

Fall
2024



Alabama

Elementary Administrator

Vol. 73 No. 1



Leaders

“Rock It” in Nashville



Let's Lead Together



Stan Stokley
Saraland Elementary
Saraland City

I would like to wish you the best as you start the 2024-2025 school year. I'm sure your summer passed quickly as your floors received new wax, you hired new people, you built a master schedule, you divided classes, you hosted literacy and numeracy camp, and all the things needed to prepare for a great school year. A lot has happened in education the last few years. The literacy and numeracy act have created big changes for our summer and for the school year.

The state legislature passed 24 laws in the last session related to public education, including passing the 2024-2025 budget which goes into effect October 1, 2024. The CLAS staff has done an outstanding job of tracking these bills and providing summaries. I believe it has become more important than ever for all principals to get actively involved with CLAS on the local and state level. Public education has come under greater scrutiny these past few years. We are finding ourselves in a position of having to defend and fight for our place in the education arena. All of us working together through the CLAS organization gives us the best opportunity to have the greatest impact on the legislature and promoting education in our local and statewide communities.

One funding provision that will impact principal and assistant principal pay is the Principal and Assistant Principal Professional Learning Stipends per the School Principal Leadership and Mentoring Act. Principals may receive up to a \$10,000 stipend and AP may receive up to \$5,000 stipend next May or June if they complete the program requirements for professional development. Part of the requirements is for principals and assistant principals to attend an additional five days of professional development. CLAS is an important part of providing the professional development opportunities to meet the requirements. The Elementary Principal Conference in Orange Beach November 17-20 will be a great place to document professional development hours to meet these requirements. I hope you will make plans to attend. Please go ahead and make your hotel reservations because the host hotel will fill up quickly.

I wish you all the best for a successful 2024-2025 school year. Please feel free to reach out to me if I can be of any assistance to you. I hope to see you in Orange Beach in November!

FUTURE EVENTS

AAESA Fall Instructional Leadership Conference

November 17-20, 2024

Perdido Beach Resort

Orange Beach, Alabama

CLAS Convention

June 8-11, 2025

Riverview Hotel and Mobile

Convention Center

Mobile, Alabama

UNITED: The National Conference on School Leadership (formerly the NAESP Pre-K-8 Principals Conference)

July 11-13, 2025

Seattle Convention Center/Arch

Seattle, Washington

Professional Development at Its Best



Waller Martin
Brookwood Elementary
Enterprise City

On July 14th I had the opportunity to attend the NAESP/NASSP United Conference in Nashville, TN. This was the first time that the National

Association of Elementary School Principals (NAESP) and the National Association of Secondary School Principals (NASSP) joined together to have one conference. This was some of the best professional development that I have ever received. The speakers and session topics covered everything from small group instruction to school safety.

I loaded the Conference App in advance, which was very helpful. It was like having the entire conference on my cell phone which was easy to access. I was able to preview the sessions prior to the Conference. This way I was able to select sessions ahead of time, which helped in my planning.

I selected sessions and areas where I wanted to grow as a Principal. I attended a great session on attendance, and how to improve it at the school level. It was neat to connect with the presenters, who were from Los Angeles California. I also learned how to improve our school's social media exposure in another session. Lots of great information.

The Exhibit Hall was definitely one of the highlights of the entire conference. Over 200 vendors were in attendance with booths and lots of products/programs. This included both elementary and secondary information. The Exhibit Hall was my first stop, and I filled my bag with programs of interest. I carefully laid out in my room all the information from the programs of interest. I made connections with those vendors that I wanted to follow up with, I have already heard from several of them! I brought home all kinds of souvenirs from the exhibit hall to my staff and faculty!

The keynote speakers were awesome as well! I have always admired Jon Gordon and his work. I have used his Energy Bus books at my school in a staff book study. It was great to hear him speak, he did not disappoint! I picked up information

from his keynote address that I can use at our own faculty meetings.

I also had the opportunity to meet and visit with Todd Whitaker. He was very personable, and very generous with his time. We talked about everything from school culture to SEC football. I have read a couple of his books and heard him present before. I encourage you to check out his work.

It was great to see Jimmy Casas again as well. I met Jimmy the first time he came to Alabama back in 2016! He has done so much with school culture, his book "Culturize" is on my desk! Jimmy is always so helpful and encouraging, his session was packed. Check out his blog when you get a chance, lots of great information that I've been able to apply at our school!

It was an honor to be able to present at the United Conference with my good friend Charlie Garner. We presented on Aversion Strategies to Prevent School Violence. It was a great experience, and we enjoyed connecting with several principals from around the country.

Speaking of connecting, the biggest positive from the entire conference was meeting principals from all over the country and sharing ideas. I made friendships and established relationships that I hope will last a lifetime. It was great to be able to learn from others how they do things in other parts of the country. This includes everything from data to bus duty.

I encourage you to attend a NAESP national conference if you have not had the opportunity. I promise that you will not regret it! The information, professional development, and relationships are worth it. I was able to use Title I funds to help with expenses. I commend NAESP Executive Director Dr. Earl Franks and NASSP Chief Executive Officer Ronn Nozoe, along with their staffs for an awesome job. I enjoyed visiting with Earl, he spent many years in Alabama as a Principal, and Executive Director at CLAS.

I hope you all have a great start to the school year, I wish you the best and encourage you to attend your CLAS district meeting. Remember we are all stronger when we unite together. Have a great year!!

UNITED: The National Conference on School Leadership



Sheneta Smith
Howell Graves
Preschool
Muscle Shoals City

I arrived in Music City Nashville, Tennessee for the UNITED Conference that was combined with NAESP and NASSP. Over 4,400 elementary and secondary principals gathered at the Music City Center to unite as one for the common goal...professional growth. We each had the option to select from a smorgasbord of over one hundred professional learning opportunities for the next three days all at our fingertips. I had the option to choose from building leadership capacity, instructional leadership, leveraging student voice and agency, school climate, culture and inclusivity as well as whole school wellness. The thought of will I have the right things to suit my professional plan almost became overwhelming at first, but then I realized I could not go wrong with anything I chose for the next three days.

After I registered and looked around the convention and settled into my hotel room, I began to reflect on what a wonderful opportunity I had being the recipient of the Glenys Mason Scholarship. This scholarship is awarded to an AAESA member who has never attended the NAESP annual convention. I am so extremely thankful and grateful for this opportunity to be able to network with colleagues from diverse backgrounds and gain insight as well as strategies that have proven effective in various initiatives.

The conference kicked off with our opening keynote speaker, Jon Gordon. He discussed the fact that a school staff that is divided and disconnected is weak and powerless, but a school staff that is united is connected and powerful. We as leaders deal with this all the time. As leaders, Mr. Gordon explained what we all go through. Sometimes you feel a sense of oneness, connection and unity and you feel strong. When you feel separate, you feel disconnected and weak. This really hit home with a lot of us. I found it more interesting for me because I had been discussing a PLC book study with an instructional partner a couple of weeks

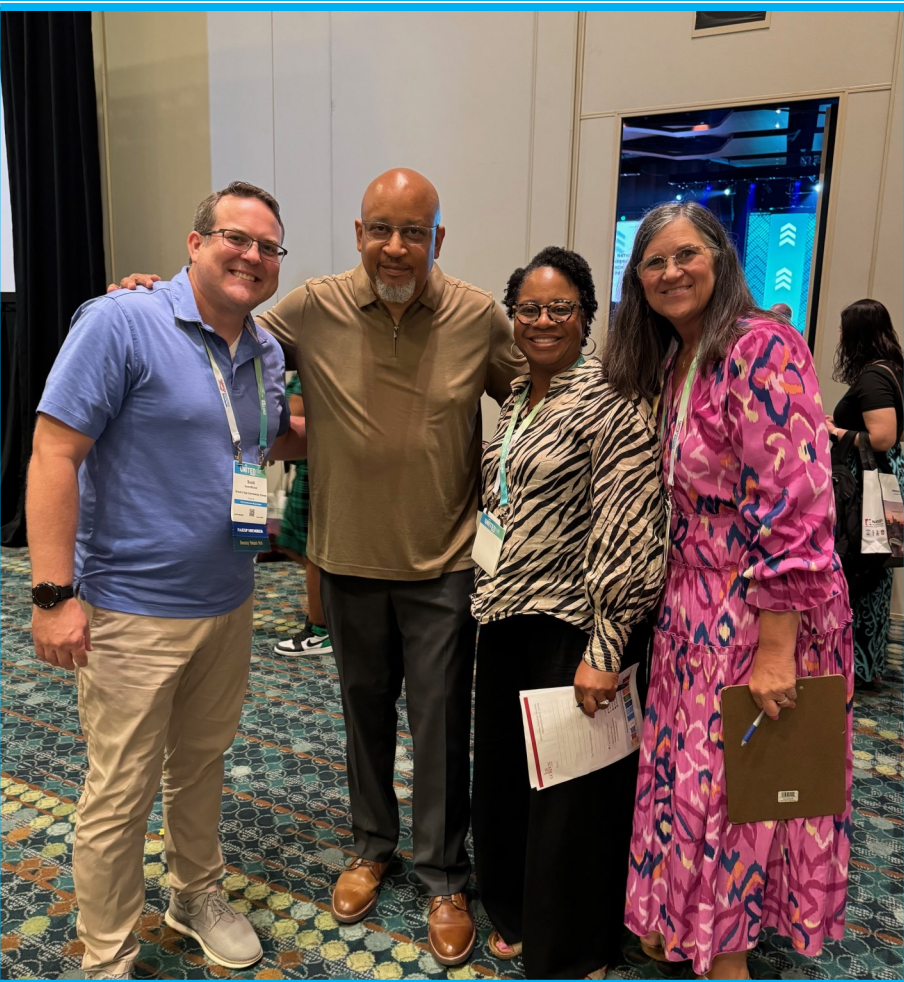
before about one of Mr. Gordon's books. I had no idea that he would be one of our keynote speakers. I then attended a strand that really spoke to me. The stand was entitled "Everything I Learned I Learned in Kindergarten." This strand focused on developing strategies to build strong partnerships with kindergarten families. The school faculty and staff focus on starting strong in kindergarten the first week of the school year and providing equitable foundations of support for classroom communities.

