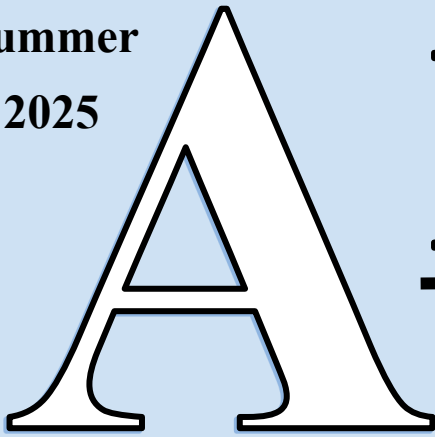


Summer  
2025



Vol. 73 No. 4

# Alabama

Elementary Administrator

## Advocating for Our Children



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

Unified with NAESP and CLAS. Published by the Alabama Association of Elementary School Administrators.  
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# Meet Your New 2025-2026 AAESA President



***Sheneta Smith***  
***Howell Graves***  
***Preschool***  
***Muscle Shoals City***

As I step into the role of president for this esteemed organization, I am filled with both excitement and purpose. After 27

years in the education field, I've seen first-hand the myriad challenges and triumphs that come with our profession. My journey has been shaped not just by my experiences as an educator, but also by my personal path as a single mother raising my son. These facets of my life have ultimately influenced my educational philosophy and aspirations for our organization during this pivotal year.

At the core of my educational philosophy is an unwavering belief in the potential of every student—an ideal that has been instilled in me by my parents, both former school administrators. Their focus on advocating for all students and unwavering support for teachers and staff has profoundly shaped my perspective. I am committed to fostering an inclusive and nurturing environment in schools, where every child feels seen, heard, and valued. As president, I will continue to champion these values, emphasizing that our work is not just about academic achievement but also about building resilience and self-worth in our students.

Throughout my tenure as president, I hope to accomplish several key objectives that will strengthen our organization and empower our members. Firstly, I want to actively strive for increased membership and involvement from all educators, regardless of where they are in their career journey. Whether you are just starting out as a school administrator or approaching the end of your career, there is room for your voice and contributions. We thrive as an organization when our members are engaged and connected, so I encourage everyone to share their experiences and insights.

Secondly, I intend to champion high-quality professional development through our partnerships with AAESA and CLAS. These resources offer invaluable training opportunities tailored to the diverse needs of our members, and I will work tirelessly to promote participation. Together, we can harness the expertise within our membership to continually learn and grow, ultimately benefiting our schools and the students we serve.

As I reflect on my 27-year career in education, I recognize the various roles I have taken on, from classroom teacher to administrator. Each of these experiences has taught me the importance of adaptability and lifelong learning. It's been a challenging yet rewarding journey, made even more meaningful by my son, who inspires me daily to pursue my passions and make a positive impact. His journey through school has provided insight into the experiences of students, reinforcing my commitment to advocate for their needs. My parents' dedication to education has always been a driving force in my life. Witnessing their commitment to creating supportive environments for both students and educators instilled in me a strong work ethic and a belief in advocacy. Their examples of commitment, kindness, and leadership inspired my path and shaped my vision for leadership today. It is my hope to continue their legacy by encouraging and uplifting all members of our community.

In closing, I invite every member to join me on this journey towards growth and unity. Let us continue to share our stories and support one another, fostering a culture of collaboration and respect. Together, we can create a more vibrant educational community that empowers both our members and the students we serve. As your president, I am here to listen, to learn, and, most importantly, to lead our organization into a future where every voice matters, and every member is valued.

Let's make this year one of connection, development, and achievement for all!

# Thank You!



*Vic Wilson*  
**AAESA**  
*Executive Director*

As I sit at my computer to write my final AAESA article, I find myself reminiscing about my eight years leading AAESA. My first involvement

in AAESA came eight years ago when you approved me to be the Executive Director for AAESA. Thankfully, Rickey Darby had recently been hired as the Assistant Executive Director for AAESA, and even more thankfully, I found out the assistant executive is the real brains of the organization.

Most, if not all, of the great things occurring within AAESA is due to the work of the AAESA leadership and board, and the work of Rickey Darby. I have had little, if, impact on AAESA. Perhaps an area that I may have impacted is membership. We have grown from 610 in 2017 to over 900 members this year, and we are poised to be the first affiliate to reach the 1,000-member mark.

AAESA is in great hands moving forward with Hope Zeanah and Dr. Farrell Seymore leading as the Assistant Executive and Executive Director. Both are great leaders who will guide the affiliate to even great heights. The AAESA Board does a fabulous job representing the members and working with the directors to enhance every aspect of AAESA. AAESA will continue to grow and impact learning across Alabama.

I would like to express my sincere appreciation to everyone in AAESA. I was a greenhorn when it comes to the daily operations of elementary leadership, and you all helped me navigate our course. I have learned far more from you than you have from me.

As we end our time together, I want to remind everyone that relationships are the key to success. We must continue to nurture and grow our relationships with stakeholders on the local, state, and national level. The future depends on our ability to lead our communities individually and collectively. It will be far better if we work together to accomplish our goals than working piecemeal. Local differences exist; however, leading and teaching in Arley, Ariton, Birmingham, Camden, Geraldine, Hartselle, Jackson, Mobile, Opelika, Pelham, Russellville, Satsuma, Vinemont, and Zion Chapel should all have some powerful similarities: strong relationships; commitment to excellence; belief in lifelong learning; and meeting the needs of those under your care where you find them. Other similarities exist too; however, these four will serve everyone well as we continue to lead.

Thank you all for your friendship and commitment to education in Alabama. You are all rock stars in my book, and I am honored to call you colleagues and friends.



# i3 Academy Elementary: Launching into STEAM



*Alice Turney*  
*i3 Academy Elementary*  
*Birmingham*

“This is the best day of my life!” a second grader shouts with a beaming smile and arms lifted high, amidst the excited murmurs in the Learning Commons at i3 Academy Elementary. Judging by the enthusiastic responses, she wasn’t the only student with that feeling after i3 Academy Elementary’s first STEAM Glow Party, an educational spin on a Halloween party. In a room illuminated by black lights and buzzing with creativity, students made glow-in-the-dark slime, coded Spheros to spiral across the tile floor, combined dry ice with glow sticks, and danced to Michael Jackson’s *Thriller*. STEAM Glow Day is a glimpse into a school infused with STEAM around every corner and in every classroom. In an era where the pressure to perform on ACAP can dominate lesson planning and PLC discussions, i3 Academy Elementary is intentionally embracing innovation and inviting its students to do the same.

## **Imagine: A New Type of School**

Located in Birmingham’s Woodlawn neighborhood, i3 Academy Elementary, a Cognia STEM-certified school, is part of a K-9 tuition-free public charter school network. Under the leadership of Dr. Martin Nalls and Dr. Tommy Bice, the newly renovated elementary school building opened in August 2020, welcoming 420 students in kindergarten through fifth grade. The school was created in response to local families’ desires for a high-quality, nurturing educational environment. Since then, the network has expanded to include a middle school (2021) and a high school (2024) co-located on Jefferson State Community College’s campus in North Jefferson County. This strategic high school location will allow students opportunities to earn professional

certifications and/or college credits, potentially leading to an associate’s degree upon high school graduation. Currently, they continue to add a grade level each year until the high school is complete. With the graduating class of 2028, i3 Academy will solidify the cradle-to-college/career pipeline that so many East Birmingham families could only dream of a few years ago.

i3 Academy schools are designated as Title I and guided by a dedicated executive board consisting of parents, community members, and educators. This board plays a crucial role in shaping the school’s vision and selecting exceptional leadership to fulfill their mission to empower learners to become agents of change who solve the problems they see in their world. The three Is in their name—imagine, investigate, and innovate—serve as the cornerstone for every decision they make and fuel their commitment to include STEAM in their learning model.

Opening in 2020 at the height of the COVID-19 pandemic, i3 Elementary faced challenges; yet, with the unwavering dedication of teachers and staff, the school remained open without any major COVID-19 disruptions. Like many schools serving students in under-resourced communities, the aftermath of the pandemic led to inconsistent student attendance and learning gaps. As a result, their 2023 Alabama report card score dropped to a 56; however, they once again defied expectations thanks to innovative teachers, committed students and families, and strong partnerships with Lavinia Group, STAIR of Birmingham, Woodlawn United, and the Cooper Foundation. In 2024, they achieved a report card score of 79, demonstrating that their perseverance had paid off. This accomplishment led to the Alabama State Board of Education’s recognition as one of the top 25 schools in terms of growth on the state report card, with the second-highest growth score in the state.

# i3 Academy Elementary: Launching into STEAM

## Investigate: The impacts of STEAM

That momentum continued with the arrival of Dr. Alice Turney as principal in 2024. A seasoned principal with over 25 years of experience in education, Dr. Turney has doubled down on i3 Elementary's commitment to STEAM in and beyond the classroom. Dr. Turney states, "It is imperative to cultivate an environment where creativity and critical thinking thrive—preparing students for a future full of possibilities". Collaborating with Dr. Dilhani Uswatte, i3 Academy's chief academic officer, Marjie Keeney, a National Board Certified Teacher with 30 years of teaching experience, and classroom teachers, i3 Elementary has adopted a multifaceted approach to STEAM. Their approach is anchored in real-world learning, immersive experiences, and exploration. This includes a MakerSpace enrichment rotation, the integration of standards-aligned project-based learning in the classroom, and a variety of extracurricular activities. Community partners and organizations such as Ed Farm and the McWane Science Center are essential to extending learning through field trips, accessing resources and professional development for teachers, and cultivating real-life scenarios.

The Makerspace at i3 Academy Elementary plays a significant role in STEAM education. Sylvia Mooney, a founding i3 teacher and Ed Farm Fellow, is the Makerspace teacher. She serves students in all grade levels through an enrichment rotation. She implements various activities and partners with teachers to extend classroom standards. Earlier this year, fifth graders used makey makeys to deepen their understanding of circuits. She harnesses the power of Kai XR to take her students on virtual field trips to places like the Egyptian Pyramids and allows students to create their own models as well. Third grader Tiera F. made a model of a solar system and programmed a rocket to go from Earth to Mars with the digital makerspace. Mrs. Mooney excels at fostering cross-curricular connections through activities such as cardboard challenges, where students design games and playground models from cardboard and then enjoy playing them with classmates during PE.

STEAM is part of every classroom at i3 Elementary. Ashley Russell, the 2024 Alabama Charter School Elementary Teacher of the Year, infuses STEAM into her second-grade classroom: "In my classroom, STEAM is woven into our daily routine through free exploration with various tinker toys, STEM bins, and hands-on materials. This commitment allows students to build, create, and problem-solve in an open-ended way, fostering curiosity, critical thinking, and collaboration. One of our upcoming projects focuses on the life cycle of butterflies, integrating STEAM through observation, data collection, and engineering. Students will closely observe butterfly habitats while journaling and exploring how environmental factors impact survival. Students will also investigate the role butterflies play in pollination. This hands-on, inquiry-based approach helps students see the connection between science, engineering, and the natural world meaningfully".

Mrs. Keeney and Mrs. Mooney work alongside classroom teachers to create meaningful STEAM lessons that are also standards-aligned. Embedded in the content standards are the disciplinary core ideas of the Engineering, Technology, and Applications of Science (ETS) domain, which require students to use design strategies in conjunction with knowledge and understanding of science and technology to solve practical problems. Currently, Mrs. Keeney and Coach Fuller are working on a golf unit where students are using the design process to build a putt putt mini golf course of 9 holes. With Mrs. Mooney, students are creating a Rube Goldberg machine to get the golf ball into the hole. As a result of this project, First Tee Birmingham has partnered with i3 teachers so students will be able to attend a Regions Golf tournament and try their skills at Top Golf in downtown Birmingham.

STEAM learning goes beyond the classroom walls at i3 Elementary. Kornelia McDaniel, director of the gifted and talented program and virtual reality (VR) headset leader, sponsored a group of girls to apply, design, and implement a project for the Alabama GEMS (Girls Engaged in Math and Science) Expo. Their project was a digestive system model crafted out of gummy candies.

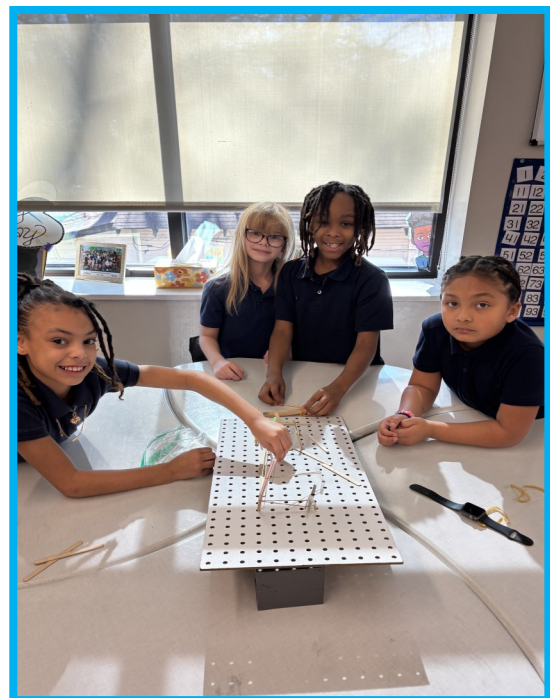
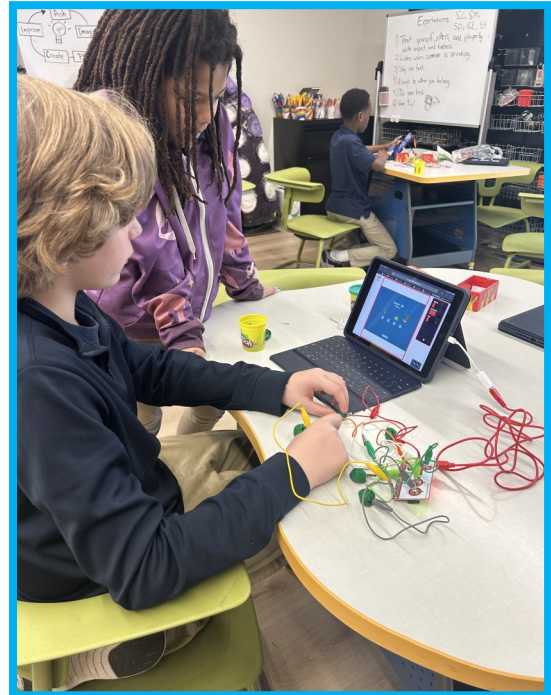
# i3 Academy Elementary: Launching into STEAM

They shared their project at the GEMS Expo in Huntsville, and thanks to the leadership of Dr. Uswatte and Dr. Turney, they were also able to attend the Hoover GEMS Expo for the first time. This experience left a profound impression on the participants. Fifth grader Dahlia explained, “It gave me joy to see how many people were interested in what the i3 GEMS had created!”

