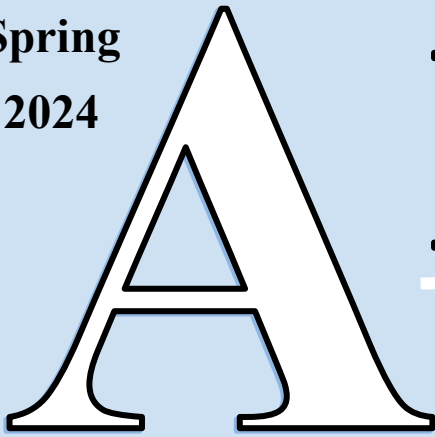


Spring
2024



Vol. 72 No. 3

Alabama

Elementary Administrator

Alabama's 2024 NAESP National Distinguished Principal



Shannon W. McCaskey

Frances Nungester

Elementary

Decatur City



Your Voice Matters



Karissa Lang
Crestline Elementary
Hartselle City

Spring semester is in full swing. Daffodils are beginning to bloom and the weather this time of year is crazy! We may

start the week in our favorite sweaters but end the week in shorts.

The window for ACAP testing opens in one month.....ONE MONTH! This year's test holds significant importance with the implementation of the third grade retention piece of the Literacy Act. A child's score on this test is the culmination of all instruction received since kindergarten or even Pre-K. And we can all agree, those scores don't always reflect the immense time and effort put into to making a child successful. It doesn't reflect the tears, hugs, love, and everything in between given to a child at school each day. Meeting the needs of the whole child is top priority.

The legislative session has started, and 85 bills have already been filed. There are several bills to watch that could impact education. However, the most important one thus far is the CHOOSE Act. Governor Ivey has expressed this piece of legislation would be her number one priority for the session. The bill would require an annual appropriation of \$100 million to fund the Education Savings Account (ESA) program. For students attending a public or nonpublic school, funding would be \$7000 per year per student. Homeschool students would receive \$2000 per student per year. The bill would require a student receiving the funds to take either a standardized assessment, a nationally norm-referenced achievement assessment, or a nationally recognized

aptitude assessment. The bill would allow students to use the funds for what they call "qualifying educational expenses" and they include tuition, textbooks, fees for after-school programs, private tutoring, materials, online learning programs, and contracted services. Though students would be required to take a standardized assessment, the question of accountability arises specifically for students attending private schools or are homeschool cooperatives. What happens when a student scores below the cut score? Would they have to follow the path to promotion? Would the school be required to provide intervention from a vetted list provided by the state? Would the student be required to have a reading plan and be progress monitored monthly? And would the private school these students attend receive an accountability report card that highlights their students' performance on standardized assessments? Should you have questions or concerns, reach out to your local senator and/or representative. Your voice matters and they need to hear from you. CLAS and AAESA will be working during Advocacy Days to share thoughts and concerns.

As we enter the second leg of this school year, don't forget to take time for yourself. It is important to get plenty of sleep, to exercise, and to engage in a hobby. Make sure to love on your staff and let them know they are valued. This time of year can be hectic with the stress of ACAP looming. And most importantly, be where your feet are! Be the best version of yourself wherever your feet are resting.



Student Engagement



Laura Herron
Daphne Elementary
Baldwin County

Imagine stepping into a classroom where every lesson feels like a thrilling adventure, every concept a mystery waiting to be solved, and every student an eager explorer.

Welcome to the realm of engaged learning, where curiosity ignites, minds awaken, and the journey of knowledge becomes a captivating voyage. Join us as we unlock the secrets to fostering student attention and engagement, transforming mundane lessons into exhilarating quests for discovery!

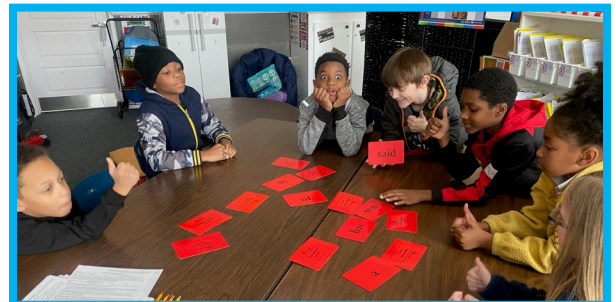
Student attention and engagement are crucial aspects of effective learning. When students are attentive and engaged, they are more likely to comprehend and retain information, participate actively in class discussions, and develop critical thinking skills. Improving student engagement in elementary schools is crucial for fostering a positive learning environment, reducing disruptive behaviors, and enhancing academic achievement.

One of our focuses in our prescriptive plan this school year is to increase authentic student engagement. Investing and facilitating in professional development of our teachers was the first place we started our journey with Kagan Structures. Kagan Structures are cooperative learning strategies designed to promote active engagement, positive interdependence, individual accountability, and equal participation among students. Daphne Elementary School was fortunate to send 6 teachers to the Kagan Winter Academy. At the Kagan Winter Academy, teachers had the opportunity to learn about the structures and collaborate by implementing them with their colleagues. Our teachers were able to transfer the knowledge gained at the academy and apply what they learned with our faculty and staff at Daphne Elementary School.

While there are 10 key structures in place, our teachers selected their top 3 structures to implement this school

year. First, setting clear expectations for participation, teamwork, and respectful communication are essential in providing instruction. Our teachers' consistently model what active participation, teamwork, and communication look and sound like. Once the students know the expectations, the learning environment becomes a successful implementation of the structure. Next, when creating their cooperative learning groups, teachers were very specific and intentional by assigning roles to each group member to ensure that everyone contributes and feels accountable. After expectations and roles were established, teachers aligned the Kagan structures to meet the needs of their learners along with essential standards being taught.

In conclusion, the implementation of cooperative learning strategies, such as Kagan Structures, requires careful planning, intentional design, and ongoing support to ensure success in the classroom. By establishing clear expectations, creating a supportive classroom environment, and providing opportunities for practice and reflection, educators can effectively promote student engagement, collaboration, and academic achievement.



2024 Alabama District Distinguished Principals



District I
Shannon McCaskey
Frances Nungester Elementary
Decatur City
2024 Alabama NDP



District II
Kimberly Williams
Saraland Early Ed Center
Saraland City



District III
Jami Rainey
Northridge Middle
Tuscaloosa City
Finalist



District IV
Harriette Thompkins
Wylam Elementary
Birmingham City



District V
Teresa Hall
Cobb Preparatory Academy
Anniston City



District VI
Margaret Jones
Edgewood Elementary
Selma City



District VII
Cindy Poteet
Northside Intermediate
Opelika City
Finalist



District VIII
Misty Wilkinson
Stonebridge Elementary
Baldwin County



District IX
Melissa Layton
Hillcrest Elementary
Enterprise City



District X
Clifford Porter
Monte Sano Elementary
Huntsville City

Alabama's 2024 NAESP NDP Winner



Scott Mitchell
Brock's Gap
Intermediate
Hoover City

Congratulations to Shannon McCaskey, who was selected as the recipient for Alabama's 2024 NAESP National Distinguished Principal award.

This award honors an outstanding elementary or middle-level principal who ensures that America's children acquire a solid foundation for lifelong learning and achievement. Shannon has earned a Bachelors, Masters, and Educational Specialist in Education Administration from the University of North Alabama. She is the principal at Frances Nungester Elementary School with the Decatur City School System. Under her guidance, Frances Nungester Elementary, home to 406 students, has soared to new heights, earning the Blue Ribbon School of Excellence title and maintaining a solid B on Alabama's state report card consistently since 2014. In a school with over 90% of students and families at or below the poverty level, this success is a true testament to her high standards for both teachers and students.

