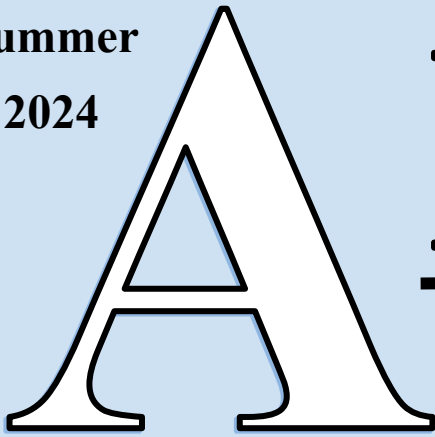


Summer
2024



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Alabama

Elementary Administrator

Principals Collaborate in D.C.

*Officers Attend the NAESP/NASSP National School
Leaders Advocacy Conference in our Nation's Capital*



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Meet Your New AAESA President

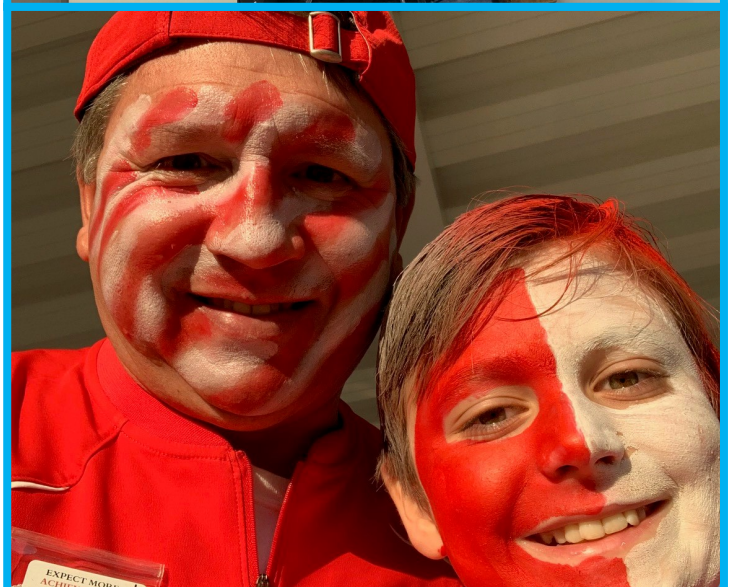


Stan Stokley
Saraland Elementary
Saraland City

I am super thankful for the opportunity to serve as AAESA President. AAESA has had a great impact on my education career through professional development opportunities and the connections with other educators around the state. My goal is to continue the growth of our organization through recruitment of new members, and increase the local participation in district organizations, and statewide professional development. On the state level, I believe we must work together to seek increased funding for mental health and special education. I firmly believe we can have a greater impact if we work together.

I have been in education for over 30 years, and I have served as building level principal at two schools for 22 years. I was a K-12 principal at Sweet Water K-12 school for 12 years, and I am in my 10th year as Principal here at Saraland Elementary School. I have the privilege of working with 90 employees and 1,000 students in grades 2 – 5. I have been married to my wife, Tina, for over 32 years. We have four daughters and four grandchildren. I enjoy outside hobbies, including bow hunting and kayaking.

In Saraland City Schools we have a saying we try to live by, “Expect More and Achieve More”.



Little Word, Big Meaning



Gail Morgan
Retired Administrator

Have you returned the phone messages? Replied to the countless email? Completed the scheduled observations?

Finished the blog or podcast?

Books have been written about it, research conducted, songs sung, and raps created. It transcends all age barriers and resonates with people across all socio-economic levels. The three little letters pack a punch that encourage learning, engagement, and increase confidence. Incorporate the minuscule word at the end of any task or challenge, and the possibilities are endless.

The word “yet” creates a shift in mindset that leads to growth and transforms limitations into opportunities. Tiny but powerful, it can develop a sense of self confidence and intrinsic motivation. “Yet” portrays a belief that something not currently achieved, is achievable.

“Yet” is not a new concept. In the early 1900s Edgar A. Guest penned words that encouraged determination and resilience in the face of skepticism.

It Couldn't Be Done

Somebody said that it couldn't be done
But he with a chuckle replied
That “maybe it couldn't,” but he would be one
Who wouldn't say so till he'd tried.
So he buckled right in with the trace of a grin
On his face. If he worried he hid it.

He started to sing as he tackled the thing
That couldn't be done, and he did it!
Somebody scoffed: “Oh, you'll never do that;
At least no one ever has done it;”
But he took off his coat and he took off his hat
And the first thing we knew he'd begun it.
With a lift of his chin and a bit of a grin,
Without any doubting or quiddit,
He started to sing as he tackled the thing
That couldn't be done, and he did it.
There are thousands to tell you it cannot be done,
There are thousands to prophesy failure,
There are thousands to point out to you one by one,
The dangers that wait to assail you.
But just buckle in with a bit of a grin,
Just take off your coat and go to it;
Just start in to sing as you tackle the thing
That “cannot be done,” and you'll do it.

Completely change the connotation of a less than positive conversation; add the simple word “yet” as the last word. “Yet” provides a path of expectancy for future success and cultivates an attitude from one of defeat to belief in an ability to persevere and grow.

The path to “yet” is not a straight line. It takes growing, doing, patience and time. There's a big difference in not knowing, and not knowing yet.

Perhaps this simple, yet powerful, word could be applied in our lives as leaders or in the lives of those we associate. What is seemingly a small word to us may be the big word of encouragement someone needs to take one more step and keep moving forward. Do you have any idea who needs to hear this word...yet?

: Including Student Voice in the Elementary Hiring Process



Tiffany Marron
Liberty Park Elementary
Vestavia Hills City

The process of hiring educators is a crucial aspect of shaping the educational environment for students. It is a process taken

seriously at Liberty Park Elementary and one that has become valued. Traditionally, this process has involved input from a hiring team of administrators, faculty, and staff. However, one often overlooked group whose perspective can be invaluable is the students themselves, particularly elementary school students. Involving elementary students in the interview process for hiring educators not only empowers them but also ensures that their voices are heard in decisions that directly impact their education and well-being.

In 2021, we began including our Legacy Leaders, a fifth grade student leadership team, in our interview process. The consideration to include voice from the study body stemmed from the former principal, Dr. Blair Inabinet. At that time, I was interviewing for the assistant principalship, and she was giving this concept a trial run. When his turn on the panel came, a fifth grade boy looked right across the table at me and asked, “How would you handle this scenario? A group of students are working on a collaborative project. One student is not carrying any of the responsibility and the rest of the group is doing all the work and expresses concern?” The truth? I do not remember any other question asked in my interview three years ago, however, I vividly remember the boy’s face, his expression, and his eagerness for my response. It was an authentic question he generated, and I knew it represented the reality for which many students face in the learning environment.

Why Include Elementary Students?

Insight into Compatibility: Elementary students spend a significant amount of time with their teachers, forming close relationships and learning from them. Their

input can provide valuable insight into whether a prospective educator would be a good fit for the classroom environment. Students can often detect qualities such as approachability, empathy, and communication skills, which are essential for effective teaching.

Unique Perspectives: Children have unique perspectives and can offer fresh insights that adults may overlook. Their input can highlight qualities or teaching approaches that resonate with them, contributing to a more holistic evaluation of candidates. Including students in the interview process promotes diversity of thought and ensures that educators are chosen based on their ability to connect with and engage young learners.

Sense of Ownership: By involving students in the hiring process, schools foster a sense of ownership and empowerment among the student body. When students feel their opinions matter and are taken seriously, they are more likely to be actively engaged in their education and school community. This involvement instills a sense of responsibility and pride in their environment.



How to Include Elementary Students?

We continue to value the importance of student voice at Liberty Park Elementary and have grown our interview process the past three years. Teacher candidates are now greeted by a group of student Legacy Leaders and given a tour around our school. Before the teacher

Including Student Voice in the Elementary Hiring Process

candidates meet with the interview team they have already seen the layout of our school, know what special subject classes we have, have met representatives of our student body, had an opportunity to peek into classrooms, and have been introduced to our core values. The student leaders take notes as they tour and include talking points, impact, questions, and level of engagement the teacher candidate displays. Based on their time spent with each candidate during the tour, the interview team hears the impressions and opinions from the Legacy Leaders, including what excites them and what may give them pause in hiring, based on their interaction with each candidate.

Sample Student Friendly Question

When involving elementary students in the process to assess whether they deem the candidate as a good fit for your school, it is important to ask questions that are age-appropriate and focus on their experience and preferences. Below are some sample follow-up questions we ask our Legacy Leaders and that may help get you started:

1. Did the candidate seem like someone you would like to have as a teacher in our school? Why or why not?
2. Which candidate talked the most and what topics or questions did they engage with you about?
3. If you could visit one candidate's morning meeting, whose would you choose to visit and why?
4. Which candidate gave you the greatest amount of pause and why?
5. What was your favorite thing that the teacher candidate said or did during your tour?
6. How did each candidate make you feel? Happy, excited, bored, nervous?
7. Share which candidate you felt the most connection with. Why?
8. Do you see this candidate as a lower grade (K-2) teacher or an upper grade (3-5) teacher at our school?
9. If you could have a second visit with any of the candidates, who would you choose and why?
10. Overall, how would you rate your impression of the candidate?

Involving elementary students in the interview process for hiring educators is a powerful way to ensure their voices are heard and valued in decisions that directly impact their education. By providing insight into compatibility, offering unique perspectives, and fostering a sense of ownership, students play an integral role in shaping their learning environment. Schools that embrace student involvement in hiring decisions demonstrate a commitment to students-centered education and empower young learners to actively participate in shaping their educational experiences.



Serious Fun



Caroline Raville
Ogletree Elementary
Auburn City

In the interest of transparency, I should start by saying I am an Auburn fan – a multi-generational, worked at the athletic department, my granddaddy attended when it was Alabama Polytechnic – Auburn fan. So, I am willing to concede there may be some bias when I say that our men’s basketball team is having more fun than yours. They might not be winning as many games as your team, or turning out as many NBA players, but they are out-funning everyone else. If you watch the games or visit the social media accounts, you will find the team constantly celebrating each other, engaged in goofball shenanigans, and laughing alongside the coaches. Who cares if they are having fun? I think we all should. I am convinced they win more games because they are truly *playing*, than they would if they weren’t.

The concept of fun is serious business. You can find it as an integral part of research surrounding “Temptation Bundling” which occurs when you combine unappealing tasks with ones that are highly motivating. We might see this occur in daily tasks when someone turns on their favorite music while having to fold laundry. Check out a child’s behavior chart in a classroom at your school and I bet you will see temptation bundling. A student finishes all their work for the day, and they get 10 minutes of iPad time. The premise is that our brains are creatures of habit, and eventually whether we want to or not, we associate the thing we want with the thing we don’t want to do. These associations actually alter our feelings about the once unattractive task.

“Flow Theory” is another area of research that seeks to dive deeper into the idea of fun. When someone is feeling flow, they are so immersed in the joy of their work that little else matters. Flow occurs when there is perfect balance between ability and challenge.

People often express time seeming to fly when they are in flow, and a heightened awareness of their thinking and abilities. There are some pretty interesting processes that take place in the brain that will cause us to seek flow again and again, which in turn typically leads to further growth in our area of work.

I have spent a great deal of time researching these two theories, and they have supported something that I have always felt in my gut – as leaders we should make it a priority that our workplace is fun. This includes surface level experiences like competitions, practical jokes, and fellowship around a great meal. At Ogletree, we look for ways to make everyday job requirements more enjoyable. We have had a surprise putt-putt competitions instead of a faculty meeting. We explode pumpkins. Our Child Nutrition Program embraces National School Lunch Week and we have hosted the AU Marching Band for a picnic and I have dressed up like a hot dog in the lunch line while dancing to – you guessed it – “Hot Dog” from Mickey Mouse Clubhouse. We once discovered a 12-point mounted buck in a shed and had about a month’s worth entertainment scaring people around the school with it. Some of the ideas are mine, but many are not. I have learned that unleashing people to bring the fun themselves leads to some wonderful moments. Because of that, I once found my entire office – computer, chairs, pictures on the wall – wrapped in holiday paper. A year later I was still finding pieces taped under furniture.