Another amazing opportunity I had was the privilege to be a part of a focus group to identify a set of core knowledge and skills for leading effective systems serving students with disabilities. This opportunity was to connect with other colleagues from across the United States to discuss and collaborate on ways to meet the challenges of serving students with disabilities. We were always able to share best practices and models, as well as valuable resources.

A major highlight for me was our second keynote speaker for the general session on Tuesday. The speaker was Reheema Ellis. Mrs. Ellis is an award-winning television journalist and NBC News Chief Education Correspondent. She spoke on the topic of "Educators as First Responders." Mrs. Ellis gave a heartfelt speech about how elementary teachers and educators are the foundation of America and how we build America's future. She also spoke about how teachers and administrators are going beyond traditional roles to meet student's needs in a digital world. Mrs. Ellis gave wonderful examples of real-life challenges and triumphs. She shared real-life interviews and stories with the attendees at the conference and luncheon.

In conclusion, I have gained new opportunities for professional growth, the potential to join new networks within the associations of NAESP and NASSP, which has led to a great beginning for new friendships and partnerships. I sincerely can not thank the AAESA scholarship committee and all family, friends and colleagues for their love and support through this journey. It has been amazing!

UNITED: The National Conference on School Leadership



UNITED: The National Conference on School Leadership



UNITED: The National Conference on School Leadership



Principal Act Update



Dr. Melissa Shields

***Assistant State
Superintendent***

SDE

We all know how critical our school leaders are in Alabama to positive school outcomes

and student success... every child, every chance, every day. For this reason, Alabama has a new law solely focused on supporting the leadership capacity of our principals and assistant principals across the state. The *School Principal Leadership and Mentoring Act* was passed in 2023 to create and implement the Alabama Principal Leadership Development System for public K-12 education and provide annual stipends for principals and assistant principals who successfully complete the program requirements. This is the first year of implementation, and we are excited about what this can mean for school administrators and those they lead.

Alabama Principal Leadership Development System

The new Alabama Principal Leadership Development System includes six major components:

- **Alabama Standards for School Leadership** - Alabama Standards for School Leadership define the nature, quality of work, and expectations that current research and best practices indicate are critical to student learning and other positive school outcomes. The Standards are organized around the 5 Domains of Principal Effectiveness with a series of indicators which elaborate the practices that are necessary to

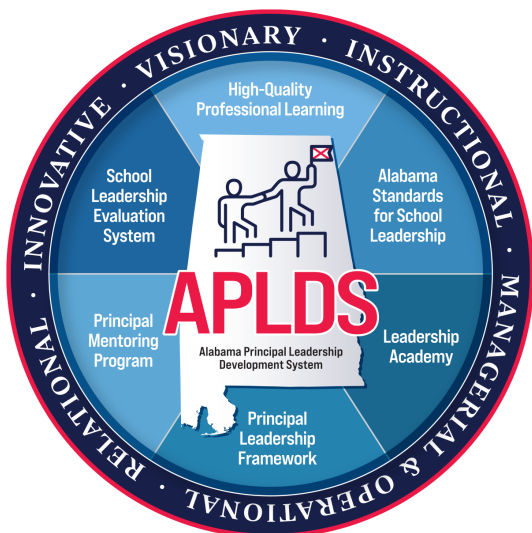
meet the Standard.

- **Alabama Principal Leadership Framework** - Grounded in the Alabama Standards for School Leadership, the Alabama Principal Leadership Framework is a playbook to equip, develop, and empower school leaders throughout their career pathway by providing a clear and shared vision for principal leadership and an understanding of how to leverage evidence-based practices to improve outcomes for all students.
- **School Leadership Evaluation System** - Aligned with the Alabama Standards for School Leadership, the School Leadership Evaluation System is a formative evaluation system for principals and assistant principals designed to improve practice by setting goals, guiding and supporting professional learning, and providing actionable feedback on performance. The evaluation system measures principal effectiveness and is intended to inform professional development and growth.
- **High-Quality Professional Learning** - High-quality professional learning experiences target school leadership development and are comprehensive, sustained, job-embedded, and collaborative approaches to improving the effectiveness of school administrators in elevating student achievement through professional study. Additionally, high-quality professional learning (HQPL) experiences align with the Alabama Standards for School Leadership and the Alabama Standards for Professional Learning.
- **Alabama New Principal Mentoring Program** - The Alabama New Principal Mentoring Program provides a long-term relationship between a new principal mentee and a trained principal mentor who fosters their professional, academ-

Principal Act Update Cont'd

ic, and personal development.

- **Alabama Leadership Academy** - A year-long leadership academy for principals aligned with the Alabama Standards for School Leadership and Alabama Principal Leadership Framework.



Program Stipend

The stipend is based on successful completion of all Alabama Principal Leadership Development System (APLDS) requirements. To successfully complete all program requirements for the 2024-25 school year and receive the stipend, principals and assistant principals will need to do the following:

1. Complete a Professional Learning Plan (PLP) in the AIM Teaching Effectiveness application which includes the following:
 - at least one goal for student academic growth and/or achievement
 - at least one goal for school climate
 - professional learning experiences from the state-approved list

2. Participate in at least 5 additional days (30 clock hours) of professional learning experiences from the state-approved list that align with the PLP

All newly employed, first-time principals must also participate in a state-approved mentoring program in addition to the PLP and at least 30 hours of state-approved professional learning experiences.

Need Help?

We know this is a lot of new information, and the ALSDE is here to support you in any way that we can! If you have any questions, please do not hesitate to reach out to us at principalact@alsde.edu. You can find the list of state-approved PD courses on our state website by clicking [here](#). We also have a supplemental resource available for you to learn more information about the program at alabamapincipals.org.

Thank You!

I would like to thank the Design Team members who are volunteering their time to develop this program for principals and assistant principals. The team is made up of dynamic leaders across the state with diverse experiences who are coming together to engage in this important work. It has been a heavy lift, and all your efforts have not gone unnoticed.

I would also like to thank each of you. The responsibilities of a principal and assistant principal are tremendous. The challenges are great, but the rewards are greater. As you work long days to get ready for the beginning of a new school year, I encourage you to not lose sight that what you do matters. *You matter.*

Meet You District II Representative



Glenda Warren
J.E. Turner Elementary
Mobile County

A Journey of Growth and Commitment in Education

In 1986, I embarked on a journey that would shape not only my life but the lives of countless students. My career began as a kindergarten teacher, and over the years, I've had the privilege of serving in various roles including 3rd-grade teacher, reading coach, Title I facilitator, and assistant principal. Each position offered unique insights and experiences, ultimately preparing me for the role I now cherish as a principal, a position I stepped into in 2016.

Throughout my career, I've had the opportunity to work in many schools, each with its own unique challenges and rewards. These experiences allowed me to learn from a diverse group of educators, shaping my educational philosophy and deepening my commitment to fostering a nurturing and empowering learning environment. In 2018, I joined the JE Turner Elementary family, where I have had the pleasure of working with a dedicated community of educators and parents, all committed to the holistic development of our students.

My educational approach is rooted in the belief that every child has unique strengths, and it is our duty as educators to provide opportunities for them to explore these strengths. By capitalizing on what students excel at, we can help them overcome their weaknesses, building a foundation of confidence that will serve them well as they transition to middle school and beyond. My goal is to ensure that each student leaves our elementary school not only with academic knowledge but also with the self-assurance and resilience they need to succeed in life.

Education has always been a cornerstone of my life, influenced by my mother, who was also an educator, and many other relatives who chose this noble profession. From a young age, I understood the profound impact that education has on individuals and society as a whole. This understanding has fueled my passion and dedication to the field, driving me to continuously seek growth and improvement, both personally and professionally.

Outside of my professional life, my family has been my constant source of strength and joy. I have been blessed with 38 years of marriage to a wonderful husband who has supported me through every step of my career. Together, we have two incredible children who have each found their own paths in life. Our son is a coach and physical education teacher at a middle school, carrying on the tradition of working with young people. Our daughter is pursuing her passion for helping others by studying nursing at the University of Alabama.

Beyond my career and family, I find joy and relaxation in the great outdoors. Whether it's hunting, fishing, boating, or simply spending time outside, I cherish these moments of connection with nature. I also have a love for reading and cooking, finding these activities to be both fulfilling and rejuvenating.

At the heart of everything I do is a deep love for the Lord, which guides my decisions and actions. My faith is the foundation upon which my family and I build our lives, and it has been a source of strength and guidance throughout my journey.

I am deeply grateful for the career I've had, the lessons I've learned, and the countless blessings I've received from working in education. As I look to the future, I remain committed to growing alongside my peers and colleagues, striving to make a positive difference in the lives of our students and the community we serve.



Leading with Love



Shannon McCaskey
Frances Nungester
Elementary
Decatur City

As I open the doors to an exciting new school year, I also welcome the opportunity to change the lives of students. I am cognizant of the fact that the little minds that are about to be placed in my care are depending on me as a leader to help care and nurture them. Being a leader of a Title I school comes with the ability and skill to recognize things in children that often go unnoticed to the human eye. Sometimes a student can stand right in front of you with more than their little bodies can bare, yet the more I learn about students and their backgrounds, the more impactful I can be. I wanted to share a few tips that have helped me help students overcome life's hardest challenges.

Tips for being a leader to the most vulnerable:

1. **Be visible** - A leader is one that can recognize when a student is having a bad day as soon as they enter the school. One of the ways that I am visible is during the morning carline and in their morning holding areas. I can do a quick glance and immediately identify students that have pressure on them before they enter the classroom.
2. **Listen with your heart**- A leader is one that knows when to lead and when to follow. Sometimes as leaders we think that we always have to have the right answer. Sometimes the right answer is listening to someone else's side or story without interrupting. In addition, when the opportunity arises for us to respond, we should always respond with kindness.