Mrs. McCaskey is known for fostering a school culture that prioritizes safety, collaboration, and academic excellence. Her initiatives, such as the Dragon Academy and Family Friday programs, have not only supported students academically but also nurtured a sense of community and belonging within the school. Her community engagement is equally impressive, with her serving as a board member and commissioner on various boards, volunteering at the Harold Coomer Soup Kitchen, and contributing to Children's Church at Lifeline Church.

"We are thrilled to congratulate Mrs. Shannon McCaskey for being selected as this year's Alabama NAESP National Distinguished Principal. Her remarkable

achievements exemplify the highest standards of educational leadership," said Dr. Vic Wilson, executive director of AAESA and CLAS. "Her innovative programs and dedication to students' holistic development have not only earned her this honor but also the heartfelt gratitude of the community she serves. Her work is a beacon of what committed leadership can accomplish in our schools."

Mrs. McCaskey's personal journey resonates deeply with her mission, driving her to implement programs like a clothes closet and the Dragon Academy. Her philosophy is that each child's needs extend beyond academics, and her innovative programs reflect this belief.

AAESA would like to recognize Shannon McCaskey for her accomplishments, honors, and dedication in educational leadership that have significantly impacted educators and students. It is with great pleasure that Shannon McCaskey has been selected as the recipient of Alabama's 2024 NAESP National Distinguished Principal award.



The Need and Benefits of Developmentally Appropriate Practices through P3



*Corey Shubert
Lupton Jr. High School
Walker County*

The Need and Benefits of Developmentally Appropriate Practices through P3

When I first heard about Developmentally Appropriate Practices (DAP) and P3 I thought it was another program or initiative to send our teachers through that would waste their time. I must admit that I was wrong. However, coming from an elementary background and being the instructional leader of a PreK through eighth grade school it peaked my interests. The more I have worked with the department of early childhood, the more important P3 becomes in educating our most vulnerable students, all PreK through third graders.

Many educators of elementary students have a K-6 certification and not an Early Childhood Degree. Therefore, many do not have the academic background in early education learning, nor the depth of knowledge to implement developmentally appropriate practices for our youngest learners. We are addressing this problem through collaboration, visiting other classrooms, conducting book studies, and implementing the strategies and practices into their classrooms to improve student achievement and engagement, that are developmentally appropriate.

We are converting from an industrial model to more of an agricultural model. The agricultural model allows us to create conditions for students to flourish. In very disturbing research shows only seven percent of elementary students experience consistently good interactions with their teachers. Each day our students spread their dreams under our feet, therefore we must tread lightly. We firmly believe “intentionality” is the most important concept teachers must demonstrate in order for all students to flourish. Our teachers strive to be intentional in all

they do within the classroom. They must be intentional in meeting each child where he or she is individually, both socially and academically. As leaders, we must be intentional with our faculty and staff in our professional development, as well as daily routines and schedules. If we intentionally let them know it is important to us, they will be the same with our students. My goal is for intentionality to be contagious throughout our school where we foster developmentally appropriate strategies to ensure the growth and success that our students deserve.

The significance of PreK-3 learning and instruction is the utmost importance in public education today. We must meet the needs of our most critical and vulnerable students with highly trained professionals in early childhood development. We must cover the following ten components of effective P3 instruction in depth: 1. Knowledge of child development 2. Methods for teaching diverse children 3. Use of multiple forms of assessment 4. Organization of learning environment 5. Curriculum designs that help children make connections 6. Strategic use of resources and technologies 7. Parent and Family Outreach 8. Professional collaboration and development 9. Reflection for enhanced teaching and 10. Vertical alignment.

We have utilized the following three strategies to help us cover the ten components listed above and implement developmentally appropriate strategies in kindergarten through third grade classrooms: 1. Participated in book studies using “Developmentally Appropriate Strategies: Focus on Children in First, Second, and Third Grades” by Copple, Bredekamp, Koralek, and Charner. 2. Created Professional Learning Communities with kindergarten through third grade teachers to discuss developmentally appropriate strategies and the implementation of these strategies. 3. Provided opportunities for teachers to visit other classrooms to observe DAP strategies.

Some of the best advice I can offer administrators is to participate in the NAESP Pre-K-3 Leadership Academy. This academy provided me with an unbelievable amount of knowledge and resources. I made many connections with other administrators that provide insight to improve my school. The coursework is the

The Need and Benefits of Developmentally Appropriate Practices through P3

best professional development I have ever participated in during my 21-year career. It has not only increased my knowledge of early childhood education, but also made me an advocate for our most vulnerable students.

During my educational career, I have not tried to be influential about anything. However, since implementing P3 I have been more “vocal” about early childhood education. I have expressed the importance and need for teaching these students developmentally appropriate strategies to balance their need for focused instruction on specific strategies with what they already know to make connections and enhance their understanding. My school, community, and local board of education know where I stand with early learning. I have presented the need and importance of Pre-K-3 to our board members. If we invest in Pre-K-3 students now, it will reduce the need for excessive future intervention.

The unexpected results are the overwhelming amount of positive feedback and community support for what we have going on within our classrooms. Our board members have been interested in learning about how they can help us make a difference. The Walker County Career Tech Director is interested in a partnership to enhance these young students’ education by introducing them to career tech classes through vocational metal art exhibits. Also, while conducting kindergarten registration we have heard parents talking about our Pre-K-3 classes and want their children to be a part of it.

Lastly, I would like to share a statement for our political leaders concerning our legislative and educational system. The article, *Watching Teachers Work* by Guernsey and Ochshorn states, “Imagine how education might change if policies were based on actually watching teachers at work, rewarding good practice, and fostering improvements.” Our political leaders need to hear and understand this to enhance our educational system. They legislate us from a central location without consulting with educational professionals or visiting schools to visualize and understand what is going on in public education.

We invite anyone to visit our P3 classrooms to see

what is happening and how important developmentally appropriate practices are in transforming the education of our students. We appreciate the Alabama Department of Early Childhood’s leadership, support, and coaches that have helped us become a model for P3 throughout the state.



Executive Director's Report



Vic Wilson
AAESA Executive
Director

Happy Spring,

According to Phil the groundhog, Winter should be ending any day now. While this doesn't jive with the Farmer's Almanac, I chose to go with Phil. I hope you are enjoying great weather wherever you find yourself reading this wonderful article. Wonderful is a strong word to use for the article, but it is not strong enough when talking about the great leaders in AAESA.

The great work being done in our elementary schools around the state is a testament to the hard work of school leaders, teachers, students, and parents. Thank you for taking the lead on the great things going on under your care.

By the time you get this newsletter, the 2024 Alabama Legislative session will be well under way. In fact, with the three day weeks being used, they may finish the session early. One problematic aspect to the three day weeks is trying to keep up with the copious amount of bills being filed. Never fear, Whitney is here to keep you updated on all things governmental. She is doing a great job, and I encourage you to read her advocacy email every week and let her know when you have questions.

In the meantime, remember you are the key to effective legislation. Engage your legislators on issues of importance to you and your schools.

Several educational bills have been filed already. The most pressing bill is the Choose Act. This bill would allow for \$7000.00 per student to go to a qualified private or parochial school to pay for qualified expenses. We can quibble over the name, but this is essentially a voucher.