Out of a few of these ideas have come traditions that are now central to our culture. Our 12 Days of Spirit Calendar coupled with our annual Elf Hunt are looked forward to, and are so embedded that it is one of the first things that our teachers tell new hires about. The 12 Days gives our leadership team an opportunity to serve our faculty and staff, and the Elf Hunt is a complete descent into competitive madness. The prize? A cheap Santa trophy that is passed from winning team to winning team each year. I would never have predicted how important these events would become, but now I can’t imagine a year without this ritual. During the fall of 2020, when so much had changed and was lost, one teacher asked me, “But we can still have the Elf Hunt, right?” This spoke volumes

Serious Fun Cont'd

to me. Sometimes, what we think is just silly, is really what helps lift us when times are most difficult.

There is a deeper level to the fun we try to create at Ogletree, and this is more aligned with Flow Theory. On the surface, it may not sound all that exciting to ask staff to push themselves harder and further. The truth is, science would disagree, and our brains are most content when we are growing. I would invite you to consider the teachers in your building that are experiencing burn out. I bet they are no longer stretching and evolving. The trick is in not pushing people too far, and that means you and your leadership team have to know your staff just like great coaches understand their players. They know how much they can add to the bench press bar to make an athlete stronger, but not ask them to do something beyond their capacity at that time. It is why individual conversations are typically more powerful than full-school PD. We all enjoy the feeling that comes with meeting a challenging goal, so much so that there are crazy people out there who risk their lives summitting mountains. There is great satisfaction in knowing you have done something hard, even something that others might have thought was impossible. Excellence is our standard, but realistically excellence can be a moving target. What we consider an excellent year for a 1st year teacher is not what we would expect to see from a multi-decade veteran. Excellence comes from pushing ourselves right to the limit of our ability, so that year by year we are better educators for our students.

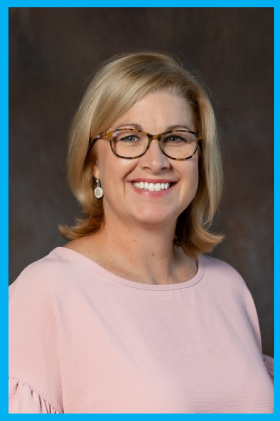
Because of this, we hold both types of fun close to our hearts. Intentionally creating times of laughter and entertainment, schoolwide contests, making music videos, and eating holiday themed snacks bind some of the most difficult aspects of our job to moments we love and experiences that just make us happy. Humbly acknowledging areas where we can grow, while pushing further into our areas of strength leads to true job satisfaction and a sense of purpose.

As educators, we face real challenges ahead of us – shrinking budgets and hiring pools alongside increased accountability and student needs in our state.

In the end, it is not what we have that will make us successful, but rather who we have working with children. If our goal is to ensure we hire and retain the best of the best, why not create a workplace that people would want to come to even if it wasn't required? Certainly, there are many aspects to meeting this challenge, but I believe embracing and creating fun is a solid start. And, speaking as an avid fan, if it is good enough for Bruce, it is good enough for me!



National School Leaders Advocacy Conference



Karissa Lang
Crestline Elementary
Hartselle City

The National School Leaders Advocacy Conference (NSLAC), in Washington, D.C, was a joint meeting between NAESP and NAASP held March 10-March

13. Attending the conference from Alabama included Vic Wilson, Rod Sheppard, Seth Taylor, Daniel Barrentine, Whitney Miller-Nichols, David Carpenter, Jill Eaton, Bonnie Sullivan, and Karissa Lang. Leaders from across the nation came together to prepare for our meetings with our State Congressional Leaders while also hearing updates on legislation. The focus for the conference included mental health, educator shortages, and Title funding.

Dr. Earl Franks, NAESP Executive Director, and Ronn Nozoe, NASSP CEO, welcomed everyone and introduced the morning keynote speaker. Bill Smith, Founder and CEO of Inseparable, shared the Federal K-12 School Mental Health Policy. He shared three goals: investing in youth mental, lesson the treatment gap, and the need for a mobile and robust crisis response. He explained that schools needed comprehensive mental health services for students and communities needed to identify and empower local folks to help with support.

Breakout sessions for the day highlighted educator shortages, mental health and school safety and state advocacy. Alabama's own, Rod Sheppard, presented and shared the need for mental health checks by the adults in the building. Leaders of schools need support too. He offered resources available to educators and shared a personal story of his own health scare. His mission to help others take care of themselves took on new meaning after his own experience. We must take care of us before we can take care of others.

Tuesday began with inspiration from NAESP President Liza Caraballo-Suarez and NASSP President Aaron Huff. They spoke of chronic absenteeism and its increase since the pandemic. In order to address the problem, we must address the why. Data doesn't always reflect the struggles of families the responsibilities our students often have at home leading to days missed from school. Inequalities in education, specifically with students from poverty, must be addressed. We were encouraged to remember as members from NAESP and NASSP: One Family, one voice—let's advocate together for the next generation.

A panel of three principal representing all three political views: progressive, conservative, and moderate provided strategies for engaging lawmakers. Adam Clemons from Piedmont High School in Piedmont, Alabama represented the conservative view. All three participants shared historical viewpoints and track records for voting on education policy. School leaders were encouraged to explore what their state representatives are supporting and the committee they serve on.

The afternoon Keynote speaker, U.S. Secretary of Education Miguel Cardona, inspired and encouraged all school leaders to keep making a difference. Principals impact every facet of the building they lead. Despite the challenges facing them today, students are continuing to learn and this is due to great leadership and great teachers. The gap created by the pandemic is beginning to decrease and as a nation, we must continue to invest in high-quality teachers and high-quality instruction. If we don't make recruiting teachers and principals a priority, our education system will suffer. Right now, 50% of principals say stress is so high that they are thinking about a career change. We must continue to work to revolutionize education and remember that education is the foundation of America's growth.

Advocating for public education is needed more than

National School Leaders Advocacy Conference Cont'd

ever. Whether it is on the local, state, or national level, we must share our story. Our stories include the needs of our students, the impact schools have on them, and their future. Our lawmakers must know the lasting effects policy has on school. Never doubt the power of your voice! Share your story!

I came away from this conference energized and ready to advocate! I appreciate all the work you do each and every day to ensure students and staff have what they need. This time of year can be hectic and many of us are knee deep in state testing. Hang in there. Just remember, you are a rockstar and a difference maker!



National School Leaders Advocacy Conference Cont'd



NAESP State Representative's Report



Bonnie Sullivan
Pike Road Intermediate
Pike Road City

The National Leaders Conference was held March 9-13, 2024 in Arlington, Virginia. This is a key leadership conference to help state leaders collaborate, plan, and assist each other with state initiatives in education. NAESP brings leaders together at this conference to empower educational initiatives that significantly impact legislation for the future of education. The Alabama leaders learned first hand that NAESP gives and provides members with a voice to make changes in education for our country. Your membership is important and it was very motivating and refreshing to see NAESP in action with legislation!

There are a total 17,401 members in NAESP with the following divisions: Assistant Principal, Institutional Active, Associate, Aspiring, Emeritus, Lifetime, and International. Alabama is in Zone 4 (Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina and Tennessee). Our zone currently has 1,283 members in NAESP.

The goals for NAESP are to promote leaders and members with advocacy, professional learning, awards and recognitions, communications, and organizational membership opportunities. Goal 1 is to strengthen the NAESP brand and presence on Capitol Hill. Goal 2 is to offer membership with a plethora of professional development opportunities. Goal 3 is to recognize leaders and states for their efforts with NAESP. Goal 4 is to strengthen communication for NAESP branding, showcases, and benefits. Goal 5 is to increase membership to employ a variety of programs for principals and state leaders. NAESP is where the action is and you as a principal and state leader have a voice that significantly impacts education!

NAESP provides several awards for states with the highest or increase in membership. There were 16 state awards given for membership increases in growth within their state affiliates. There is also a way to earn a rebate for AAESA through having an increased membership for NAESP. The list of NAESP benefits is endless, providing members with over \$2300.00 per membership of benefits such as life in-

surance for a year is free with the first year of membership. Here are a few more examples of how NAESP memberships can benefit you as a professional. Legal Benefits Program supports \$2 million in individual professional liability insurance and up to \$10,000 in due process legal benefits coverage. Professional Development Resources offers \$1,085 per individual with the Professional Learning Playbook, APs Rising Newsletter, New Principal Navigator Magazine, Principal Magazine, Communicator e-newsletter, Principal Insights, and Report to Parents. As a member you also receive access to resources and learning opportunities through pod-casts and webinars, National Mentor Training and Certification program and the American Student Council Association program. It is important to note that 1 membership value exceeds \$8,939.00! If you are not a member of NAESP as of today, go ahead and join!

NAESP State Representative

The NAESP State Representative meetings were held during the National Leaders Conference to capture. The NAESP Vice-President elections and new Director at Large were shared at the state representative meeting. There were two candidates running for NAESP Vice-President, Ann-Marie Gleason and Jon Wennstrom. Congratulations to Ann-Marie Gleason from Zone 4. Vice-President preferred qualifications include: NAESP board experience for 2 years, can represent NAESP globally with a national lens, and show evidence of working collaboratively. Congratulations to Dr. Ryan Daniel, representing minority-level principals as a Director at Large.

NAESP State Representatives shared how principals are key players in the work on Capitol Hill. With principals, we can redesign schools, form positive relationships with stakeholders, respond to students' interests and beliefs, integrate new tools and technologies for learning, create and support collegial environments for teachers, and provide leadership for policy and practice.

NAESP State Representatives collaborated in a Middle-Level Think Tank and discussed two priorities. The first priority was to increase the awareness of offerings available for middle-level leaders. The second priority was to develop intentional content for middle-level leaders.

Upcoming United Conference:
NAESP and NASSP

July 15-17, 2024 Nashville, Tennessee
July 11-13, 2025 Seattle, Washington

AAESA Advocating for Alabama Schools



David Carpenter

Jeter Primary

Opelika City

The National School Leaders Advocacy Conference (NSLAC), jointly attended by NAESP and NASSP members, was held on

March 10-13, 2024 in Arlington, VA. Attending from Alabama were:

- CLAS Executive Director Vic Wilson, CLAS Director of Governmental Relations Whitney Miller-Nichols
- AAESA Magazine Editor Jill Eaton
- Principals Karissa Lang, Bonnie Sullivan, and David Carpenter of NAESP
- Principals Seth Taylor, Daniel Barrentine and Rod Sheppard of NASSP

As the Elementary Federal Relations Coordinator for Alabama, it was a pleasure to work alongside these exceptional colleagues advocating for Alabama schools. Our “Capitol Hill Day” began with a personal meeting with Rep. Robert Aderholt (District 4) followed by meetings with Senior Policy Advisors Emily McBride from Sen Tuberville’s office and Drew Robinson from Sen. Katie Britt’s office. We also were able to meet senior legislative assistants from the offices of Representatives Dale Strong (District 5), Gary Palmer (Dist 6), Jerry Carl (District 1), Mike Rogers (District 3), Barry Moore (District 2) and Terri Sewell (District 7). All were very attentive to our educational concerns and needs and were eager to learn how they could better support Alabama’s K-12 students.

NAESP and NASSP staff prepared each of us for meetings with our nation's lawmakers. We were encouraged to link our talking points to a story from our schools that make our students’ needs more personal and real. We were reminded that principals are the only ones that can tell what is happening in our schools in the first person narrative. Our federal legis-

lative agenda focused around the three key points of (1) **educator shortages and the principal pipeline**, (2) **improving school mental health, wellness, and safety resources**, and (3) **federal K-12 education budget priorities with a special emphasis on the long time underfunding of IDEA**.