3. **Build relationships**- A leader is one that gets along well with others and makes the necessary attempts to get to know their students' families. One of the most important ways to reach students is to know their background. You also develop a mutual trust and respect from their parents when they know you are just as invested in their child's lives as they are.

4. **Be transparent**- A leader is humble, honest and open with their students. You can make a difference with a child when you are authentic, and they can see you through their lenses. Our children are exposed to so many "fake" things on social media, they often crave for someone to be "real" with them. Sometimes children and young people need to know that their leaders have experienced some of the same problems that they are encountering, and how to overcome them.

5. **Build Empathy**- A leader that can build empathy gains trust from their followers. Our children have been privy to adults behaving disrespectfully on ball-fields, in politics, and sometimes in stores and restaurants. Society has lost the ability to genuinely put themselves in other's shoes and treat others how we want to be treated. I strive to build this culture at my school one child at a time, always remembering "One Man Can Change the World".



A Focus on Academic Alignment and Goal Achievement



Dana Bottoms
WJ Carroll Intermediate
Baldwin County

W.J. Carroll Intermediate School's Journey with PLC: A Focus on Academic Alignment and Goal Achievement

In the realm of education, continuous improvement is not just a goal but a journey, and W.J. Carroll Intermediate School in Daphne, AL embraced this journey with a new vigor over the past year. With the renewed implementation of Professional Learning Communities (PLC), our school embarked on a path that aligned academics to meet critical goals in reading and math. This initiative emphasized the use of lead measures to ensure success, accompanied by rigorous tracking and celebration of achievements throughout the academic year.

The Power of PLCs in Educational Transformation

Professional Learning Communities are collaborative structures within schools where educators work together to improve instructional practices and student learning outcomes. At W.J. Carroll Intermediate School, PLCs have become the cornerstone of our approach to academic improvement. Our communities bring together teachers, administrators, and support staff to analyze data, share best practices, and set specific, measurable goals aimed at enhancing student achievement.

Aligning Academics with Wildly Important Goals

Central to W.J. Carroll Intermediate School's PLC initiative was the alignment of academic efforts with "wildly important goals" (WIGs) in reading and math. These goals were not merely aspirational but are strategically chosen to have a significant impact on student learning and overall school performance. By focusing efforts on a few key objectives, we directed our energy and resources more effectively, ensuring that every action contributed to achieving these critical outcomes.

The Role of Lead Measures in Success

One of the innovative strategies adopted by W.J. Carroll Intermediate School was the use of lead measures to drive progress towards our WIGs. Lead measures are proactive indicators that predict the achievement of a goal before it happens. Unlike lag measures, which show the result after the fact, lead measures allowed us to intervene and adjust instructional strategies in real-time based on early indicators of success or challenges.

For instance, in reading, lead measures included formative assessments, reading fluency benchmarks, and targeted interventions for struggling readers. In math, lead measures involved formative assessments, mastery of foundational skills, and differentiated instruction based on student performance data. By monitoring these lead measures closely throughout the year, we made timely adjustments to our instructional practices, ensuring that students stayed on track towards meeting their academic goals.

Tracking Progress and Celebrating Success

Another key component of our journey was the systematic tracking of progress towards our WIGs. Regular data analysis meetings within PLCs provided us with the opportunity to review student performance data, assess the effectiveness of instructional strategies, and identify areas for improvement. These data-driven discussions were not only informative but also empowered us to make informed decisions that benefited student learning outcomes.

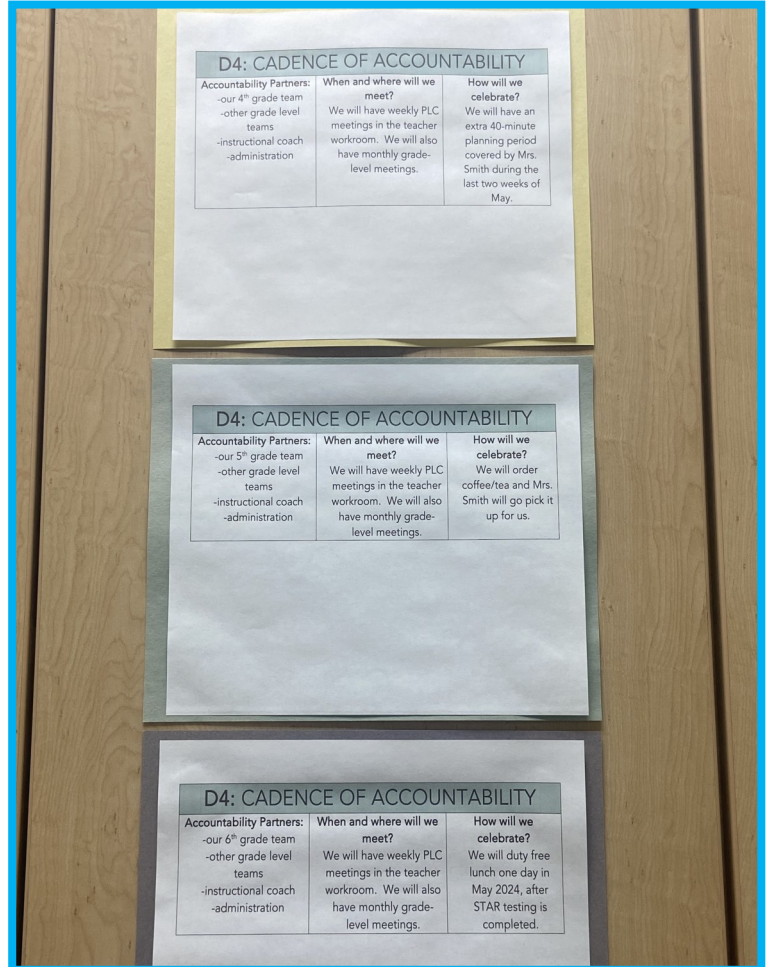
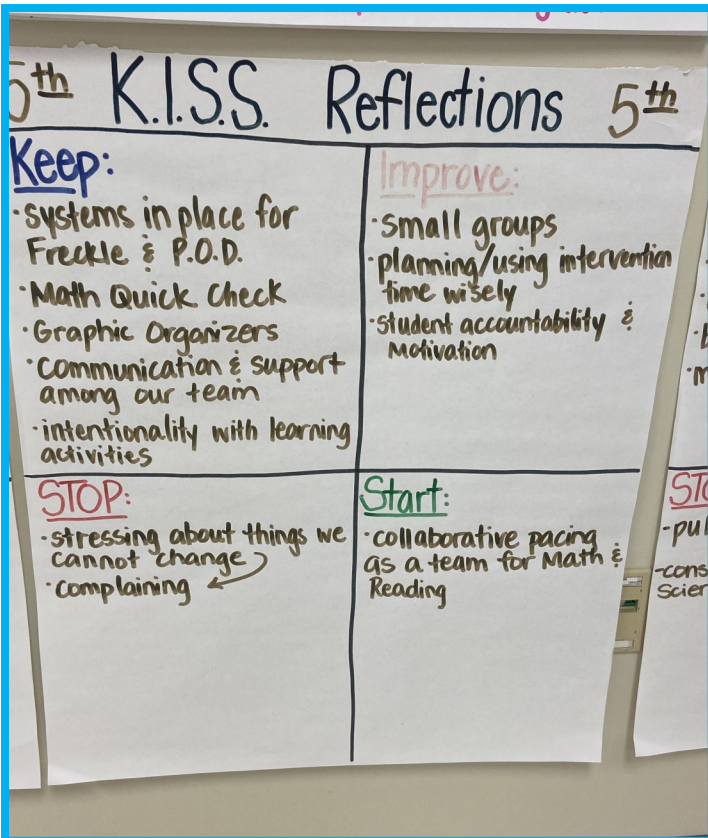
Equally important was the celebration of successes along the way. At W.J. Carroll Intermediate School, achieving milestones towards our WIGs was a cause for celebration. Whether it was meeting a specific reading proficiency target or improving math scores across grade levels, these achievements were recognized and celebrated school-wide through our Academic Rewards Parties, WJC Broadcast Show, Honor Assemblies, Synergy Rallies, Duty Free Lunches, or special snacks for the faculty and staff. Such celebrations not only acknowledged the hard work and dedication of educators and students but also fostered a positive school culture where continuous improvement was embraced and rewarded.

A Focus on Academic Alignment and Goal Achievement

Looking Ahead

As W.J. Carroll Intermediate School reflects on our first year of implementing our renewed PLCs focused on academic alignment and goal achievement, the journey continues with optimism and determination. The successes and lessons learned pave the way for even greater strides in the future. By refining our strategies, leveraging data-driven insights, and maintaining a steadfast commitment to our WIGs, we are poised to further elevate student outcomes and strengthen our reputation of educational excellence as an “A” school in our state and in the community.

In conclusion, W.J. Carroll Intermediate School's experience with PLCs underscores the transformative power of collaborative efforts, focused goals, and data-driven decision-making in education. By aligning academics to meet wildly important goals, utilizing lead measures for success, and celebrating achievements along the way, our school has set a compelling example of effective educational practice. As we continue this journey, we remain dedicated to nurturing a learning environment where every student can thrive and succeed academically.



Meet Your District IV President



Amy Burbank
Green Valley Elem.
Hoover City

I am Amy Burbank, District IV President for AAESA and Principal at Green Valley Elementary in Hoover. My husband Chris is my rock and partner in all adventures.

Together, we navigate the joys and challenges of raising our two sons, Bear and Sully. Bear is a sophomore at Auburn University studying Building Science. Sully, my bonus son, also brings excitement to our everyday lives. He is an incoming Freshman at the University of Alabama studying Criminal Justice. Needless to say, it will be an interesting football season at our house. The boys are full of energy and keep us young. Then there's Delta, our playful chocolate lab, who completes our family.

Boating is one of our favorite ways to spend time together as a family. There's something incredible about being out on the water, away from the hustle and bustle of daily life. Boating offers us a chance to bond, create memories, and soak in the beauty of nature.