The governor and other leaders in the legislature have made this a key part of their platform. We are working hard to ensure that any bill of this nature has guardrails in the form of academic and financial accountability. We are also working to ensure a cap on the spending. Check out Whitney's update for more details on this and other bills. She will also have information about the ETF budget and the principal law.

By now you have heard the great news about Shannon McCaskey being named the Alabama National Distinguished Principal. Shannon is the principal at Frances Nungester Elementary in the Decatur City School system. We travelled to her school to surprise and honor her and those under her care for this honor. Join me in congratulating Shannon McCaskey for this great honor.

As always, thank you for the job you do for those under your care. You are all rock stars in my book.



NAESP State Representative's Report



Bonnie Sullivan
Pike Road Intermediate
Pike Road City

We are excited to inform you of several key pieces of information listed in this article that will have an impact on schools. The National School Leaders Advocacy Conference

will be March 11-13 in Arlington, VA. At this conference, we will be able to be informed, trained, and advocate for schools in Alabama. I also want to remind you to register for UNITED: The National Conference on School Leadership powered by NAESP & NASSP that will be in Nashville, TN July 15-17, 2024.

Biden administration's K-12 Priorities for 2024: David Griffith, NAESP Associate Executive Director for Policy and Advocacy, attended the introduction of the Biden administration's 2024 K-12 Priorities at the White House. Secretary Cardona was joined by Governors Michele Grisham Lujan (D-NM), Wes Moore (D-MD), and Phil Murphy (D-MD), and state superintendents Christina Grant (DC), Eric Mackey (AL), and Charlene M. Russell-Tucker (CT). The administration's Improving Student Achievement Agenda focuses on increasing attendance, providing high-dosage tutoring, and increasing summer and extended learning time.

FY24 Education Funding: The White House came to an agreement with the House Speaker Mike Johnson (R-LA) on the top line number for the FY24 budget that is consistent with the figure agreed to by the administration and House Speaker McCarthy (R-CA) and enacted last spring as part of the deal to increase the debt ceiling. The overall funding level is the same as FY23. While there is no overall cut in funding, individual program funding levels are still being determined and increases in some areas will necessitate cuts in others. As a result, NAESP is advocating for maintaining FY24 funding for federal K-12 programs at existing levels and has issued an action alert urging members contact their members of Congress with that same request. The government is operating under temporary funding until early March when the final bills are expected to be introduced and voted on.

National Education Technology Plan: David Griffith attended

a White House event for the release of the U.S. Department of Education's newest National Education Technology Plan, the first revision of the plan since 2017. The recommendations focus on three aspects: addressing student use, educator capacity, and access.

Federal Communications Commission Proposal on Wi-Fi Hotspots: NAESP submitted comments to the FCC in support of its proposal to allow schools and libraries to use E-rate funds for off-premises Wi-Fi hotspots and services. NAESP noted that broadband Internet access is no longer a luxury but now a fundamental requirement for a high-quality K-12 education and that we support the Commission's ongoing efforts to increase and enhance student and FCC in support of its proposal to allow schools and libraries to use E-rate funds for off-premises Wi-Fi hotspots and services. NAESP noted that broadband Internet access is no longer a luxury but now a fundamental requirement for a high-quality K-12 education and that we support the Commission's ongoing efforts to increase and enhance student and school access to the internet and to help close the "homework gap."

Safe Firearm Storage Event: Dr. Earl Franks, Dr. Liza Caraballo-Suarez, Ed Cosentino and two other NAESP members attended the White House townhall on gun safety where the U.S. Department of Education introduced new resources for school administrators and their schools on safely storing firearms.

Education Sector Government Coordinating Council: David Griffith participated in the planning meetings for the US Department of Education's "Government Coordinating Council" (GCC) for education cybersecurity. The GCC is an inter-agency, intergovernmental entity composed of stakeholders, technical experts, and government leaders to coordinate and provide assistance to the field on an issue of national importance.

Legislative Endorsement: NAESP endorsed the *Affordable Connectivity Program Extension Act* that would provide \$7 billion for the Affordable Connectivity Program (ACP). The ACP currently subsidizes Internet access to 22 million low-income households, with more than 3 million K-12 students. The program is projected to run out of funds this spring without additional funding. The bipartisan, bicameral legislation is sponsored by Senators Peter Welch (D-VT), JD Vance (R-OH), Jacky Rosen (D-NV), and Kevin Cramer (R-ND) and U.S. Representatives Yvette D. Clarke (D-NY) and Brian Fitzpatrick (R-PA).

Brookwood Running Club



Waller Martin
Brookwood Elementary
Enterprise City

In the age of gaming devices, iPad, cell phones etc. it can be an overwhelming task to motivate students to be physically active.

Finding something motivational to reach different ages can be challenging. Three years ago, the new hire of a seasoned physical education teacher brought a new running club to Brookwood Elementary.

Brookwood Running Club is designed to get students moving and give them motivation to work towards an achievable goal. Students have a goal to run 100 miles during the school year, with milestone achievements like 25 miles, 50 miles and 75 miles along the way.



Each student that participates receives a QR code scan card. As they complete a lap on the track they scan their code. The iPad program keeps up with their miles for us. Students feel an immediate sense of accomplishment when they scan their code. Running club takes place before school on Tuesdays and Thurs-

days. Once a month students have the opportunity to bring their families on a Saturday and participate in a “Family Fun Run”. This a great way for students to show their families all their hard work while achieving “more miles” as a family.

Research suggests that moving before and during school positively impacts learning, attention, and overall physical activity levels. In one study, before-school exercise programs increased activity and did not result in less activity the rest of the day. Running Clubs are a good way to increase kids’ exercise without negatively impacting the natural play they get at recess.

If you are like our elementary school you may not have a designated paved track. Running club can take place on any designated surface outside. Create a track. We offer Running Club to grades K-6. Grades K-3 run together, while grades 4-6 run together as well in another location. We average approximately 200 students who participate. I try to run with both groups a couple of times every year! I enjoy it, and it gives me an opportunity to strengthen relationships with our students.

On days 3rd and 4th graders participated in a before-school running program, teachers reported their on-task behavior was significantly higher than when they didn’t run before school. Other research has made the link between exercise and cognition, most likely due to increase blood flow and release of brain-boosting substances. Specifically, students with ADD or ADHD diagnoses are found to have better focus during class time.

We have seen a decrease in disciplinary referrals on days that we have Running Club, we have also experienced a 12 percent increase in attendance on Running Club days. We have very few tardiness on Tuesdays and Thursdays as well. Students arrive on campus well before 7:00! We also offer Running Club on every

Brookwood Running Club Cont'd

day during ACAP Testing, this helps increase attendance on testing days.

Our PE Dept. generally gives up on one of their Saturdays a month and offers "Family Fun Run Time." Students are allowed to run at school from 8:30-9:30 with their families. On occasion we have had over 200 students and family members participate! This also gives students another opportunity to achieve their goal!

As you move into the spring time of the year, I encourage you to consider implementing Running Club at your school. Good luck to everyone as we move to all the upcoming activities and events throughout the year. Best wishes on a successful school year!!



Benefits of Your Professional Organization



Rickey Darby
AAESA Assistant
Executive Director

This is a great time of year to network with other administrators with your involvement in your professional organization. Our organization is as strong as i member-

ship. AAESA recognizes its members throughout the year, gives scholarships, and provides meaningful professional learning.

Leadership in Our Professional Organization

We are thankful to the eleven administrators that were willing to have their names placed on the ballot for our electronic ballot. The election has come to an end and the candidates will be notified of the results and then we will inform the membership. Good Luck to these individuals.