## Innovate: Watch Tomorrow’s Leaders Soar

While STEAM and PBL have become buzzwords in the field of education, Dr. Turney is determined to ensure that it is more than words but a commitment to experiences that open a world of opportunities. At a young age, i3 Academy Elementary students gain a lifelong passion for inquiry and innovation, preparing them for a future where AI will generate jobs that we can’t even name yet. Dr. Turney concluded by saying, “Our hope is that the ‘best day of my life’ moment will serve as a gateway to a lifetime of STEAM learning.”

To keep up with i3 Academy, follow them on Instagram and Facebook or visit their website [i3Academy.org](http://i3Academy.org).



# Karissa Lang Chosen as AAESA Nominee for CLAS Award



*Scott Mitchell*  
*Brock's Gap*  
*Intermediate*  
*Hoover City*

**AAESA Selects Mrs. Karissa Lang as the affiliate nominee for the CLAS Leadership Award**

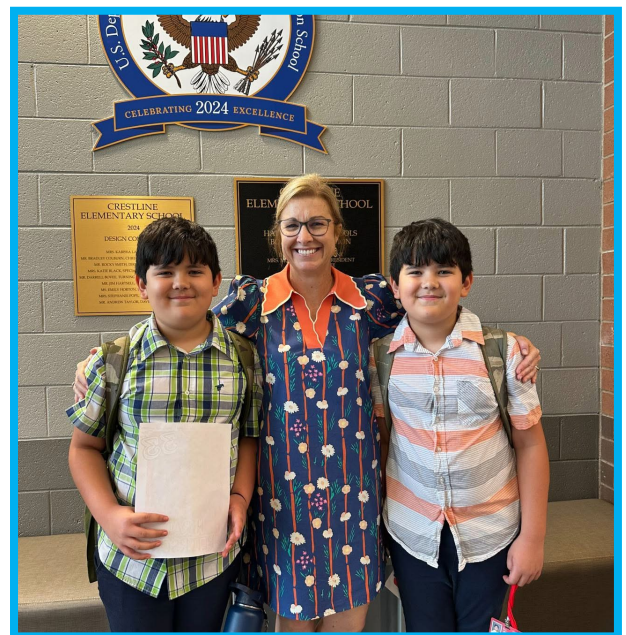
The Alabama Association of Elementary School Administrators (AAESA) proudly announces Mrs. Karissa Lang as its 2025 nominee for the esteemed CLAS Leadership Award. This recognition celebrates exemplary leadership within Alabama's educational landscape. Mrs. Lang's nomination, selected from among outstanding candidates submitted by the eleven CLAS affiliates, underscores her significant contributions to the state's schools. The final award recipient will be determined by the CLAS Awards Committee later this spring.

With 23 years of dedicated service to Morgan County students, Mrs. Lang has cultivated a legacy of excellence. Her career spans impactful roles as a teacher, assistant principal, and principal in Decatur City Schools, culminating in her current leadership at Crestline Elementary School in Hartselle City Schools. Driven by a commitment to lifelong learning, she holds degrees from Auburn University, Jacksonville State University, and UAB. Mrs. Lang shares her life with her husband, Aaron, of 26 years, their three children, and a granddaughter.

Mrs. Lang's leadership extends beyond her school, demonstrating a profound commitment to advocacy and professional development. She is an active mem-

ber of AAESA, CLAS, and NAESP, serving on the CLAS board and holding key leadership positions within AAESA and CLAS, including her 2023-2024 presidency of AAESA. As chair of the Alabama Council for Leadership Development (ACLD) and a National Board Certified Teacher, she exemplifies dedication to advancing educational practices. Her accolades include being named Alabama's National Distinguished Principal in 2023 and receiving the prestigious Terrel H. Bell Award for Outstanding School Leadership from the U.S. Department of Education in 2024. Notably, under her guidance, Crestline Elementary achieved National Blue Ribbon School status for Exemplary Performance.

AAESA is privileged to nominate Mrs. Karissa Lang for the CLAS Leadership Award. Her exceptional accomplishments and unwavering dedication have profoundly impacted Alabama's educators and students. We extend our warmest congratulations and best wishes for her success in the final selection process.



# Importance of Assistant Principals



*Kerry Hollins*  
*Chastang-Fournier K-8*  
*Mobile County*

## **Importance of being a Great Support for the Principal in the Role of Assistant Principal**

Being a great support for the principal as an assistant principal is

foundational to the success of a school because the assistant principal's role is important to the school's overall effectiveness. The assistant principal can be seen as a bridge between the principal and school community. The relationship between a principal and an assistant principal is important because the principal relies on a supportive assistant principal to execute tasks. Moreover, it is important that an assistant principal is a great support for the principal because the assistant principal manages the daily operations of a school, collaborates with the principal to make the best decisions for the school, and supports the principal's vision for the school.

## **Managing the Daily Operations of the School**

One of the major responsibilities of an assistant principal is working closely with the principal to help manage the day-to-day operations of the school. An assistant principal may support the principal by assisting with the management of several areas of the school to help maintain order. Daily school operations may include coordinating transportation, overseeing the maintenance of the building, ordering supplies and equipment, and implementing safety rules and procedures. Assistant principals also assist the principal with administrative tasks which may include observing and evaluating faculty and staff, implementing curriculum and programs, collecting and evaluating data, and monitoring and assisting with disciplinary issues. The assistant principal's support helps the school to run efficiently by allowing both the assistant principal and the principal to have a productive day. The responsibilities are shared; therefore, several tasks are accomplished. This supportive relationship of managing tasks well together contributes to the school's success.

## **Collaborating with the Principal**

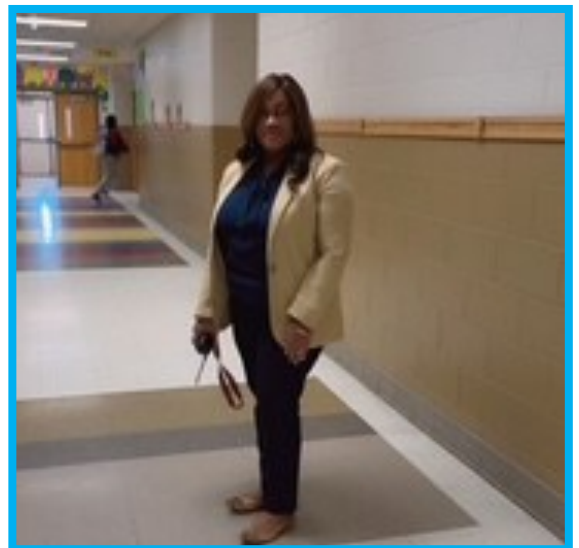
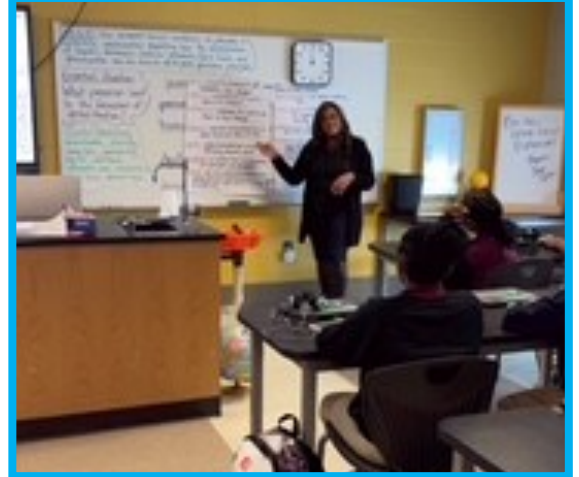
As an assistant principal, supporting the principal through collaboration is important. A supportive assistant principal will listen to the principal's ideas and assist in examining these ideas to help select the best possible ideas for the school. Collaborating on ideas for the school allows the principal and assistant principal to problem solve and come up with ways to proactively resolve issues. Frequent collaboration about the school's progress and future endeavors allows both the principal and the assistant principal to analyze student performance, make data-driven decisions, and ensure that the school environment is conducive to learning. Collaborating with the principal to get things accomplished in a school is a way for the assistant principal to be of support to the principal.

## **Supporting the Principal's Vision for the School**

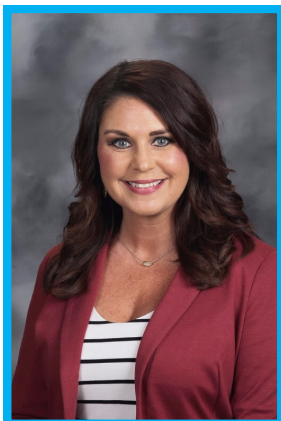
All in all, one of an assistant principal's primary goals should be to support the principal's vision for the school. The assistant principal is the principal's right-hand person; therefore, the principal's vision should be reflected by the assistant principal's actions. The assistant principal's support of the principal's vision helps to create an environment where goals for the school are clear. A supportive assistant principal creates a school culture and climate where the entire school's community feels empowered. When an in-sync relationship between a principal and assistant principal is evident and the principal's vision is being fostered by the assistant principal, a dynamic leadership team is created and viewed by all.

Overall, being a support for the principal is the role of an assistant principal. Assistant principals help to support the principal by managing the daily operations of the school so that the principal can focus on other leadership responsibilities. An assistant principal's ability to collaborate with the principal shows that they both have a shared interest in the school's overall success. Furthermore, the principal relies on the assistant principal to help communicate their vision for the school and help to make the vision come alive through practical actions. Therefore, a supportive assistant principal is critical to the success of a school.

# Importance of Assistant Principals Cont'd



# Meet Your District V Representative



***Brigett Stewart***  
***Piedmont Elementary***  
***Piedmont City***

My name is Brigett Stewart, and I have had the privilege of serving as the principal of Piedmont Elementary School in Piedmont, Alabama for the past eight years. Piedmont Elementary School is nestled in the foothills of the Appalachian Mountains and is the only elementary school in the Piedmont City School District. We serve around 550 students in PreK through fifth grades. Throughout my tenure, I have worked to cultivate a school culture where every individual is valued, where learning and fun coexist, and where high expectations persist despite the challenges we face. As a Title I school with a significant poverty rate, we have consistently overcome obstacles, raising our state report card scores and maintaining an A rating for the past three years. Through creating a supportive and celebratory environment, we have also seen a steady increase in state test scores.

Celebration is a cornerstone of our success. I firmly believe that recognizing hard work and honoring growth fosters intrinsic motivation and encourages continuous improvement. Over the years, we have had much to celebrate, including not only rising test scores and report card achievements but also being recognized as one of the nation's 11 National Board Accomplished Districts, with over 40% of our teachers achieving National Board Certification. In 2022, Piedmont Elementary was honored as both a National Blue Ribbon School and a National Title I Distinguished School. These recognitions are the result of teamwork, a positive school climate, and an unwavering commitment to our students. With each milestone, we take time to celebrate and reflect on our collective achievements.

While my role as principal comes with its share of challenges, I find that the students are the constant source of joy and inspiration that re-centers me. On particularly difficult days, I stop and visit a classroom or join students on the playground—interacting with them always brings a smile to my face and reminds me why I chose this profession.

I believe in servant leadership. The kind of leadership where you roll your sleeves up and work alongside others to gain perspective of the hard work being done every single day. I strive to lead by example, not just through words, but through action. One of my most rewarding experiences is stepping into a teacher's classroom, allowing them a much-needed break while gaining invaluable insight into the classroom environment. This practice not only provides me with a deeper understanding of the challenges teachers face but also serves as a significant morale boost for the staff. I have found that the more often I get into classrooms, the more authentic my discussions are with teachers about issues they are facing.

In addition to my role as principal, I am deeply involved in the Alabama Association of Elementary School Administrators (AAESA) and the Council for Leaders in Alabama Schools (CLAS). I have served as both the District V Treasurer and District V Representative, as well as on several CLAS committees. Most recently, I was honored to be elected as Vice President of AAESA, a role I will begin this summer. One of the most rewarding aspects of my involvement in these organizations has been the opportunity to build lasting relationships with other school leaders across the state. This network of like-minded professionals has been invaluable for collaboration and growth. I have also actively pursued professional development opportunities, becoming a Certified Instructional Leader (CIL) and completing the NAESP PreK-3 Leadership Academy. Additionally, I enjoy presenting at state and national conferences, sharing leadership practices with fellow principals. Many of my most influential mentors have come from within these organizations.

# Meet Your District V Representative Cont'd

In my free time, I enjoy spending time with my family, traveling, and reading. One of the best pieces of advice given to me by another principal was to find a balance between my work life and home life.



# Unlocking Leadership Potential: The Value of NAESP Membership



***Bonnie Sullivan***  
***Pike Road Intermediate***  
***Pike Road City***

The **National Association of Elementary School Principals (NAESP)** is the leading organization dedicated to supporting elementary and middle-level principals across the United States. For over a century, NAESP has empowered school leaders with the tools, resources, and professional network needed to lead learning communities to excellence.

## Why Join NAESP?

### 1. Professional Development

NAESP offers high-quality professional learning tailored to the unique challenges of Pre-K–8 leadership. Members gain access to webinars, virtual conferences, and leadership academies designed to build instructional leadership, school culture, and equity-focused practices.

### 2. Advocacy and Voice

As a national voice for elementary principals, NAESP advocates for education policies that support effective school leadership. Members stay informed and engaged with up-to-date legislative briefings and opportunities to influence federal education policy.

### 3. Resources and Publications

Members receive *Principal* magazine, timely newsletters, and exclusive research and guides on best practices in school leadership. Whether tackling student mental health, staff retention, or curriculum shifts, NAESP provides actionable insight.

### 4. Networking and Community

Membership opens the door to a nationwide network of peers. Principals can collaborate through forums, mentoring programs, and the annual Pre-K–8 Principals Conference, fostering personal growth and professional connections.

### 5. Legal and Professional Support

NAESP provides members with legal benefits, including professional liability coverage and access to guidance during employment-related issues—essential protections for today’s school leaders.