Widespread shortages among principals and school support staff professionals continue to grow in states across the country. Teacher shortages are well-documented and have garnered public attention, but widespread shortages among principals and school support staff professions continue to grow in states across the country. To address these challenges, Congress can bolster investments in the educator pipeline to attract new educators to the profession, strengthen pre-service preparation, and expand professional development opportunities. Specifically we encouraged lawmakers to support:

- Loan Forgiveness for Educators Act (expand eligibility to school leaders)
- Educators for America Act
- Freedom to Invest in Tomorrow’s Workforce Act
- Preparing and Retaining Education Professional (PREP) Act
- Preparing And Retaining All (PARA) Educators Act

The U.S. Surgeon General recently called youth mental health “the defining public health issue of our time.” The Surgeon General’s warning comes as startling data highlighting the student and educator mental health crisis continues to be released. According to NASSP’s 2022 survey, three-quarters of school leaders



AAESA Advocating for Alabama Schools Cont'd

(73%) and students (74%) reported they needed help with their mental or emotional health the previous year. One-half of school leaders also reported student behavior is worse than before the pandemic, with more than 80% concerned about bullying and/or drug use in their school. Congress can specifically help K-12 schools by:

- Mental Health Services for Students Act
 - Provides \$130 million in competitive grants for schools, expanding the scope of the Project (AWARE) Advancing Wellness and Resiliency in Education program by providing on-site licensed mental health professionals in schools across the country.
- Mental Health in Schools Excellence Program Act of 2023
 - Establishes a new program to expand the mental health services workforce in schools by requiring the U.S. Department of Education to contract with higher education institutions to pay a part of tuition for graduate students pursuing careers in the school-based mental health profession.
- Protecting Kids on Social Media Act
 - Requires social media platforms to verify users' ages and limits children's access, obtain consent from parents for children under 13 attempting to create accounts, and provide them with the ability to revoke consent.
 - Prevents social media companies from using the personal data privacy of minors for marketing purposes.
- One School, One Nurse Act
 - Directs the U.S. Department of Education to award competitive grants to eligible entities for recruiting, hiring, and retaining school nurses. An eligible entity is a local education agency or a partnership between a state education agency and a consortium of LEAs in the state.

Finally, robust federal investments in preK–12 education are essential to our national goals that all children enter school ready to learn and graduate college, career, and citizenship ready. Congress passed the bipar-

tisan Fiscal Responsibility Act, which maintains overall federal government funding at FY23 levels for FY24 and FY25. Federal K–12 programs already receive less today in inflation-adjusted dollars than they did a decade ago. Students and educators have made immense sacrifices in recent years and should not suffer any further reductions in funding with the needs they face.

- Congress can address these challenges by:
 - Maintaining level funding for all programs under ESSA in FY24 and FY25.
 - Assisting state and local education agencies in educating children with disabilities. Current funding is only 13% of the national average per-pupil expenditure, far below the 40% goal when IDEA was enacted. It is time for Congress to fulfill its promise and pass the IDEA Full Funding Act (S. 2217/H.R. 4519).

In conclusion, as hundreds of principals across the nation attended this annual event we were all reminded that every school leader should be an advocate, not just attendees; advocacy is a year-round activity and not just a once-a-year event; and, being an advocate doesn't have to be time-consuming.



AAESA Advocating for Alabama Schools Cont'd



AAESA Advocating for Alabama Schools Cont'd



Evolving Education: A Focus on Results, Not Rhetoric



From left to right: NAESP Executive Director L. Earl Franks, Ed.D., CAE; Education Secretary Miguel Cardona; and National Association of Secondary School Principals CEO Ronn Nozoe at the closing session of the conference. Photo courtesy of NAESP.

A champion for schools, educators, and students, U.S. Secretary of Education Miguel Cardona knows the impact school leaders make on their school communities. At the 2024 National School Leaders Advocacy Conference, Cardona brought this message to more than 400 K-12 principals and assistant principals during the event's closing session: The U.S. Department of Education—with Cardona at the helm—is focused on results, not rhetoric.

Cardona understands firsthand how important results-focused leadership is. A former NAESP member and a 2012 NAESP National Distinguished Principal, Cardona started his career in education as a public school teacher and elementary school principal before serving as Connecticut's Commissioner of Education and now as the 12th U.S. Secretary of Education. He knows the feeling of being asked to do more with less, and it's one of the drivers behind his work to support schools, students, and staff—as well as the administrators who lead them.

“Principals know how to solve problems in our schools,” Cardona said. “What we need is the will and resources to back you up. It's top of mind for me in what I fight for—getting support for people who are doing the work and investing in what we know works.”

Cardona's remarks highlighted several key issues facing our education system today that have broader societal implications. His focus on supporting educators, addressing mental health, and providing adequate resources underscores the challenges—and opportunities—ahead.

Some of those challenges are the student and educator mental health crises, sustainable funding options when American Rescue Plan funds go away, and educator shortages.

Making Mental Health a Priority

At NAESP, we know that mental health needs are always top of mind for school leaders, who need

Evolving Education: A Focus on Results, Not Rhetoric

the resources and support to make sure every kid is cared for.

When asked what his vision for long-term mental health support was, Cardona said that mental health is a continuum that starts with having a good Tier I program where children feel accepted and have caring adults around them. Then it involves ensuring students have access to good cocurricular activities like arts and music. And when students have additional needs or trauma, we need to provide educators with the training they need to help these students in trauma-informed ways. If students need more help, said Cardona, we need to have sufficient number of school counselors and wraparound services.

All of these supports add up to improved mental health for students and staff, he said.

Cardona noted that the department is also focused on ending the stigma attached to seeking out mental health supports, making sure the federal budget includes adequate funding for resources and support in schools and communities, and creating technical guidance on mental health—something the U.S. Department of Education started doing in recently, in 2021.

Revolutionizing Education

“We have an opportunity in the country to revolutionize the role of education,” Cardona said. “Education is the foundation for the country’s growth.”

As such, Cardona outlined priorities like making sure kids can read, ensuring equitable access to mental health supports and resources, and focusing on college and career pathways.

He didn’t forget support for teachers, either. Teachers make 24 percent less than other professions with similar degrees. This pay gap contributes to the teacher shortage crisis plaguing schools across the country. Without competitive pay and adequate support, fewer college graduates enter the teaching profession, exacerbating staffing shortages.

The implications are far-reaching: larger class sizes, less individualized instruction, and overstressed educators trying to fill the gaps. Providing better pay will help strengthen the talent pipeline, improve learning outcomes for students, and demonstrate that we as a country value education.

Cardona identified the ABCs of teaching—agency, better working conditions, and competitive salaries—that can help make the field of education more attractive to teachers and aspiring educators. And it’s school leaders who can help evolve the education system to better meet the changing needs of everyone in the school community.

“When we trust our educators, we see gains,” said Cardona. “We’ve seen more this past year than the previous 20 years combined.”

Leading into the culminating event of the 2024 National School Leaders Advocacy Conference—Capital Hill Day—where NAESP and NASSP school leaders will tell their stories and advocate on behalf of their peers in the principalship, Cardona offered this idea: “If we’re not cheering for the profession, who will?” asked Cardona.

Krysia Gabenski is editorial director at NAESP. (Via naesp.org)

Meet Your District VI President



Tisha Lewis
Westside Elementary
Demopolis City

Greetings!! I am Tisha Lewis, the president of AAESA District VI. I am honored to hold this position. I am currently in my 18th year in the education

profession. This is my fifth year as principal of Westside Elementary School in Demopolis City Schools. I am a proud resident of Marengo County, where I was born and raised. I graduated in 1998 from Marengo High School in Dixon Mills, AL. Upon graduation, I attended Stillman College in Tuscaloosa, AL. I later obtained my graduate degrees from The University of West Alabama. My career in education began in 2004 as a Social Studies Teacher at my alma mater, Marengo High School. My roles over the years have been Social Studies Teacher, Guidance Counselor, Assistant Principal, and Principal in the K-12 setting. Every year has been rewarding because I'm doing what I love.

Throughout my career, I have been inspired by the transformative power of learning and the profound impact it can have on students' lives. As an educator, administrator, and advocate for educational excellence, I have witnessed firsthand the importance of effective leadership in shaping the educational experience of students and the success of a school district as a whole. With that being said, I pride myself on being an effective leader. Not only a leader in my building, but in my community as well. I am active in several community programs and initiatives.

My husband Johnny & I have been married for 18 years. We have three children, Ashton, Amber & Aaron. Ashton is completing his first year of college, Amber is a junior in

high school, and Aaron is in the 8th grade. Each of them keeps me very busy. I also have a two year old God-daughter Bella, who will keep me active. In my spare time I love traveling, eating, and reading. My favorite vacations are cruises. However, I'm open to any travel. I also have a German Shepherd, Lola who runs the house.

My passion for education has always been present. My mother worked as an educator for 38 years. Her dedication to this profession was my introduction to my craft. I remember my first teaching assignment and feelings of uncertainty about walking into a classroom of strangers. My mom advised me to treat every student like I would want someone to treat my child. I wasn't a mother at that time, but I knew exactly what she meant. That advice has guided me for 18 years. It brings me joy to see my former students and their successes. I like to think that I had a lasting impact on their lives. I have enjoyed every moment and every role.



Charlie Gardner Chosen as AAESA Nominee for CLAS Award



*Scott Mitchell
Brock's Gap
Intermediate
Hoover City*

AAESA Recognizes Dr. Charles Gardner with the CLAS Leadership Award Nomination

The Alabama Association of Elementary School Administrators (AAESA) is proud to announce Dr. Charles Gardner as the recipient of the 2024 CLAS Leadership Award. This award honors outstanding leadership within the organization and across the state. Nominees are selected by each of the eleven CLAS affiliates, and the final selection is made by the CLAS Awards Committee.

A Dedicated Leader

Dr. Gardner boasts an impressive 34-year career in education. After serving in leadership roles at the high school and middle school levels, he returned to his hometown to become principal of Hokes Bluff Elementary School in Etowah County. Affectionately known as "Dr. G" by his students, he has led the school for the past 17 years, bringing his total building principal experience to nearly 28 years.

Dr. Gardner's passion for education extends beyond his school. He has served as an adjunct instructor for both Gadsden State Community College and Huntingdon College evening studies program. He holds degrees from Auburn University, the University of Alabama, and Samford University.

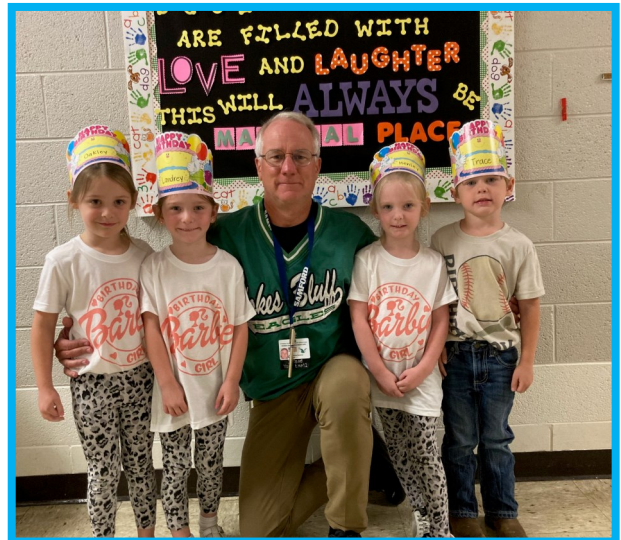
Active Leadership and Advocacy

Dr. Gardner has consistently demonstrated exceptional leadership within his community and the field of education. He currently serves as a state mentor principal through CLAS and has held various leadership positions in AAESA, CLAS, and NAESP throughout his

career. A strong advocate for both organizations and for school administrators in general, he has leveraged his role as AAESA's Federal Relations Coordinator to build relationships with local, state, and federal representatives, all with the goal of improving education in Alabama.

A Well-Deserved Recognition

The AAESA is honored to recognize Dr. Charles Gardner for his outstanding achievements, dedication, and leadership in education. His work has undoubtedly had a positive impact on educators and students across the state. We extend our heartfelt congratulations to Dr. Gardner for being our nominee for the CLAS Leadership Award.



Michele Hewlett Named National Outstanding Assistant Principal



Scott Mitchell
Brock's Gap
Intermediate
Hoover City

The Alabama Association of Elementary School Administrators (AAESA) has selected Mrs.

Michele Hewlett as the recipient of Alabama's NAESP Outstanding Assistant Principal of the Year award. This award is given to an elementary or middle-level school assistant principal who is currently a member of National Association of Elementary School Principals (NAESP), contributes to the well-being of the educational community, a strong record of service in school and community, and must have exceptional leadership in a particular school program.

Mrs. Hewlett is the Assistant Principal at Chickasaw Elementary School in Chickasaw, Alabama. The most significant accomplishments as an assistant principal for Mrs. Hewlett, center around a focus on improving the school's state report card score, even during a time of increase in IEPs. This coupled with a decrease in discipline suspension rates to almost 50% of previous years shows that she is a leader putting student engagement and academic focus as a priority. Her positive, proactive, and collaborative approaches to addressing issues has been greatly received in her school, allowing teachers to focus on the positives of teaching and learning. She is a true team player.