Membership – We Experienced Continued Growth

AAESA had another outstanding year of growth in membership. We have grown 42 new members for a total of 870 active members as of December 31, 2023. We are the largest affiliate in CLAS. We gained another CLAS board member for a total of nine board members beginning next year. Thanks to everyone who has encouraged other administrators to join our association.

During this time of year, it is an excellent time to encourage new administrators to join CLAS and AAESA. On the CLAS website under membership there is a prorated membership application. The CLAS and AAESA dues are cut in half from now to July. Encourage new elementary administrators to consider joining AAESA, their professional organization. This is for new members only.

Advocacy Days – Members Let Their Voice Be Heard

Whitney Miller-Nichols has organized Advocacy Days this spring for administrators from the different affili-

ates to be involved in the legislative process. In a recent email she outlined important information about these days.

Advocacy Days are an opportunity for CLAS members to get an up-close view of the legislative process in Montgomery. Attendees will begin their day in Montgomery at the CLAS office with an update on bills affecting education, sharing about education issues they are facing, and prepping to meet with their legislators.

Members will then visit the Alabama State House to attend legislative committee meetings, watch floor action, meet with legislators to relay legislative priorities, tell their personal stories, and develop relationships with lawmakers for the benefit of their schools.

Members select from morning or afternoon sessions and lunch will be provided by CLAS. Participants must be CLAS members. The two dates designated for AAESA are February 21st and April 11th.

Be sure to follow the legislative updates in the CLAS Friday Updates during the legislative session.

AAESA Awards to Honor School Administrators and Future Administrators

The winner of **Alabama’s NAESP National Distinguished Principal** was announced February 16. The NDP judges conducted school visits with the three finalists the second week of February. The winner will be recognized at various events in Alabama throughout the year and at the National Distinguished Principal ceremony in Washington D.C. in October. Congratulations to the three finalists this year: District I - **Shannon McCaskey** from Frances Nungester Elementary in Decatur City, District III – **Jami Rainey** from Northridge Middle School in Tuscaloosa City, and **Cindy Poteet** from Northside Intermediate in Opelika City.

The judges have made their decision for the **Alabama Elementary Assistant Principal of the Year**. The winner will also be notified in the next few weeks. The winner will be recognized at events during the year and will be invited to the NAESP Conference in July in

Benefits of Your Professional Organization Cont'd

Nashville, TN.

The two scholarships that AAESA gives each year will be awarded soon. **The Glenys Mason Scholarship** will be given to a member who has never attended the national NAESP Conference. The winner will receive \$1,500 to help cover the cost of attending the NAESP Conference in July. The winner will be announced in the next few weeks. **The Marie Taylor/Michael Carr Scholarship** will be given to an elementary/middle school teacher, who is working on his/her initial administrative certification. The winner will receive \$1,000 to help cover his/her tuition.

Begin to Plan for Conferences

CLAS Convention will be held June 9-12, 2024, at the Mobile Convention Center. There will be over 1,000 K-12 administrators from across the state. In addition to fantastic keynote speakers, there will be breakout sessions that meet the needs of all school administrators. There will be over 60 vendors with exhibit booths to visit. This is always a terrific time to network with other administrators from across the state.

UNITED: The National Conference on School Leadership (formerly the NAESP Pre-K-8 Principals Conference) will be July 15-17, 2024, in Nashville, Tennessee. This will be a magnificent opportunity for administrators in Alabama to drive to a national conference. This is a good time to network with 3,000 elementary and secondary administrators from across the country. This will be a joint conference of NAESP and NASSP.

AAESA Fall Instructional Leadership Conference will be November 17-20, 2024, at the Perdido Beach Resort in Orange Beach, Alabama. Mark your calendars and plan to attend. You will receive more information later in the year.

District Meetings

We have just completed the second AAESA district meetings for this year. Invite your fellow administrators to attend further meetings whether they are in-person or Zoom.

FUTURE EVENTS

CLAS Convention

June 9-12, 2024

Riverview Plaza Hotel and Mobile

Convention Center

Mobile, Alabama

UNITED: The National Conference on School Leadership

(formerly the NAESP Pre-K-8 Principals Conference)

July 15-17, 2024

Music City Center

Nashville Tennessee

AAESA Fall Instructional Leadership Conference

November 17-20, 2024

Perdido Beach Resort

Orange Beach, Alabama

Meet Your District III President



Preeti Nichani
Tuscaloosa Magnet
Tuscaloosa City

Greetings! My name is Preeti Nichani and I am honored to serve as the President of District III this year. I am currently

in my seventh year as the principal at Tuscaloosa Magnet Schools - Elementary (TMS-E) in Tuscaloosa. The Tuscaloosa Magnet School (TMSE) is recognized as an International Baccalaureate (IB) World School as well as a 2014 National Blue Ribbon school. TMSE is also a National School of Character where we live by our Core Values; respect, critical thinking, principled, caring and integrity. An academic magnet school, TMS-E delivers an inquiry-based curriculum to students in grades one through five from each of the other 12 elementary programs in our system. The last three years, my school has been recognized by ALSDE as demonstrating high performance by being ranked in the top 25 percent of public schools, as ranked in the school grading system.

Growing up as a little girl in the metropolitan city of Mumbai, India, I always dreamed of obtaining an advanced degree in the U.S. Of course, those were childhood dreams that passed many years ago but they are now becoming a reality. I am currently enrolled in the Ed. D program at the University of Alabama, RTR! I also never thought I would someday be a teacher and impart education in this land of opportunities, called U.S.A. In Mumbai, I attended St. Xavier's College and received an undergraduate degree in Psychology and further went on and received another undergraduate degree in Special Education. I discovered my passion

in the field of special education! I went on to better serve these children and their families by obtaining a Masters in Special Education in 1998.

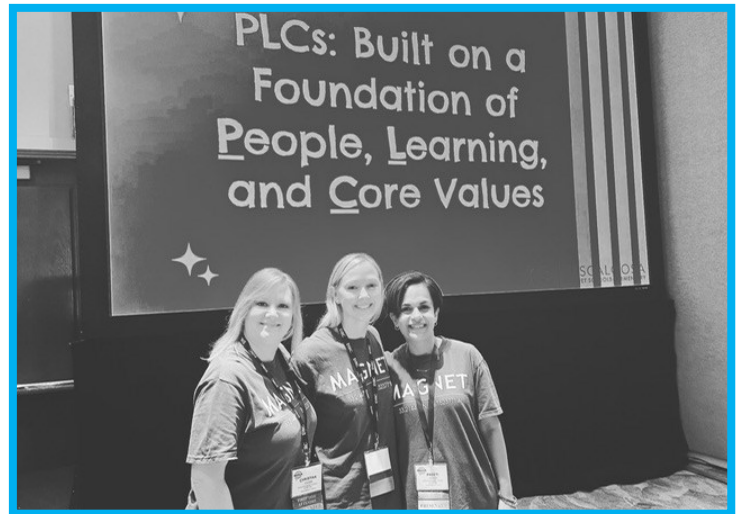
I came to the United States of America in 1998 with the knowledge of American Culture as well as that of native India. I have been very accepting of people no matter what their differences and appreciate each person for their own worth. My husband and I have both been working for the public sector since 2001. My husband as a physician at the Tuscaloosa VA Medical Center and me as an educator and administrator for the Tuscaloosa City Schools. We both believe deeply in improving our community through service.