Gardening also gives me a great amount of enjoyment. I enjoy tending to indoor and outdoor plants in addition to my small garden of vegetables, and herbs. Watching plants grow is not only therapeutic but also incredibly rewarding as I observe new growth and blooms each day.

Golfing is another passion that brings joy and relaxation into my life. The sport gives our family another opportunity to spend time together and bond as a family. I am not particularly skilled by any means. However, each game is an opportunity to improve my skills, enjoy the outdoors, and connect with my favorite people.

In the evenings, when the house quiets down, I

indulge in watching true crime shows and documentaries. They offer a fascinating blend of mystery, psychology, and history, providing endless opportunities for learning and reflection. I also love to play games. Some of my best memories are those when we are gathered around the table to play board games and card games. We have a very competitive family so the games can get fairly heated, but are some of our most treasured moments together.

I genuinely enjoy my role as Principal at Green Valley. The incredible team I work with every day is the reason for the joy I experience at work. The dedication, creativity, and positive energy our staff bring to the workplace make each day fulfilling and inspiring. It is a privilege to lead such a talented group and witness the impact we make as a cohesive and motivated team.



Welcome Back



Vic Wilson
AAESA
Executive Director

I hope you all had a great summer, and I also hope you all had a great start to the 2024-2025 school year! We have some great things going on in our elementary schools in Alabama, and this would not be possible without the great leadership from the principals and assistant principals. Thank you for your hard work! This will be a great year, and I am grateful that I get to be a part of it! Keep that in mind as you move through the year. Yes, we will have some days that are not as good as others, but in the words of Ray Wylie Hubbard, "...the days that I keep my gratitude higher than my expectations, Ah! Well, I have really good days."

You are the key to the success for those under your care. I am not saying you cause success or the lack thereof, per se; however, I am saying that you might be the difference in the outcome because of your leadership. What are you doing to ensure the success of those under your care? We are here to help you in your endeavors, so please contact us when you have a question, when you get stuck, or when you need a 'pick me up.' Your officers and board at AAESA are here to help, and we want to be a partner with you as you engage those under your care in learning.

We have a great year planned for you. Our fall meetings will be excellent opportunities to engage with your peers in your district; our professional learning events are designed to help you in your

growth as a leader; and our 2024 Fall Instructional Leadership Conference will be amazing, to say the least. You will not want to miss the November conference. Our goal is to provide the best professional learning, networking, communication, and advocacy we can, and we try to do it in a fun and interesting way. I can't wait to see you at events during the 2024-2025 school year.

I have one piece of advice for school leaders for 2024-2025. Be a noticer. I don't mean trying to catch people doing things wrong, I mean take the time to notice things about those under your care so that you can show genuine care and concern for everyone. For example, if you walk in a teacher's room and notice several pictures of cats, don't ask them about their dog. The same is true for students. Elementary school leaders are the absolute best at noticing things about their students, and students love that. However, if we use the same skill for the adults under our care, think about how powerful that would be to the positive culture in your school. Adults love being noticed too. Let's build a culture of noticing.

My hope for you is the best year of your career during the 2024-2025 school year. Thank you for all you do for those under your care. You are all rock stars in my book!



Welcome Back to Another Great School Year



Rickey Darby
AAESA Assistant
Executive Director

I hope each of you had an enjoyable summer and had the opportunity to take some time for you and your family to recharge your personal life. I hope you have had a smooth start to the school year. I always enjoyed looking at the wonder in the faces of the five-year-olds and the terror in the eyes of the first-time parents as I tried to reassure them that their precious children would be fine.

As you begin this year, I would like to share something from the first general session speaker at *United: the National Conference on School Leadership* in July. Jon Gordon, author of *The Energy Bus*, talked about the Four C's: commitment, communicate, connect, and care. I think all four of these of these words define the role of an effective school administrator.

I encourage any first or second-year principal to register for the **CLAS New Principals' Institute**. The two-day conference will be held at the Legends Conference Center in Prattville, AL on September 11-12, 2024. You will find information from the CLAS.

I had the opportunity to join many administrators at the **CLAS Summer Convention** in Mobile and *United: the National Conference on School Leadership* in Nashville. Alabama had about 90 K-12 ad-

ministrators in attendance. Both conferences were filled with great sessions and opportunities to network with administrators from across the state and country. Congratulations to **Brigett Stewart** and **Waller Martin** for presenting at the national conference.

While attending the conference, I saw this quote on the wall of the airport in Nashville from Oprah Winfrey "Education is the way to move mountains, to build bridges, to change the world. Education is the path to the future. I believe that education is indeed freedom."

Mark your calendars for July 11-13, 2025. **UNITED: The National Conference on School Leadership (formerly the NAESP Pre-K-8 Principal Conference) will be in Seattle, Washington.** It will be a great opportunity to be able to attend a national conference and visit the west coast. Remember if you have not attended a national conference, you can apply for the **Glenys Mason Scholarship**. Also, mark your calendars for the annual **CLAS Convention in Mobile, AL** on June 16-17, 2025.

As the school year gets started, you will have the opportunity to attend your AAESA district meeting. You will receive an invitation emailed from the CLAS office. I hope each of you will contact the president and RSVP as soon as you receive the meeting announcement email. This will help them plan for the food. This is a very important meeting. Your district will be nominating a principal with at least five years of experience as your nominee for **Alabama's NAESP National Distinguished Principal**. In addition, your district will nominate an assistant principal with at least two

Welcome Back to Another Great School Year

years of experience as your nominee for **Alabama's NAESP National Outstanding Assistant Principal of the Year**. Vic and I will bring updates from the state and information on the Fall Conference. Invite any new administrators and encourage them to attend your district meeting with you.

The annual membership drive for CLAS and AAESA is in progress. I hope you will encourage other elementary and middle school principals to join our professional organization. Last year, we had another big year for membership growth and gained another CLAS Board of Directors member. We are on our way to earning another board member on the CLAS Board of Directors. This gives our organization additional voice and opportunity for involvement in the professional organization. As you refer new administrators to join, remember to put your name as the referring person on their registration form. You receive a monetary thank you for each new member and your name goes into a drawing for the grand prize. If you know of any administrator that needs to change their affiliate to AAESA, they can do it by calling the CLAS office at 1 (800) 239-3616.

Begin making your plans to attend our annual **Fall Instructional Leadership Conference at the Perdido Beach Resort on November 10-13, 2024**. The theme of this year's conference is **"Leadership Through Mentoring: Signs Leading to Improvement."** In addition to the motivational speakers, there will be sessions from the State Department of Education on Understanding the Principal Act, the Numeracy Act and updates on the Literacy Act. On Sunday afternoon there will be a pre-conference session for new administrators on the Literacy Act. There will be a panel of NDP winners discussing the four areas of focus: achievement, growth, climate, and culture. Our annual conference is a great time to revitalize yourself, net-

work with fellow administrators from across the state, attend informative sessions, and visit the vendors in the exhibit hall. The on-line registration and hotel reservations are now available. Register early to save money and get a room in the hotel block at the Perdido Beach Resort.

As you begin another school year, take the time to enjoy the staff and students you work with daily. It makes me think about a quote I recently saw from Derek Hough of *Dancing with the Stars*, "You can't change the cards you were dealt, but you can always choose how you play your hand."

As the building administrator, you make a difference in the lives of your staff, students, and families each day. I would like to end this article with a quote from Nick Saban's acceptance speech when he received the ESPY's Icon Award, "People aren't going to remember what you say. They are going to remember how you made them feel."



2024 Fall Instructional Leadership Conference



AAESA Fall Instructional Leadership Conference

“Leadership Through Mentoring: Signs Leading to Improvement”

November 17-20, 2024

Sunday, November 17, 2024

- 3:00-5:00 **Pre-conference Session** **Bonnie Short, ARI Director and Traci Hosea, ARI Regional Literacy Leadership Specialist**
- Mapping Out *Alabama Literacy Act* Structures for Newer Building and District Administrators**
- The *Alabama Literacy Act* is an extensive law with life-changing opportunities for children when guided in an optimal fashion. Take out your literacy GPS and effectively navigate through the *Alabama Literacy Act* for safe travels. This session is intended for new administrators and supervisors who support kindergarten, first, second, and third grades, but all are welcome to attend.

2024 Fall Instructional Leadership Conference

Monday, November 18, 2024

7:00-8:00 **Breakfast and visit partners**

8:00-10:15 **General Session** **Colonel Art Athens – “What Leaders Really Do”**
Leadership is a complex activity, but there are six fundamental tasks leaders must fulfill, regardless of their level in the organization. This presentation will explore these six fundamentals in depth, help leaders evaluate their effectiveness with each task and provide strategies for improvement.

10:15-10:45 **Break and visit partners**

10:45-12:15 **General Session - Leveraging the Alabama Numeracy Act to Impact Student Growth through Intervention – Karen Anderson**
Stop! What does intervention look like in your school? What is the difference between Tier 2 and Tier 3 mathematics instruction? This session reviews the specific expectations for intervention found in the Alabama Numeracy Act and offers evidence-based practices to close student achievement gaps. Let's go!

Literacy Act – Prevention of Retention

Bonnie Short, ARI Director and Dr. Tiffany Davis, ARI Regional Literacy Leadership Specialist
2023-2024 was the first year in third graders were required to demonstrate a path to promotion, because of the Alabama Literacy Act. How do you prevent students from falling in the category of students who will not be promoted to the fourth grade. How do you structure your school days to put third graders in the best position for the best outcome? ARI Director, Bonnie Short, will provide guidance for the “Prevention of Retention.”

12:15-1:30 **Lunch with Partners**

2024 Fall Instructional Leadership Conference

1:30-2:15 **Breakout Sessions**

Dr. Stan Stokley – School Personnel Management –From hiring to firing and all things in between. How to improve your search, evaluation, and retention of employees.

Dr. Waller Martin – Thrifty Ways to Recognize and Reward Your Staff While Improving School Culture!! We all know the importance of School Culture and its impact on our staff. School culture is one of those areas that we cannot forget and needs attention on a regular basis. Come and learn some basic inexpensive ways to recognize your staff while improving school culture.

