
- We will award over \$25,000 in DonorsChoose.org program monies (Sept-June)
- ALL winners must be NAESP members
- Every Zone will have at least two winners!
<https://www.naesp.org/back-to-school>

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.

NAESP Webinars

<https://www.naesp.org/career/webinars>

NAESP Report to Parents

<https://www.naesp.org/report-parents>

NAESP Communicator

<https://www.naesp.org/communicator>

I hope this winter update provides you with many insights and opportunities your NAESP membership provides for you! If you have any questions please don't hesitate to ask.

Assistant Executive Director's Report



Rickey Darby
AAESA Assistant
Executive Director

We have had another great year with growth in AAESA. We have seen growth in all categories (32 active, 7 aspiring, and 7 Emeritus). If you

are a new member, we welcome you to our professional organization. New members allow us to increase opportunities to network with other elementary administrators. In addition, we had a financially successful fall conference that provided 150 members the opportunity to grow professional, network with other administrators, and visit with exhibitors. As always, we appreciate the continued support of our partners and sponsors for their support of our organization.

CLAS just completed our Assistant Principal Conferences in Huntsville, Point Clear, and Prattville. We had over 250 administrators who registered for these opportunities across the state. Some of the relevant topics included special education, safety, and technology. If you did not attend this year, I encourage you to look for the advertisements for next year to receive one of the free registrations that are provided at each site. CLAS and AAESA strives to provide meaning professional learning to the future administrators in the state.

This summer the CLAS Convention will be held June 14-17th at the Renaissance Hotel Montgomery. The theme of this year's conference is Leadership 2020 Focus Clarity Vision. The scheduled keynote speakers include Hamish Brewer, Regina Louise, and George Couros. Some of the topics for the sessions will include generational management, social and emotional well-being, discipline, autism, emotional poverty, curriculum, workplace investigation process, ACAP, and employment law. These sessions will provide administrators the opportunity to work toward earning a PLU for their continued certification. Early Bird Registration ends May 8th. Remember that the hotels fill up quickly, so make your reservations soon.

The NAESP Pre-K-8 Principals' Conference will be held July 12-14, 2020, in Louisville, Kentucky. This location will allow some of our members to drive to the conference. The keynote speakers include Baruti Kafele and Ruby Payne. The conference strands include the following: Instructional Leadership Development, Management Techniques for Effective Learning Communities, Innovative Leadership Approaches, Best Practices in Social Emotional Learning, Strategies for Technology, and Social Media and School Branding. The NAESP Conference website, www.naespconference.org, contains information and details about the conference. In addition to hearing administrators from across the country present about programs in their schools, this is a valuable time to network and learn ideas from other administrators across the country.

This fall the AAESA Fall Instructional Leadership Conference will be held November 16-18, 2020, at the Renaissance Riverview Hotel in Mobile. Mark your calendar and note the change of location. You will receive more information in the future. Make your plans now to attend the conference with elementary administrators from across the state. You will have opportunities to be involved in professional learning and networking with other administrators.

Robert Iger, Chairman and CEO of the Walt Disney Company, writes in his new book, *The Ride of a Lifetime*, about the ten principles to true leadership. Whether you are the head of the Disney Company or he principal of a local school, these ten principles are applicable. The principles he described included optimism, courage, focus, decisiveness, curiosity, fairness, thoughtfulness, authenticity, the relentless pursuit of perfection, and integrity. Each of these deal with the leader making the right choice based on what is in the best interest of the organization and is the right thing to do.

As you prepare for the last months of the school year, remember to keep the focus of all decisions on the children in your building. During some of the stressful days ahead, your role as an administrator is critical in maintaining the positive student focus and climate in your school.

"Our greatest natural resource is the minds of our children" – Walter Elias Disney

Champions for Education: Ruby Payne Edition

The NAESP 2020 Pre-K-8 Principals Conference, July 12-14 in Louisville, Kentucky, is the only national elementary and middle-level conference focused on what principals should know and be able to do to drive student success. They have lined up topnotch keynote speakers—Ruby Payne and Baruti Kafele.

Over the next few months, NAESP is giving us the chance to get to know our speakers a little bit better. Find out what makes them passionate about education and where they see the future of education heading. Plus, they've shared with us their answers to some rapid-fire questions about what they wanted to be when they grew up, their go-to books, and more.