## Who Should Join?

- **Principals and Assistant Principals**
- **Aspiring Leaders and Early-Career Educators**
- **Retired Educators**
- **Educational Consultants and Supervisors**

Whether you're leading a bustling urban school or a small rural campus, NAESP is here to support your journey and amplify your impact.

## Join Today

Invest in your leadership. Expand your influence. Lead with confidence.

To learn more or become a member, visit [www.naesp.org/membership](http://www.naesp.org/membership).

# Stand Up and Share Your Story to Advocate for All Students



***Sheneta Smith***  
***Howell Graves***  
***Preschool***  
***Muscle Shoals City***

Recently, I had the incredible opportunity to attend the National School Leaders Conference and the state association's

zone meeting, where educational leaders gathered to engage in essential discussions about advocating for K-12 public schools. The atmosphere was buzzing with passion and commitment as principals from across the country convened to share their experiences and insights on navigating the complexities of school leadership and policy advocacy. One key topic during the conference was the openings on the national committee for various leadership positions. This dialogue on leadership succession was not merely procedural; it highlighted the need for strong, dedicated voices to represent our schools and communities in the face of ever-changing educational policies. It was invigorating to connect with fellow educators who share the same drive to improve education and support our students.

A primary focus of our discussions centered around advocating for continued funding at the current levels for essential federal programs that directly impact our students. We engaged in training sessions specifically designed to equip us with the knowledge and tools needed to advocate effectively on Capitol Hill. The importance of using our collective voice to share our stories cannot be overstated as we strive to demonstrate the necessity of robust funding for K-12 public education.

During these sessions, we outlined the key areas that require ongoing support: Title I funds, Title II Part A for professional development, Title IV for student support, special education federal grants, and the need for career technical education funding. We recognized the critical role that programs like Head Start and Early Start play in laying the foundation for academic success, as well as the pressing need for mental health support initiatives in our schools.

Additionally, we addressed the educator shortage crisis, a pressing issue that poses a significant threat to the quality of education we can provide. I was particularly struck by the importance of Project SERV—School Emergency Response to Violence—which is essential for establishing safe learning environments for all students.

As school leaders, we cannot afford to be passive in these discussions. Each of us has unique experiences and stories that highlight the challenges and triumphs of our respective school environments. By sharing these narratives, we paint a fuller picture of the critical need for federal funding and support to enhance the educational landscape. Our stories resonate with policymakers and help them understand the real impact of their decisions on our students and communities.



In conclusion, after engaging in rich discussions and training sessions at the National School Leaders Conference, I am more convinced than ever that we must stand up and share our experiences to advocate for all students. By participating in these important conversations and sharing our stories, we not only elevate the voices of our schools but also ensure that our students receive the support and resources they need to thrive. Together, we can make a difference in the lives of countless children by continuing to advocate for the future of education. Let us unite our efforts, ensuring that our advocacy work is as impactful as the students we serve.

# National School Leaders Advocacy Conference



*Stan Stokley*  
*Saraland Elementary*  
*Saraland City*

## Reflections on the National School Leaders Advocacy Conference

The National School Leaders Advocacy Conference in Washington, D.C. took place from March 9th to 12th,

drawing over 400 principals and school leaders from across the country. The event was an opportunity for professionals to collaborate on improving educational practices and to advocate for public education in the nation's capital. This year, we had the privilege of joining forces with the National Association of Secondary School Principals (NASSP) for this significant gathering. We were fortunate to have Earl Franks, the former director of CLAS and former K-12 principal of Luverne K-12 School in Alabama, serving as our national director. Earl's leadership continues to guide and inspire school leaders nationwide.

### Opening Session: Key Issues Facing Education

The conference officially kicked off on Sunday with a detailed report from NASEP (National Association of Secondary Education Principals) on the organization's efforts in Washington and across the country. Scott Palmer, Managing Partner and Co-founder of Education Counsel, delivered a thought-provoking presentation about the future of education, highlighting concerns that demand our attention.

One of the most pressing issues is the potential dismantling or reduction of the U.S. Department of Education. This has raised concerns about the future of federal funding for schools, especially if the department is reduced or eliminated. These were the very issues we discussed during our meetings with legislators on Wednesday, commonly referred to as "Hill Day."

### Federal Education Funding and School Choice

Another significant concern is the proposed federal school choice bill. While many states, including Alabama, already have school choice or voucher programs in place, a federal initiative could potentially divert much-needed resources from public schools. Public education, especially in economically disadvantaged communities, relies heavily on federal funding, which makes this issue one to watch closely.

The Child Nutrition Program (CNP) is also under scrutiny, particularly how federal funding might impact states that provide free lunches to all students. Currently, eight states—California, Colorado, Maine, Massachusetts, Michigan, Minnesota, New Mexico, and Vermont—are covering the cost not funded by CNP. If federal funding is reduced, these states may struggle to maintain their universal meal programs.

Another issue discussed was the potential impact of increased immigration enforcement on education. The enforcement of stricter immigration policies could create additional challenges for schools, especially for principals who must navigate the complexities of supporting all students, regardless of their background.

### Personal Story and Advocacy Training

On Tuesday, we had the privilege of hearing Carlos Ojeda Jr., founder of CoolSpeak LLC, share his inspiring personal educational journey. Carlos spoke candidly about growing up in a tough neighborhood, where his parents had to relocate for safety reasons. He described his struggles with school, stating, "I didn't like school, and school didn't like me." However, a high school counselor changed his trajectory, encouraging him to pursue higher education. Carlos became the first person in his family to graduate from college, and his story underscores the profound impact of caring adults in a student's life. (We're thrilled to announce that Carlos will be our keynote speaker at this November's conference, thanks to Hope Zeanah's efforts.)

We also participated in a breakout session focused on improving our advocacy efforts with state and federal legislators. One key takeaway was the importance of developing ongoing relationships with our elected officials. Legislators are more likely to seek our input on education-related issues if they know us personally and understand our expertise. Sharing personal stories from our school experiences can make a powerful connection, and we were encouraged to invite legislators to visit our schools. In-person visits are invaluable for building strong, lasting relationships.

### Meeting with Legislators

On the final day of the conference, we boarded buses and traveled to the legislative offices, where we had scheduled meetings with U.S. Representatives and both Alabama Senators. Despite a busy schedule due to an impending government shutdown, we were able to meet with staffers in each office, though face-to-face encounters with legislators were limited. Nonetheless, we successfully communicated our concerns about protecting federal funding and shared the NAESP's legislative agenda.

One of the highlights was a face-to-face meeting with Representative Barry Moore from Enterprise, Alabama. Our conversation was engaging and productive, and it was a great opportunity to advocate for the needs of our schools.

### Conclusion

Overall, the National School Leaders Advocacy Conference was a well-organized and impactful event. The opportunity to engage with fellow educators, hear from inspiring speakers, and directly interact with lawmakers was invaluable. If you ever have the chance to attend, I highly recommend making it a priority—it is an experience that will strengthen your advocacy efforts and deepen your commitment to improving public education.

# AAESA Advocating for Alabama Schools



*David Carpenter*

*Jeter Primary*

*Opelika City*

This quarter's FRC article reports on the 2025 National School Leaders Advocacy Conference (NSLAC) in Washington DC. Fourteen members of CLAS and/or NAESP/NASSP attended the year's conference in March and were tasked with engaging Alabama's seven House Members and Senators Britt and Tuberville in conversation regarding the future of education in Alabama and our nation.

Attending with me from Alabama were Willie Moore, Jill Eaton, Vic Wilson, Whitney Miller-Nichols, Stan Stokley, Hope Zeanah, Bonnie Sullivan, Roderick Shepard, Sheneta Smith, Bobby Tittle, Adam Clemmons, Seth Taylor and Katrina Akers. Due to the fast paced changes occurring in Washington with a new administration, our day on the hill was primarily spent meeting with senior staff members of each congressperson. We were fortunate to be able to sit down and speak directly with Rep. Barry Moore from AL District 1. All of the meetings were cordial and productive and all listened to our collective "principal voice"

Our primary message to Alabama's House and Senate members is that the strength of our nation lies in the quality of the education we provide for our children. As school leaders, we believe an education system that is open to all and meets the needs of every student to help them fulfill their potential. We believe there is an essential federal role in these efforts and that federal lawmakers play a critical part of fulfilling

this promise by providing guidance, oversight, and resources to ensure that we have great educators in every school and classroom to provide all our children with the opportunities to realize their potential and be their best.

As we met with each congressperson we specifically covered NAESP/NASSP Federal K-12 Education Budget Priorities:

- TITLE I GRANTS TO LOCAL EDUCATION AGENCIES
  - ◇ Provides financial support to local education agencies (LEAs) and schools with high numbers or high percentages of children from low-income families to help ensure that all children receive support. Any reduction to Title I grants would hurt the most vulnerable students and school districts.
- TITLE II, PART A
  - ◇ Provides formula grants to states and districts to strengthen professional development opportunities for teachers and principals, making them more effective educators and more likely to stay in the profession.



# AAESA Advocating for Alabama Schools Cont'd

- TITLE IV, PART A, STUDENT SUPPORT AND ACADEMIC ENRICHMENT GRANTS

- ◇ This flexible ESSA block grant program supports schools in funding activities in three broad areas: 1) Providing students with a well-rounded education, including music, the arts, social studies, and computer science; 2) Supporting the safety and health of students; and 3) Encouraging the effective use of technology in schools.

- IDEA STATE GRANTS

- ◇ Assists state and LEAs in educating children with disabilities.
- ◇ Supports implementing, expanding, and improving access to high-quality special education services.
- ◇ Current funding is only 13% of the national average per-pupil expenditure, far below the 40% goal when IDEA was enacted.

- CAREER AND TECHNICAL EDUCATION (CTE) STATE GRANTS

- ◇ Provides support for states and communities to implement high-quality CTE programs to meet the demands of the 21st century economy and workforce.
- ◇ According to Department of Education statistics, almost all high school students participate in CTE, and more than half take three or more credits. Additional data also show that students participating in CTE programs have graduation rates of more than 90%.

In addition to maintaining adequate funding for these critical ESSA programs via congressional appropriations, NAESP and NASSP urge Congress to address these critical challenges facing our nation's public

schools: Educator Shortages and the Principal Pipeline

- Widespread shortages among principals and school support staff professionals continue to grow in states across the country.
- Nearly 9 in 10 public school districts reported struggling to hire teachers this school year, according to the National Center for Education Statistics (NCES) "School Pulse Panel."
- Principal turnover more than doubled to 16% by the end of the 2021–22 school year, with roughly 19,000 more school leaders leaving than the previous year. Departure rates were even higher for high poverty (23%) and rural districts (32%), according to a 2023 RAND research brief survey.

In conclusion, Alabama's principal constituency attending NSLAC were happy with the time spent in DC and feel that our time there served a purpose to further the great efforts of Alabama's school leaders in educating every child, every day. We are looking forward to next year's conference which should be earlier in the legislative term (February) allowing us a greater chance to speak directly with Congress members.



# AAESA Advocating for Alabama Schools Cont'd



# AAESA Advocating for Alabama Schools Cont'd



# AAESA Advocating for Alabama Schools Cont'd



# Insights from Congresswoman Jahana Hayes



*Bonnie Sullivan*  
*Pike Road Intermediate*  
*Pike Road City*

In a recent interview at the National School Leaders Advocacy Conference, Congresswoman Jahana Hayes (D-CT), former National

Teacher of the Year, shared compelling insights into education advocacy, policy, and the role of government in shaping the future of students. The conversation, moderated by NAESP President Kevin Armstrong and 2024 NAESP Advocacy Champion of the Year Chris Young, provided an in-depth look at the importance of public education funding and legislative engagement.

## Setting the Scene

The interview, conducted as part of an educational advocacy discussion, emphasized the nonpartisan nature of advocacy. Congresswoman Hayes stressed the necessity of speaking up for educators, nurses, and all those who support student success. She reinforced the idea that supporting those on the front lines of education equates to supporting students directly.

## Key Takeaways

Throughout the interview, Congresswoman Hayes highlighted several crucial points:

1. **Advocacy and Legislative Engagement** – She emphasized the importance of painting a clear picture for legislators when discussing budget cuts and their direct impact on school environments.
2. **Public Education as a Public Good** – She pointed out that the U.S. lacks universal public education, child care, and medical care—critical services that set children up for success. Families, especially post-COVID, are beginning to better understand the role of educa-

tion funding in shaping opportunities for their children.

3. **The Role of the U.S. Department of Education** – She clarified the distinction between federal and state education responsibilities, highlighting that Congress does not dictate curriculum but is responsible for protecting students through funding and policies.
4. **Lessons from Congress** – Upon entering Congress, she learned that committee assignments are varied, often filled by individuals with diverse backgrounds rather than just education professionals. She expressed a desire to have been more politically engaged earlier in her teaching career.
5. **The Power of Education** – As a former teacher, she believes in the transformative power of education. If she were to return to the classroom, her approach to teaching government would be drastically different, incorporating real-world legislative processes and advocacy.

**Executive Orders and Educational Protection** – She stressed that the nation is at an inflection point, requiring stabilization of policies to ensure consistency in funding. She called for the American people to voice their concerns to Congress so policymakers fully grasp the real-life effects of their decisions on families.

## Notable Quotes

One of the most impactful moments came when Congresswoman Hayes stated, *“If you are not supporting the people in front of you, you are not supporting the students.”* This underscores her belief that education advocacy extends beyond the classroom to include the well-being of educators and the resources they need to succeed.

## Final Thoughts

The interview reinforced the importance of advocacy in education. Congresswoman Hayes remains committed to fighting for children and ensuring that funding and policies reflect the needs of students and educators. Her message serves as a powerful reminder that every voice matters in shaping the future of education.

# A New Administration Seeking Changes



*David Carpenter*

*Jeter Primary*

*Opelika City*

## Trump Seeks Shift to States

President Donald Trump issued an executive order to dismantle the U.S. Department of Education. The order directs U.S. Secretary of Education Linda McMahon to take to “the maximum extent appropriate and permitted by law, all necessary steps to facilitate the closure of the Department of Education and return authority over education to the states and local communities.”

Abolishing the department would require an act of Congress, a legal point affirmed by McMahon during her confirmation hearing. It is not clear what steps the secretary will take as a result of this directive.

Trump said that the federal programs for “special needs students’ would be shifted to the Department of Health and Human Services, a move McMahon previously expressed interest in. Trump also said the department’s \$1 trillion student loan portfolio would be moved to the Small Business Administration.