Dr. Melissa Shields – Leading with a Trauma-Informed Lens We already know too well that many of our students have experienced trauma, deeply affecting their foundational wellness, as well as their academic performance. Dr. Shields will share research and high-leverage resources to arm leaders with a better knowledge to address these critical needs, including student goal setting, de-escalation strategies, and restorative discipline. She will also discuss strategies to address and reduce secondary trauma educators may experience.

Brigett Stewart - Building Blocks of Success: Strategies for Improving Student Achievement This presentation will delve into innovative approaches and proven strategies aimed at bolstering student achievement. From cultivating a growth mindset to fostering a supportive learning environment, attendees will gain practical insights and actionable steps to empower both students and educators on the path to success.

2:15-2:45 **Break with Partners**

2:45-3:30 **Breakout Sessions repeated**

2024 Fall Instructional Leadership Conference

Tuesday, November 19, 2024

7:00 – 8:00 **Breakfast and visit partners**

8:00 –9:45 **General Session - Julie Weatherly –Students with Mental Health Issues: What are Schools Required to Do under Special Education Laws?**

Now more than ever, educators need to be aware of the legal requirements for educating students with mental health issues under the IDEA, Section 504, and the Americans with Disabilities Act. This presentation will provide participants with an in-depth look at schools' legal obligations when presented with a student who is displaying emotional, behavioral, social and/or academic difficulties and who, as a result, may be suspected of having mental health issues that could constitute a disability. The materials will reference relevant judicial and agency decisions and other guidance and will address important issues for consideration, such as schools' child-find duties related to evaluation and eligibility issues, violations of discipline codes of conduct, students who are a danger to themselves and others, and the use of restraint and seclusion.

9:45-10:15 **Break and visit partners**

10:15-11:50 **General Session - Anna Shepherd-Jones**

Understanding the Principal Act and Alabama Principal Leadership Framework

The School Principal Leadership and Mentoring Act was passed in 2023 to create and implement a leadership development system for principals and assistant principals in Alabama public schools. This session will provide participants with an overview of the Principal Act and components of the new leadership system, including the Alabama Principal Leadership Framework. Participants will gain an understanding of the law, what principals and assistant principals must do to receive a stipend for the 2024-25 school year, and how the framework will support new principals in their leadership journey.

Karen Rutledge Bell – X Marks the Spot: X-Tending Learning For Growth and Achievement

Through community/extended day programs, summer learning camps, before/after school tutoring, Alabama 21st Century Community Learning Center grants, and 6-12 enrichment, Alabama is building a treasure map of extended learning to what we seek most - student growth and achievement. Join us on a journey to explore a variety of exciting experiences that lead to purposeful partnerships that prevent learning loss, provide enrichment opportunities, and promote the love of learning in our students.

12:00-1:15 **Awards Luncheon**

2024 Fall Instructional Leadership Conference

1:30-3:15 **General Session**

NDP Panel - Former National Distinguished Principals -Shannon McCaskey, Karissa Lang, Brigett Stewart, Waller Martin, and Charles Gardner

The panel of principals will share insights into successful school administrative practices. Areas of focus will be achievement, growth, climate, and culture.

Earl Franks - NAESP Update

Business Meeting

Wednesday, November 20, 2024

7:30-10:00 **Breakfast General Session**

Dr. Eric Mackey Update

Whitney Miller-Nichols- Legislative Update – Parent Right to Know

Speaker TBD



Leadership THROUGH Mentoring

SIGNS LEADING TO IMPROVEMENT



AAESA FALL INSTRUCTIONAL LEADERSHIP CONFERENCE



COLONEL ART ATHENS

Former Director
US Naval Academy



JULIE WEATHERLY

Founder
Resolutions in Special
Education, Inc.



DR. RYAN DANIEL

Principal
Fort Foote Elementary
Fort Washington, Maryland



**NOVEMBER
17-20, 2024**

**PERDIDO BEACH RESORT
ORANGE BEACH
ALABAMA**

go.clasleaders.org/aaesa24

Advocacy Update



Whitney Miller-Nichols
Director of
Governmental Relations
CLAS

The Alabama Legislature adjourned *sine die* Thursday, May 9 with [11 days](#) remaining of their constitutionally allowed 105 days.

The Legislature began the 2024 session at a breakneck pace, burning through half of their 30 legislative days in just five 3-day legislative weeks. The aggressive schedule led to lean committee calendars as leadership focused on their marquee legislation: the [CHOOSE Act](#) education savings account bill; the [Parents Right to Know curriculum transparency bill](#); and the [divisive concepts bill](#).

Three-day work weeks can be a double-edged sword – the session moves more quickly, but that speed also makes it easier for undesirable legislation to move through the process. The pace slowed considerably in April as the bodies took up the work they had set aside in their initial period of focus.

Elementary Education-Related Bills Enacted in the 2024 Session

[HB113](#) /Act 2024-347 (Warren): Requires a child enrolling in first grade without first completing kindergarten to demonstrate developmental readiness for first grade placement. The act also requires ALSDE to develop an outreach program for communities with low kindergarten participation rates to emphasize the importance of kindergarten. Effective 10/1/2024.

[HB188](#)/Act 2024-262 (Collins): Defines in state law a procedure for assigning a long-term suspension or expulsion to a student that includes a discipline hearing, which the student or his/her parent may waive. Effective 10/1/2024.

[HB290](#)/Act 2024-392 (Oliver): Requires every public and private school to develop and implement a cardiac arrest plan to address cardiac events on campus. There is a \$5M grant program in the FY2025 budget to equip schools with AEDs. Effective 10/1/2024.

[HB331](#)/Act 2024-389 (Woods): Changes the state report card so that students who transfer into a public school from a nonpublic school are excluded from the school's academic achievement grade for three years. Effective 10/1/2024.

[SB33](#)/Act 2024-360 (Elliott): Creates a new classification of employees, “assistant administrative officer,” comprised of assistant principals, assistant superintendents, and assistant CSFOs. Any person hired as an assistant administrative officer after July 1, 2024, would be hired as a probationary contract assistant administrative officer and would become a contract assistant administrative officer upon renewal after the probationary period. Anyone currently employed in one of those roles would be classified as an “assistant administrative officer” but would retain current tenure protections unless the individual waives tenure status. The bill also allows, but does not require, each local board of education to vote for current assistant administrative officers to move to contract status. Effective 7/1/2024.

[SB48](#)/Act 2024-35(Reed): Curriculum Transparency. The “Parent’s Right to Know” law requires each public school to post adopted curriculum on its website at the beginning of the school year. The parent/guardian of a student in a class may request a detailed summary of instructional materials adopted by the board, supplementary instructional materials, and books in the classroom available for a student to read. The parent/guardian may request information about correlation to standards or inspect materials at the local board's next work session. The classroom teacher must include the title of books required to be read in a course on the course syllabus and make that syllabus available to parents/guardians. The local superintendent must annually report complaints about teacher non-compliance with the policy to the state superinten-

Advocacy Update

dent of education by September 1 each year, and the state superintendent must report statewide and county-level data to the Legislature. Any parent/guardian's complaint related to this law becomes a part of the relevant student's educational record. Effective 6/1/2024.

[SB54/Act 2024-353 \(Orr\)](#): Requires the State Textbook Committee to review weekly periodicals that may be used in classroom instruction. The act also requires the State Board of Education to develop standards by which periodicals can be judged. Effective 10/1/2024.

[SB157/Act 2024-409 \(Orr\)](#): Permits a teacher to exclude a student from the classroom for (1) engaging in disorderly conduct; (2) behaving in a manner that obstructs the teaching or learning process of others in the classroom; (3) threatening, abusing, intimidating, or attempting to intimidate an education employee or another student, (4) willfully disobeying an education employee; or (5) using abusive or profane language directed at an education employee, provided the teacher has first followed the approved classroom management plan. Students excluded for these reasons are under the custody of the principal and cannot be readmitted to the classroom without written notice from the principal. The principal is responsible for notifying the parent/guardian if the student will receive a disciplinary action for the misbehavior. If the student is excluded for one of these reasons two times in one semester, the student is excluded from the classroom until the principal determines a course of discipline for the student. The act exempts teachers from civil and criminal liability for all actions related to disciplining a student if the discipline aligns with the teacher's approved classroom management plan. The act allows the local board of education to cover legal costs for employees acquitted under this act, subject to rules established by the State Department of Finance. Effective 6/1/2024.

[SB217/Act 2024-299 \(Chesteen\)](#): Requires that teacher's aides or paraprofessionals who are hired as certificated teachers June 1, 2024, or later receive one year of credit on the teacher salary matrix for

every two years served in their prior role as long as they were employed in that role continuously for at least four years. Effective 6/1/2024.

Rep. Leigh Hulseley's [bill banning three-cueing](#), HB173, did not pass this session. However, at its May 2024 meeting the State Board of Education approved a new rule banning instruction on the method in educator preparation programs and its use as an instructional method in Alabama public schools ([Rule 290-3-3-.61\(6\), p. 11](#)). State Superintendent of Education Dr. Eric Mackey issued [guidance on the rule's implementation](#) May 29. Rep. Hulseley has already [pre-filed an updated version of her three-cueing bill](#) for the 2025 legislative session. Please review this bill with your school system colleagues and share your insights with me at whitney@clasleaders.org.

Advocacy in the "off season"

Legislators began pre-filing bills for the 2025 session on May 21, and out of the 26 bills already filed, five relate directly or indirectly to public education. Legislators are now sending double the number of education bills to the Governor for signature than they did a decade ago, and we expect that trend to continue. That makes your relationship with your school's legislators more important than ever!

The legislative offseason is a great time to build or strengthen your relationship with your school's legislators. If you're not sure who they are, use [this tool](#) to find them with your school's address. You are the best person to provide your legislators with valuable boots-on-the-ground insights into your school's strengths and needs!