This edition features Ruby Payne, founder of aha! Process and an author, speaker, publisher, and career educator. Here are her views on addressing emotional poverty, discipline strategies, and which unconventional topic schools should be teaching.

What is emotional poverty? Emotional poverty is when the brain is unintegrated and unregulated, when the inner self is weak, the bonding and attachment is insecure, and the external environment tells you that you are “less than” and “separate from.”

Why aren't current discipline strategies effective when addressing emotional issues? Many of our current discipline strategies are based upon the idea that the student is basically emotionally healthy and just needs readjustment. However, the emotional responses and behaviors that are occurring in schools now are based upon an emotional injury, which requires a different approach.

What's the biggest issue facing school leaders today? The incredible demands that are placed upon teachers and students by federal and state policy, some of which are actually psychologically abusive. Kindergarten students should be learning through activity and play. The constant testing and measuring takes away from time to learn. The second issue that is facing many school leaders is the shortage of teachers, particularly in rural areas. The third is the emotional issues that some students and parents are bringing into the campus. The fourth issue is the amount of time that must be spent on compliance, regulatory, and legal issues.

Which educator had the most impact on you during your school years, and why did he or she leave a lasting impression? I was so fortunate to have several. I loved my second grade teacher. Her lipstick and nail polish always matched! When I

was a consultant for a regional service center in Texas, I worked for an executive director who was phenomenal. I learned so much from him. He had the ability to identify talent in others and confront issues in a non-offensive way yet speak the truth. He genuinely liked people. He was gifted with political negotiation.

When you were a child, what did you want to be when you grew up? A teacher. Always a teacher. I would line up my dolls and play with them.

What was your favorite book as a child? As an adult? I loved to read. I did not have a favorite book. I loved mysteries and good literature and still do. I still read about 200-300 books a year. The recent book *Educated* really struck a chord with me. Probably my favorite book right now is *12 Rules for Life* by Jordan Peterson.

What unconventional topic do you wish students could learn as a subject in school, and why? I wish we would teach students about food—cooking, baking, etc. It is such a fabulous way to learn math, but more important, it is a lifelong skill and understanding. It is a bonding activity. In the mid-1970s, three courses were taken out of high schools that have impacted our country significantly; we took out home and family living, personal finance, and food and nutrition. Those courses were replaced with STEM courses. The understanding was that the parents would teach those things to their children. Now, 45 years later, we are seeing the impact in America of not having those courses.

What She'll Speak About at #NAESP20

Recognized internationally for her work, Payne has helped students and adults of all economic backgrounds achieve academic, professional, and personal success.

Payne will present an eye-opening keynote on schools trying to address emotional issues with discipline strategies and why it might not be working. Social and emotional learning programs are critical for addressing emotional challenges, but we must also rethink our discipline procedures and policies. Her keynote address will be based on her new book *Emotional Poverty in All Demographics*, exploring the concepts and providing understanding, tools, and strategies that are more effective than those currently in use in most classrooms.

To learn more about Payne, visit naespconference.org.

—Dateline NAESP

The NAESP App is Here

Principals come to NAESP for much-needed support in leading learning communities. Now NAESP members can access that support on-the-go through the NAESP App. Thousands of resources are available, including webinars, podcasts, publications, advocacy updates, and more.

The app also offers push notifications on NAESP events and updates, as well as exclusive early access to the digital version of Principal magazine.

Developed by Connect For Schools, which builds apps for schools and educational associations, the app runs on iOS and Android smartphones and tablets.

Here's how to get started:

1. Go to the App Store on your iOS device, or

Google Play on your Android device.

2. Search "NAESP"

3. Tap on the NAESP App

4. Tap "Get" or "Install"

5. Accept permissions

6. Once Installation is complete, open the NAESP App

Login with your NAESP website credentials.*

—Dateline NAESP

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Congratulations to Our Newly Elected Officers

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Enterprise City

CLAS Board of Directors

Rodney Richardson

Horizon Elementary

Huntsville City

NAESP Representative

Matt Scott

Creekside Primary

Limestone County

Stan Stokley

Saraland Elementary

Saraland City

District News

District I News

District One held the winter meeting on January 28 at Logan's Roadhouse in Decatur. We were fortunate to have Dr. Vic Wilson, Executive Director of CLAS and Mr. Rickey Darby, AAESA Assistant Director attended and shared news from CLAS and gave us legislative updates regarding educational topics. The guest speaker was Mrs. Aimee Bates, from Cullman City Schools. Mrs. Bates spoke to us regarding computer science education in elementary schools.