The law that created the department, however, requires certain offices be contained within it, like the Office of Elementary and Secondary Education and the Office for Special Education Programs. The order comes on the heels of McMahon’s dismissal of nearly half—1,900 employees—of the department’s total staff.

## The E-rate is on Trial

The Supreme Court appeared unlikely to strike down the Fed-

eral Communications Commission’s (FCC) Universal Service Fund, which subsidizes telecommunications services in rural and low-income areas. Despite a 6-3 conservative majority, justices expressed skepticism toward the challengers’ arguments, which questioned the legality of Congress establishing the fund under the 1996 Telecommunications Act and the FCC’s delegation of administrative duties to the Universal Service Administrative Company.

At issue is whether Congress overstepped its authority by allowing the FCC to collect fees from telecom companies—fees passed on to consumers—that support services in underserved areas. Opponents argue this amounts to an unlawful tax, imposed without specific congressional limits, and violates the nondelegation doctrine, which restricts Congress from handing over legislative powers to executive agencies.

However, during oral arguments, justices across the ideological spectrum appeared wary of dismantling the program, given its importance in ensuring access to essential communication services. Justices Brett Kavanaugh and Amy Coney Barrett, both conservatives, questioned whether simply imposing a spending cap would resolve the constitutional issue, calling such a fix potentially meaningless.

Justice Neil Gorsuch showed the strongest support for reviving the nondelegation doctrine, warning of the program’s broad reach. Yet, both liberal and conservative justices noted that the FCC operates under clear congressional guidance.

The case drew attention because it could limit agency power and reshape how laws are implemented, but several justices and even conservative attorney Paul Clement suggested this case may not be the right vehicle for redefining the nondelegation doctrine. Lower courts were split, and both the FCC and conservative challengers requested Supreme Court review. Ultimately, the court seemed hesitant to make a sweeping ruling that could disrupt a long-standing program critical to public access to communication infrastructure.

# 4 Foundational Components for Early Career Principals

## 4 Foundational Components for Early Career Principals

Leaders new to the principalship can build a strong foundation with these strategies as they navigate their new roles.

Reflecting on my first principal position, I recall my mixed emotions. During this transitional time in my career, my emotions ranged from excitement to nervousness. I was excited about the opportunity to lead a school of educators and students, but I was also worried about the uncertainty of the position. Having mixed emotions is common among new and seasoned principals.

As educators, we have instilled a mindset of success and do not want to fail our students and staff or ourselves. However, as we navigate the daily challenges and the unknowns, our confidence grows, and the routines become standard practice.

### Focus on What You Can Control

My first principal position encompassed leading a K-4 elementary school when the school district imposed a 5-percent pay reduction for all staff, teacher turnover was high, and the overall climate was poor. While acknowledging these significant challenges, I realized some were out of my control to fix, so I focused on what I could control.

I prioritized meeting with the teachers, school staff, students, and parents. Devoting time to meeting with the staff, students, and families allowed me to understand better the factors influencing the building's current climate. Furthermore, this process helped me realize what impeded the school's success, discover potential teacher leaders, and understand the areas needing attention. The information I gained from these conversations proved invaluable as I embarked on my new leadership role and devised an action plan to move the building in a positive direction.

Early in my career, I learned you cannot do everything alone. An effective leader must establish systems and empower their staff to help them accomplish their daily tasks. I have established several foundational components to assist in the daily tasks principals encounter. Having devoted time to meeting with staff and parents allowed me to develop professional relationships and call upon potential teacher leaders to join essential building teams.

### Build the Foundation

During my 11 years as a building principal, I have found these four foundational components beneficial early in my career: systems, communication, relationships, and leadership teams.

1. **Systems:** Principals balance many roles while being instructional leaders and managers. While some might argue these two roles go hand in hand, they are also far apart. An instructional leader empowers their staff by involving them in the decision-making process and having them lead teams. A manager's role is more of a check-and-balance approach to ensure compliance with specific tasks. Principals must establish essential systems to meet the leadership and manager tasks while balancing other tasks they face at any time.
2. **Communication:** It's the cornerstone of a principal's success, whether they are new to the role or seasoned. An effective leader must communicate transparent and pertinent information to key stakeholders. This reduces confusion and uncertainty and fosters a positive school climate. It allows the principal to tell their story and to share the truth and great things occurring with students, staff, and the community. I recommend principals who are early in their careers allocate time to meet with various stakeholders and listen. As principals, we work in a problem-solving mindset to resolve issues that arise. However, I encourage principals to take this opportunity to hear and establish an open form of communication. This will keep you informed and empower you to make informed decisions, thereby reducing uncertainty and confusion.

# 4 Foundational Components for Early Career Principals

- 3. Relationships:** Relationships are the bedrock of a principal's journey. They can start when someone enters a building or participates in a conversation. I have learned from my experiences that relationships provide valuable information and help with self-care. As an early career principal, you will experience a plethora of emotions. I would describe these emotions as riding a roller coaster; you will have experience moving forward with an initiative, the pauses, the decline, and the low points. However, established relationships can help an administrator navigate these challenges and stay focused on the goal. Furthermore, relationships provide a sense of belonging and an internal motivation to perform at or above their level. They make you feel connected and supported, which is crucial in a leadership role.
- 4. Leadership Teams:** A principal cannot accomplish all of the building and district goals alone. A leadership team traditionally consists of a core group of teachers that support the overarching building goals, dissect building data, and devise and assist with implementing initiatives. As an early career principal, I found the leadership teams invaluable to the success of the students and the school in achieving the goals. Furthermore, empowering a core team to complete specific tasks toward a common goal allowed me to oversee the big picture. To be effective in leadership, I encourage early career principals to establish a leadership team for their school. Remember, your school has different needs than your colleagues.

## Tips to Get Started

Based on these foundational components, I've found these tips to be helpful, too. As you develop your leadership style and systems, consider these strategies.

- Establish routines to ensure you are meeting and achieving your set goals.
- Prioritize your tasks in an organized way to help you navigate the daily challenges.

- Assess your communication process and take time to listen.
- Establish relationships with other colleagues. The NAESP Early Career Principal community of practice is a great way to connect.
- Create leadership teams and protocols.
- Empower your staff by delegating roles and responsibilities. You cannot do it all by yourself.
- Don't be afraid to ask for help when you need it.
- Strive for a healthy work-life balance. It's critical to success.
- Unplug. Designate times to check your emails but also time to turn it off.
- Stay focused. Always lead in ways that support your purpose, or your "why."
- Expect the unexpected and be flexible to changes.
- Be visible in your school and community.
- Take time to celebrate the positive milestones.

As a school leader, you've committed to fostering success in your school community. While you will continue to face daily hurdles and uncertainties, these foundational components will boost your confidence as a new leader. With time, what once seemed challenging becomes second nature, and we transform these new practices into our everyday routines.

*Travis J. Peck is principal of Newberry Elementary School in Etters, Pennsylvania. (Via naesp.org)*

# Cart Before the Horse



*Hope Zeanah*  
*AAESA Assistant*  
*Executive Director*

We have great “sayings” in the South. My mother was the queen of Idioms! Have you ever

heard:

That knife would not cut hot butter.

His elevator does not go to the top floor.

She is crazy as a sprayed roach.

Bless her heart she had no raising.

That was just a few lines I heard growing up. I am taking one straight from her library by saying, “I’m putting the cart before the horse.”

We all know CLAS Convention will be in Mobile June 8-11<sup>th</sup>. The CLAS staff have been hard at work planning this annual event for all CLAS affiliates to join from across the state, but it is the United National Conference on School Leadership in Seattle Washington, that I want to talk about.

More than 4,000 school leaders will attend the UNITED Conference July 11-13, 2025. This national event, co-hosted by NAESP and NASSP, brings together principals and assistant principals to find community over shared challenges, gain new leadership strategies and insight as well as amplifying their collective voices for greater impact.

Along with the amazing lineup of nationally recognized speakers at the conference, I cannot help but think of the Pike Place Fish Market in Seattle. The “Fish!” philosophy, a popular workplace and educational concept, originated from this market. The book

“Fish!” by Steven Kotler and John Christensen, is based on the idea that employees can create a positive and engaging environment by focusing on four key principles: [Play](#), [Be There](#), [Choose Your Attitude](#), and [Make Their Day](#). It encourages employees to actively seek ways to create positive and memorable experiences for others, both customers and colleagues.

As we end May and head into June, it is the time of year we examine our accomplishments and set goals for the upcoming school year. Does your faculty and staff need a “Fishing” excursion when the new school year starts? As you take the time to thank your faculty and staff for their extra efforts, remember to stress the importance of working as a team. Thank them for collaborating with you to reach the goals for your students.

In my past role as Assistant Superintendent, I tried to always remember what it was like to walk in your shoes especially at the end of the school year, so, if...

- You would rather shove bamboo under your fingernails instead of looking something up on the [alsde.org](#) website,
- You have a gray hair for every letter in the alphabet that correlates with RTI, IEP, BIP, ADD, OHI and ODD,
- You have submitted a request to Websters to remove the word “Bullying” from their publications,
- You actually cheered with tears of joy when cheesy chicken was added back to the cafeteria lunch menu,
- The phrase “you got a minute” makes you want to scream, run down the hall back to your office and hide in your bathroom,
- The number of emails in your INBOX is greater than the number in your bank account,
- You have perfected the act of “pretend eating”

# Cart Before the Horse Cont'd

when a student brings you a homemade cupcake or cookie from the end of the year party,

- You have taught your secretary the secret code to text when someone from the central office appears on campus to do your end of the year evaluation,
- You have attended football, softball, baseball, soccer, and ballet recitals for children that are not in your family, and last
- You plan to replace the chocolate in the 100<sup>th</sup> mug you received for Principal Appreciation week with an adult beverage,
- I KNOW YOU ARE A PRINCIPAL IN MAY AND JUNE.

As I complete my first five months as your Assistant Executive Director, I would like to take this time to thank the members of the Executive Board for serving in a leadership role in our professional organization. I would also like to thank Stan Stokley for serving as our president this year, along with the other members of the Executive Committee, Sheneta Smith, President Elect, Katie Holland, Vice President, Karissa Lang, Immediate Past President, and Bonnie Sullivan, NAESP Representative. They demonstrated great patience with me as I navigated this new position.

I'll end by saying I hope the end of your school year "is a piece of cake", that the disgruntle parent who wants a conference is "all bark and no bite", that the teacher that just resigned was really a "blessing in disguise" and "come hell or high water" I will see you at CLAS or in Seattle this summer.

## **FUTURE EVENTS**

### **CLAS Convention**

June 8-11, 2025

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 11-13, 2025

Seattle Convention Center/Arch

Seattle, Washington

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

November 16-19, 2025

Perdido Beach Resort

Orange Beach, Alabama

# AAESA Fall Instructional Leadership Conference Preview



*Hope Zeanah*  
**AAESA Assistant  
 Executive Director**

## Fall Instructional Leadership Conference

**November 16-19, 2025**  
**Peridido Beach Resort**  
**Orange Beach, AL**

### Conference Theme

*Imagine, with all you mind*  
*Believe, with all your heart*  
*Lead, with all your might*

### Pre-Conference

*Strategies for Leveling Up your Student Engagement with High Impact Programming*

**Presenter** - Carlos Ojeda, Jr.

#### Objectives

- Understand the importance of student engagement strategies in the planning and development of programs and lessons.
- Learn how to implement new energizers, ice breakers and activities to make lessons more engaging.

### Opening General Session

*2-4-6-8 Who Do we Appreciate! Fostering and Cultivating a Culture of Appreciation in your School*

**Presenter** - Carlos Ojeda, Jr.

#### Objectives

- Participants will learn how to set up and execute a

staff appreciation experience.

- Participants will learn the importance of begin "grateful".
- Participants will laugh, possibly cry and learn how to pay forward and show faculty and staff how much they are appreciated.

### Second General Session

*The Road to Success is Always Under Construction: Developing a Forward Focused Mindset*

**Presenter** - Tony Pollard

#### Objectives

- Develop a forward-thinking mindset and embrace incremental positive changes unique to each individual.
- Recognize how teams and individuals thrive by focusing on strengths and fostering positive thinking.
- Understand the importance of immersing oneself in future-oriented ideas to shape personal and professional success.
- Reflect on past experiences to plan a more successful and strategic future..
- Discover how small improvements in abilities lead to significant differences in outcomes.
- Engage in interactive activities that foster a growth mindset and reinforce teamwork in achieving common goals.

### Breakfast Session

**Presenter** - Robert (Bobby) Hudson

### Registration Fees

	Pre-Registration deadline Oct 12	Registration Oct. 13 - Nov. 14	Onsite After Nov. 14
Member	\$275	\$300	\$320
Member + Pre-Conference	\$325	\$350	\$370
Non-Member	\$375	\$420	\$450
Non-Member + Pre-Conference	\$425	\$470	\$495
Retiree/Guest	\$150	\$150	\$150

# NAESP State Representative's Report



**Bonnie Sullivan**  
**Pike Road Intermediate**  
**Pike Road City**

## Inspiration & Leadership:

Principals are described as both the foundation and the inspiration of education. The need for shared inspiration and collaboration among school leaders is emphasized. An inspirational quote from Eleanor Roosevelt was highlighted: *"With the new day comes new strengths and new thoughts."*

## Advocacy - Tobacco-Free Kids:

A Washington D.C.-based campaign is raising awareness about youth addiction to tobacco and vaping. The tobacco industry is targeting children through innovative methods like Bluetooth-enabled vapes connected to video games. Peer-to-peer messaging by children is being used as an advocacy tool. Key fact: nicotine harms brain development up to age 26.

## Highs, Lows, and Buffalos Activity:

State Representatives participated in an High-Low-Buffalo activity. This experience allowed for leaders to collaborate together on what was a high priority, low priority and buffalo (questions/unusual issues). The high priorities identified were new staff work ethic and teacher retention. The buffalo topic that had the most need was school start times, 4-day work weeks.