The announcement was made on March 8th at a schoolwide Wonder Woman themed recognition ceremony joined by Superintendent David Wofford, Dr. Vic Wilson, CLAS Executive Director, and Patrick Chappel and Lisa Silver from Publishers' Warehouse. Mrs. Hewlett is awarded a complimentary registration fee by NAESP to *UNITED, The National Conference on School Leadership* and \$1000 by Publishers' Warehouse toward her travel expenses to that conference in Nashville, TN this summer. Additionally, she will be

recognized at the CLAS Summer Conference.

AAESA would like to recognize Mrs. Michele Hewlett for her accomplishments, honors, and dedication in educational leadership that have significantly impacted educators and students. It is with great pleasure that Mrs. Hewlett has been chosen as Alabama's NAESP National Outstanding Assistant Principal of the Year award.



Michele Hewlett Named National Outstanding Assistant Principal



Self-Assessment Strategies for Assistant Principals

The disruptions brought on by the pandemic clarified the importance of shared leadership models that leverage a team approach to school leadership. With the number of assistant principals serving in U.S. public schools at an all-time high, the AP position functions as a key element in the equation and as a solution to a number of problems. One of those problems is the high turnover rates seen among principals in schools nationwide, says a report released in June 2023 by Policy Studies Associates and commissioned by The Wallace Foundation, [“Assistant Principal Advancement: A Guide for School Districts.”](#)

For districts, the report encourages the examination of current practices, forecasting of staff vacancies, identification of likely candidates, and development of ways to prepare APs to move into principal roles. But for aspiring school leaders, advancement might demand the development of pathways that don’t yet exist.

With the AP role being the unofficial stepping-stone to the principalship and substantial growth in their numbers nationwide, the report says, most of today’s principals have AP experience. But it’s the principal who has the greatest impact on a school’s direction, so a strong leadership pipeline that equips APs to advance can greatly benefit schools—and particularly high-poverty schools.

In spite of the promise of programs to cultivate capable principal candidates, the structures districts have in place today for AP development vary. For example, Loudon County (Virginia) Public Schools recently launched a Leadership Academy for APs and defined its evaluation criteria for administrators, but has yet to take the next step to identify candidates suitable for advancement. “I am not aware of an effective method of doing this in my district,” Janet Lewis, AP of Dominion Trail Elementary School said in an NAESP focus group. “I’ve heard other APs complain about the lack of acknowledgement.”

The Derry Township (Pennsylvania) School District is on the way to having a comprehensive plan in place, identifying APs who want to become principals, gauging their effectiveness, and helping them learn more with a range of professional development offerings. Efforts to expand principal candidate diversity, however, could use “more champions,” said Anna Gawel, AP at Hershey Intermediate School.

Pathways to Leadership

Developing a robust talent pipeline means identifying candidates who may be ready to move into building leadership. Principals and their supervisors are key to spotting talent; they can look for the skills, competencies, and performance that match district and building expectations. Each candidate’s career goals should align with the school’s mission, needs, and leadership standards.

The report says that it’s up to the district to implement a pathway of professional learning to the principalship—one that bridges the gaps between leadership training programs and the real-life demands a principal will face. In the absence of such support, APs and principals may need to build the essential components of professional learning from the ground up. To identify areas in which professional learning is already strong and where preparation needs to be strengthened, a building-level review of data can gather perspectives from principals, principal supervisors, assistant principals, and teachers.

Specific needs will likely emerge for individual candidates. “Without a background in special education, everything in that area was a black hole for me,” said Tamera Marco, AP at Hunt Elementary School in Puyallup, Washington. “I had a hard conversation with HR as a result. I didn’t know enough in that area to be a competent leader.”

Self-Assessment Strategies for Assistant Principals Cont'd

Candidate Self-Assessment

Based on the report's recommendations, candidates appropriate for advancement must exhibit superior leadership behaviors and be ready to move up. APs should gauge themselves on the following factors to determine whether they are prime candidates:

- **Career goals.** Do your career goals include taking on the principalship, and how soon? The principal advances district priorities at the building level, so the AP should be prepared to internalize and support those goals.
- **Alignment of skills.** Aspiring principals should have the opportunity and support to demonstrate skills, competencies, and performance expectations that are in alignment with established principal standards.
- **Diversity.** Evidence suggests that students in schools led by principals of the same race realize better outcomes. Diversity encompasses the full breadth of a person's identity, however; race is only one aspect.
- **Culturally responsive leadership.** Culturally responsive leaders can create inclusive environments by using equity audits, tapping school data to address cultural gaps in achievement, challenging exclusionary policies, and promoting inclusive instructional and behavioral practices.
- **Performance.** In selecting a new principal, districts will look at an assistant principal's past performance in formal evaluations and other evidence of a positive relationship between the AP's tenure and student achievement.
- **Experience working with effective principals.** Research says APs who work with effective principals have a greater likelihood of success in the principalship, but talented APs who have excelled in low-performing schools may also make good candidates for advancement.

An Understudy With Initiative

APs looking to advance can reflect independently on the areas of practice available in their districts and advocate for opportunities where deficiencies exist. The report highlights several areas in which APs can forge professional learning pathways:

- **High-quality mentoring and coaching.** Ideally, the principal should provide (and invite) feedback to improve the quality of coaching and mentoring while focusing on building AP capacity. Look for and effective, experienced principal who has trained as a mentor, worked with other assistant principals, and/or served previously as an AP.
- **Job shadowing experiences.** APs should seek out job-shadowing opportunities with principals of nearby schools who demonstrate proficiency in a range of leadership areas, including fiscal management, culture and climate, and instructional leadership.
- **Collegial learning networks.** APs can benefit from opportunities to meet with cohorts of principal hopefuls to learn from each other, reflect, and enhance leadership practice in preparation for the principalship. Professional organizations such as NAESP are a good place to begin.
- **Job-embedded learning experiences.** With input from principals, APs should seek out professional learning content that addresses critical skills that have posed challenges to novice principals, principal supervisors, teachers, and other stakeholders. Research-based practices can help inform decisions, enhance school culture and climate, and complete other tasks that align with the day-to-day duties performed by principals.

Center learning in equity. APs should pursue applied learning experiences that focus on equity and culturally responsive leadership. Look for opportunities to provide actionable feedback to teachers as instruc-

Self-Assessment Strategies for Assistant Principals

tional leaders and opportunities to improve student achievement and social-emotional well-being.

“My experience in the AP role has been like a mentorship,” Meghan Denson, AP at Hoover, Alabama’s Brock’s Gap Intermediate School, told NAESP. “I have been able to see what it is like to run a school in all aspects. I’m thankful to be under a principal who has given me experiences to be ready for the next step if I choose to take it.”

The AP’s To-Do List

What should APs do to build their skills before moving up? The report offers the following recommendations:

1. **Prioritize professional growth.** Actively seek out opportunities for learning and development in areas such as leadership skills, instructional strategies, and equity-centered practices. Engage in workshops, conferences, and networking to enhance your expertise. “I was part of a program that created a WhatsApp,” said Geraldine Peltier, AP at Dunseith Day School in Dunseith, North Dakota. “You could go and text questions or problems, and others in the community could immediately text back to give me feedback. That gave me a whole support system, and I didn’t have to wait for a meetup.”
2. **Cultivate a leadership mindset.** Approach the AP role with a strategic vision. Focus on the broader goals of the school and district and how your contributions align with those objectives. Think critically and proactively about innovative solutions.
3. **Build strong relationships.** Forge positive connections with colleagues, teachers, students, parents, and community members. Effective leadership is built through communication and collaboration, so engage in active listening and consider diverse feedback. “We are all coming from different perspectives,” said Willie Burrel, AP at Mona Shores

Middle School in Grand Haven, Michigan. “We need to work on strengthening relationships. A good leader must always focus their attention on what the other person might be going through. I step outside myself and ‘love on’ other people.”

4. **Seek mentorship and coaching.** Connect with experienced principals and administrators for mentorship and coaching. Learn from their insights, challenges, and successes. Ask for guidance to refine your leadership style and navigate difficult situations. “My principal and I have worked together for four years, and our vision is very much aligned,” said Donielle Jones, AP at Deer Run Elementary School in Indianapolis, Indiana. “It really works when there is true mentorship and no hidden agendas. I believe our school culture is good because of our teamwork, and if my district approves, I may move into a principalship soon.”

Embrace continuous improvement. Adopt a growth-oriented mindset by reflecting on your experiences and seeking feedback regularly. Identify areas in which you may be able to enhance your skills. Reassess your goals and adapt your strategies accordingly.

By following these recommendations, assistant principals can prepare themselves for success within their roles and position themselves for advancement—while continually contributing to the enhancement of student outcomes and school success. The AP role may be a stepping stone to the principalship, but it takes dedication to develop into a leader who’s ready to take the reins on Day One.

Kaylen Tucker is NAESP associate executive director, Communications, and editor-in-chief of Principal magazine.

Gracie Branch is associate executive director, Professional Learning, at NAESP.

Meet Your District X Representative



Hovet Lee Dixon, Jr. Highlands Elementary Huntsville City

Greetings, AAESA and CLAS members and stakeholders! I am beyond humbled to serve as your District X Representative! I extend the most sincere appreciation for entrusting my leadership. Thank you for this opportunity!

My leadership journey has not been perfect, but it's been intentional and meaningful. I joined AAESA early on in my leadership career, having been a member almost ten years. I have attended many conferences and trainings. I've promoted memberships to administrator colleagues when they've considered other entities. I currently serve as the Principal at Highlands Elementary School in Huntsville City Schools. As I have grown in that capacity, I look forward to doing likewise as your District X Representative. My overall aim is to spotlight all the wonderful things occurring in our district of AAESA to better benefit our leaders and perspective school communities.

During my eight year tenure at Highlands Elementary School, we have accomplished several milestones under my leadership. Most recently, we were one of several schools in our school district to increase one letter grade on the ACAP for the 2022-2023 school year. Just three years ago, our school dynamics were abruptly disrupted due to a roof repair mishap. Within two days before the first day of school, I had to lead our school community in relocating to a different campus until the repairs were complete. That same year, one of our teachers received the district's Teacher of the Year and I received the district and state's Outstanding Elementary Administrator awards via PTA entities. That aforementioned teacher also went on to compete for the state's Teacher of the Year award, finishing amongst the Top 8 finalists. I was also granted the district's Outstanding Elementary Administrator award for a second consecutive year the following year, sponsored by the Huntsville Council of PTAs.

The most memorable of such accolades was being one of two schools in the state of Alabama out of 365 schools selected nationally to receive a grant from National PTA for our unwavering service to our school community beyond contractual hours. We were also the only school in Alabama selected by Tik Tok to receive funds to support our efforts in service to our community. Our Assistant Principal was also selected by the district and Huntsville Council of PTAs as the Outstanding Elementary Administrator. The Alabama Attorney General granted us a school safety and positive school climate award, as well. Our team-oriented dynamics amongst our school community are the primary basis for our success in leadership.

I have been married to a kindergarten teacher for twenty-three years. We have two collegiate daughters, with one graduating in May 2024 as a certified elementary school teacher, and our youngest of the two daughters scheduled to finish her undergraduate degree in Business Administration in one year. Our son is a high school sophomore student-athlete and academic scholar. The joy of our family is our American Bully named Ace. I have been in education/administration collectively for twenty-three years. My wife has been in education for twenty-two years. Family and teamwork means the world to me, and as your District X Representative, I aim to cultivate and enhance the following attributes throughout our district, AAESA, and CLAS in their entirety. I am ready for the challenge! Again, thanks for entrusting my leadership, District X! Let's go to work, Teammates!



Assistant Executive Director's Report



Rickey Darby
AAESA Assistant
Executive Director

As we approach the end of another school year, it is time to celebrate your accomplishments and set goals for the coming year. It is also

the time of year that we thank our staff for their extra efforts in helping you reach your school improvement plans and goals. You will also be reviewing and setting goals for the coming year.

Special Thanks to Our Leadership

I would like to take a moment and thank each of the members of the **Executive Board** for serving this year in a leadership role for our organization. A special thanks to **Karissa Lang** for serving as president this year. The board recently had our board meeting at the CLAS office in Montgomery. I would also like to thank the members who were willing to serve in leadership in each of the ten districts.

Congratulations to the newly elected officers.

In our recent election the following administrators were elected to leadership positions in our organization. **Sheneta Smith** was elected as **Vice-President**. The following administrators were elected to serve on the **CLAS Board of Directors**: **Karissa Lang, Jenny Breazeale, Veronica Coleman, Eric Kirkman, and Wally Martin**. Thanks to these administrators for their willingness to represent our organization.