Please reach out if you have questions about state laws and policies related to elementary education. Email me at whitney@clasleaders.org or call me at 205-602-7465. I'm here as a resource for you!

Federal Relations



David Carpenter

Jeter Primary

Opelika City

Federal Updates

- Updated School Nutrition Standards: The USDA’s Food and Nutrition Service (FNS) released its updated school nutrition standards based on the Dietary Guidelines for Americans, 2020-2025 and stakeholder input on the proposed rule. Key updates to the rule include:
 - No changes to flavored milk guidelines or whole grain rules. However, the guidelines will now include a definition of “whole grain” (between 50-100% whole grain with remainder enriched grains).
 - Limits to added sugars for the first time beginning in 2025-26 school year. Breakfast cereals must contain no more than 6 grams added sugars per ounce. Yogurt no more than 12 grams of added sugars per 6 ounces.
 - Slight increases to restrictions on added sodium but less stringent than originally proposed. Beginning in 2027-28 school year.
 - The rules take effect on July 1 but many of the requirements are phased-in over the next several years. All guidelines will be in force for the 2027-28 school year.
- Title IX Updates
 - The U.S. Department of Education released its long-awaited Title IX regulations after a record number of comments on the proposed rule. One of the most significant changes of the new rule is to ban “all sex-based harassment and discrimination,” including discrimination based on sex stereotypes, sex characteristics, sexual orientation, gender identity, and pregnancy or related conditions. The rule requires “prompt and effective action” to end sex discrimination and harassment. This is the first time that Title IX will put in place specific protections for LGBTQ+ students and parents. The rule goes into effect on Aug. 1.
 - Some states are expected to push back against the new regulations and, indeed, Texas Governor Greg Abbott has already said that they do not plan to follow the new rules and questioned the Biden administration’s authority in promulgating it.
 - The U.S. Department of Education had also been working on a parallel Title IX rule specifically pertaining to

athletic participation. Those regulations have not yet been finalized or released.

- Secretary Cardona Testifies in Congress
 - Secretary Cardona testified in front of the respective House and Senate Labor-HHS-Education Appropriations Subcommittees on the Department’s FY25 budget request. Many of the questions from subcommittee members were about FAFSA and the new Title IX rules.

NAESP FY25 Testimony

- NAESP submitted testimony regarding the FY25 budget to the House Labor-HHS-Education Appropriations Subcommittee. In our testimony, we requested the highest possible funding levels for preK-12 federal programs, especially Title I, Title II, Title IV, IDEA, and Head Start/Early Head Start. We will continue to advocate for the highest possible levels to avoid a repeat of last year when the House proposed large cuts to education programs, including an 80% cut to Title I.
- NAESP Title II-A Coalition
 - NAESP, along with a coalition of other national school leader groups, is advocating for a 10-percent increase (+\$210 million, \$2.4 billion total) to Title II, Part A Supporting Effective Instruction State Grants for FY25. The coalition wrote a sign-on letter to the House and Senate appropriations subcommittee leaders emphasizing the importance of the funding program in supporting student achievement and increasing educator recruitment and retention. The letter was signed by 32 national organizations and 68 state and local organizations, including 32 NAESP state affiliates.
 - On May 22 nd , the coalition hosted a Title II-A “Day of Action” on social media. AAESA participated in shared tweets, graphics, and other content to encourage participation raising awareness about the importance of this program.

An FRC asked about the possibility of increases in Title Funds when funding is capped this fiscal year. David Griffith, NAESP Associate Executive Director, explained that while there is not much wiggle room, increases for education would be possible if they came from other non-education parts of the budget (resulting in a corresponding decrease in funding for that particular program). David acknowledged it is a delicate balance and that in requesting an increase for Title II, for example, we are careful to stipulate that we do not want that increase coming from other education programs.

Membership Matters



Barry Wood *Pleasant Home School* *Covington County*

The Alabama Association of Elementary School Administrators (AAESA) and the Council for Leaders in Alabama Schools (CLAS) are

proud to announce that membership has reached an all-time high, closing the year with an impressive 902 members in AAESA, the most of any affiliate. This milestone is a testament to the impact of AAESA in supporting and enhancing educational leadership across the state. Thanks to the efforts of CLAS leadership in advocating for and securing funding for the School Principal Leadership and Mentoring Act, membership in AAESA and CLAS is as essential as ever. CLAS and AAESA provide a myriad of benefits that cater to the professional development and support needs of school administrators while meeting the requirements of the mentoring act. These benefits are instrumental in fostering a community of dedicated professionals committed to improving the educational landscape in Alabama for all learners.

One of the key elements of CLAS and AAESA membership is the extensive professional development opportunities available. From Lunch and Learn's and LEArn and LEAd's to the summer convention and AAESA Fall Conference, there are so many great opportunities to expand your professional knowledge. This year's CLAS Convention was a perfect example of what happens when educational leaders come together to learn, share, listen and mentor. For many of us, these events provide personal and professional growth, but also time to relax and reflect with friends. And while many of us have been attending for some time now, the impact that AAESA and CLAS has on the present and future of education in Alabama cannot be understated.

As a successful veteran administrator, Shawn Short, Principal of Opp Elementary, has long been active in CLAS and AAESA.

Mr. Short said, "CLAS and AAESA have played an important role in how I strive to be an effective leader at Opp Elementary School. Effective leadership as a principal in the CLAS context involves several key principles and practices including visionary and instructional leadership, collaborative and data-driven decision making, as well as effective communication and professional growth. By embodying these principles of effective leadership, my relationship with CLAS and AAESA creates a positive influence on student achievement, school culture, and community engagement."

Jasmine Deese, completing an impactful first year as Principal of Pintlala Elementary in Montgomery County, outlined perfectly why our organization is so vital to our profession. Mrs. Deese said, "Last year I began my journey as an elementary school principal and attended the AAESA Fall Conference at Perdido Beach Resort. I was apprehensive about attending because I did not know anyone, nor what to expect regarding the conference. That conference led me to better understanding of different topics, as well as developing professional relationships with people who I am still in contact with today. The sessions were relevant and informative to what my specific school needs. It can be very intimidating coming in as a new principal, but the relationships I was able to build have allowed me to have a small group of people that I can depend on, relate to, and share ideas. I believe being able to collaborate with administrators and district leaders across the state is a very important piece of growing and maturing in a leadership position."

If you have friends or staff that are not yet a member of CLAS and AAESA, now is the perfect time to join. Please encourage them to join a dynamic community dedicated to excellence in educational leadership, achieving great things for our schools and students. For more information on how to become a member and to explore the benefits of membership, please visit the CLAS website at clasleaders.org or contact Starr Wilson at our membership office. Let's continue to build on our success and make a lasting impact on education in Alabama.



Bonnie Sullivan
Pike Road Intermediate
Pike Road City

***National Association of
Elementary School
Principals***

The Alabama Association of Elementary School Administrators (AAESA) is an organization for instructional leaders to serve as an advocate for children while striving to enhance effectiveness in the supervision and administration of elementary and middle schools in Alabama.

There are many reasons to join AAESA such as the following: positive educational leadership, voice for elementary and middle school administrators, enhance the role of elementary and middle school principals, serve as a clearing house for the collection and dissemination of information about elementary and middle school principalship, provide services such as publications, conventions, conferences, research, state and federal regulations, and to promote positive relationships among principals, schools, parents, and communities.

Who Can Join? Any individual employed in a professional position related to elementary and middle school administration.

Membership in the National Association of Elementary School Principals (NAESP) can benefit you as a leader through obtaining stronger leadership skills, networking, and resources with a positive impact for you and

your family. NAESP membership includes \$2 million liability insurance. First time members receive \$60,000 of life insurance with no cost for a year. Additional membership perks include the following: legal benefits, job postings, specialized learning, representation on Capitol Hill, due process, discounts on travel, car purchase, and advocacy. The newest addition to becoming an NAESP member is having access to the Resource Hub and getting involved in a Community of Practice.

The UNITED Conference was held on July 14-17, 2024 in Nashville, Tennessee. The conference was held jointly with NAESP and NASSP with 4,000 participants. This article will highlight how NAESP works diligently for educators and instructional leaders through membership, advocacy, communities of practice, and establishing more resources for members.

There is a Director at Large as a Middle-Level position coming available on August 1, 2025. Candidates interested in becoming Vice-President of NAESP for the 2025-2026 year will need to submit the electronic Prospective Candidate Data Form to NAESP by October 1, 2024. NAESP Membership continues to grow. There are 17,507 in overall membership (106 increase from 2023), and 16,150 members in Institutional Active, Assistant Principal categories (281 increase from 2023).

NAESP was part of a National Day of Action on May 22 to raise awareness among congressional offices and the public about the importance of Title II and the professional development for educators and school leaders it funds. NAESP school leader partner organizations, AFSA, Learning Forward, NASSP, and New Lead-

NAESP Report Cont'd

ers also partook in the Day of Action. NAESP submitted written testimony to both the House and Senate education appropriations subcommittees in support of FY25 K-12 funding, specifically referencing Title I, Title II, Title IV, IDEA, and Head Start funding.

The Committee for Education hosted an FY25 budget briefing webinar for congressional staff intended to provide staff with real-world examples of the use and results of federal funding at the local level. NAESP Board member Jessica Quinter was a panelist, sharing how her school leverages federal funds to provide “professional development, academic interventions, and comprehensive education opportunities for our students” and how they “help us meet the evolving needs of our students, families, and staff, ensuring we support the entire school community.” The Committee for Education funding is the largest national coalition of K-12, higher education, and early education groups advocating for increased federal investments in education.

NAESP endorsed the bipartisan Trauma-Informed Schools Act sponsored by Rep. Brian Fitzpatrick (R-PA) and Katherine Clark (D-MA). The bill would make professional development funds available for trauma-informed practices. NAESP also endorsed the Elementary and Secondary School Counseling Act sponsored by Senator Merkley (D-OR) and Rep. Clark (D-MA) that would provide significant new investments to help staff schools with mental health service providers.