## Educational Tools & Resources:

- **Hatch Early Learning**  
**National University Harmony Academy:** Free online platform
- **Resilience vs. SEL:** Many states now refer to SEL (Social Emotional Learning) as "resilience"

## NAESP Outreach & Campaigns:

- **Free Memberships for Superintendents:** Ask your district leaders if they received their invitations
- **Postcard Campaign:** Aims to boost NAESP membership
- **NAESP Newsletter:** To be sent quarterly to State Representatives

## Miscellaneous Highlights:

- Education is referred to as the **largest business in the state**
- **Bluesky** is noted as the new emerging social media platform
- **NAESP Membership Count:** 16,150 members
- **My Deals App:** Mentioned as a resource
- **Upcoming Conferences:**

### ◇ **National Leaders Conference:**

- ◆ Feb. 8–11, 2026
- ◆ Feb. 7–10, 2027
- ◆ Location: Mayflower Hotel

### ◇ **United Conference:** July 13–15, 2026 – Disney Coronado Springs, Orlando, FL

### ◇ **NDP (National Distinguished Principals):**

- ◆ Oct. 23–24, 2025
- ◆ Oct. 15–16, 2026
- ◆ Location: Willard InterContinental Hotel

# State Legislative Update



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

The Alabama Legislature once again this year focused significant attention on education, filing over 250 bills that relate to K-12 education in some way. The Legislature has until May 19 to use all 30 of their constitutionally-allowed 105 days but will convene on May 14 to complete their 2025 session.

A bill's death this session doesn't mean the legislation is done forever. It's not unusual for legislation to return in a subsequent session with an increased likelihood of passage. If there are any failed bills about which you feel strongly as a school leader, communicate those concerns with your school's legislators. Plans are already being made for the 2026 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 the address of the schools in your system. You are the best person to provide your legislators with valuable boots-on-the-ground insights into your school's strengths and needs!

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

To see the status of all bills that CLAS tracked during the 2025 session, click [here](#).

## Elementary-Related Bills Enacted in 2025

**HB165** (Rehm) adds Juneteenth as an observed state holiday. Effective 6/1/2025.

**HB166** (Hulsey) mandates a "bell-to-bell ban" on student cell phones and other wireless communication devices and requires each local board of education to develop and implement a policy that limits student access to and

use of wireless communication devices during the school day, with some conditions. The policy must:

1. Require devices be kept off-person during the school day
2. Permit teachers to allow students to use devices for instructional purposes, under supervision and in accordance with local board of education policy
3. Establish parameters for when students may have access to devices, such as for IEP/504 or emergency situations
4. Include consequences for student violations
5. Distribute the policy to students, parents, faculty, and staff

The local board must also adopt an internet safety policy that addresses several criteria, including access to social media platforms on board-owned devices. The State Board of Education is required to develop and approve an asynchronous course about social media usage, which all students should have access to before entering eighth grade. The bill also requires ALSDE to develop a faculty survey to be administered at each K-12 school to ascertain faculty enforcement of the ban. All aspects of the law must be implemented by July 1, 2026.

**HB441** (Standridge) creates an associates-level speech-language pathology assistant program to be delivered by a community college or university. The SLP assistant may only practice under the supervision of a certified speech-language pathologist. Individuals who complete the 30-hour course of study and who do not also hold a bachelor's degree are limited to practicing in non-hospital settings such as educational and early intervention sites. Effective 1/1/2026.

**SB199** (Figures), the Alabama K-12 Public School and State Employee Paid Parental Leave Act creates a paid parental leave program for state and LEA employees who have been employed by an eligible employer for at least 12 months prior to a qualifying event, beginning July 1, 2025. The bill provides varying amounts of leave:

1. For female employees on the birth, stillbirth, or miscarriage after 12 weeks of gestation, 8 weeks of paid parental leave.
2. For male employees on the he birth, stillbirth, or miscarriage after 12 weeks of gestation, 2 weeks of paid

# State Legislative Update Cont'd

parental leave.

3. For any employee on adoption placement of a child aged 3 years or younger: 8 weeks. If both parents are eligible employees, regardless of employer, one parent may take 8 weeks and one parent may take 2 weeks.

There are also some conditions to the leave:

1. The employee must provide the employer with advance written notice of leave plans for paid parental leave that also includes any other leave to be taken for the qualifying event.
2. The employee must agree to return for eight weeks of employment, and may be subject to financial penalties if he/she does not.
3. The employee may take leave on an intermittent basis or on a reduced leave schedule, with prior approval.
4. State paid parental leave is concurrent with FMLA leave.
5. The employee will be paid at 100% base pay, with health coverage
6. Unused paid parental leave does not count towards retirement, cannot roll over, and has no cash value.

ALSDE will release guidance for Paid Parental Leave (PPL) at the June State Board of Education meeting.

**SB280** creates the Alabama Teacher Paperwork Streamlining Act, which requires ALSDE to utilize a software platform that streamlines data entry for requirements of the Literacy Act, Numeracy Act, and other state programs. The bill also establishes a teacher advisory committee made up of classroom teachers and school system administrators to meet quarterly and make recommendations to ALSDE about ways to streamline paperwork. It also authorizes ALSDE to audit local boards of education for compliance with the paperwork reduction requirements. The bill was amended on the Senate floor to require the State Superintendent of Education to receive approval from the teacher advisory committee before making recommendations to the board related to teacher paperwork. Effective 6/1/2025.

## ETF Budget Update

### FY2026 Budget

The FY2026 Education Trust Fund budget package was approved by the House on Thursday. You can view the spreadsheet for the enacted version of the budget [here](#) and the full budget bill [here](#).

Some highlights:

- \$97.7M bump in the Foundation Program is to cover increased PEEHIP and TRS costs
- No changes to classroom divisors, instructional support unit salary extensions, classroom instruction support, substitute teacher pay rate, or assistant principal allocations
- Level funding for Principal Act **main** stipends for 2025-26. Principal Act **additional** stipends for 2025-26 are expected to be in next year's supplemental appropriation. [SB303](#) revised the criteria for high-poverty and low-achieving schools, which will reduce the number of schools eligible for the Principal Act **additional** stipend.
- \$58M from the ETF for the RAISE Program Fund, plus \$108M from the Educational Opportunities Reserve Fund. Four ETF line items were reduced or removed to consolidate funds into the RAISE Program. Read more about the RAISE Act below.
  - ELL reduced by \$16.5M and shifted to RAISE Program. \$2M for Regional EL specialists will remain in the ELL line item.
  - Local Boards At-Risk Student Program reduced by \$21.2M and shift to RAISE Program (line zeroed out)
  - ALSDE Local School and School System Academic Financial Improvement Program (At-Risk) reduced by \$9.2M and shifted to RAISE Program. \$5.5M remains in the line item for ALSDE-administered programs.
  - Gift Students Program reduced by \$10.9M and shifted to RAISE Program. \$1.4M remains in the line item for the Gifted Students Grant Program.

# State Legislative Update Cont'd

- Numeracy Act fully funded for the next phase
- Literacy Act fully funded
- \$9.6M to help local boards of education offset substitute teacher costs related to the [Alabama Public Employee Paid Parental Leave Act of 2025](#). Guidance for the disbursement of these funds will come from ALSDE.
- \$15.6M for the [Public Education Employee Injury Compensation Program](#). Information about this program will come from ALSDE.

## FY2025 Supplemental Appropriation

View the comparison spreadsheet for the FY2025 Supplemental Appropriation [here](#). HWME freed up \$8.875M by eliminating a line item for the Veterans Education Benefits Program, which HWME Chair Rep. Danny Garrett described as “already overfunded.” The committee also reallocated \$4M in the ALSDE portion of the bill that had been incorrectly earmarked for 2024-25 Principal Act additional stipends. That difference is funding grants to Chambers County and Perry County for specific projects as well as educational programs that various non-profits provide to K-12 educators. The committee also shifted \$1.1M from ACCS to ALSDE for the CREATE Technology and Innovation Center. You can read the enacted version of the bill [here](#).

## FY2025 Educational Opportunities Reserve Fund Supplemental Appropriation

The Educational Opportunities Reserve Fund (EORF) appropriation bill was updated in HWME to add an \$80M conditional appropriation to the CHOOSE Act Fund to “meet demand.” Education budget chairs have been very candid that they want to award a \$7,000 Education Savings Account to everyone eligible in the first year. Any funds from this appropriation that are not utilized for the 2025-26 school year will revert to the EORF. The bill also draws down \$375M from the EORF to fund the RAISE Act, Alabama’s new student-weighted funding initiative (more on RAISE below). You can view the enacted legislation for Act 2025-260 [here](#).

### RAISE Act Update

Governor Ivey signed the RAISE Act ([SB305](#)) May 6. This legislation, Act 2025-257, establishes a student-weighted funding initiative that allocates dollars to a school based on the number of students in specific categories. The category weights identified in the ETF budget bill are:

This funding will begin in the 2025-26 school year.

Proposed FY2026 Student Weights	Base Funding Factor \$ 7,547.00	Proposed Dollar Value of Weights
Students in Poverty	2.25%	\$ 169.81
Special Education Tier 1 <i>Specific Learning Disability, Speech/Language Impairment, Other Health Impairment</i>	2.00%	\$ 150.94
Special Education Tier 2 <i>Autism Spectrum Disorder, Intellectual Disability, Developmental Disability, Multiple Disabilities</i>	10.00%	\$ 754.70
Special Education Tier 3 <i>Emotional Disturbance or Disability, Hearing Impairment, Orthopedic Impairment, Visual Impairment, Deaf-Blindness, Traumatic Brain Injury</i>	75.00%	\$ 5,660.25
English Language Learner	7.00%	\$ 528.29
English Language Learner in a system with over 9% EL concentration	10.00%	\$ 754.70
Gifted Students - an assumption of 5% ADM are gifted	4.50%	\$ 339.62
Charter Students whose school is in an LEA district a B/C/D/F report card grade	2.00%	\$ 150.94

# CLAS Board Meeting



*Eric Kirkman*  
*Kilby Laboratory School*  
*UNA*

March 5, 2025

Marriot Legends in Prattville,  
Alabama

The morning work session opened with Dr. Demica Sanders, Director of Professional Learning, providing some explanations and clarifications regarding PLU deadlines for the 2024-2025 school year. Dr. Sanders also discussed Banner School Applications and the CLAS Summer Convention dates.

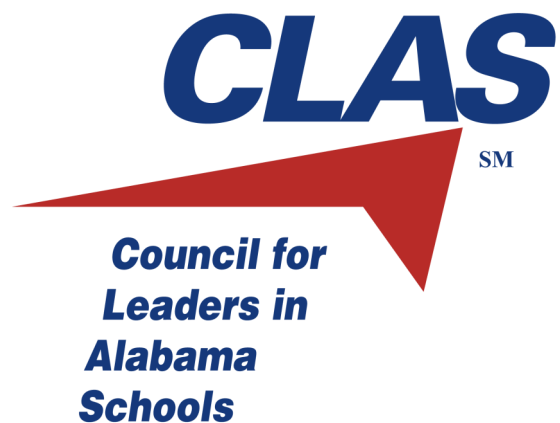
The official CLAS Board meeting was called to order at 10:07 by Board President, Michelle Washington. A motion was called, and a second was given to approve the minutes from the previous board meeting. The motion passed. Dr. Vic Wilson then came and discussed the future of the Summer CLAS Convention, noting that there are only two more years left on the Mobile contract. The convention is anticipated to take place in Birmingham in the summer of 2027 with no certain venue thereafter.

The next agenda item was an investment report provided by David Gallahar. The report reflected that our organization's holdings are up 2.4% on a 30% equity. This is in comparison to being 5.94% on a 30% equity this same time last year. The bottom line is that all lines were trending in the right direction. The report was approved as presented.

Dr. Wilson returned with more updates and action items from the CLAS office and from the State Legislature. From the office: Anita Reed is now taking care of membership responsibilities while Starr Wilson will be

taking over accounts payable and payroll. From the legislature: Dr. Wilson mention a few contentious bills that are coming that involve cell phone bans and required morning pledges and prayers in schools. Stay tuned!

Dr. Wilson yielded the floor back to Dr. Washington who then provided a timeline for the Executive Director Search. Two finalists have been named and will be interviewed on Sunday, March 30<sup>th</sup>. After some further discussions, a motion to adjourn was offered and passed. Dr. Washington ended the meeting at 11:27 am.



# 2024-2025 Membership Roster by District

## District I

Nona Adams ..... Limestone County  
 Janie Aldridge ..... Lawrence County  
 Robyn Aldridge ..... Haleyville City  
 William Alexander ..... Athens City  
 Rosa Allen-Cooper ..... Decatur City  
 Brandon Archer ..... Colbert County  
 Gina Baggett ..... Lawrence County  
 Cade Baker ..... Limestone County  
 Dawn Batts ..... Decatur City  
 Ashley Benham ..... Hartselle City  
 Megean Berryman ..... Franklin County  
 Sharla Birdsong ..... Athens City  
 Kesha Bowens ..... Lauderdale County  
 Ryan Bowerman ..... Lawrence County  
 Kim Brown ..... Cullman County  
 Rebecca Burt ..... Morgan County  
 Tarrance Campbell ..... Lawrence County  
 Abbie Carpenter ..... Lawrence County  
 Ashley Carter ..... Limestone County  
 Thomas Casteel ..... Florence City  
 Tamara Caudle ..... Decatur City  
 Larry Chaney ..... Lauderdale County  
 Lorian Charles ..... Athens City  
 Bethany Clemmons ..... Limestone County  
 Michael Cole ..... Lauderdale County  
 Monica Cosby ..... Decatur City  
 Wanda Davis ..... Decatur City  
 Ashley Delano ..... Lauderdale County  
 Adriana Denby ..... Morgan County  
 Kendra Draper ..... Athens City  
 Thomas Duke ..... Cullman City  
 Jill Eaton  
 Caleb Elrod ..... Cullman County  
 Paige Evans ..... Athens City  
 Scott Flynn ..... Winston County  
 Jacob Fowler ..... Lauderdale County  
 Laurie Fowler ..... Florence City  
 Shanda Garner ..... Cullman County  
 Suzanne Glass ..... Russellville City  
 Nicholas Gragg ..... Cullman City  
 Daniel Gullion ..... Morgan County  
 Margaret Guthrie ..... Cullman County  
 Charles Hammond ..... Limestone County  
 Yulanda Hampton ..... Lawrence County  
 Wesley Harden ..... Winston County  
 Marty Hardman ..... Cullman County  
 Melanie Harris ..... Cullman City  
 Talia Harris ..... Franklin County  
 Tammy Hatton ..... Haleyville City  
 Burt Helton  
 Deedee Hendrix ..... Morgan County  
 Doyle Hensley ..... Lawrence County  
 Jake Herrera ..... Athens City  
 Rebekah Higgins ..... Decatur City  
 David Hill ..... Lauderdale County  
 Sueann Hobbs ..... Limestone County  
 Daphnae Hogan ..... Florence City  
 Emiko Hogland ..... Cullman County  
 Cherie Humphries ..... Morgan County  
 Henry Jackson ..... Florence City  
 Beverly Jenkins ..... Cullman County  
 Heather Johnson ..... Colbert County  
 Tameka Johnson ..... Limestone County  
 Kandye Jones ..... Limestone County  
 Molly King ..... Franklin County  
 Eric Kirkman ..... Florence City  
 David Kross ..... Decatur City  
 Lauren Kyle ..... Athens City  
 Laura Lamb ..... Hartselle City