I have spent almost 22 years in education in various positions. I love the opportunity to serve students, faculty, and staff as we look to make impacts through meeting the needs of students. I have had some truly remarkable moments as well as some moments that have made me stronger because of the tough lessons that I have learned. During my time in the Tuscaloosa City Schools, I have had the benefit of encountering many extraordinary students, educators, leaders and mentors. Extraordinary leaders emphasize a team approach. I believe if members feel valued and respected, they will be loyal and supportive. The team approach works most effectively when a leader serves with and learns from team members. In my opinion, ordinary leaders create followers; however, extraordinary leaders help develop leadership traits in others. Extraordinary leaders understand that it is not weak to display empathy, kindness, and compassion. Rather, I believe that these traits show strength. As a leader, I thrive by developing teams of teachers, parents, students, and community members to help determine the best way to carry out plans while providing all those involved the opportunity to provide input. Earn-

Meet Your District III President Cont'd

ing the trust and respect of m educator colleagues, employees and the community is a priority for me along with displaying empathy, kindness, and compassion for all “stakeholders”. I work to incorporate these actions in addition to learning from all those involved the opportunity to provide input. Earning the trust and respect of my educator colleagues, employees and the community is a priority for me along with displaying empathy, kindness, and compassion for all “stakeholders”. I work to incorporate these actions in addition to learning from the wisdom of others to engage students in their own pursuit of personal, academic, and career success.

I will continue to be a life-long learner and always feel excited about learning along with my students and teachers, striving to further develop myself as a leader. When I am not at school, I am balancing the roles of being a mother to volleyball and tennis players, a supportive wife, and simultaneously managing the roles of a doctoral student and principal. I absolutely love watching my girls, Anushka and Anika achieve and I enjoy doing life alongside them and my amazing husband.



Meet Your District VII President



Caroline Raville
Ogletree Elementary
Auburn City

My name is Caroline Raville, and I am proud to serve as the District VII President for AAESA. I have a bachelor's degree in English and began my career as a publicist in Nashville for authors and musicians. It was a wonderful experience, but I was spending all my free time working in youth groups and volunteering at after school programs. It became clear to me that I was meant to work in education. When my husband and I had to move to Atlanta for his job, I was able to find a position teaching English and enrolled in Georgia's alternative certification program. I fondly say that I graduated with my teaching degree from Radloff Middle School. Our school was almost 100% free and reduced lunch, and the students faced many challenges. Still, Radloff was a lighthouse in the community. While there, I learned the importance of urgency in education, of doing the right thing even when you feel like the outcome won't be what you hope, and of knowing that if one life is changed for the better, you had a good day.

After moving to Auburn, I taught at Auburn Junior High School for two years. During that time, I graduated with my M.Ed. in Instructional Leadership from Auburn University and then moved into the position of Assistant Principal at Auburn High School. I am actually an alumna, and I believe that I have had the privilege of graduating from AHS twice – first as a student and then as an administrator. Again, I found myself listening to and learning from the best in the building. I remain grateful to the teachers and staff that were patient with a young instructional leader, and who helped me grow and improve. I took away the value of consistency, the necessity of laughter, and the importance of going slow, to go fast.

I am currently in my 6th year as principal at Ogletree Elementary School. What a blessing to have been able to work in all levels of education - elementary, middle, and high school! During my first year, I fell immediately into the habit that had most helped me in the past: I observed and studied great teachers. I am so thankful for the wisdom that was generously shared. When I was a teacher, my goal was to have the kind of classroom that students would come to even if they didn't have to. As a principal, I hope to have a school that families, students, and faculty will want to be in even when it is not required. I am so proud of our school's commitment to kindness, hospitality, selflessness, and, of course, excellence. And, I have to say we have so much fun!

I believe in working smart, playing hard, and putting others first. My leadership philosophy centers around creating diverse teams, ensuring equity of voice, and leveraging talent to increase capacity throughout the school. We are best when we listen to each other. I also know that what matters most is not our jobs (although this job matters so much!), but ensuring that our school community can support one another, and still exhibit excellence, when a staff member has to prioritize their personal life or health is a value we hold dear. Finally, we spend a lot of hours at work – we better have fun while we do it!



I am blessed to have been married to my husband, Courtney, for 15 years. He has been a constant support, and understands the highs, lows, and crazy that comes with being married to an educator. We have 8-year-old twins, Rhett and Stella, who couldn't look or act more differently if they tried. We love being outdoors whether we are camping, hiking, fishing, or just

Meet Your District VII President Cont'd

relaxing. We travel as much as we can. I am the person who is on the plane back from a trip already planning the next! We also have a dog, Kai, who is not the brightest, but he sure is sweet. I'm an avid reader, and subject students, staff, neighbors, family, and random strangers to my passion for books. At the end of the day, regardless of what it brought, I put my head on the pillow knowing that this work we do as educators

will live much longer than we do. I can't help but feel deeply thankful and humbled that I was called to this profession. I was once asked by a student at AHS what I would be doing if I wasn't working as an educator. Confused, I told her I would be busy applying for jobs in education because there isn't another option for me.

2023-2024 AAESA Election Results

Vice President



Sheneta Smith

Howell Graves PreSchool
Muscle Shoals City

CLAS Board of Directors



Veronica Coleman

Chastang-Fournier K-8
Mobile County

CLAS Board of Directors



Karissa Lang

Crestline Elementary
Hartselle City

CLAS Board of Directors



Eric Kirkman

Kilby Laboratory School
UNA/Florence City

CLAS Board of Directors



Jenny Breazeale

Fairhope West Elementary
Baldwin County

CLAS Board of Directors



Waller Martin

Brookwood Elementary
Enterprise City

State Legislature Preview



Whitney Miller-Nichols *CLAS Director of* *Governmental Relations*

Alabama's 2024 Legislative Session kicked off Tuesday, February 6 with Governor Ivey's [State of the State address](#). Among her invited guests were fourth graders from ABC Elementary in Wilcox County. ABC Elementary is one of 15 schools in the Governor's Turnaround Initiative, and Governor Ivey spotlighted the school's fourth graders for having the highest reading gains in Alabama last year. This is an amazing accomplishment that Principal Cherylretta Bennett and her team should be extremely proud of!

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The [Governor's Recommended FY2024 Education Trust Fund \(ETF\) budget](#) was released February 7. Her proposed budget includes:

- A 2% teacher and staff pay raise, including TEAMS and school nurses
- A bump for the Class B teacher salary matrix at steps 0-2 to \$47,600
- Principal and assistant principal stipends in line with the Principal Act
- Stipend of \$1,200 for all special education teachers
- Funding for additional math and reading coaches

A lot can change in the ETF budget between introduction and final passage, so keep an eye out for CLAS Advocacy Update emails at the beginning of each week during the legislative session. I'll use those emails in part to keep you in the loop on draft budget details.

Two bills of importance for elementary school administrators moved in the Senate the first two weeks of the session:

- [SB48: Curriculum Transparency](#) from Senate President Pro Tem Greg Reed (R-Jasper). The bill would require each public school to post its adopted curriculum on the school website and to make accommodations for

the parent/guardian of a student in a class to review course materials.

- [SB54: Classroom Periodicals Reviewed by State Textbook Committee](#), introduced by Senate Finance & Taxation Education committee chair Arthur Orr (R-Decatur), would require the State Textbook Committee to review classroom periodicals used at least once a month. This bill passed the Senate last week and now awaits action in the House.