Communities of Practice are growing in participation with instructional leaders being able to connect with a variety of leaders across the United States. The Communities of Practice include the following: Center for Diversity Leadership, Center for Innovative Leadership,

Center for Early Learning Leadership, National Distinguished Principal Alumni, Early Career Principal, Center for Middle-Level Leadership, Center for Women in Leadership, National Outstanding Assistant Principal, Alumni Network, and The Principals of Color Network. Throughout the UNITED Conference 2024 in Nashville, Tennessee these Communities of Practice were hot topics and members thoroughly enjoyed being a part of these networking, problem solving, and learning opportunities. Members can join a group by visiting the NAESP website. Mark your calendar for the Upcoming NAESP and NASSP Conference, July 11-13, 2025, Seattle, Washington.



The Road to Become the Alabama NDP



Karissa Lang
Crestline Elementary
Hartselle City

Fall is here! We have spent the summer waxing floors, touching up paint, moving classrooms, and making final preparations for the school year. The

start of school brings a renewed sense of excitement and purpose. And who can forget the joy of new school supplies!

It is also time for AAESA districts to choose their nominee for National Distinguished Principal (NDP). This prestigious award is one the highest honors a principal can receive during their career. It honors the commitment and dedication of K-8 administrators who work tirelessly to support students and teachers. Nominees must have the following:

1. *Be a member of NAESP for at least one year prior to the time of nomination and maintain membership through the conclusion of the NAESP Award Ceremony.*
2. *Serve as a practicing principal with at least five years of experience in the principalship.*
3. *Plan to continue as a practicing principal during their year of recognition.*
4. *Must demonstrate evidence of outstanding contributions to the community and to the education profession.*

District winner names are due to Rickey Darby by November 1, 2024. Each district winner will complete the NDP application. Requirements include a reflection on leadership practices and essays that

highlight best practices with student achievement, instruction, climate and culture, and community support within their school. Applications are due December 30, 2024. All applications are reviewed by the NDP selection committee which is comprised of the two previous NDP state winners, the State Superintendent Representative, and two other principals from across the state. The applications are scored and the pool is narrowed down to three finalists. The selection committee will visit each of the finalist's school where they meet with all stakeholders: students, staff, community members, colleagues, and central office personnel. The interviews allow the selection committee to discuss the impact the principal has made on their school, community, and lives. Winners are typically announced in March with a surprise visit.

In October, the state NDP winner will travel to Washington, D.C. for the award ceremony provided by NAESP. This individual will join other outstanding leaders from across the country to represent their state and celebrate this prestigious honor. Each winner will receive the infamous NDP bell during the award dinner and will ring it at the conclusion of the ceremony to honor the children they love and serve. It is an amazing experience! Good luck to all of our district winners!



Nominating Committee



Addam Moody
Brooks Elementary
Lauderdale County

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

board meeting at Fall Conference:

AAESA VICE-PRESIDENT – 4 year term (Vice President., President-Elect, President, and Past President)

CLAS BOARD OF DIRECTORS – 3 year terms – Need 6 nominations for 3 open positions

Qualifications for candidacy for officers:

- 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 for at least two years and while serving in office

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 17, 2024. Nominations should be received by November 8, 2024 and sent to addam.moody@lcschools.org or call **256-394-4160**. Please include your name and contact information.

Save the date.

NAESP and NASSP are once again bringing together school leaders from all grade levels at UNITED: The National Conference on School Leadership, next **July 11 - 13, 2025, in Seattle, Washington.**

»» Learn more at theunitedconference.org

naesp National Association of Elementary School Principals

NASSP National Association of Secondary School Principals

AAESA Business Meeting



Cindy Poteet
Northside Intermediate
Opelika City

AAESA Business Meeting
June 10, 2024

Call to Order Karissa Lang

Committee Reports

Awards Scott Mitchell

- Bill Miller, Sr. Friend of Education - nominations due March 1
- Truman M. Pierce Leadership - nominations due March 1
- District Distinguished Principal - identified at first meeting (no later than Nov. 1)
- National Distinguished Principal - applications will come out Nov. 15
- CLAS Leadership Award - elementary educator who has advanced CLAS (due March 1)
- Marie Taylor and Mike Carr Scholarship - current educator pursuing degree in administration
- Glenys Mason Convention Scholarships - never attended the NAESP Convention
- Assistant Principal of the Year - nomination by Nov. 1st

Assistant Principal of Year Rickey Darby

- Sponsored by Publishers' Warehouse – Patrick Chappel and Lisa Silvers
- Nominees
 - Ms. Anna Thigpen GW Trenholm Elem.
 - Ms. Michele Hewlett Chickasaw Elem.
 - Ms. Tracy Jemison Greensboro Elem.
 - Mr. Carl Berryhill Green Valley Elem.
 - Ms. Susan Shonk Cary Woods Elem.
 - Ms. Cindy Riley WJ Carroll Intermediate
 - Ms. Monica Bradshaw Brookwood Elem.
 - Dr. Patsy Thomas Highlands Elem.

Budget and Finance Rickey Darby
Fall Conference 2024 Rickey Darby
Federal Relations David Carpenter
Federal Relations Coordinators meet monthly

Look in AAESA Magazine for information for legislation

Magazine Editor Jill Eaton / Rickey Darby

NAESP's Representative Report Bonnie Sullivan / Rickey Darby

Nominating Committee Addam Moody / Rickey Darby

Will be looking for candidates in November; vice president and board seats

Principal Act Update Demica Sanders

- You must earn 30 clock hours to meet the requirements
 - You are allowed to double dip - can use for both clock hours and PLUs
- July 1, you should receive an email with information regarding the reflection summaries

Assistant Executive Director's Report Rickey Darby

Executive Director's Report Vic Wilson

- Largest Affiliate in CLAS – first affiliate to go over 900!
- Make sure you know and speak to representatives - they look for educators' input for all
- CLAS is continuing to grow, have 168 new members in CLAS
- Keep doing a great job of crafting the narrative - organization is growing quickly!
- Dil Uswate is rolling off the Executive Board with Martin Waller rolling on.

Installation of New Officers Rickey Darby

CLAS Convention Highlights



Veronica Coleman
Chastang-Fournier K-8
Mobile County

The CLAS (Council for Leaders in Alabama Schools) 2024 Annual Convention was held June 9-12, 2024, in Mobile, Alabama. This event is Alabama's largest professional gathering for school and district administrators, featuring a variety of sessions focused on leadership, educational strategies, and professional growth.

Key Highlights were:

Keynote Speakers:

- **Jimmy Casas** opened the convention with a session on school culture, emphasizing the importance of inclusivity and leadership in education.
- **Brandon Fleming**, known for his work on educational equity, delivered a keynote on the transformative power of equity in schools.
- **Robyn Jackson** closed the convention, focusing on how school leaders can shift from merely leading to actively building better educational environments.

Breakout Sessions:

- The convention featured numerous breakout sessions covering topics like teacher burnout, special education, effective communication in schools, and cybersecurity in education.
- Sessions were repeated to allow attendees to participate in multiple topics of interest.

Networking Opportunities:

- There were several opportunities for networking, including a President's Reception and a luncheon to celebrate outstanding contributions to education.

The 2024 CLAS Convention is a comprehensive professional development opportunity for education leaders in Alabama, offering a mix of practical workshops, inspirational talks, and networking sessions.



CLAS June Board Meeting



Veronica Coleman
Chastang-Fournier K-8
Mobile County

On June 9, many CLAS Board members and CLAS Staff attended the June CLAS Board meeting at the Mobile Convention Center. Mr. Charlie Waller opened with prayer. President Chris McCullar served as moderator.

Highlights from the CLAS staff reports include:

- Professional Development- Dr. Sanders gave her end of year reports. She gave the numbers with leadership institute. Dr. Sanders explained how the Mobile area has had very low turnout and that the time frame would change to 9:30am-2:30pm. The institute will be for all locations, not just Mobile area. She asked for Mobile area board members to help encourage participation. Dr. Sanders provided the numbers by affiliates on attendance to their various conferences. She again encouraged us all to encourage participation. Dr. Sanders gave direction on visiting vendors, getting their signatures and where at the registration desk to submit our completed cards so our name can go into a drawing for prizes during the conference. Dr. Sanders gave everyone a copy of the new instructional standards for leaders which were adopted at the March SDE Board Meeting. She then went over the School Principal's Mentoring Act. Dr. Sanders informed everyone that certain sessions during the CLAS convention could go toward our 30 clock hours to receive the stipend. Dr. Sanders did an awesome job of explicitly explaining what was needed in order to get credit.
- Varsity Brands- Mr. Andrew Bush was introduced by Dr. Vic Wilson – Mr. Bush gave information on what Varsity can do for our school and sports program.

- Dr. Vic Wilson then reminded us all of the benefits of having legal representation from CLAS. He gave us an update that the Association of School Board Attorneys do not want any of their members to represent clients who are bringing legal action against local school boards. Dr. Wilson wrote a letter stating he would not utilize their member to bring legal action against a board.
- Legislative Update- Ms. Whitney Miller-Nichols informed everyone that their main goal was to get Principal and Assistant Principal stipends. She stated that they made some headway in increasing the number of Assistant Principals in schools. The goal is to eventually have an assistant principal in each school. Other areas the legislators reviewed where, increasing support staff, ensuring every school has a nurse, reading coaches and mental health counselors fully funded.
- Membership Surveys- Membership surveys went great. Only one unsatisfied Asst. Principal who could not get into a particular conference due to his district.
- Membership- We continue to grow! Dr. Wilson stated we are up 168 over the previous year, 109 in individual members. AAESA has over 900 members! This is allowing for some affiliates to gain additional board seats.
- Financial Report- Dr. Wilson gave an update on our investment portfolio. We learned that CLAS is doing very well financially.
- Dr. Wilson then facilitated the election for two Executive Committee members. They are Mr. Tony Sanders and Mr. Waller Martin.
- The next CLAS Board Meeting will be in September.