Karissa Lang ..... Hartselle City  
 Darrin Lett ..... Florence City  
 Seth Lewey ..... Colbert County  
 Jonathan Long ..... Lauderdale 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  
 Shannon McCaskey ..... Decatur City  
 Scott McCormick ..... Athens City  
 Beth McKinney  
 Brandi Miller ..... Franklin County  
 Cleo Miller ..... Limestone County  
 Jared Miner ..... Morgan County  
 Addam Moody ..... Lauderdale County  
 Jessica Moody ..... Florence City  
 Brittney Morgan ..... Lawrence County  
 Tara Morrow ..... Morgan County  
 Michael Nanney ..... Winston County  
 Stacy Newton ..... Florence City  
 Jessica Norwood ..... Tusculmbia City  
 Stacie Olinger ..... Cullman County  
 Vickie Osborn ..... Colbert County  
 Andrew Page ..... Cullman City  
 Max Parker ..... Morgan County  
 Taffy Pierce ..... Lawrence County  
 Wesley Pounders ..... Muscle Shoals City  
 Jonathan Prestage ..... Lauderdale County  
 Sonya Priest ..... Limestone County  
 Marcy Reynolds ..... Morgan County  
 Dana Rhinehart ..... Limestone County  
 Ryan Roberson ..... Lauderdale County  
 Brianna Roberts ..... Lawrence County  
 Ramona Robinson  
 Lea Rogers ..... Franklin County  
 Melissa Sapp ..... Morgan County  
 Britney Schneider ..... Muscle Shoals City  
 Elizabeth Shaddix ..... Cullman City  
 Tiletha Shelton ..... Lawrence County  
 Jason Simmons ..... Muscle Shoals City  
 Jessica Simms ..... Lawrence County  
 Tyler Skinner ..... Cullman City  
 Chassity Smith ..... Decatur City  
 Sheneta Smith ..... Muscle Shoals City  
 Michael South  
 Karen Sparks ..... Cullman County  
 Dana Speegle ..... Morgan County  
 Alicia Stanford ..... Russellville City  
 Todd Stephens ..... Morgan County  
 Robert Strane ..... Cullman County  
 Nia Strong ..... Decatur City  
 Amanda Tedford ..... Athens City  
 Paige Terry ..... Lawrence County  
 Rebecca Thiery ..... Limestone County  
 Anna Thigpen ..... Tusculmbia City  
 Wesley Thigpen ..... Franklin County  
 Jelisa Thompson ..... Decatur City  
 Marc Tracy ..... Haleyville City  
 Leann Trapp ..... Franklin County  
 Ashley Uhrig ..... Cullman County  
 Jacob Walker ..... Colbert 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  
 Rikki Wise ..... Limestone County  
 Channing Wright ..... Russellville City  
 Heith Yearwood

## District II

Paul Agnew ..... Mobile County  
 Christy Amick ..... Chickasaw City  
 Suzanne Bahr ..... Satsuma City  
 Claudia Bishop ..... Mobile County  
 Jameson Branch ..... Mobile County  
 Katelyn Braswell ..... Mobile County  
 Amanda Browning ..... Mobile County  
 Aimee Burkett ..... Mobile County  
 Amy Butler ..... Mobile County  
 Linda Byrd ..... Mobile County  
 Amanda Catlett ..... Mobile County  
 Kiara Chambers ..... Mobile County  
 Veronica Coleman ..... Mobile County  
 Janna Corley ..... Mobile County  
 Deanna Coulter ..... Mobile County  
 Joseph Davis ..... Mobile County  
 Kristy Davis ..... Mobile County  
 Tivella Davis ..... Mobile County  
 Jacquelyn Deese ..... Mobile County  
 Stephanie Dial ..... Saraland City  
 Timothy Dollar ..... Mobile County  
 Jataun Dudley-Lewis  
 Michelle Dumas ..... Mobile County  
 Celesta Eaton ..... Mobile County  
 Meredith Evans ..... Mobile County  
 Jennifer Fetner ..... Mobile County  
 Julie Flippo ..... Sheffield City  
 Nijah Ford ..... Mobile County  
 Tiffany Friday ..... Mobile County  
 Elizabeth Hodge ..... 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  
 Kerry Hollins ..... Mobile County  
 Katina Horton ..... Mobile County  
 Leslie Howard ..... Mobile County  
 Meoshia Johnson ..... Mobile County  
 Talia Johnson ..... Mobile County  
 Mallory Kincaid ..... Tusculmbia City  
 Connie Krist ..... Mobile County  
 Amy Lassiter ..... Mobile County  
 Carla Lewis ..... Mobile County  
 Natalie Lewis ..... Saraland City  
 Angela Lincecum ..... Mobile County  
 Nancy Lowell ..... Mobile County  
 Patricia McKinney ..... Mobile County  
 Michelle McNew ..... Mobile County  
 Susan McRae  
 Joi Miles ..... Mobile County  
 Marcy Miller ..... Mobile County  
 Melissa Mitchell ..... Mobile County  
 Brenda Nicholas ..... Mobile County  
 Lisa Overstreet ..... Mobile County  
 Brittney Owen ..... Mobile County  
 Banner Powe ..... Mobile County  
 Jahmarkus Rabb ..... Mobile County  
 Randall Reed ..... Mobile County  
 Kimberly Rice ..... Mobile County  
 Heather Roe ..... Satsuma City

Tabitha Sexton ..... Mobile County  
 Teronda Smith ..... Mobile County  
 Natasha Sprinkle ..... Mobile County  
 Aimee Steele ..... Mobile County  
 DeAnna Stevens ..... Mobile County  
 Stan Stokley ..... Saraland City  
 Allison Streater ..... Mobile County  
 George Sullivan ..... Mobile County  
 Felicia Summerhill ..... Tusculmbia City  
 Matthew Syesta ..... Sheffield City  
 Stephanie Tashbin ..... Mobile County  
 Jathany Thomas ..... Mobile County  
 Leslie Thompson-Love ..... Mobile County  
 Shenavia Todd-Norwood ..... Mobile County  
 Jessica Tomberlin ..... Mobile County  
 Metra Turner ..... Mobile County  
 Dorothy Walton ..... Mobile County  
 Glenda Warren ..... Mobile County  
 Aneesha Watson ..... Mobile County  
 Tiffani Wells ..... Mobile County  
 Vanita Wigfall ..... Mobile County  
 Stacey Wilcox ..... Mobile County  
 Apryle Williams ..... 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  
 Dannon Bedwell ..... Tuscaloosa City  
 Teresa Bivens ..... Tuscaloosa City  
 Mary Black ..... Tuscaloosa County  
 John Campbell ..... Pickens County  
 Cameron Channell ..... Jasper City  
 Candace Cherry ..... Tuscaloosa County  
 Summer Christman ..... Tuscaloosa County  
 Vanessa Clay ..... Tuscaloosa County  
 LaQuita Coleman ..... Tuscaloosa County  
 Debbie Crawford ..... Tuscaloosa County  
 Brandi Davis ..... Winfield City  
 Karen Dixon ..... Hale County  
 Jerri Dutton ..... Walker County  
 Amy Elam ..... Tuscaloosa City  
 Kiera Ezell ..... Tuscaloosa City  
 Byron Fair ..... Pickens County  
 Meagan Fields ..... Jasper City  
 Cheryl Fondren  
 Kimberli Fondren ..... Tuscaloosa County  
 Amy Fowler ..... Fayette County  
 Angela Gibson ..... Tuscaloosa City  
 Vertis Giles-Brown ..... Tuscaloosa City  
 Morgan Grandolfo ..... Tuscaloosa County  
 Tanya Guin ..... Walker County  
 Andrea Hamner ..... Tuscaloosa County  
 Brittany Harris ..... Greene County  
 Lisa Hembree ..... Tuscaloosa County  
 Sam Hensley ..... Tuscaloosa City  
 Leslie Hinton ..... Tuscaloosa County  
 Cynthia Huff ..... Tuscaloosa City  
 Laura Jockisch ..... Tuscaloosa City  
 Marsha Johnson ..... Tuscaloosa County  
 Tyler Johnson ..... Tuscaloosa County  
 Patricia Key ..... Walker County  
 Amy Lacy ..... Lamar County  
 Kimberly Lavender ..... Tuscaloosa County  
 Heather Lawley ..... Tuscaloosa County  
 Matthew Lindsey ..... Fayette County  
 Fayette Little ..... Tuscaloosa County

# 2024-2025 Membership Roster by District Cont'd

Amy Lockhart ..... Walker County  
 Mallory Long ..... Winfield City  
 Doroithian Martin ..... Tuscaloosa County  
 Genea Monroe ..... Tuscaloosa County  
 Nakelya Mullins ..... Tuscaloosa City  
 Preeti Nichani ..... Tuscaloosa City  
 Angela Nicholson ..... Sumter County  
 Anna Palmer ..... Walker County  
 Jaime Pate ..... Tuscaloosa County  
 Jami Patrick  
 Kristin Perkins ..... Tuscaloosa County  
 Jonathan Posey ..... Hale County  
 Laurie Presley ..... Tuscaloosa County  
 Lucile Prewitt ..... Tuscaloosa City  
 Lucretia Prince ..... Tuscaloosa County  
 Stacie Pritchett ..... Sumter County  
 James Rainey ..... Tuscaloosa City  
 Tameka Rice ..... Tuscaloosa County  
 Clarissa Riedel ..... Tuscaloosa County  
 Eric Rigsby ..... Jasper City  
 Nick Rose ..... Tuscaloosa County  
 Joshua Saibini ..... Holy Spirit Catholic School  
 Dedre Slater-Warren ..... Tuscaloosa County  
 Candice Sparks ..... Tuscaloosa City  
 Mary Sutton ..... Tuscaloosa County  
 Chenale Taylor-Maye ..... Tuscaloosa City  
 Aaron Tennyson ..... Tuscaloosa County  
 Jessica Thompson ..... Walker County  
 Tiffany Turner ..... Tuscaloosa County  
 Ronda Vines ..... Tuscaloosa County  
 Jeffery Walker ..... Tuscaloosa County  
 Dianne Williams ..... Walker County  
 LaTanya Williams-Collins ..... Tuscaloosa City  
 Carolyn Wilson ..... Tuscaloosa County  
 Kallie Woodley ..... Winfield City  
 Gladys Wright ..... Tuscaloosa City

## District IV

Brannon Aaron ..... Mountain Brook City  
 Stacy Aderholt ..... Shelby County  
 Abbie Akers ..... Shelby County  
 Mariah Alfano ..... Hoover City  
 Mary Anderson ..... Shelby County  
 Byron Archibald ..... Birmingham City  
 Tyson Arendall ..... Vestavia Hills City  
 Sasha Baker ..... Shelby County  
 Chelsea Bayko ..... Hoover City  
 Angela Bedgood ..... Bessemer City  
 Carl Berryhill ..... Hoover City  
 Jennifer Biles ..... Jefferson County  
 LaTosha Billups ..... Jefferson County  
 Michael Bissell ..... Jefferson County  
 Michelle Brakefield ..... Alabaster City  
 Shana Brown ..... Tarrant City  
 Aisha Bryant ..... Jefferson County  
 Amy Burbank ..... Hoover City  
 Derrick Burney ..... Jefferson County  
 Christi Butler ..... Jefferson County  
 Brian Cain ..... N.E. Miles Jewish Day School  
 Kellie Carlee ..... Alabaster City  
 Celita Carmichael ..... Shelby County  
 Wendy Cespedes ..... Shelby County  
 Christy Christian ..... Mountain Brook City  
 Scott Coefield  
 Tammy Coefield  
 Charissa Cole ..... Alabaster City  
 Leah Colley ..... Hoover City  
 Sharon Cooper ..... Pelham City  
 Felicia Corona  
 Melanie Covington ..... Hoover City  
 Meagan Dake ..... Blount County

Rickey Darby  
 Ammie Dawson ..... Jefferson County  
 Kelsey Deason ..... Pelham City  
 William Dobbs ..... Birmingham City  
 Suhai Douglas ..... Jefferson County  
 Carla Dudley ..... Mountain Brook City  
 Emily Dunleavy ..... Hoover City  
 Cynthia Echols ..... Vestavia Hills City  
 Ashley Edmonds ..... Tarrant City  
 Shelby Elmore ..... Hoover City  
 Kevin Erwin ..... Hoover City  
 Adriene Evans ..... Bessemer City  
 Phyllis Faust ..... Trussville City  
 Kimberly Felton ..... Midfield City  
 Jacqnaï Finkley ..... Jefferson County  
 Frances Finney  
 Emanuel Foster ..... Birmingham City  
 Angela Franks ..... Blount County  
 Haley Franks ..... Shelby County  
 Lori Franks ..... Jefferson County  
 LaRue Frederick ..... Hoover City  
 Jaime Giangrosso ..... Trussville City  
 Taylor Greene ..... Birmingham City  
 Tracy Gregg ..... Jefferson County  
 Jessica Hahn ..... Jefferson County  
 Racheal Haley ..... Leeds City  
 Christy Hamilton ..... Jefferson County  
 Walter Hampton ..... Bessemer City  
 Shonta Harrell ..... Jefferson County  
 Cheritta Hayes ..... Jefferson County  
 Terry Henderson ..... Jefferson County  
 Timberly Hill ..... Jefferson County  
 Loni Hodge ..... Jefferson County  
 Marlana Hodo ..... Shelby County  
 Genet Holcomb ..... Shelby County  
 Chase Holden ..... Pelham City  
 Dashannika Holston ..... Fairfield City  
 Selithia Holyfield ..... Jefferson County  
 Stephen Howard ..... Birmingham City  
 Megan Humphries ..... Vestavia Hills City  
 Beth Hypes ..... Oneonta City  
 Bruce Jackson ..... Birmingham City  
 Chakema Jackson ..... Hoover City  
 Charlotte Jackson ..... Blount County  
 Terri James  
 Reneta Johnson ..... Legacy Prep  
 Khadir Jones ..... Pelham City  
 Laura Junkin ..... Shelby County  
 April Justice ..... Leeds City  
 Magan Kidwell ..... Jefferson County  
 Donna King  
 Lisa Lavender ..... Birmingham City  
 Brooke Lawson ..... Jefferson County  
 Patricia LeQuier  
 Staci Lewis ..... Jefferson County  
 Warren Lewis ..... Birmingham City  
 Amanda Lilley ..... Mountain Brook City  
 Kathleen Lindsey  
 Alexandria Loggins-Howlett ..... Jefferson County  
 Kristi Long ..... Jefferson County  
 Lisa Long ..... Birmingham City  
 Lisa Lothspeich ..... Trussville City  
 Melvin Love ..... Birmingham City  
 Mario Lumzy ..... Birmingham City  
 Sandra Lyle ..... Jefferson County  
 Courtney Madison ..... Shelby County  
 Tiffany Marron ..... Vestavia Hills City  
 Nino Mason ..... Jefferson County  
 Marlana Matthews ..... Blount County  
 Heather Mays ..... Mountain Brook City  
 Susan McCall ..... Vestavia Hills City