AAESA Awards to Honor School Administrators and Future Administrators

The winner of **Alabama's NAESP National Distinguished Principal** is **Shannon McCaskey** from Frances Nungester Elementary in Decatur City. She will be recognized at the National Distinguished Principal ceremony in Washington D.C. in October.

Michele Hewitt, Assistant Principal at Chickasaw Elementary was named the **Alabama Elementary Assis-**

tant Principal of the Year. She will be recognized at the NAESP Conference in July in Nashville, TN.

The two AAESA scholarships were named recently. **The Glenys Mason Scholarship** was awarded to **Sheneta Smith**, principal of Howell Graves Preschool in Muscle Shoals City Schools, to attend the national NAESP Conference. She will receive \$1,500 to help cover the cost of attending the NAESP Conference in July in Nashville, TN. The **Marie Taylor/Michael Carr Scholarship** was awarded to **Alexandra Rose Wiles**, instructional coach from Fairhope East in Baldwin County, who is working on her initial administrative certification. She will receive \$1,000 to help cover her tuition.

AAESA nominee for the CLAS Leadership Award is **Dr. Charles Gardner**, principal of Hokes Bluff Elementary School in Etowah County. He has shown leadership in our organization and CLAS for many years. He has received several awards and recognitions including National Distinguished Principal. Good luck to Charlie!

AAESA Represented in Washington D.C.

AAESA was represented in Washington with an outstanding group of leaders from Alabama schools at the NAESP/NAASP National School Leaders Advocacy Conference. In addition to informative sessions, they visited staff from each of the senators' and representatives' offices. AAESA was represented by **Karissa Lang, Bonnie Sullivan, David Carpenter, Jill Eaton, Whitney Miller-Nichols, and Vic Wilson**. Thanks to each of them for giving their time to represent our professional organization. A special thanks to David Carpenter for helping set up the meetings with the staff of the congressional offices.

Summer Conferences

CLAS Convention will be held June 9-12, 2024, at the Mobile Convention Center. There will be fantastic keynote speakers, informative breakout sessions, exhibit booths to visit, and valuable time to network with other administrators from across the state.

NAESP Conference will be July 15-17, 2024, in Nashville, Tennessee. This will be an opportunity for Alabama administrators to drive to a national conference. The theme of the joint conference of NAESP and

Assistant Executive Director's Report Cont'd

NASSP is *United*. The conference strands for the event will be Building Leadership Capacity; Instructional Leadership; Leveraging Student Voice and Agency; School Climate, Culture, and Inclusivity; and Whole School Wellness.

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.

As I complete my seventh year as your Assistant Executive Director, I would like to thank the organization for the opportunity to serve the members of the AAESA. During my tenure with AAESA, I am pleased to share that our organization has grown 283 members and our seats on the CLAS Board of Directors has grown from six to nine. Thank you to all our members, who have encouraged other administrators to join AAESA.

As you complete the year as a leader in Alabama's schools, I hope you will consider getting involved in the organization and attend more of the opportunities for professional learning offered by AAESA and CLAS. Make sure you mark your calendars for the Fall Instructional Leadership Conference. I hope to see you at the CLAS Convention in Mobile and NAESP/NASSP Conference in Nashville this summer.

I wanted to share a quote I recently saw on Facebook from a baseball coach.

This is why...

I COACH YOU
because I care about you.

I CHALLENGE YOU
because I believe in you.

I EXPECT YOUR COMMITMENT
because I know your family and job will.

I HOLD YOU ACCOUNTABLE
Because life will hold you accountable.

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

State Legislative Update



Whitney Miller-Nichols
Director of
Governmental Relations
CLAS

The Alabama Legislature had a whirlwind beginning of the 2024 legislative session, using 19 legislative days in just seven working weeks. Traditionally it would take the Legislature ten work weeks to meet that many days. 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.

By the first week of April, just three education-related bills had passed the Legislature and been signed by the Governor:

[HB129](#) (Garrett): CHOOSE Act. This law establishes the CHOOSE Act Fund and requires the Legislature to appropriate at least \$100M annually to the fund to provide Education Savings Accounts (ESAs) to individuals in Alabama via an advanced refundable tax credit. Each ESA will be prefunded with \$7,000. ESA recipients may choose from one of several testing options for academic accountability, including the state testing program (ACAP/ACT), and education service providers have some financial accountability measures they must comply with. ESA recipients will utilize a vendor platform to purchase eligible items other than tuition or school fees. ESAs will be available for the first time in the 2025-26 school year.

[SB48](#) (Reed): Curriculum Transparency. 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 superintendent 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. This law becomes effective June 1, 2024.

[SB129](#) (Barfoot): Divisive concepts and state-funded DEI programs ban. The law defines "divisive concepts" and prohibits a state agency, local board of education, or public institution of higher education from compelling a student, employee, or contractor to affirm, adopt, or adhere to a divisive concept; require training on or participation in a divisive concept-related training; require lobbying for course credit or professional development; base enrollment or attendance solely on the basis of race or color; or accept or spend funding for the

State Legislative Update Cont'd

purpose of promoting a divisive concept. Those state entities may discipline or terminate employees who violate these prohibitions. The bill requires institutes of higher education to comply with the act. The bill also expands existing state regulations on individuals' access to restrooms and changing rooms to include public institutions of higher education.

The House's Comprehensive Gaming Package ([HB151](#), [HB152](#)) is still in limbo. The House voted the first week of April to non-concur on the Senate's version of the bills because of several amendments the Senate added in late March. For the bill to have a shot at survival, a conference committee must be convened to sort out the differences between the two versions of the bill. However, the Senate adjourned the first week of April without taking up the House message of non-concurrence. A conference committee is a group of three representatives and three senators charged by their leadership to negotiate compromise legislation. CLAS is following these bills as both would direct funding to education.

Perhaps the most exciting news for AAESA members is that House Ways & Means Education committee chair Rep. Danny Garrett announced the first week of April that the [ETF FY2025 budget](#) and [FY2024 supplemental appropriation](#) together will have \$17M to add an assistant principal at each school with 300 or more students. This is great news! CLAS will continue to advocate for a state-funded assistant principal unit for every school with 250 or more students, but this announcement is a significant victory in that quest.

Most of the changes made to the [K-12 portion of the Governor's FY2025 ETF budget](#) are small "plus-ups" for line items like the Helping Families Initia-

tive and feminine hygiene product grants. The increases came from an almost \$36M reduction to seven line items, including Rural Broadband Grants (\$25M from ADECA), the Governor's Turnaround Initiative (\$1M), and an overage for classroom supplies (\$8M). Chairman Garrett also announced new flexibility to the auxiliary teachers line item (\$5.4M in the Governor's budget) so those funds can be used to support EL students in FY2025. You can access the most recent version of the ETF budget spreadsheet [here](#).

The FY2024 A&T Fund Appropriation will be increased \$300M to a total of \$1B. Rep. Garrett said that increase is going to K-12 education to replace the \$135M removed from the FY2024 Supplemental Appropriation for school safety grants and computer replacement funds. He reminded the committee that both uses are allowable under A&T. Shifting the money from the supplemental appropriation to A&T increases school system flexibility on spending those dollars.

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

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 to your school's strengths and needs!

Please 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!

Executive Director's Report



Vic Wilson
AAESA
Executive Director

As we are winding down the 2023-2024 school year and gearing up for a great summer and 2024-2025 school year, I want to thank you for your hard work. AAESA has been and continues to be a thought leader for principals all over our great state. Every year, your work helps people under your care and around your circle of influence have a positive impact on learning. AAESA is now the largest affiliate in CLAS, and that is due to the hard work of AAESA members, the board, the officers, and Assistant Executive, Rickey Darby. Congrats on this wonderful honor.

I also want to encourage you to attend the 2024 CLAS Convention in Mobile, AL. The theme for this year's convention is "All Roads LEAD to Learning." Elementary school leaders have the unique privilege of shaping the educational journey of our youngest learners, and it is through opportunities like the convention that we can come together to exchange ideas, foster collaboration, and ignite a lifelong love of learning within our students.

The CLAS Convention provides an excellent opportunity for us to come together as a community and share our experiences, learn from one another, and develop strategies for addressing the challenges we face. This year's convention will be held from June 10-13, 2024, in Mobile, Alabama, and I encourage all educational leaders to attend.

The convention will feature keynote speakers, breakout sessions, and networking opportunities that will provide valuable insights and resources to help us tackle the challenges we face. We will have the chance

to hear from experts in the field, as well as our peers, who have successfully implemented innovative solutions in their own schools and districts. Dr. Demica Sanders does an amazing job on the agenda for our conference, and she works with all stakeholders to ensure that current best practice needs are offered at CLAS events.

As educators, we have a responsibility to ensure that all students have access to high-quality education, regardless of their background or circumstances. The convention will provide valuable resources and strategies for promoting high quality learning for everyone. We will have plenty of learning opportunities to meet your learning needs.

The convention is also an opportunity for us to celebrate our successes and recognize the outstanding work being done in our schools and districts. The CLAS Awards Banquet will honor educators and administrators who have made significant contributions to their schools and communities. I am confident that the 2024 CLAS Convention will be a valuable and rewarding experience for all who attend. I look forward to seeing you in Mobile, and while we may all take different roads to get there, they all LEAD to learning!

The past three years have presented numerous challenges for educators, students, and families. From adapting to remote learning to navigating the pandemic, we have had to be resilient and innovative to continue providing high-quality education to our students. The successes in our schools are a testament to the wonderful work being done by elementary principals and assistant principals. You are doing great work for and with those under your care.

Thank you all for the work you do for those under your care.

CLAS Board Meeting



*Waller Martin
Brookwood Elementary
Enterprise City*

The CLAS Board met on Wednesday, March 6th at the Legends in Prattville. AAESA was well represented!! Those in attendance included AAESA Board Members

Stan Stockley, Charlie Gardner, Dil Uswatte, Sheneta Smith, Dana Bottoms, Waller Martin, and AAESA President Karisa Lang. CLAS President Chris McCullar called the meeting to order and we received several staff reports.

Director of Professional Learning, Dr. Demica Sanders began with the Professional Learning Update. Dr. Sanders shared information concerning Professional Development Events attended. They included Lunch and Learn, Leadership Institutes, New Principals Institute, Secretaries Conference, ALA-Case, AAESA, AAMSP/AASSP, ALA-504, and AASCD conferences.

Dr. Sanders further reported that there were 233 applications submitted for selection as a CLAS Banner School. This represented 67 school systems. There were 32 Schools of Distinction chosen, and from that 8 schools will be chosen as a CLAS Banner School. The CLAS Banner School Awards Luncheon will be held on Monday, May 6th in Prattville. Congratulations to all those schools chosen as a School of Distinction, and “Good Luck” on being chosen as a CLAS Banner School!!

We also received information about the Annual CLAS Convention, which will be held June 9-12 at the Mobile Convention Center. Don’t forget to register, this will be a “prime-opportunity” to network, share ideas, and spend some time with friends. Not to mention all the great professional development opportunities and awesome speakers. Notable speakers this year include Jimmy Casas, Brandon Fleming, and Robyn Jackson. Hotels

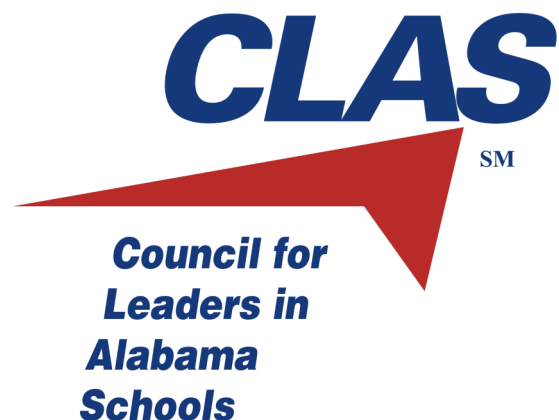
are filling up fast, don’t delay make your reservations today!!

CLAS Executive Director Dr. Vic Wilson presented the Financial & Investment Report as well as the membership report. Thanks to wise planning and careful investments, our organization continues to grow financially. Overall membership is up as well. As of March 4th, CLAS gained 78 new Individual/Institutional members since 6/30/23. State Affiliate membership is also on the rise. Several affiliates gained a new Board seat.