**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, who teaches pre-school through eighth grade students, 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: _____

School Phone: _____

Cell Phone: _____

Email: _____

**All applications must be postmarked by
February 1, 2025.**

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 Rickey Darby by Email to: rickey@clasleaders.org

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

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 \$1,500 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: _____

Email _____

Other Application Materials:

- Attach a vita or résumé
- Attach an up to 250-word essay stating why attending the national convention will benefit you in your principalship role.

Please email application materials and application as one document to:

Rickey Darby at rickey@clasleaders.org

The deadline to apply is February 1, 2025.

Please email documents in time to be received by the deadline.

CLAS

SM

**Council for
Leaders in
Alabama
Schools**

BENEFITS YOU CAN BANK ON

Your CLAS membership dues are a solid investment in your career, both now and in the future. With the substantial savings and benefits CLAS members receive, it's only a matter of time before you completely recoup your membership fee.

Individual or Institutional Membership

Cost
\$284



Total Value of CLAS Membership Benefits for Individual/Institutional Members

\$ 4,069
Value

Aspiring Administrator, Emeritus, or At Large Membership

Cost
\$75

\$ 812
Value

Legal Services



Contract Review Service



Access to Sample Contracts



Access to Legal Counsel



Legal Defense (Up to \$25K Lifetime)

\$ 3,257
Legal Services Value

Available to CLAS Individual/Institutional Members.

Prices based on industry estimates. Emeritus members retain accumulated legal defense funds provided there is no lapse in membership.

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

Professional Learning



Discounts on CLAS Conferences



CLAS Lunch & Learn Webinar Series



Transcript Consultation

\$ 763
Professional Learning Value

Available to all CLAS Members.

Additional Benefits

- Notification of Upcoming CLAS and Affiliate Events
- Networking Opportunities
- Legislative Representation and Advocacy Efforts *
- Quarterly CLAS School Leader Magazine
- Friday Update Newsletter
- Legislative Updates
- State Board of Education Updates
- Leadership Opportunities
- Discounts on Insurance through Horace Mann Insurance
- Administrative Job Postings

* Legislative efforts are not funded through membership dues.

Book Summaries



Available to all CLAS Members.

All CLAS members receive a complimentary subscription to The Main Idea - a monthly email newsletter featuring education-related book summaries.

\$ 49
Subscription Value

4,440
Active Members

Principals & Assistant Principals

53%

District-Level Leaders

27%

CLAS Membership Pays - JOIN TODAY at clasleaders.org

CLAS

Council for Leaders
in Alabama Schools

2024-2025

MEMBERSHIP INFORMATION

www.clasleaders.org

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

(334) 265-3610 | (800) 239-3616 | (334) 265-3611 Fax

How to Join CLAS

Complete the membership form and check the appropriate payment type. If you are already a member on payroll deduction, then use this form **ONLY** for changes. For questions, please contact the CLAS office at (800) 239-3616.

CLAS Membership Dues

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

Individual membership is paid by the individual and is open to those who hold positions in educational leadership. CLAS provides professional development, communications, legal services, legislative representation, recognition, and more to all members..... \$284.00

Institutional membership is paid and owned by the school, system, or educational institution for that position and is transferrable. The individual will receive all membership benefits..... \$284.00

Other Membership Options

Retired membership is open to retired school administrators (will retain legal defense with continuous membership)..... \$75.00

At Large membership is open to employees who are not employed in a school system. This includes State Department of Education personnel, educational leadership professors, etc..... \$75.00

Aspiring Administrator/Emerging Leader membership is open for those who hold or seek administrative certification, or any educator identified as a potential leader who is not yet practicing in a leadership role (teachers, non-administrators)..... \$75.00

Other memberships are not permitted to hold office, vote, utilize the Legal Defense Fund, and are not required to join an affiliate.

Affiliate Membership Dues

For individual or institutional members, membership in one of the following organizations is required.

Alabama Association of Secondary School Principals (AASSP)	
Active.....	\$95
Reduced price for new Active members	\$50
Aspiring Administrator	\$50
Reduced price for new Aspiring Administrators.....	\$30
Alabama Association of Elementary School Administrators (AAESA)	
Active.....	\$106
Aspiring Administrator	\$33
Retired	\$0
Alabama Association of Middle School Principals (AAMSP)	\$70
Reduced price for new members.....	\$35
School Superintendents of Alabama (SSA)	
SSA System Membership.....	Approved by Superintendent
Retired or Associate members.....	Join thru SSA
Alabama Association for Supervision and Curriculum Development (AASCD)	\$50
Alabama Council of Administrators of Special Education (ALA-CASE)	\$40

Alabama Association of Prevention, Attendance, and Support Services (AAPASS).....	\$40
Alabama Child Nutrition Directors (ACND).....	\$25
Alabama Association of Career/Technical Administrators (ACTA).....	\$40
<i>ALACTE is no longer a joint affiliate of ACTA. Contact ALACTE to join directly.</i>	
Alabama Association of School Personnel Administrators (AASPA).....	\$40
Alabama Leaders Advocating for English Learners (ALA-EL).....	\$50
Alabama Association of 504 Coordinators (ALA504).....	\$25
Alabama Alliance of Black School Educators (AL-ABSE).....	\$50

National Membership Dues

Membership in these national organizations is OPTIONAL. Contact the national association for membership terms regarding expiration dates, cancellation policy, and benefits.

National Association of Elementary School Principals (NAESP)

Active.....	\$259
<i>Includes \$2 million liability insurance. Visit naesp.org for details.</i>	
Institutional	\$309
<i>Includes \$2 million liability insurance. Visit naesp.org for details.</i>	
Assistant Principal	\$219
<i>Includes \$2 million liability insurance. Visit naesp.org for details.</i>	
Aspiring Administrator	\$99
Emeritus	\$99

National Association of Secondary School Principals (NASSP)

Active.....	\$250
<i>Includes \$1 million liability insurance. Visit nassp.org for details.</i>	
Institutional	\$250
<i>Includes \$1 million liability insurance. Membership is transferable. Visit nassp.org for details.</i>	
Reduced price for new Active or Institutional	\$215
Retired Member (must have been a member for at least one year)	\$50

CLAS is no longer collecting dues for CEC/CASE and ACTE national affiliates. Please contact these organizations to join directly and to verify your expiration date, refund policy, and other terms and conditions.

Method of Payment

We accept purchase orders and payment-in-full with a school/system check, personal check, or credit card (Visa, MasterCard, and Discover). **Payroll deduction is available if your system participates. Dues will be deducted monthly, and will automatically renew each year.** If payroll deduction is selected, please complete the other side of this form, sign the payroll deduction authorization, and return to CLAS.

Please make checks payable to:

CLAS
P.O. Box 428
Montgomery, AL 36101-0428

Return forms by email to membership@clasleaders.org,
fax to (334) 265-3611, or
join/renew online at www.clasleaders.org

Individual Information

Prefix First Name Middle Name Last Name
Position/Title
Date of Birth Personal Mobile Phone Home Phone
Personal Email Address
Home Address
City State Zip Code

School/Organization Information

School/Organization Name
Address
City State Zip Code
Work Phone Extension Work Mobile Phone
Work Email Address
School System
Preferred Address: Home Work Preferred Phone: Mobile Home Work

Method of Payment

Check # Payroll Deduction (authorization agreement must be signed below)
PO # PLEASE VERIFY YOUR SYSTEM'S PARTICIPATION
Invoice To: Visa/MasterCard/Discover

Recruiter Information - New Members Only

I was recruited by:

Card Number: CVV: (on back of card)
Expiration Date: Cardholder's Name:
Cardholder's Address:
Cardholder's Phone:
Cardholder's Signature:

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

Individual/Institutional \$284

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

- AAASP Active (Secondary Principals) \$95 Renew \$50 New
AAESA Active (Elementary Principals) \$106
AAMSP (Middle-Level Principals) \$70 Renew \$35 New
SSA (Superintendents) Must be approved by Superintendent
AASCD (Curriculum & Supervision) \$50
ALA-CASE (Special Education) \$40
AAPASS (Prevention, Attendance, Support) \$40
ACND (Child Nutrition) \$25
ACTA (Career/Tech) \$40
AASPA (Personnel & HR) \$40
ALA-EL (Leaders of English Learning) \$50
ALA504 (504 Coordinators) \$25
AL-ABSE (Alliance of Black School Educators) \$50

C. National Affiliate Dues - Optional

- NAESP Active* (Elementary Principals) \$259
NAESP Institutional* (Elementary Principals) \$309
NAESP Assistant Principal* (Elementary Principals) \$219
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. Visit naesp.org for details.
** NASSP Active and Institutional Memberships Include \$1 Million Liability Insurance. Visit nassp.org for details.

GRAND TOTAL: \$

II. CLAS DUES - Membership without Legal Services

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

A. CLAS Membership - Required

- Retired Emeritus membership may include legal services if no lapse from full membership. \$75
At Large (Non-School/System Employee) \$75
Aspiring Administrator/Emerging Leader \$75

B. State Affiliate Dues - Optional

- AAASP Active (Secondary Principals) \$95 Renew \$50 New
AAASP 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) \$70 Renew \$35 New
SSA (Superintendents) Must be approved by Superintendent
AASCD (Curriculum & Supervision) \$50
ALA-CASE (Special Education) \$40
AAPASS (Prevention, Attendance, Support) \$40
ACND (Child Nutrition) \$25
ACTA (Career/Tech) \$40
AASPA (Personnel & HR) \$40
ALA-EL (Leaders of English Learning) \$50
ALA504 (504 Coordinators) \$25
AL-ABSE (Alliance of Black School Educators) \$50

C. National Affiliate Dues - Optional

- NAESP Aspiring Administrator (Elementary Principals) \$99
NAESP Retired (Elementary Principals) \$99
NASSP Retired (Secondary Principals) \$50

GRAND TOTAL: \$

CLAS is no longer collecting dues for CEC/CASE and ACTE national affiliates. Please contact these organizations to join directly and to verify your expiration date, refund policy, and other terms and conditions.

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

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

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