Cari McClellan ..... Jefferson County  
 Ann McGough ..... Birmingham City  
 Shealy McKinnon ..... Vestavia Hills City  
 Scott Mitchell ..... Hoover City  
 Shannon Montgomery ..... Shelby County  
 Lindsay Morgan ..... Hoover City  
 Meghan Neil ..... Hoover City  
 Jacob Nichols ..... Hoover City  
 Mark Nixon ..... Jefferson County  
 Yulanda O'Neal ..... Jefferson County  
 Markell Payne ..... Empower Community School  
 Melonie Peppins ..... Fairfield City  
 Tina Pettway ..... Birmingham City  
 Alli Phelps ..... Hoover City  
 Kim Polson ..... Vestavia Hills City  
 Erica Ponder ..... Vestavia Hills City  
 Steven Porter ..... Leeds City  
 Sakema Porterfield ..... Birmingham City  
 Mildred Posey ..... Bessemer City  
 Taylor Posey ..... Hoover City  
 LaShundra Richmond ..... Legacy Prep  
 Dot Riley  
 Tinker Rogers ..... Jefferson County  
 LaKeshya Russ ..... Bessemer City  
 Jacob Russell ..... Jefferson County  
 Kara Scholl ..... Hoover City  
 David Seale ..... Birmingham City  
 Monisha Seay ..... Jefferson County  
 Megan Simmons ..... Mountain Brook City  
 Courtney Slaughter ..... Jefferson County  
 Angela Smith ..... Birmingham City  
 Jane Smith ..... Shelby County  
 Jonerica Smith ..... Bessemer City  
 Lakeshia Smith-Moody ..... Birmingham City  
 Tronci Southall-Mason ..... Birmingham City  
 Brittany Spencer ..... Jefferson County  
 Courtney Staple ..... Jefferson County  
 Jennifer Steele-Brown ..... Birmingham City  
 Monique Stewart ..... Jefferson County  
 Delilah Stitt ..... Birmingham City  
 Stacey Stocks ..... Hoover City  
 Nicole Stokes ..... Hoover City  
 Wendy Story ..... Homewood City  
 Erica Tanks ..... Bessemer City  
 Brittany Tanner ..... i3 Academy  
 Laura Tate ..... Homewood City  
 Harriette Thompkins ..... Birmingham City  
 Shay Traywick ..... Alabaster City  
 Adam Truesdale ..... Leeds City  
 Alice Turneyi3 Academy - Elementary School  
 Joy Tyner ..... Trussville City  
 Serra Wakefield ..... Jefferson County  
 Jill Walden ..... Homewood City  
 Cynthia Ward  
 Theta Warren ..... Jefferson County  
 Alicica' 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  
 Richell Yarbrough-Craig ..... Jefferson County

## District V

Anthony Ash ..... Gadsden City  
 Kristen Atwood ..... Pell City  
 Michelle Ballentine ..... Albertville City  
 Catherine Barton ..... Oxford City

Miranda Battles ..... Attalla City  
 Haley Bearden ..... Albertville City  
 David Beegle ..... St. Clair County  
 Christy Blankenship ..... St. Clair County  
 Ronald Bligh ..... St. Clair County  
 Nicholas Bolding ..... Marshall County  
 Barry Bottoms  
 Crystal Braxton ..... Talladega County  
 Brooke Brewer ..... Talladega County  
 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  
 Jodi Buttram ..... Dekalb County  
 Haley Buzan ..... Calhoun County  
 Brandon Byars ..... Guntersville City  
 Cynthia Cain ..... Calhoun County  
 Nicole Carroll ..... Dekalb County  
 Shannon Carter ..... St. Clair County  
 Joel Causey ..... Jacksonville City  
 Crystal Chambless ..... Dekalb County  
 Marie Chastain ..... Marshall County  
 Audrey Chatman ..... Talladega County  
 Nicole Chester  
 Robert Cisco ..... St. Clair County  
 Cindy Cleveland ..... Sylacauga City  
 Amy Copeland ..... Oxford City  
 Julie Cordell ..... Marshall County  
 Jody Cox ..... Talladega City  
 Jan Curtis ..... Shelby County  
 Hilary Dahlke ..... Guntersville City  
 April Daugherty ..... Etowah County  
 Kimberly Davis ..... Marion County  
 Summer Davis ..... Calhoun County  
 Leslie Day ..... Dekalb County  
 Erin Deck ..... Gadsden City  
 Tairia Denson ..... Talladega City  
 Dhana Downey ..... Piedmont City  
 John Doyle ..... Guntersville City  
 Joe Dyar  
 Jennifer Edwards ..... Calhoun County  
 Myra Edwards ..... Talladega County  
 Shannon Finley ..... Calhoun County  
 Leta Freeman ..... Coosa Christian School  
 Gail Frey ..... Calhoun County  
 Ashley Gable ..... Talladega County  
 Charles Gardner ..... Etowah County  
 Shasta Garland ..... Pell City  
 Jonathan Gilbert ..... Calhoun County  
 Mary Gilliland ..... Etowah County  
 Nicholas Goosby ..... Calhoun County  
 Jeanna Gossett ..... St. Clair County  
 Michael Graham ..... Calhoun County  
 Rachel Gravette ..... Oxford City  
 Melia Griffith ..... Etowah County  
 Brenda Hall  
 Teresia Hall ..... Anniston City  
 Courtney Hallford ..... Marshall County  
 Shannon Hampton ..... Guntersville City  
 Jennifer Hannah ..... Pell City  
 Anthony Harrell ..... Boaz City  
 Tonya Helms ..... Pell City  
 Stephanie Hendrix ..... Talladega County  
 Sonya Hester ..... Marshall County  
 Christy Hiatt ..... Cleburne County  
 Christopher Hill ..... St. Clair County

# 2024-2025 Membership Roster by District Cont'd

Katie Holland..... Albertville City  
 Amanda Hollaway.....Marshall County  
 Kristi Hopper.....Boaz City  
 Alisa Huffaker..... Talladega City  
 Cordell Hunt..... Jacksonville City  
 Kay Jackson..... Etowah County  
 Jill Johnson..... Sheffield City  
 Anna Jones..... Talladega County  
 Ben Jones..... Boaz City  
 Nicole Korreckt..... Pell City  
 Brooke Lambert..... Dekalb County  
 Kaylin Lancaster..... Cherokee County  
 Nicholas Ledbetter..... Dekalb County  
 Jennifer List..... Fort Payne City  
 Christina Lott..... Oxford City  
 Matthew Loyd..... Etowah County  
 Jessica Lumpkin..... St. Clair County  
 Jesse Martin..... Dekalb County  
 Amanda Martinez..... Gadsden City  
 Shelly Mason..... Gadsden City  
 Patrice Maxwell..... Gadsden City  
 Jamie McCain..... Etowah County  
 Laura McGilberry..... Sylacauga City  
 Brian McRae..... Oxford City  
 Ellison Meeker..... Fort Payne City  
 Chris Melton..... Etowah County  
 Sawyer Merritt..... St. Clair County  
 Frances Miller..... Etowah County  
 Michelle Miskelley  
 Miranda Mitchell..... St. Clair County  
 Melissa Molock..... Attalla City  
 Cynthia Monroe..... Shelby County  
 Darrious Moore..... Talladega City  
 Patrice Mosley..... Gadsden City  
 Lori Moss..... Etowah County  
 Suzanne Nance..... Etowah County  
 Skylar Nelson..... Etowah County  
 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  
 Anthony Patterson..... Oxford City  
 Lydia Peek..... Dekalb County  
 Leah Pendergrass..... St. Clair County  
 Jordan Pilkington..... Oxford City  
 Michael Pinson..... Talladega County  
 Jordyn Pollard..... Cherokee County  
 Lisa Powell..... Dekalb County  
 Leanne Reed..... Gadsden City  
 Tracey Reeves..... Calhoun County  
 Beth Rigbsy  
 Lynn Ritchie..... Talladega County  
 Amanda Rosewarne..... Arab City  
 Erica Rutherford..... Arab City  
 Virginia Ryals..... Etowah County  
 Astin Sarrell..... Cleburne County  
 Jodi Shaw..... Sylacauga City  
 Mona Sheets..... Albertville City  
 Brandace Sims..... Guntersville City  
 Laura Sims..... Etowah County  
 Jonathan Skinner..... Jacksonville City  
 Leah Smallwood..... Marshall County  
 Amanda Smith..... Talladega County  
 Amy Smith..... Talladega County  
 Cilia Smith..... Marshall County  
 Emily Smith..... Calhoun County  
 Jamie Smith..... Cleburne County  
 Lee Smith..... Cleburne County  
 Brigett Stewart..... Piedmont City

Alexandra Suggs..... Pell City  
 Erika Sullivan.....Boaz City  
 Mario Sullivan..... Gadsden City  
 Tabitha Surles..... Pell City  
 Vieshell Tatum..... Anniston City  
 Latoya Threatt..... Pell City  
 Rhonda Tinker..... Jacksonville City  
 Kristy Towns..... Etowah County  
 Eleanor Underwood..... Attalla City  
 Sharon Underwood..... Gadsden City  
 Julie Walker..... Calhoun County  
 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  
 Heather Wilson..... Etowah County  
 Senovia Wilson..... Anniston City  
 Dorthea Word..... Pell City  
 Carrie Yancey..... Etowah County

## District VI

Dorothy Banks..... Choctaw County  
 Wendy Baxley..... Autauga County  
 Cherylretta Bennett..... Wilcox County  
 Lisa Brown..... Chilton County  
 Susan Carter..... Autauga County  
 Tamera Carter..... Selma City  
 Van Clements..... Chilton County  
 Joseph Cochran..... Autauga County  
 Cena Davis  
 Krystal Dozier..... Selma City  
 Jannalee Duke..... Demopolis City  
 Traci English..... Lowndes County  
 Shana Ervin..... Lowndes County  
 Beth Fleming..... Demopolis City  
 Edie Hand..... Chilton County  
 Christen Harry..... Autauga County  
 Kimberly Holdsambeck..... Bibb County  
 Mechelle Hollifield..... Bibb County  
 Dalton Holyfield..... Choctaw County  
 Donna Hoomes..... Autauga County  
 Chinita Irby..... Dallas County  
 Nicole Ivey..... Dallas County  
 Tracy Johns..... Chilton County  
 Tamekia Johnson..... Dallas County  
 Wendy Joiner..... Marengo County  
 Linda Jones..... Pickens County  
 Tisha Lewis..... Marengo County  
 Kristin Lightsey..... Bibb County  
 Katie Lindsey..... Autauga County  
 Holly McNider..... Autauga County  
 Rosalyn Narcisse-Cousar..... Chilton County  
 Samantha Nunn..... Autauga County  
 Meghan Owens..... Chilton County  
 Ja'Quincey Ponder..... Selma City  
 Sonya Pope..... Wilcox County  
 James Russell..... Demopolis City  
 Katrina Saulsberry..... Autauga County  
 Janett Skinner..... Autauga County  
 Brandi Smith..... Demopolis City  
 John Solomon..... Dallas County  
 Mitchell Thornton..... Autauga 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  
 Jimmy Baker..... Montgomery County  
 Jeffrey Barnes..... Chambers County  
 Scott Bates..... Phenix City  
 Shanikka Beacher..... Tallassee City  
 LaTonya Bedgood..... Alexander City  
 Meredith Bishop..... Montgomery County  
 Tanya Boone..... Elmore County  
 Montasha Britton..... Auburn City  
 Myeshia Brooks..... Elmore County  
 Keiandra Brundidge-Brooks..... Lee County  
 Arthur Caffey..... Lee County  
 Tana Cannon..... Chambers County  
 David Carpenter..... Opelika City  
 Tiffany Carstarphen..... Montgomery County  
 Jerry Collins..... ALSDE  
 Margaret Collins..... Lee County  
 Kathryn Conradson..... Tallapoosa County  
 Bryan Cutter..... Montgomery County  
 Katie Daniel..... Auburn City  
 Albert Drakeford..... Alexander City  
 Laura Dunlap..... Lee County  
 Cory Eckstein..... Elmore County  
 Cynthia Epperson..... Elmore County  
 Emily Farmer  
 Sonya Floyd..... Montgomery County  
 Kara Forbus..... Coosa County  
 Pam Fourtenbary..... Opelika City  
 Michaeline Fuller..... Elmore County  
 Bradley Gibson..... Opelika City  
 Amber Goolsby..... Auburn City  
 Emily Grace..... Opelika City  
 Diamond-Cierra Graham..... Alexander City  
 Jacquelynn Greenwood..... Auburn City  
 Georgette Hankins..... Elmore County  
 Lisa Harris..... Lee County  
 Joshua Harry..... Auburn City  
 Hannah Hart..... ALSDE  
 Daisha Henderson..... Pike Road City  
 Chris Holley..... Elmore County  
 Douglas Hubbard  
 Tracy Hubbert..... Coosa County  
 Dorothy Hunt..... Montgomery County  
 Tori Infinger..... Montgomery 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  
 Stacey King..... Montgomery County  
 Paul Kohler..... Lee County  
 Gloria Lammons..... Auburn City  
 Elizabeth Landry..... Elmore County  
 Derrick Lane..... Russell County  
 Yentl Lee..... Phenix City  
 Rachel Loftin..... Auburn City  
 Rachel Martin..... Tallapoosa County  
 Allyson Matthews..... Chambers County  
 William McDaniel..... Elmore County  
 Ryan McDonald..... Opelika City  
 Janice McKenzie..... Elmore County  
 Karen McMath..... Randolph County  
 Booker McMillian..... Montgomery County  
 Larry McQuiston