Dr. Wilson then presented the Executive Director’s Report and updated us on the Legislative Session, particularly several education related bills. He encouraged us to reach out to our local legislatures on bills that relate to education, and to be an advocate for public education. I encourage you to contact your senator and representative and express your views about Bills that pertain to education. They definitely need to hear from us, and know about the good things taking place in Alabama schools!!

The highlight of the meeting was a visit from State Superintendent Dr. Eric Mackey. We enjoyed his company during lunch, and he took time to speak with us while answering a few questions. We appreciate Dr. Mackey’s leadership and all he does for us.

I know you all join me in thanking Dr. Wilson and the CLAS staff for everything they do for us. We are fortunate to have an awesome staff at CLAS that is so helpful, I am proud to be a member of this fine organization. I encourage you to become active in our organization.



2023-2024 Membership Roster by District

District I

Nona Adams Limestone County
 Robyn Aldridge Haleyville City
 William Alexander Athens City
 Bradley Alsup Winston County
 Brandon Archer Colbert County
 Gina Baggett Lawrence County
 Cade Baker Limestone County
 Angela Barnes Decatur City
 Dawn Batts Decatur City
 Ashley Benham Hartselle City
 Megean Berryman Franklin County
 Sharla Birdsong Athens City
 Elton Bouldin
 Kesha Bowens Lauderdale County
 Ryan Bowerman Lawrence County
 Jennie Bradford Cullman County
 Kim Brown Cullman County
 Rebecca Burt Morgan County
 Elizabeth Cantrell Limestone County
 Ashley Carter Limestone County
 Thomas Casteel Florence City
 Tamara Caudle Decatur City
 Larry Chaney Lauderdale County
 Lorian Charles Athens City
 Michael Cole Lauderdale County
 Rhonda Corder Lawrence County
 Monica Cosby Decatur City
 Wanda Davis Decatur City
 Ashley Delano Lauderdale County
 Thomas Duke Cullman City
 Rebecca Dunnivant Limestone County
 Jill Eaton
 Caleb Elrod Cullman County
 Trisha Ergle Franklin County
 Jacob Fowler Lauderdale County
 Laurie Fowler Florence City
 Robert Francis Limestone County
 Nathan Fuller Colbert County
 Shanda Garner Cullman County
 Suzanne Glass Russellville City
 Nicholas Gragg Cullman City
 Daniel Gullion Morgan County
 Margaret Guthrie Cullman County
 Yulanda Hampton Lawrence County
 Wesley Harden Winston County
 Marty Hardman Cullman County
 Melanie Harris Cullman City
 Tammy Hatton Haleyville City
 Burt Helton
 Natasha Hereford Limestone County
 Jake Herrera Athens City
 Rebekah Higgins Decatur City
 David Hill Lauderdale County
 Sueann Hobbs Limestone County
 Daphnae Hogan Florence City
 Cherie Humphries Morgan County
 Henry Jackson Florence City
 Theodora Jackson
 Beverly Jenkins Cullman County
 Heather Johnson Colbert County
 Kandye Jones Limestone County
 Michael Jones Cullman County
 Molly King Franklin County
 Eric Kirkman Lauderdale County
 David Kross Decatur City

Laura Lamb Hartselle City
 Karissa Lang Hartselle City
 Darrin Lett Florence City
 Chris Lewis Lawrence County
 Nicholas Looney Athens City
 Britt Lovelace Decatur City
 Morgan Mahan Morgan County
 Tenika Malone Athens City
 Luke Mansell Lauderdale County
 Rebecca Martin Limestone County
 Sherri Matthews Lauderdale County
 Dena Mayfield Hartselle City
 Shannon McCaskey Decatur City
 Scott McCormick Athens City
 Beth McKinney Athens City
 Crystal McNeal Athens City
 Cleo Miller Limestone County
 Jared Miner Morgan County
 Addam Moody Lauderdale County
 Brittney Morgan Lawrence County
 Tara Morrow Morgan County
 Sharon Naylor Winston County
 Jessica Norwood Tusculumbia City
 Stacie Olinger Cullman County
 Amy Oliver Lawrence County
 Vickie Osborn Colbert County
 Andrew Page Cullman City
 Kendra Parker Lawrence County
 Emily Paschall Hartselle City
 Latoya Patton Decatur City
 Taffy Pierce Lawrence County
 Wesley Pounders Muscle Shoals City
 Brandy Quattlebaum Morgan County
 Dana Rhinehart Limestone County
 Ryan Roberson Lauderdale County
 Ramona Robinson
 Lea Rogers Franklin County
 Sarah Savas Decatur City
 Britney Schneider Muscle Shoals City
 Elizabeth Shaddix Cullman City
 Jason Simmons Muscle Shoals City
 Brandace Sims Cullman City
 Sheneta Smith Muscle Shoals City
 Karen Sparks Cullman County
 Alicia Stanford Russellville City
 Todd Stephens Morgan County
 Robert Strane Cullman County
 Kevin Sullins Cullman County
 Chad Summerford Morgan County
 Matt Taylor Limestone County
 Amanda Tedford Athens City
 Anna Thigpen Tusculumbia City
 Wesley Thigpen Franklin County
 Stacy Tinch Haleyville City
 Leann Trapp Franklin County
 Orlando Turner Athens City
 Ashley Uhrig Cullman County
 Kelli Walker Colbert County
 Tiffany Warhurst Russellville City
 Daniel Weaver Cullman County
 Gina Webb Cullman County
 Tracie West Colbert County
 Bryant Whitlock Hartselle City
 Jeni Wilhite Cullman County
 Amy Williams Athens City
 Auburn Wilson Lauderdale County
 Elizabeth Wilson Lawrence County
 Blair Woods Florence City

Channing Wright Russellville City

District II

Paul Agnew Mobile County
 Christy Amick Chickasaw City
 Suzanne Bahr Satsuma City
 Claudia Bishop Mobile County
 Katelyn Braswell Mobile County
 Madonna Burden Mobile County
 Amy Butler Mobile County
 Linda Byrd Mobile County
 Amanda Catlett Mobile County
 Veronica Coleman Mobile County
 Deanna Coulter Mobile County
 Joseph Davis Mobile County
 Kristy Davis Mobile County
 Stephanie Dial Saraland City
 Susan Dickinson Mobile County
 Timothy Dollar Mobile County
 Kimba Drakeford Mobile County
 Jataun Dudley-Lewis
 Michelle Dumas Mobile County
 Celesta Eaton Mobile County
 Jennifer Fetner Mobile County
 Brittney Fillingim Mobile County
 Nijah Ford Mobile County
 Kirsten Glover Mobile County
 Kemmavia Griffin Mobile County
 Mona Griffin Mobile County
 Michele Hewlett Chickasaw City
 Danielle Hodge Mobile County
 JaaDaa Holcombe Mobile County
 Kerryn Hollins Mobile County
 Katina Horton Mobile County
 Leslie Howard Mobile County
 Talia Johnson Mobile County
 Mallory Kincaid Tusculumbia City
 Connie Krist Mobile County
 Amy Lassiter Mobile County
 Angela Lincecum Mobile County
 Michelle Manzy
 Patricia McKinney Mobile County
 Michelle McNew Mobile County
 Susan McRae
 Robin Meadows Chickasaw City
 Joi Miles Mobile County
 Julia Nelson Mobile County
 Teffine Petro Mobile County
 Beanner Powe Mobile County
 Randall Reed Mobile County
 Kimberly Rice Mobile County
 Heather Roe Satsuma City
 Teronda Smith Mobile County
 Natasha Sprinkle Mobile County
 DeAnna Stevens Mobile County
 Stan Stokley Saraland City
 Allison Streeter Mobile County
 George Sullivan Mobile County
 Felicia Summerhill Tusculumbia City
 Matthew Syesta Sheffield City
 Stephanie Tashbin Mobile County
 Amy Tillman Mobile County
 Jessica Tomberlin Mobile County
 Metra Turner Mobile County
 Dorothy Walton Mobile County
 Glenda Warren Mobile County

Aneasha Watson Mobile County
 Tiffani Wells Mobile County
 Melissa Whigham Mobile County
 Vanita Wigfall Mobile County
 Stacey Wilcox Mobile County
 Kimberly Williams Saraland City
 Deidra Winkler Mobile County
 Melanie Winter Mobile County

District III

Pressly Albritton Tuscaloosa City
 Ronika Amerson Tuscaloosa City
 Amy Atkins Walker County
 Frances Ann Baggett Tuscaloosa County
 Vonda Beaty
 Dannon Bedwell Tuscaloosa City
 Teresa Bivens Tuscaloosa City
 John Campbell Pickens County
 Summer Christman Tuscaloosa County
 Vanessa Clay Tuscaloosa County
 LaQuita Coleman Tuscaloosa County
 Jerry Collins Tuscaloosa City
 Debbie Crawford Tuscaloosa County
 Rhonda Davidson
 Brandi Davis Fayette County
 Jerri Dutton Walker County
 Amy Elam Tuscaloosa City
 Meagan Fields Jasper City
 Cheryl Fondren
 Vertis Giles-Brown Tuscaloosa City
 Morgan Grandolfo Tuscaloosa County
 Tanya Guin Walker County
 Andrea Hamner Tuscaloosa County
 Mary Hamner Tuscaloosa County
 Brittany Harris Greene County
 Sam Hensley Tuscaloosa City
 Cynthia Jemison Sumter County
 Tracy Jemison Hale County
 Laura Jockisch Tuscaloosa City
 Tyler Johnson Tuscaloosa County
 Angelyn Jones Marion County
 Thomas Kyzer Walker County
 Amy Lacy Lamar County
 Kimberly Lavender Tuscaloosa County
 Heather Lawley Tuscaloosa County
 Matthew Lindsey Fayette County
 Fayetta Little Tuscaloosa County
 Amy Lockhart Walker County
 Bart Lockhart Walker County
 Mallory Long Winfield City
 Dorotheann Martin Tuscaloosa County
 Gary McCarley Marion County
 Genea Monroe Tuscaloosa County
 Nakelya Mullins Tuscaloosa City
 Preeti Nichani Tuscaloosa City
 Angela Nicholson Sumter County
 Barbara Ntse Sumter County
 Jaime Pate Tuscaloosa County
 Jami Patrick
 Jonathan Posey Hale County
 Taylor Posey Tuscaloosa County
 Laurice Presley Tuscaloosa County
 Lucile Prewitt Tuscaloosa City
 Lucretia Prince Tuscaloosa County
 James Rainey Tuscaloosa City
 Shalonda Reed Tuscaloosa City

2023-2024 Membership Roster by District Cont'd

Tameka Rice..... Tuscaloosa County
 Stephanie Richey Hale County
 Clarissa Riedel Tuscaloosa County
 Eric Rigsby Jasper City
 Nicholas Rose..... Tuscaloosa County
 Joshua Saibini..... Holy Spirit Catholic
 Dedre Slater-Warren..... Tuscaloosa County
 Candice Sparks Tuscaloosa City
 Selena Speight Tuscaloosa City
 Mary Jean Sutton Tuscaloosa County
 Aaron Tennyson Tuscaloosa County
 Jeffery Walker Tuscaloosa City
 Debra Waller
 Dianne Williams Walker County
 LaTanya Williams-Collins..... Tuscaloosa City
 Carolyn Wilson Tuscaloosa County
 Gladys Wright Tuscaloosa City

District IV

Kelly Adams Birmingham City
 Stacy Aderholt Shelby County
 Abbie Akers..... Shelby County
 Mary Anderson Shelby County
 Tyson Arendall Vestavia Hills City
 Sasha Baker..... Shelby County
 Lisa Baxter..... Pelham City
 Angela Bedgood..... Bessemer City
 Carl Berryhill Hoover City
 Hunter Birdyshaw Trussville City
 Michael Bissell Jefferson County
 Audrie Bradford
 Michelle Brakefield Alabaster City
 Keith Brown Jefferson County
 Shana Brown Tarrant City
 Aisha Bryant..... Jefferson County
 Amy Burbank Hoover City
 Christi Butler Jefferson County
 Brian Cain..... N.E. Miles Jewish Day
 Celita Carmichael Shelby County
 Christy Christian..... Mountain Brook City
 Scott Coefield
 Tammy Coefield
 Charissa Cole..... Alabaster City
 Leah Colley..... Hoover City
 Quincy Collins Hoover City
 Sharon Cooper Pelham City
 Felicia Corona
 Meagan Dake Blount County
 Rickey Darby AAESA
 Meredith Davis Empower Comm School
 Ammie Dawson Jefferson County
 Kelsey Deason Pelham City
 Meghan Denson..... Hoover City
 Suhai Douglas Jefferson County
 Lauren Dressback..... Vestavia Hills City
 Carla Dudley Mountain Brook City
 Emily Dunleavy Hoover City
 Ashley Edmonds..... Tarrant City
 Shelby Elmore Hoover City
 Kevin Erwin Hoover City
 Adriene Evans Bessemer City
 David Fancher
 Phyllis Faust Trussville City
 Frances Finney
 Angelia Franks..... Blount County
 Haley Franks..... Shelby County