Perhaps of more interest to schools with upper elementary grades, Rep. Barbara Drummond (R-Mobile) brought a new version of her vaping bill, [HB65: Vaping Regulation Updates](#). The most important part for school administrators is that the bill would require the State Board of Education to adopt a model policy for a vape awareness, education and prevention program and in turn requires local boards of education to adopt their own (or the same) policy by September 1, 2024.

The policy must include "graduated consequences" for violation of vaping rules and would also require any student who violates the local board's vape policy to participate in a vaping awareness, education and prevention class approved by the State Board of Education. Second and subsequent violations would require the student to attend the class again with a parent/guardian. Additionally, any penalties for vaping violations applied by the local board would be in lieu of the penalties established elsewhere in the act. (lines 1004-1068)

You can view the Bill Tracker on the [CLAS Advocacy page](#) to see all the bills we are watching during the session.

We look forward to welcoming AAESA members back to the CLAS office on April 10 for your last Advocacy Day of the year. These days are an opportunity for you to deepen relationships with your system's legislators while getting a peek at the legislative process. We'll start each Advocacy Day session with an issue briefing and quick legislative update before heading to the State House to watch education committee meetings. Afterwards we will connect with your legislators so that you can share priorities and concerns. Morning Advocacy Day sessions will end with lunch back at the CLAS office, while afternoon Advocacy Day sessions will have the same agenda but will begin with lunch.

If you're not sure who your school's state representative and state senator are, use [this tool](#) to find them with your school's address, and sign up for the AAESA Advocacy Day [here](#).

Please don't hesitate to reach out if you have questions about state laws and policies related to elementary schools.

Email me at whitney@clasleaders.org or call me at 205-602-7465. I'm here as a resource for you!



ADVOCACY DAYS 2024

WEDNESDAYS DURING THE LEGISLATIVE SESSION
CHOOSE MORNING OR AFTERNOON.

SAVE THE DATE. PLAN TO START AT 8 AM OR 12 PM.

February 14, 2024

- ALA504 - Alabama Association of 504 Coordinators
- ALA-CASE - Alabama Council of Administrators of Special Education
- AAPASS - Alabama Association for Prevention, Attendance, and Support Services

February 21, 2024 AFTERNOON ONLY

- AAESA - Alabama Association of Elementary School Administrators
- AASSP - Alabama Association of Secondary School Principals
- AAMSP - Alabama Association of Middle School Principals

February 28, 2024

- ACND - Alabama Child Nutrition Directors
- ACTA - Alabama Career & Technical Administrators
- AASPA - Alabama Association of School Personnel Administrators
- AL-ABSE - Alabama Alliance of Black School Educators
- ALA-EL - Alabama Leaders Advocating for English Learners

April 10, 2024

- ACND - Alabama Child Nutrition Directors
- AAESA - Alabama Association of Elementary School Administrators
- AASSP - Alabama Association of Secondary School Principals
- AAMSP - Alabama Association of Middle School Principals
- AASPA - Alabama Association of School Personnel Administrators
- ACTA - Alabama Career & Technical Administrators

April 17, 2024 MORNING ONLY

- AASCD - Alabama Association for Supervision and Curriculum Development
- ALA-EL - Alabama Leaders Advocating for English Learners
- AAPASS - Alabama Association for Prevention, Attendance, and Support Services

May 1, 2024

- ALA504 - Alabama Association of 504 Coordinators
- AASCD - Alabama Association for Supervision and Curriculum Development
- ALA-CASE - Alabama Council of Administrators of Special Education
- AAPASS - Alabama Association for Prevention, Attendance, and Support Services
- AL-ABSE - Alabama Alliance of Black School Educators

WHAT TO EXPECT



Advocacy by Affiliate

Choose a morning or afternoon session on your affiliate's designated advocacy day.



Preparation

Meet at the CLAS office for an issue briefing before walking to the State House as a group.



Meet & Greet

Walk the halls and visit the House and Senate chamber galleries.

Meet with legislators to share CLAS's position on key education issues with a focus on how legislation could impact your school or system.



Be sure to schedule meetings with legislators in advance of your chosen advocacy day.



Debrief

Reconvene at the CLAS office to share your experience and what you learned.



Dine

CLAS will provide lunch for all attendees.

Visit clasleaders.org/advocacy and stay tuned to CLAS emails for more info.

Council for Leaders in Alabama Schools

Whitney Miller-Nichols whitney@clasleaders.org

2024 Alabama Elementary Assistant Principal of the Year



District I

Anna Beth Thigpen
G.W. Trenholm Elementary
Tuscumbia City



District VII

Susan Shonk
Cary Woods Elementary
Auburn City



District II

Michele Hewlett
Chickasaw Elementary
Chickasaw City



District VIII

Cindy Riley
W.J. Carroll Intermediate
Baldwin county



District III

Tracy Jemison
Greensboro Elementary
Hale County



District IX

Monica Bradshaw
Brookwood & Pinedale Elementary
Enterprise City



District IV

Carl Berryhill
Green Valley Elementary
Hoover City



District X

Patsey Thomas
Highlands Elementary
Huntsville City

AAESA Scholarships



Scott Mitchell
Brock's Gap
Intermediate
Hoover City

Glenys Mason Convention Scholarship

Sheneta F. Smith
Howell Graves Preschool
Muscle Shoals City Schools



The Alabama Association of Elementary School Administrators (AAESA) has selected Sheneta Smith for the Glenys Mason Convention Scholarship award. This scholarship award is available to AAESA members who have never attended a National Association of Elementary School Principals Convention.

Sheneta is the Principal at Howell Graves Preschool in Muscle Shoals, Alabama. She is a consistent and highly motivated leader serving her school since 2010. She continues to seek opportunities to grow professionally and has shown significant success through serving on school, district, and state leadership positions, all for the betterment of the students of her community and Muscle Shoals City Schools.

Sheneta looks forward to attending the National Association of Elementary School Principals (NAESP) Pre-K-8 Con-

ference to learn and grow professionally with other instructional leaders from across the country. She sees the unique opportunities to network with diverse professionals outside of her district and state in similar roles as a major draw to attending this national conference. AAESA would like to recognize Sheneta for her accomplishments, honors, and dedication in educational leadership that have significantly impacted educators and students.

Marie Taylor/Michael Carr Scholarship

Alexandra "Rose" Wiles
Fairhope East Elementary School
Baldwin County Schools



The Alabama Association of Elementary School Administrators (AAESA) has selected Alexandra "Rose" Wiles for the Marie Taylor and Michael Carr Scholarship. This scholarship offers a \$1,000 award to enable a current Alabama educator to pursue a degree or certification in elementary/middle school administration.

Rose has served as the instructional coach for Fairhope East Elementary School since 2020. She has also served in the Baldwin County district as a Gifted Special Education Teacher since 2015. She has 18 years of experience serving in a variety of educational settings. She is excited to take her next step in becoming an administrator and wants to continue making a positive impact in education. By working to become an administrator, Rose hopes to help others "maximize their skills and abilities and drive student achievement."

AAESA would like to congratulate Rose for her accomplishments, honors, and dedication in education that have significantly impacted educators and students. We look forward to seeing her work toward her next steps in her educational leadership path.

Congress in Chaos



David Carpenter

Jeter Primary

Opelika City

FY24 Funding

Congress is finalizing FY24 funding. Speaker Johnson came to an agreement with the White House and Senate leaders on a topline number that is consistent with the number that was agreed to by then-Speaker McCarthy and the White House last spring. Unfortunately, the funding for the Labor-HHS-Education appropriation is lower than it was FY23, so cuts to Education programs are possible.