Our attendance for our meetings is growing in number and I hope that this will continue! Our next meeting is scheduled for April 7 at Logan's Roadhouse in Decatur. The topic will be Alabama Comprehensive Assessment Program- assessment requirements for grades 2-8.

Please mark your calendars for the CLAS summer convention. It will be held in Montgomery June 14-17. We hope to have a large number of District One members in attendance at the summer convention!



Tricia Culpepper, Cullman City Primary, Cullman City

District VII News

District VII teachers and students are rushing into Spring as quickly as they can. All of the schools are focused on student mastery of

the standards in preparation for the testing season that will begin soon. Elementary and Middle school students will be testing in April with the new state assessment, ACAP.

District level and administrators are working hard to be familiar with Alabama Literacy Act that goes into effect in 2020-2021. Summer Camps are going to be held at all elementary schools focusing on reading and STEM activities and will be available to all current students. Opelika Middle School is also offering several different camps that students can choose to attend based on their interests.

The AAESA District meeting will be held on Thursday, March 12th at Carver Elementary. Lunch will be provided and speaker will present information along with facilitate a question and answer session. All interested in attending, please RSVP to David Carpenter, david.carpenter@opelikaschools.org.

Cindy Poteet, Northside Intermediate, Opelika City

District VII INews

District VIII met in October for lunch hosted by Bill Miller Photography. At the meeting, Misty Wilkinson was selected for the District VIII CLAS Leadership Award.



Mrs. Wilkinson has been a part of the Baldwin County school system for nineteen years and is currently in her sixth year as principal of Loxley Elementary. She is proud to be a *Leader in Me* School. The school has experienced transformational results by implementing the principles and practices related to *The Leader in Me*. Along with serving as principal of Loxley Elementary School, she belongs to the Loxley Optimist Club and is part of Leadership Baldwin County.

The agenda also included a discussion of various legislative issues and reminders of the upcoming CLAS Annual Convention and AAESA Fall Conference.

Julie Pierce, Fairhope Elementary, Baldwin County

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Welcome New AAESA Members

District I

Jonathan Bailey Muscle Shoals City Schools
Jennifer Baker Winston County Schools
Megean Berryman Franklin County Schools
Jonathan Bragwell Hartselle City Schools
Emily Brown Lawrence County Schools
Steven Drakeford Athens City Schools
Jacqueline Ergle Retired
Arlisa Felton Muscle Shoals City Schools
Daniel Gullion Morgan County Schools
Yulanda Hampton Morgan County Schools
Robert Henderson Winston County Schools
Karen Hitt Retired
Beverly Jenkins Cullman County Schools
Michael Jones Cullman County Schools
Laura Kelly Retired
Kelley Lewter Limestone County Schools
Patrick Mullins Lawrence County Schools
Vickie Osborn Colbert County Schools
Emily Paschall Limestone County Schools
Brienne Roberts Franklin County Schools
Karen Thorn Franklin County Schools

District II

Sonia Andrews Mobile County Schools
Catherine Cox Mobile County Schools
Joy Gould Mobile County Schools
Brenda Hartzog Retired
Lindsey Lyons Mobile County Schools
Eileen Mai Mobile County Schools
DeAnna Stevens Mobile County Schools
Jami Tucker Satsuma City Schools
Vanita Wigfall Mobile County Schools

District III

Vanessa Clay Tuscaloosa County Schools
LaQuita Coleman Tuscaloosa County Schools
TaNeezia Cook Hale County Schools
Jerri Dutton Walker County Schools
Marquita Ezell Tuscaloosa City Schools

Neitarsha Falls Tuscaloosa City Schools
Meagan Fields Jasper City Schools
Tanya Guin Walker County Schools
Mary Kennedy Marion County Schools
Stacia Koon Retired
Monte Linebarger Tuscaloosa City Schools
Mallory Long Winfield City Schools
Haley Moore Walker County Schools
Donald Perrigin Pickens County Schools
Folante Perry Tuscaloosa City Schools
Richard Richardson Pickens County Schools
Nicholas Rose Tuscaloosa County Schools
Joshua Saibini Holy Spirit Catholic School
Keith Smith Marion County Schools
Michael Tilford Tuscaloosa County Schools
Karen Tomlin Lamar County Schools
Kristy Wheeler Walker County Schools