Lori Franks Jefferson County
 LaRue Frederick Hoover City
 Sharon Gallant
 Jay Gary Jefferson County
 Taylor Greene Birmingham City
 Tracy Gregg..... Jefferson County
 Jessica Hahn..... Jefferson County
 Racheal Haley Leeds City
 Christy Hamilton Jefferson County
 Shonta Harrell..... Jefferson County
 Amanda Harvie Alabaster City
 Kim Hauser Vestavia Hills City
 Cheritta Hayes..... Jefferson County
 Jamelia Hayes Alabaster City
 Terry Henderson Jefferson County
 Loni Hodge..... Jefferson County
 Marlana Hodo Shelby County
 Genet Holcomb..... Shelby County
 Chase Holden..... Pelham City
 Catherine Holder..... Mountain Brook City
 Dashannikia Holston Fairfield City
 Stephen Howard Birmingham City
 Beth Hypes..... Oneonta City
 Chakema Jackson Hoover City
 Terri James..... Blount County
 Ann Jemison..... Birmingham City
 Reneta Johnson Legacy Prep
 Khadidr Jones..... Pelham City
 Laura Junkin Shelby County
 Chad Kennedy..... Jefferson County
 Ann King Jefferson County
 Donna King
 TaShara King i3 Academy - Elem
 Lisa Lavender Birmingham City
 Tarja Lawson Birmingham City
 Albert LeBlanc..... Birmingham City
 Patricia LeQuier
 Staci Lewis Jefferson County
 Warren Lewis Birmingham City
 Kathleen Lindsey
 Kristi Long Jefferson County
 Lisa Lothspeich..... Trussville City
 Melvin Love Birmingham City
 Mario Lumzy Birmingham City
 Sandra Lyle Jefferson County
 Courtney Madison Shelby County
 Aqila Malpass..... Hoover City
 Tiffany Marron Vestavia Hills City
 Anthony Marsh Blount County
 Marlana Matthews..... Blount County
 Susan McCall Vestavia Hills City
 Cari McClellan..... Jefferson County
 Ashley McCombs Mountain Brook City
 Shealy McKinnon Vestavia Hills City
 Deberah Miller Pelham City
 Yohna Mills Jefferson County
 Scott Mitchell..... Hoover City
 Lindsay Morgan Hoover City
 Leea-Merica Murphy..... i3 Academy - Elem
 Jacob Nichols Hoover City
 Mark Nixon Jefferson County
 Yulanda O'Neal Jefferson County
 Donna Page..... Jefferson County
 Markell Payne Empower Comm School
 Melonie Peppins Fairfield City
 Kim Polson Vestavia Hills City
 Steven Porter..... Leeds City
 Sakema Porterfield Birmingham City

Mildred Posey..... Bessemer City
 Rodney Ragland..... Jefferson County
 Mark Richardson..... Vestavia Hills City
 LaShundra Richmond Legacy Prep
 Dot Riley
 Armentress Robinson..... Bessemer City
 Tinker Rogers Jefferson County
 Kara Scholl Hoover City
 David Seale Birmingham City
 Monisha Seay..... Jefferson County
 Daina Singletary..... Jefferson County
 Cortney Slaughter Jefferson County
 Jane Smith Shelby County
 Paige Smith Jefferson County
 Lakeshia Smith-Moody..... Birmingham City
 Tronci Southall-Mason..... Birmingham City
 Carnell Spradlin
 Jennifer Steele-Brown..... Birmingham City
 Matthew Stephens..... Hoover City
 Monique Stewart Jefferson County
 Delilah Stitt Birmingham City
 Stacey Stocks Hoover City
 Nicole Stokes Hoover City
 Wendy Story Homewood City
 Erica Tans Bessemer City
 Laura Tate..... Homewood City
 Lavaris Thomas Jefferson County
 Harriette Thompkins Birmingham City
 Shay Traywick Alabaster City
 Adam Truesdale Leeds City
 Alice Turney Hoover City
 LaVonne Tyes-Davison Birmingham City
 Joy Tyner..... Trussville City
 Dilhani Uswatte..... Hoover City
 Jill Walden Homewood City
 Alicia' Washington Birmingham City
 Joshua Watkins Mountain Brook City
 Ami Weems Hoover City
 Kimberly White Hoover City
 Stephanie Whitt-Webb Birmingham City
 ChiQuitta Williams Jefferson County
 Sherita Williams Hoover City
 Nakesha Willis..... Jefferson County
 Brandi Wilson Jefferson County
 Leah Wilson Alabaster City
 Jessica Wright Empower Comm School
 Robert Wright Pelham City
 Richell Yarbrough-Craig Jefferson County

District V

Anthony Ash Gadsden City
 Michelle Ballentine Albertville City
 Charles Barron Sylacauga City
 Miranda Battles Albertville City
 Haley Bearden Albertville City
 David Beegle St. Clair County
 Christy Blankenship St. Clair County
 Barry Bottoms
 Melia Brashear Talladega County
 Brooke Brewer..... Talladega County
 Kathryn Brown..... Marshall County
 Marilyn Brown..... Arab City
 Sonja Brown..... Anniston City
 Paula Bruno Sylacauga City
 Eric Bryant Dekalb County
 Nicki Bryant Talladega County
 Frank Buck

Aimee Bunn Calhoun County
 Candace Burns Calhoun County
 Kerry Bush Marshall County
 Danyell Butler Talladega City
 Janet Butterfield Shelby County
 Jodi Buttram Dekalb County
 Haley Buzan Calhoun County
 Cynthia Cain..... Calhoun County
 Nicole Carroll Dekalb County
 Shannon Carter..... St. Clair County
 Paige Cash Attalla City
 Joel Causey Jacksonville City
 Crystal Chambless..... Dekalb County
 Audrey Chatman..... Talladega County
 Nicole Chester Gadsden City
 Cindy Cleveland Sylacauga City
 Derek Cobb Calhoun County
 Amy Copeland Oxford City
 Julie Cordell Marshall County
 Jan Curtis Shelby County
 Hilary Dahlke Guntersville City
 Kimberly Davis Marion County
 Summer Davis..... Calhoun County
 Leslie Day..... Dekalb County
 Tairia Denson Talladega City
 John Doyle Guntersville City
 Joe Dyar
 Shari Dye
 Jennifer Edwards Calhoun County
 Myra Edwards..... Talladega County
 Catherine Finkley Oxford City
 Julie Flippo Sheffield City
 Leta Freeman..... Gadsden City
 Molly Gann Etowah County
 Charles Gardner..... Etowah County
 Jonathan Gilbert Calhoun County
 Brenda Hall
 Teresia Hall Anniston City
 Shannon Hampton..... Guntersville City
 Jennifer Hannah..... Pell City
 Hope Harris..... Etowah County
 Shasta Helms Gadsden City
 Tonya Helms Pell City
 Sonya Hester Marshall County
 Christy Hiett Cleburne County
 Christopher Hill St. Clair County
 Katie Holland Gadsden City
 Kelly Hopper Cherokee County
 Kristi Hopper Boaz City
 Angela Hosey Talladega County
 Cordell Hunt Jacksonville City
 Alex Johnson..... Talladega County
 Jill Johnson..... Sheffield City
 Pamela Johnston St. Clair County
 Anna Jones Talladega County
 Ben Jones..... Boaz City
 Jason Jones Calhoun County
 Nicole Korreck Talladega City
 Brooke Lambert Dekalb County
 Nicholas Ledbetter..... Dekalb County
 Jennifer List Fort Payne City
 Christina Lott Oxford City
 Matt Loyd Etowah County
 Jessica Lumpkin St. Clair County
 Amanda Martinez Etowah County
 Patrice Maxwell Gadsden City
 Candi McCullars Albertville City
 Julie-Ann McCulley Guntersville City

2023-2024 Membership Roster by District Cont'd

Dwight McDonald Calhoun County
 Ashley McGrady-Gable Talladega County
 Brian McRae Oxford City
 Chris Melton Etowah County
 Frances Miller Etowah County
 Michelle Miskelley St. Clair County
 Miranda Mitchell St. Clair County
 Melissa Molock Attalla City
 Cynthia Monroe Shelby County
 Lori Moss Etowah County
 Suzanne Nance Etowah County
 Jillian Neal Coosa Christian
 Wesley Neyman Cherokee County
 Douglas O'Dell Calhoun County
 Susan Ogle Talladega County
 Julie Opdycke Calhoun County
 Lorrie Owens Oxford City
 Shane Parker St. Clair County
 Lydia Peek Dekalb County
 Leah Pendergrass St. Clair County
 Jordan Pilkington Oxford City
 Ellie Pitts Fort Payne City
 Rachel Poe Oxford City
 Jordyn Pollard Cherokee County
 Revonda Pruitt Piedmont City
 Leanne Reed Gadsden City
 Lynn Ritchie Talladega County
 Erica Rutherford Arab City
 Virginia Ryals Etowah County
 Natasha Scott Calhoun County
 Tiffany Scott Etowah County
 Jodi Shaw Sylacauga City
 Mona Sheets Albertville City
 Laura Sims Etowah County
 Jonathan Skinner Jacksonville City
 Leah Smallwood Marshall County
 Amy Smith Talladega County
 Cilia Smith Marshall County
 Cindy Smith Dekalb County
 Debby Smith Talladega County
 Emily Smith Calhoun County
 Jamie Smith Cleburne County
 Lee Smith Cleburne County
 Tomasina Smitherman Gadsden City
 Crystal Sparks Calhoun County
 Rachel Spates Pell City
 Stephanie Springfield Marshall County
 Brigett Stewart Piedmont City
 Erika Sullivan Boaz City
 Vieshell Tatum Anniston City
 Latoya Threatt Pell City
 Rhonda Tinker Jacksonville City
 Kristy Towns Etowah County
 Eleanor Underwood Attalla City
 Cynthia Watts Talladega City
 Sally Wheat Fort Payne City
 Whitney Whiteside Dekalb County
 Haley Williams Pell City
 Kelley Williams Oxford City
 Kristin Williams Dekalb County
 Cari Wilson Talladega City
 Stephanie Wisener Marshall County
 Carrie Yancey Etowah County

District VI

Dorothy Banks Choctaw County
 Wendy Baxley Autauga County
 Lisa Brown Chilton County
 Susan Carter Autauga County
 Tamera Carter Selma City
 Van Clements Chilton County
 Joseph Cochran Autauga County
 Angelica Davis Perry County
 Cena Davis
 Traci English Lowndes County
 Shana Ervin Lowndes County
 Andrea Essman Bibb County
 Beth Fleming Demopolis City
 Christen Harry Autauga County
 Mechelle Hollifield Bibb County
 Dalton Holyfield Choctaw County
 Donna Hoomes
 Chinita Irby Dallas County
 Nicole Ivey Dallas County
 Tracy Johns Chilton County
 Tisha Lewis Demopolis City
 Katie Lindsey Autauga County
 LaTonya Love Lowndes County
 Sharon McDaniel Chilton County
 Holly McNider Autauga County
 Rosalyn Narcisse-Cousar Chilton County
 Tamara Nelson Selma City
 Samantha Nunn Autauga County
 Meghan Owens Chilton County
 Sonya Pope Wilcox County
 James Russell Demopolis City
 Katrina Sauberry Autauga County
 Alphas Shipman Demopolis City
 John Solomon Dallas County
 David Steele Bibb County
 Rebecca Threlkeld Chilton County
 Hollie Tillery Bibb County
 Karen Tomlin Lamar County
 Kindra Tubbs Choctaw County
 Alison Turner Dallas County
 Scarlett Turner Autauga County
 Dalton Watson Autauga County
 Jodi Womble Autauga County
 Susan Young Bibb County