NAESP has put out an action alert asking members of Congress to maintain funding for K-12 education programs in FY24. Nothing is final yet. Funding expires March 8th. The Biden Administration still needs to release their FY25 budget request but is reluctant to do that until they have some sense of the FY24 budget.

White House K-12 Priorities

The Biden Administration released its priorities for improving K-12 student achievement in 2024. The priorities included increasing student attendance, providing high-dosage tutoring, and increasing summer learning and extended learning opportunities. At the Administration's launch event, they identified the priorities, but focused more on what states and districts are doing than what the department is doing in these areas.

Gun Violence Prevention

The Department of Justice released its Critical Incident Report in response to the mass shooting at Robb Elementary School in Uvalde, TX. The report examines the areas of breakdown and failure and provides recommendations to prevent these failures from happening again. The Department of Education (ED) issued a new resource for school administrators on the importance of safe firearm storage. Additionally, ED and

the White House Office of Gun Violence Prevention hosted a town hall at the White House to emphasize the importance of safe firearm storage. Jennie Lamon attended the event and shared her perspective - Essentially, Secretary Cardona told attendees that the Administration is going to try everything possible and see what works. The event was not "anti-gun." They are asking parents to store their guns safely to keep children safe.

ESSER III Reporting

Some school leaders have expressed concerns about Year 4 ESSER reporting requirements. There are a number of questions that had previously been optional that are now mandatory. We are interested in getting a sense of how widespread these concerns are. In California there is an extensive amount of disaggregated data that will require a significant number of hours to compile. The state Department of Education estimates that the reporting may take an LEA roughly 152 hours. If this is left up to individual districts to collect and report, a number of districts could be out of compliance.

2024 National School Leaders Advocacy Conference

The 2024 National School Leaders Advocacy Conference (NSLAC) is March 10-13. I am looking forward to attending along with several CLAS leaders.



CLAS Board Meeting



Dana Bottoms
WJ Carroll Intermediate
Baldwin County

The CLAS Board Meeting took place on November 30, 2023. Bob Lawry opened with a wonderful prayer for us all.

We moved into discussing the SDE Report where Chuck Marcum, ALSDE Chief of Staff, reviewed what was submitted on the budget followed by new items. Artificial Intelligence was a topic on how we need to be proactive about what it needs to look like with a committee divided into 3 parts, benefits, how to harness, and place guardrails. We were informed that the State Report Cards would go live to the public on December 14th. The Accountability Act changed from bottom 6 and no more use of the term failing school. Those with a D or F would be named 'priority schools'. Reinventing High School was discussed with doing away with as many Carnegie units and moving more to credentials. The option of participating in the *Lead Program* by the Maxwell Foundation (Character Education) was mentioned and the fact that 14 systems have chosen to participate.

Demica Sanders covered numerous topics starting with a professional development update on how the Leadership Institute: Learn and Lead down South is having poor attendance. This needs to be promoted because only 10 people were at the last session which is not cost effective. On the other hand, the CLAS Secretaries' Conference was sold out. The Fall Conferences were a success, but AAESA needs better weather for next year. Demica again let us know that the PLUs were waived for those renewing in June 2024. This is possibly due to the change in how things are going to be done in the future. She informed us that there are ten CIL who have completed their work and new nominations/applications are coming. Vic spoke highly of this program. She reminded that superintendents could nominate their schools for the Banner School Award. Finally with Vic speaking too, they covered the upcoming CLAS Convention in Mobile. The theme and logo were ready which would be sent out after Christmas. Emails would continue with save the dates that would drive traffic to the CLAS website to obtain tons of information.

Vic Wilson reviewed other topics in the Executive Director's Report. He spoke about how the day of our meeting was the anniversary of CHATgpt born three years ago and we must

teach the skill of how to discern what is in front of us and be skeptical. Vic mentioned membership was down, but the trend is it usually rebounds due to push by current members. Affiliate levels were reviewed with Board seat status.

The Financial Report was reviewed by David Gallahar from Raymond James.

New investments were positive, and things are moving up. The down slope of markets was on the back side of everything hopefully and at some point, the feds are going to have to lower rates.

Vic reviewed the CLAS financial report which he shared it was looking good. He spoke about not raising dues over the last seven years even though he can raise it every year by 3%, but we are still making money even in our worst year. He stated his beliefs in partners, grants, and Title money. The income statement had a variation due to the membership report and federal money. The convention expenses were discussed. They have skyrocketed but all attempts are made to leverage places that give us the best deal.

Whitney Miller-Nichols presented the 2024 Legislative Platform. She reviewed the State Legislative Priorities Flyer. Items of interest were the following:

- 1) Principal stipend,
- 2) Assistant Principals Funding Request,
- 3) Reading and Math Coaches fully funded,
- 4) One nurse and one counselor funded at each school,
- 5) Monies to Adjust Divisors due to more demands on our students and teachers,
- 6) Mental Health Support,
- 7) Transportation and Fleet Renewal,
- 8) School Choice is coming. We need a united front with academic and financial accountability along with a push for a nondiscriminatory clause for SPED students.
- 9) Student discipline and due process should be a local school board level decision, not state.

Vic's final comments as Executive Director were that we should all craft our narrative regarding the push for School Choice. He expressed how rates will go up in private schools because these schools will take advantage of the additional funds the parents received. He reminded us to speak of the need for equal academic and financial accountability. On another note, Vic spoke about the CLAS Awards for the Little House School Award and the James A. Street Award which nominations are due at the March Meeting. Vic completed his comments with high praise for the CLAS Staff.

President Chris McCullar offered a few comments along with an expression of thankfulness to the CLAS Staff and Board. He then showed appreciation to Bob Lawry, past president of CLAS, by presenting him with a CLAS ring.

The meeting was concluded with Jeff Cole offering a prayer for lunch and safe travels back.

AAESA New Members

District I

- Robyn Aldridge Haleyville City Schools
- Elton Bouldin
- Larry Chaney Lauderdale County Schools
- Rhonda Corder Lawrence County Schools
- Monica Cosby Decatur City Schools
- Thomas Duke Cullman City Schools
- Trisha Ergle Franklin County Schools
- Robert Francis Limestone County Schools
- Natasha Hereford Limestone County Schools
- Jake Herrera Athens City Schools
- Sueann Hobbs Limestone County Schools
- Heather Johnson Colbert County Schools
- Darrin Lett Florence City Schools
- Tenika Malone Athens City Schools
- Crystal McNeal Athens City Schools
- Amy Oliver Lawrence County Schools
- Latoya Patton Decatur City Schools
- Ryan Roberson Lauderdale County Schools
- Lea Rogers Franklin County Schools
- Kevin Sullins Cullman County Schools
- Anna Thigpen Tuscumbia City Schools
- Stacy Tinch Haleyville City Schools
- Kelli Walker Colbert County Schools
- Tracie West Colbert County Schools
- Jeni Wilhite Cullman County Schools
- Blair Woods Florence City Schools

District II

- Katelyn Braswell Mobile County Schools
- Madonna Burden Mobile County Schools
- Jataun Dudley-Lewis
- Celesta Eaton Mobile County Schools
- Mallory Kincaid Tuscumbia City Schools
- Robin Meadows Chickasaw City Schools
- Randall Reed Mobile County Schools
- Natasha Sprinkle Mobile County Schools
- Felicia Summerhill Tuscumbia City Schools