District IV

LaRhonda Aikerson Fairfield City Schools
Kristen Belcher Hoover City Schools
Carl Berryhill Hoover City Schools
Aisha Bryant Jefferson County Schools
Justin Burns Leeds City Schools
Tahietta Clark Jefferson County Schools
Sharon Cooper Pelham City Schools
Jan Curtis Shelby County Schools
Meredith Davis Midfield City Schools
Meghan Denson Hoover City Schools
William Dobbs Birmingham City Schools
Adriene Evans Bessemer City Schools
Haley Franks Shelby County Schools
Nancy Frazier Retired
Telisha Gilbert Birmingham City Schools
Amy Gregory Hoover City Schools
Melissa Hadder Hoover City Schools
Racheal Haley Leeds City Schools
Susan Harvill Retired
Marlana Hodo Shelby County Schools
Cedric Love Jefferson County Schools
Molly McCormick Jefferson County Schools

Welcome New AAESA Members cont'd

Tammy McMinn.....Blount County Schools
Scott Mitchell.....Hoover City Schools
Martin Nallsi3 Academy
Shannon Parker.....Birmingham City Schools
Damita Pitts.....Retired
Natalie Price.....Retired
Felisha Reid.....Jefferson County Schools
Nicole Stokes.....Hoover City Schools
Ashley Williamson.....Alabaster City Schools
Anita Wilson.....Retired
Brandi Wilson.....Jefferson County Schools
Richell Yarbrough-CraigJefferson County Schools

District V

Christy BlankenshipSt. Clair County Schools
Kathy Brown.....DeKalb County Schools
Sonja Brown.....Anniston City Schools
Paula Bruno.....Sylacauga City Schools
Paige Cash.....Etowah County Schools
Joel Causey.....St. Clair County Schools
Cindy ClevelandSylacauga City Schools
Adam Dasinger.....Cleburne County Schools
Myra Edwards.....Talladega County Schools
Demarcus GatesAlabama Institute for the Deaf and Blind
Elizabeth Grimes.....St. Clair County Schools
Christopher Hill.....St. Clair County Schools
Donna IngramEtowah County Schools
Jason JonesCalhoun County Schools
Farrah KilgoAttalla City Schools
Mary LanceDeKalb County Schools
Marvin Moten.....Talladega City Schools
Kimberly MuellerCalhoun County Schools
Julie Opdycke.....Calhoun County Schools
Shane Parker.....St. Clair County Schools
Ellie Pitts.....Fort Payne City Schools
Rachel PoeOxford City Schools
Phillip Posey.....Anniston City Schools
Lynn Ritchie.....Talladega County Schools
Tomasina Smitherman.....Gadsden City Schools
Missy Stephens.....Retired
Cindy Swain.....Anniston City Schools

Scarlet ThomasTalladega County Schools
Paula Waits.....Oxford City Schools
Trina Wood.....Retired

District VI

Stefanie AaronAutauga County Schools
Tamera Carter.....Selma City Schools
Joseph Cochran.....Autauga County Schools
Robert DolbareDallas County Schools
Cassandra FreemanWilcox County Schools
Jodie Lawley.....Chilton County Schools
Tisha Lewis.....Demopolis City Schools
Christolyn Stephens.....Perry County Schools
Marcus TurnerDallas County Schools

District VII

Meredith Bishop.....Montgomery County Schools
Alonza Black.....Alexander City Schools
Stacy CarterMontgomery County Schools
Reginald Clifton.....Alexander City Schools
Linda Crim.....Roanoke City Schools
Nicholas Davis.....Phenix City Schools
Marcus DentAlexander City Schools
Christal Hall.....Randolph County Schools
Misty HudmonChambers County Schools
Lane LindsayLee County Schools
Sherri Miller.....Tallapoosa County Schools
Tena Musick.....Roanoke City Schools
Alicia Peters.....Tallapoosa County Schools
Amy Richardson.....Randolph County Schools
Tammie Richardson.....Tallapoosa County Schools
Willie Shelby.....Montgomery County Schools
Brittany Spencer.....Tallassee City Schools
Angela Strickland.....Alexander City Schools
Daniel Taylor.....Elmore County Schools
Matt Trawick.....Lee County Schools
Kimyara Williams.....Montgomery County Schools