District VII

Carmen Anderson Lee County
 Scott Bates Phenix City
 Shay Baugh Auburn City
 Shanikka Beacher Tallassee City
 Meredith Bishop Montgomery County
 Tanya Boone Elmore County
 Myeshia Brooks Elmore County
 Arthur Caffey Lee County
 Tana Cannon Chambers County
 David Carpenter Opelika City
 Margaret Collins Lee County
 Shifiya Coney Montgomery County
 TriShonne Cornelius Macon County
 Bryan Cutter Montgomery County
 Katie Daniel Auburn City
 Albert Drakeford Alexander City
 Laura Dunlap Lee County

DeNitta Easterling Montgomery County
 Cory Eckstein Elmore County
 Cynthia Epperson Elmore County
 Emily Farmer Montgomery County
 Pam Fourtenbary Opelika City
 Michaeline Fuller Elmore County
 Amber Goolsby Auburn City
 Emily Grace Opelika City
 Jacquelynne Greenwood Auburn City
 Nisa Guice Tallapoosa County
 Georgette Hankins Elmore County
 Lisa Harris Lee County
 Joshua Harry Auburn City
 Jeff Hatfield Pike Road City
 Chris Holley Elmore County
 Lisa Hornsby Tallapoosa County
 Coretta Hunter Macon County
 Nykeya Jackson Montgomery County
 Philip Jenkins Chambers County
 Autumm Jeter ALSDE
 Jeffery Johnson Auburn City
 Toni Johnson Montgomery County
 Kimberly Jones Russell County
 Margaret Jones ALSDE
 Mary Kennedy Marion County
 Stacey King Montgomery County
 Paul Kohler Lee County
 Gloria Lammons Auburn City
 Jenny Lane Opelika City
 Yentl Lee Phenix City
 Monte Linebarger Montgomery County
 Rachel Martin Tallapoosa County
 Nino Mason Opelika City
 Allyson Matthews Chambers County
 Ryan McDonald Opelika City
 Janice McKenzie Elmore County
 Karen McMath Randolph County
 Booker McMillian Montgomery County
 Larry McQuiston
 Sheri Merriweather Montgomery County
 Amy Merryman ALSDE
 Sherri Miller Tallapoosa County
 Amy Mills Russell County
 Tonya Nolen Auburn City
 Lolita Osborne Montgomery County
 LaShawn Peterson Phenix City
 Theresa Phillips Lee County
 Cindy Poteet Opelika City
 Madison Powell Opelika City
 Caroline Raville Auburn City
 Amy Richardson Randolph County
 Lekishia Richardson Alexander City
 Jacquelyn Roberson Macon County
 Marcus Roberts Montgomery County
 Elena Robertson Clay County
 Craig Rogers Montgomery County
 Danielle Rosener Opelika City
 Joe Ross Opelika City
 Lisa Rushing Russell County
 Mary Salmon Opelika City
 Steven Sanders Lee County
 Shannon Schmidt Montgomery County
 April Scott Montgomery County
 Laura Sellers Opelika City
 Randy Shaw Montgomery County
 Willie Shelby Bullock County
 Susan Shonk Auburn City
 Bonnie Short ALSDE

Quantina Sides Montgomery County
 Karen Snyder Auburn City
 LaSean Spencer Lee County
 Janis Stewart
 Bonnie Sullivan Pike Road City
 Josh Taylor Tallassee City
 Michele Thomason Lee County
 Lakesha Threats Phenix City
 Matt Trawick Lee County
 Timothy Turley Elmore County
 Rachel Turnham Opelika City
 Spencer Wade Elmore County
 Mary Elizabeth Walker Alexander City
 Heather Weston Phenix City
 Cyndal Whiten Pike Road City
 Kimberly Wiggins Phenix City
 John Wilcox
 Amy Williams Elmore County
 Norman Williams Macon County
 Camille Wright
 Alicia Yarboro Elmore County

District VIII

Elizabeth Andrews Escambia County
 Meagan Barragan Escambia County
 Deedra Benson Butler County
 Joseph Benton Baldwin County
 Torrey Berry Baldwin County
 Edna Billingsley
 Dana Bottoms Baldwin County
 John Brantley Conecuh County
 Johnny Breazeale Baldwin County
 Jessua Brazier Orange Beach City
 Michael Clay Baldwin County
 Ginny Clayton Baldwin County
 Belinda Cook Butler County
 Matthew Craig Baldwin County
 Courtney Creel Gulf Shores City
 Angelica Crenshaw Butler County
 Erica Cruthirds Baldwin County
 Raquel Davis Escambia County
 Jacquelyn Deese Washington County
 Chelsea Doggett Thomasville City
 Mark Doherty Baldwin County
 Coquesa Dotson Monroe County
 Beth Drew
 Rebecca Ducote Baldwin County
 Tommy Dukes Conecuh County
 Will Duncan Baldwin County
 Dionne Dunton Baldwin County
 Alicia Early Gulf Shores City
 Jonathan Ellis Baldwin County
 Junia Fischer Escambia County
 Caitlin Foran Baldwin County
 Leah Fuqua Escambia County
 Gina Gipson Baldwin County
 Kelli Grace Escambia County
 Charlotte Gray Baldwin County
 Rebecca Grogan Gulf Shores City
 Allison Guy Baldwin County
 Albertnetta Hamilton
 Nicholas Hemmert Baldwin County
 Kylee Henseler Baldwin County
 Laura Herron Baldwin County
 Bridgett Hollinger Monroe County
 Caroline Hollowell Baldwin County

2023-2024 Membership Roster by District Cont'd

Rachel Horton Baldwin County
 Lonny Hughes Baldwin County
 Benjamin Jones Washington County
 Mary Law Orange Beach City
 Drew Lee Baldwin County
 Lena Lindsey Baldwin County
 Allyson Maxwell Baldwin County
 Warrick Maye Conecuh County
 Courtney McBride Escambia County
 Gina McClure Baldwin County
 Amy McCrory
 Shannon McCurdy Baldwin County
 Toya McMillian Escambia County
 Lee Anne McPhaul Monroe County
 Niquitha Merida Clarke County
 Jennifer Middleton Baldwin County
 Monica Mitchell Conecuh County
 Michelle Monk Baldwin County
 Jamie Moore Monroe County
 Alicia Morrison Baldwin County
 Robert Murphy Baldwin County
 Robert Owen Baldwin County
 Charlotte Parker Baldwin County
 Jim Perry Baldwin County
 Julia Pierce
 Addicus Powell Baldwin County
 Sandra Reid Escambia County
 Jacqueline Richardson Baldwin County
 Cynthia Riley Baldwin County
 Wendy Rodgers Baldwin County
 Sarah Sadlis Baldwin County
 Spencer Segrest Baldwin County
 Starla Sellers Baldwin County
 Lynn Smith Baldwin County
 Stephanie Smith Covenant Academy
 Sydney Smith Baldwin County
 Melissa Spriggs Baldwin County
 Christina Stacey Baldwin County
 Nicholas Sullivan Washington County
 Taraethia Sullivan Clarke County
 Pamela Sute Baldwin County
 Tania Thompson Brewton City
 Dyeatra Todd Baldwin County
 Marla Warner Baldwin County
 Brooke Waters Baldwin County
 Daniel Wiley Baldwin County
 Misty Wilkinson Baldwin County
 Charity Williams Baldwin County
 Lisa Wright
 Joanie Younge Clarke County
 Hope Zeanah

District IX

Pamela Allen-Ingram Barbour County
 Victoria Anderson Andalusia City
 Eric Andrews Dale County
 Lindsey Andrews Houston County
 Tracy Baines Crenshaw County
 Jimmy Baker Dothan City
 Matthew Barton Ozark City
 Traneshia Birch Andalusia City
 Dionne Blair Dothan City
 James Blissett Houston County
 Sara Bouchard Dothan City
 Monica Bradshaw Enterprise City
 Tamela Brand Dothan City

Ashley Braswell Houston County
 Lauren Buchanan Dothan City
 Heather Bulger Andalusia City
 Shavonne Burrows Enterprise City
 Joey Caldwell Covington County
 Tammy Calhoun Pike County
 Sue Clark Dothan City
 Nicole Cochran Dothan City
 Henry Dawkins
 Kristen Dawkins
 Rodney Drish Pike County
 Hilary Ellis Dale County
 Tamika Fleming Dothan City
 Emma Fluker Troy City
 Tina Garst Dothan City
 Jennifer Gilmore Crenshaw County
 Amy Griffin Enterprise City
 Tana Griffith Dothan City
 Catherine Grissett Pike County
 Vanessa Gunn Dothan City
 Jason Hadden Enterprise City
 Erica Hall
 Christy Harrell Opp City
 Heather Hatton Geneva County
 Crystal Hawthorne Coffee County
 Carrie Heninger Daleville City
 Emily Herbert Coffee County
 Tracey Horn Dothan City
 Mary Hudson Houston County
 Brenda Johnson
 Celeste Johnston Dale County
 Joy Jones Covington County
 Buffie Kinsey Dothan City
 Melissa Layton Enterprise City
 Sharon LeRoy Houston County
 Roshanda Lewis
 Kenya Martin Elba City
 Nathaniel Martin Enterprise City
 Leigh McGee Ozark City
 Darius McKay Dothan City
 Rochelle McKenney Pike County
 Dusty McKinley Houston County
 Harrison Mims Enterprise City
 Natalie Mims Pike County
 Jeaneva Mitchell Dothan City
 Christie Mitten Enterprise City
 Christopher Mitten
 Alphonzo Morton Pickens County
 Jason Munford Barbour County
 Carmen Neiswanger Henry County
 William Nettles Troy City
 Bettye Anne Older Covington County
 Sarah Osborne Crenshaw County
 Chris Payne Dothan City
 Matthew Phillips Dale County
 Stephen Phillips Enterprise City
 Seth Richards Covington County
 Tina Richards Eufaula City
 Holli Richardson Coffee County
 Daniel Rodgers Covington County
 Shantell Rouse Pike County
 LaVonda Senn Dothan City
 Jodie Shelley Houston County
 Shawn Short Opp City
 Teresa Sims Troy City
 Kole Skinner Houston County
 Michael Smith
 Tara Sneed Eufaula City

Jennifer Snellgrove Dale County
 Samantha Stafford Geneva County
 Jon Steed Enterprise City
 Bradley Stephens Andalusia City
 Michael Stevens Houston County
 Paul Strange Houston County
 Patty Taylor
 D'Andra Tingey Coffee County
 Stephen Tsukuda Ozark City
 Ginger Vinson Coffee County
 Josh Weatherly Marion County
 Monica Weeks Daleville City
 Farica West Geneva County
 Jami Whillock Houston County
 Jennifer Williams Dothan City
 Audrey Windham Enterprise City
 Barry Wood Covington County
 Kelly Wynn

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 Dawn Ashley Huntsville City
 Heather Bardwell Huntsville City
 Miranda Bolden Madison City
 Lauria Boyd
 Kimberly Britton
 Heather Burnette Jackson County
 James Burton Madison County
 Lauren Cecil Madison County
 Robert Cheyne Madison County
 Amy Childress
 Evelyn Coffey Huntsville City
 Dana Cooper Madison County
 Shelia Crutcher-Stewart Huntsville City
 Tenisha Cummings Huntsville City
 Andrea Datson Madison County
 Lydia Davenport
 Anthony Davison Madison County
 Savannah Demeester Madison City
 Hovet Dixon Huntsville City
 Shanna Edgar
 Karl Fernandez Madison City
 Demetria Freeman Madison City
 Jamie Golliver Madison City
 Jeanne Greer
 Mitchell Hampton Madison County
 Barry Haynes Madison County
 Renee' Headen Madison County
 Emily Hembree Madison County
 Virginia Henshaw Madison County
 Steve Herrin Jackson County
 Karen Hill Madison County
 Zachary Holt Scottsboro City
 Selena Hughes Huntsville City
 Carol Jackson Huntsville City
 Lisa Jones Huntsville City
 Tammy Jones Madison City
 Minouche Kaufmann-Perry Madison City
 Kristin Kolenich Madison City
 Shauntae Lewis
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 LaKeeta Perkins Huntsville City
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 Bonnie Richburg
 Jennifer Roberts Jackson County
 Nedjra Russell Madison City
 Bradley Scott Huntsville City
 Nicole Shoulders Huntsville City
 Marsha Smith
 Taunya Smith Huntsville City
 Towana Smith
 Patsey Thomas Huntsville City
 Nicole Thompson Huntsville City
 Paula Thompson Huntsville City
 Stewart Thorson Huntsville City
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