- Jessica Tomberlin Mobile County Schools
- Aneesha Watson Mobile County Schools
- Tiffani Wells Mobile County Schools
- Stacey Wilcox Mobile County Schools
- Deidra Winkler Mobile County Schools

District III

- Teresa Bivens Tuscaloosa City Schools
- Summer Christman Tuscaloosa County Schools
- LaQuita Coleman Tuscaloosa County Schools
- Morgan Grandolfo Tuscaloosa County Schools
- Andrea Hamner Tuscaloosa County Schools
- Mary Hamner Tuscaloosa County Schools
- Sam Hensley Tuscaloosa City Schools
- Tyler Johnson Tuscaloosa County Schools
- Dorothiann Martin Tuscaloosa County Schools
- Nakelya Mullins Tuscaloosa City Schools
- Angela Nicholson Sumter County Schools
- Taylor Posey Tuscaloosa County Schools
- Shalonda Reed Tuscaloosa City Schools

District IV

- Abbie Akers Shelby County Schools
- Hunter Birdyshaw Trussville City Schools
- Shana Brown Tarrant City Schools
- Brian Cain N.E. Miles Jewish Day School
- Scott Coefield
- Emily Dunleavy Hoover City Schools
- Catherine Holder Mountain Brook City Schools
- Beth Hypes Oneonta City Schools
- Khadidr Jones Pelham City Schools
- Lisa Lavender Birmingham City Schools
- Tarja Lawson Birmingham City Schools
- Warren Lewis Birmingham City Schools
- Mario Lumzy Birmingham City Schools
- Sandra Lyle Jefferson County Schools
- Leea-Merica Murphy i3 Academy - Elementary School
- Jacob Nichols Hoover City Schools
- Markell Payne Bessemer City Schools

AAESA New Members

Kim Polson Vestavia Hills City Schools
Rodney Ragland Jefferson County Schools
LaShundra Richmond Legacy Prep
Paige Smith Jefferson County Schools
Tronci Southall-Mason Birmingham City Schools
Matthew Stephens Hoover City Schools
LaVonne Tyes-Davison Birmingham City Schools
Ami Weems Hoover City Schools
Leah Wilson Alabaster City Schools
Jessica Wright Bessemer City Schools
Robert Wright Pelham City Schools

District V

Anthony Ash Gadsden City Schools
Brooke Brewer Talladega County Schools
Marilyn Brown Arab City Schools
Kerry Bush Marshall County Schools
Danyell Butler Talladega City Schools
Haley Buzan Calhoun County Schools
Nicole Carroll Dekalb County Schools
Crystal Chambless Dekalb County Schools
Summer Davis Calhoun County Schools
Tairia Denson Talladega City Schools
Joe Dyar
Myra Edwards Talladega County Schools
Julie Flippo Sheffield City Schools
Brenda Hall
Tonya Helms Pell City Schools
Sonya Hester Marshall County Schools
Ben Jones Boaz City Schools
Brooke Lambert Dekalb County Schools
Nicholas Ledbetter Dekalb County Schools
Christina Lott Oxford City Schools
Matt Loyd Etowah County Schools
Ashley McGrady-Gable Talladega County Schools
Jillian Neal Coosa Christian School
Douglas O'Dell Calhoun County Schools
Rachel Poe Oxford City Schools
Jordyn Pollard Cherokee County Schools
Erica Rutherford Arab City Schools

Natasha Scott Calhoun County Schools
Stephanie Springfield Marshall County Schools
Erika Sullivan Boaz City Schools
Vieshell Tatum Anniston City Schools
Haley Williams Pell City Schools
Kristin Williams Dekalb County Schools

District VI

Shana Ervin Lowndes County Schools
Dalton Holyfield Choctaw County Schools
Nicole Ivey Dallas County Schools
LaTonya Love Lowndes County Schools
Samantha Nunn Autauga County Schools
Sonya Pope Wilcox County Schools
James Russell Demopolis City Schools
David Steele Bibb County Schools
Kindra Tubbs Choctaw County Schools

District VII

Scott Bates Phenix City Schools
Audrie Bradford
Shifiya Coney Montgomery County Schools
TriShonne Cornelius Macon County Schools
Bryan Cutter Montgomery County Schools
Albert Drakeford Alexander City Schools
Amber Goolsby Auburn City Schools
Nisa Guice Tallapoosa County Schools
Nykeya Jackson Montgomery County Schools
Toni Johnson Montgomery County Schools
Kimberly Jones Russell County Schools
Stacey King Montgomery County Schools
Jenny Lane Opelika City Schools
Sheri Merriweather Montgomery County Schools
April Scott Montgomery County Schools
Susan Shonk Auburn City Schools
Lakesha Threats Phenix City Schools
Mary Elizabeth Walker Alexander City Schools
Kimberly Wiggins Phenix City Schools

AAESA New Members

Alicia Yarboro Elmore County Schools

District VIII

Meagan Barragan Escambia County Schools
Deedra Benson Butler County Schools
Ginny Clayton Baldwin County Schools
Belinda Cook Butler County Schools
Courtney Creel Gulf Shores City Schools
Erica Cruthirds Baldwin County Schools
Raquel Davis Escambia County Schools
Tommy Dukes Conecuh County Schools
Will Duncan Baldwin County Schools
Junia Fischer Escambia County Schools
Caitlin Foran Baldwin County Schools
Kelli Grace Escambia County Schools
Rebecca Grogan Gulf Shores City Schools
Nicholas Hemmert Baldwin County Schools
Kylee Henseler Baldwin County Schools
Lonny Hughes Baldwin County Schools
Drew Lee Baldwin County Schools
Warrick Maye Conecuh County Schools
Toya McMillian Escambia County Schools
Charlotte Parker Baldwin County Schools
Addicus Powell Baldwin County Schools
Starla Sellers Baldwin County Schools
Melissa Spriggs Baldwin County Schools
Daniel Wiley Baldwin County Schools
Lisa Wright Lamar County Schools

District IX

Victoria Anderson Andalusia City Schools
Eric Andrews Dale County Schools
Matthew Barton Ozark City Schools
Traneshia Birch Andalusia City Schools
Ashley Braswell Houston County Schools
Joey Caldwell Covington County Schools
Nicole Cochran Dothan City Schools
Tina Garst Dothan City Schools

Jennifer Gilmore Crenshaw County Schools
Catherine Grissett Pike County Schools
Vanessa Gunn Dothan City Schools
Buffie Kinsey Dothan City Schools
Alphonzo Morton Pickens County Schools
Jason Munford Barbour County Schools
William Nettles Troy City Schools
Stephen Phillips Enterprise City Schools
Patty Taylor
Stephen Tsukuda Ozark City Schools
Monica Weeks Daleville City Schools
Farica West Geneva County Schools
Kelly Wynn Alabama Virtual Academy

District X

Kimberly Britton Madison County Schools
Lauren Cecil Madison City Schools
Dana Cooper Madison County Schools
Anthony Davison Madison County Schools
Jeanne Greer
Steve Herrin Jackson County Schools
Carol Jackson Huntsville City Schools
Minouche Kaufmann-Perry Madison City Schools
Shannon McClain Jackson County Schools
Clifford Porter Huntsville City Schools
Jennifer Roberts Jackson County Schools
Marsha Smith Madison County Schools
Taunya Smith Huntsville City Schools
Paula Thompson Huntsville City Schools
Angela Toyebo Madison County Schools
Dawn Ward
Laura Worshim Huntsville City Schools
Yolanda Wright Madison County Schools



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