District VIII

Ebony BestadaClarke County Schools
Donnashele BruisterBaldwin County Schools

Welcome New AAESA Members cont'd

Lisa Hatch.....Butler County Schools
Patricia MalishamBaldwin County Schools
Warrick Maye.....Butler County Schools
Rachael McDaniel Gulf Shores City Schools
Kimberly Mitchell.....Baldwin County Schools
Lynn SmithBaldwin County Schools
Brooke WatersBaldwin County Schools
Joseph West.....Butler County Schools

District IX

Stephanie Alexander..... Barbour County Schools
Jimmy Baker.....Dothan City Schools
Beth BouchardDothan City Schools
Nikki BurnsDothan City Schools
Anthony ChildersDothan City Schools
Kari Dawkins Geneva County Schools
Megan Driggers..... Coffee County Schools
Amy Griffin..... Enterprise City Schools
Tana GriffithDothan City Schools
Lynn Irwin Daleville City Schools
DeAnna Miller Enterprise City Schools
Donna Norwalk Henry County Schools
Matthew Phillips Dale County Schools
Holli Richardson..... Coffee County Schools
Daniel Rodgers..... Covington County Schools
Jennifer Snellgrove Dale County Schools
Jon Steed..... Enterprise City Schools
Adrienna Thomas..... Dothan City Schools
Dawn TiceOzark City Schools
Jeff TorrenceDothan City Schools
James Williams..... Dothan City Schools

District X

Cheryl AskewHuntsville City Schools
Cody Brown..... Jackson County Schools
Robert Cheyne Madison County Schools

Kellen Conaway Huntsville City Schools
Shelia Crutcher Huntsville City Schools
Jennifer Dardin Huntsville City Schools
Sharon Driggers Huntsville City Schools
Shanna EdgarRetired
Chris Gunnels.....Madison County Schools
Michael Hambrick..... Huntsville City Schools
Lisa Jones Huntsville City Schools
Stephanie McCrary Huntsville City Schools
Lisa Obradovich Huntsville City Schools
Jeri Lynn ParkerMadison County Schools
Carolyn SimpsonMadison County Schools
Janet SlaughterRetired
Marcia Sutton Huntsville City Schools
Patsey Thomas..... Huntsville City Schools
Shannon Williamson.....Madison County Schools
Rebecca Wrenn Huntsville City Schools



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1. CONVENTION REGISTRATION

(Includes meals, breaks, door prizes, sessions, and president's reception)

| Circle the appropriate registration fee | EARLY REGISTRATION BY MAY 8 | REGULAR REGISTRATION BY JUNE 13 | ON-SITE REGISTRATION JUNE 14-17 |
|---|--------------------------------|------------------------------------|------------------------------------|
| MEMBER | \$ 290 | \$ 325 | \$ 355 |
| NON-MEMBER | \$ 470 | \$ 505 | \$ 535 |

TOTAL Section 1 \$ _____

2. MEALS (No charge for paid registrants, but reservations are required)

Awards Luncheon Tuesday, June 16

☐ I will attend (No charge for paid registrants)

☐ I need _____ guest ticket(s) at \$40 each

Closing Breakfast Session Wednesday, June 17

☐ I will attend (No charge for paid registrants)

☐ I need _____ guest ticket(s) at \$30 each

TOTAL Section 2 \$ _____

GRAND TOTAL (Sections 1 & 2) \$ _____

3. SPECIAL ACCOMMODATIONS

☐ I have special health/dietary needs (list below):

4. EMERGENCY CONTACT

Name: _____

Relationship: _____

Daytime Phone: _____

Other Phone: _____

5. PAYMENT

(Refunds granted only upon written request. No refunds granted after June 3, 2020)

☐ Check (enclosed) # _____

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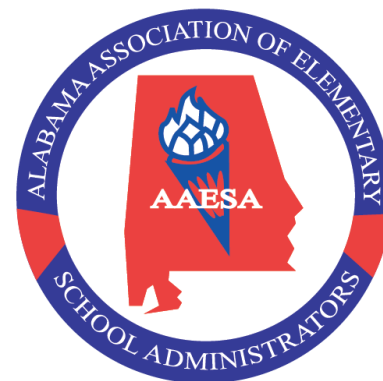
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visit us online at www.clasleaders.org**

Online Registration available at
convention.clasleaders.org



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