Sherri Miller..... Tallapoosa County  
 Amy Mills..... Russell County  
 Brandi Moody..... Montgomery County  
 Kiyomi Moore..... Montgomery County  
 Tanika Mumpfield..... Montgomery County  
 Tamara Nelson..... Montgomery County  
 Dylan Nevels..... Lee County  
 Tonya Nolen..... Auburn City  
 LaShawn Peterson..... Phenix City  
 Vanita Pharrams..... Russell County  
 Theresa Phillips..... Lee County  
 Cindy Poteet..... Opelika City  
 Beverly Price  
 Caroline Raville..... Auburn City  
 Parker Reiss..... Pike Road City  
 Amy Richardson..... Randolph County  
 Lekishia Richardson..... Alexander City  
 Elena Robertson..... Clay County  
 Craig Rogers..... Montgomery County  
 Danielle Rosener..... Opelika City  
 Joe Ross..... Opelika City  
 Lisa Rushing..... Russell County  
 Kacy Russell..... Elmore County  
 Mary Salmon..... Opelika City  
 Shannon Schmidt..... Montgomery County  
 April Scott..... Montgomery County  
 Laura Sellers..... Opelika City  
 Randy Shaw..... Montgomery County  
 Willie Shelby..... Bullock County  
 Tameka Shepherd..... Montgomery County  
 Bonnie Short..... ALSDE  
 Quantina Sides..... Montgomery County  
 LaSean Spencer..... Lee County  
 Marcia Stephens..... Elmore County  
 Janis Stewart  
 Dr. Danielle Streeter..... Life Academy  
 Bonnie Sullivan..... Pike Road City  
 Josh Taylor..... Tallassee City  
 Michele Thomason..... Lee County  
 Courtney Thornton..... Phenix City  
 Lakesha Threats..... Phenix City  
 Matt Trawick..... Lee County  
 TriShonne Tullos..... Macon County  
 Timothy Turley..... Elmore County  
 Rachel Turnham..... Opelika City  
 Vishaka Uluwita-Brown..... Macon County  
 Spencer Wade..... Elmore County  
 Lisa Wheatley..... Auburn City  
 Cyndal Whiten..... Pike Road City  
 Kimberly Wiggins..... Phenix City  
 Elisha Williams..... Roanoke City  
 Norman Williams..... Macon County  
 Stacy Williams..... Montgomery County  
 Camille Wright  
 Alicia Yarboro..... Elmore County

## District VIII

Elizabeth Andrews.....Escambia County  
 Vickie Bailey  
 Deedra Benson..... Butler County  
 Joseph Benton..... Baldwin County  
 Torrey Berry..... Baldwin County  
 Dana Bottoms..... Baldwin County  
 John Brantley..... Conecuh County  
 Jenny Breazeale..... Baldwin County  
 Michael Clay..... Baldwin County  
 Ginny Clayton..... Baldwin County  
 Belinda Cook..... Butler County  
 Courtney Creel..... Gulf Shores City  
 Nikki Crum..... Butler County  
 Erica Cruthirds..... Baldwin County

# 2024-2025 Membership Roster by District Cont'd

Kristie Davis ..... Baldwin County  
 Raquel Davis ..... Escambia County  
 Shawaungela DeLoach ..... Escambia County  
 Mark Doherty ..... Baldwin County  
 Rebecca Ducote  
 Tommy Dukes ..... Conecuh County  
 Will Duncan ..... 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 ..... Baldwin County  
 Larry Harbin ..... Baldwin County  
 Tonya Harrelson ..... Baldwin County  
 Emily Harvell ..... Baldwin County  
 Nicholas Hemmert ..... Baldwin County  
 Kylee Henseler ..... Baldwin County  
 Laura Herron ..... Baldwin County  
 Bridgett Hollinger ..... Monroe County  
 Caroline Hollowell ..... Baldwin County  
 Rachel Horton ..... Baldwin County  
 Lonny Hughes ..... Baldwin County  
 Shannan Jackson ..... Baldwin County  
 Ebony Johnson ..... Washington County  
 Benjamin Jones ..... Washington County  
 Mary Law ..... Orange Beach City  
 Drew Lee ..... Baldwin County  
 Jennifer Lee ..... Escambia 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  
 Alicia McKenzie ..... Baldwin County  
 Toya McMillian ..... Escambia County  
 Lee 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  
 Garth Moss  
 Robert Murphy ..... Baldwin County  
 Robert Owen ..... Baldwin County  
 Jim Perry ..... Baldwin County  
 Mary Philyaw ..... Brewton City  
 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  
 Karl Smith ..... Escambia County  
 Lynn Smith ..... Baldwin County  
 Sydney Smith ..... Baldwin County  
 Vicki Smith ..... Thomasville City  
 Molly Sparkman ..... Gulf Shores City  
 Christina Stacey ..... Baldwin County  
 Nicholas Sullivan ..... Washington County

Pamela Sute ..... Baldwin County  
 Jarrod Thomas ..... Conecuh County  
 Tania Thompson ..... Brewton City  
 Dyeatra Todd ..... Baldwin County  
 Marla Warner ..... Baldwin County  
 Melisa Washington ..... Thomasville City  
 Brooke Waters ..... Baldwin County  
 Alexandra Wiles ..... Baldwin County  
 Misty Wilkinson ..... Baldwin County  
 Charity Williams ..... Baldwin County  
 Hope Zeanah ..... AAESA

## District IX

Pamela Allen-Ingram ..... Barbour County  
 Victoria Anderson ..... Andalusia City  
 Eric Andrews ..... Dale County  
 Tracy Baines ..... Crenshaw County  
 Matthew Barton ..... Ozark City  
 Tracy Berry ..... Eufaula City  
 Traneshia Birch ..... Andalusia City  
 Dionne Blair ..... Dothan City  
 Josh Blalock ..... Houston County  
 James Blissett ..... Houston County  
 Sara Bouchard ..... Dothan City  
 Monica Bradshaw ..... Enterprise City  
 Audrey Bragg ..... 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  
 Donna Cammack ..... Geneva County  
 Sue Clark ..... Dothan City  
 Nicole Cochran ..... Dothan City  
 Shawna Copeland ..... Geneva County  
 Terry Crawford ..... Eufaula City  
 Kristen Dawkins ..... Dothan City  
 Candice Dillard ..... Geneva County  
 Tiffany Dowling ..... Enterprise City  
 Rodney Drish ..... Pike County  
 Hilary Ellis ..... Dale County  
 Brandi Evans ..... Covington County  
 Tamika Fleming ..... Dothan City  
 Emma Fluker ..... Troy City  
 Natasha Foster ..... Barbour County  
 Tina Garst ..... Dothan City  
 Jennifer Gilmore ..... Crenshaw County  
 Sharon Green ..... Dothan City  
 Amy Griffin ..... Enterprise City  
 Tana Griffith ..... Dothan City  
 Catherine Grissett ..... Pike County  
 Vanessa Gunn ..... Dothan City  
 Jason Hadden ..... Enterprise City  
 Christy Harrell ..... Opp City  
 Heather Hatton ..... Geneva County  
 Carrie Heninger ..... Daleville City  
 Emily Herbert ..... Coffee County  
 Lindsey Hicks ..... Houston County  
 Mary Hudson ..... Houston County  
 Christina Johnson ..... Dothan City  
 Celeste Johnston ..... Dale County  
 Joy Jones ..... Covington County  
 Buffie Kinsey ..... Dothan City  
 Melissa Layton ..... Enterprise City  
 Sharon LeRoy ..... Houston County  
 Roshanda Lewis ..... Eufaula City  
 Adam Littlefield ..... Dale County  
 Kenya Martin ..... Elba City  
 Nathaniel Martin ..... Enterprise City

Darius McKay ..... Dothan City  
 Rochelle McKenney ..... Pike County  
 Dusty McKinley ..... Houston County  
 Harrison Mims ..... Enterprise City  
 Natalie Mims ..... Crenshaw County  
 Jeaneva Mitchell ..... Dothan City  
 Christie Mitten ..... Enterprise City  
 Alphonzo Morton ..... Pickens County  
 Jason Munford ..... Barbour County  
 William Nettles ..... Troy City  
 Bettye Older ..... Covington County  
 Sarah Osborne ..... Crenshaw County  
 Vincent Owens ..... Dothan City  
 Chris Payne ..... Dothan City  
 Kala Peak ..... Daleville City  
 Matthew Phillips ..... Dale County  
 Stephen Phillips ..... Enterprise City  
 Debbie Rice ..... Pickens County  
 Seth Richards ..... Covington County  
 Tina Richards ..... Eufaula City  
 Holli Richardson ..... Coffee County  
 Daniel Rodgers ..... Covington County  
 Shantell Rouse ..... Pike County  
 Wendy Sammons ..... Ozark City  
 LaVonda Senn ..... Dothan City  
 Jodie Shelley ..... Houston County  
 Shawn Short ..... Opp City  
 Teresa Sims ..... Troy City  
 Amanda Smith ..... Geneva County  
 Matthew Smith ..... Dothan City  
 Michael Smith ..... Dale County  
 Jennifer Snellgrove ..... Dale County  
 Samantha Stafford ..... Geneva County  
 Jon Steed ..... Enterprise City  
 Bradley Stephens ..... Andalusia City  
 Paul Strange ..... Houston County  
 Patty Taylor  
 D'Andra Tingey ..... Coffee County  
 Stephen Tsukuda ..... Barbour County  
 Ginger Vinson ..... Coffee County  
 Josh Weatherly ..... Marion County  
 Monica Weeks ..... Daleville City  
 Jami Whillock ..... Houston County  
 Jennifer Williams ..... Dothan City  
 Tony Wilson ..... Covington County  
 Barry Wood ..... Covington County  
 Kelly Wynn ..... Alabama Virtual Academy  
 Greg Vance ..... Houston County

## District X

LaKeisha Agun ..... Huntsville City  
 Crystal Alexander ..... Huntsville City  
 Cheryl Askew ..... Huntsville City  
 Heather Bardwell ..... Huntsville City  
 Miranda Bolden ..... Madison City  
 Tony Bonds ..... Madison County  
 Cheryl Bowman  
 Lauria Boyd  
 Quavis Brown ..... Huntsville City  
 Tammy Brunton ..... Madison City  
 Heather Burnette ..... Jackson County  
 Lauren Cecil ..... Madison City  
 Robert Cheyne ..... Madison County  
 Amy Childress ..... Scottsboro City  
 Evelyn Coffey ..... Huntsville City  
 Kenneth Collins ..... Jackson County  
 Dana Cooper ..... Madison County  
 Shelia Crutcher ..... Huntsville City  
 Tenisha Cummings ..... Huntsville City  
 Andrea Datson ..... Madison County  
 Lydia Davenport ..... Alabama A&M

Anthony Davison ..... Madison County  
 Savannah Demeester ..... Madison City  
 Hovet Dixon ..... Huntsville City  
 Jennifer Douthit  
 Jeff Dunnivant ..... Madison County  
 Demetria Freeman ..... Madison City  
 Shannon Gamble ..... Jackson County  
 Sanchella Graham ..... Huntsville City  
 Jeanne Greer  
 Mitchell Hampton ..... Madison County  
 Renee' Headen ..... Madison County  
 Valerie Hereford ..... Huntsville City  
 Steve Herrin ..... Jackson County  
 Karen Hill ..... Madison County  
 Nathan Holmes ..... Madison City  
 Zachary Holt ..... Scottsboro City  
 Belissa Howard ..... Huntsville City  
 Selena Hughes ..... Huntsville City  
 Haley James ..... Huntsville City  
 Sherita Joiner ..... Huntsville City  
 Angelyn Jones ..... Marion County  
 Lisa Jones ..... Huntsville City  
 Kristin Kolenich ..... Madison City  
 Leslie Maples ..... Huntsville City  
 Amy Mason  
 Gary McCarley ..... Marion County  
 Miranda McFadden ..... Huntsville City  
 Melissa Mims ..... Madison City  
 Georgina Nelson ..... Madison City  
 Mary O'Bradovich ..... Huntsville City  
 Demetria Patterson ..... Madison City  
 LaKeeta Perkins ..... Huntsville City  
 Wendy Pharo ..... Madison City  
 Nichole Phillips ..... Madison City  
 Clifford Porter ..... Huntsville City  
 Natis Rambus ..... Huntsville City  
 Mallory Ray ..... Huntsville City  
 Bonnie Richburg ..... Madison County  
 Jennifer Roberts ..... Jackson County  
 Nedjra Russell ..... Madison City  
 Sarah Savas ..... Madison County  
 Bradley Scott ..... Huntsville City  
 Erin Smith ..... Huntsville City  
 Marsha Smith ..... Huntsville City  
 Taunya Smith ..... Huntsville City  
 Towana Smith ..... Huntsville City  
 Amanda Stewart ..... Jackson County  
 Marcia Sutton ..... Huntsville City  
 Tasha Swearingen ..... Madison City  
 Kelcie Thomas ..... Madison City  
 Nicole Thompson ..... Huntsville City  
 Paula Thompson ..... Huntsville City  
 Stewart Thorson ..... Huntsville City  
 Quentin Turner ..... Madison City  
 Dawn Ward  
 Angelear Warren ..... Huntsville City  
 Rebecca Wilkenson ..... Madison County  
 Donna Williams ..... Huntsville City  
 Nathan Wilson ..... Madison City  
 Amberly Windle ..... Madison County  
 Laura Worshim ..... Huntsville City



# AAESA District Map

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### Gholdy Muhammad, Ph.D.

Gholneccsar (Gholdy) Muhammad is an associate professor of Literacy, Language, and Culture at the University of Illinois at Chicago. She has previously served as a classroom teacher, literacy specialist, school district administrator, curriculum director, and school board president. She studies Black historical excellence in education, intending to reframe curriculum and instruction today.



### John C. Maxwell

John C. Maxwell is a #1 New York Times bestselling author, speaker, coach, and leader who has sold more than 34 million books. He founded Maxwell Leadership—a leadership development organization that has trained tens of millions of leaders in every nation. Having been recognized as the top leader in business and the world's most influential leadership expert, Maxwell continues to influence individuals and organizations world-wide—from Fortune 500 CEOs and national leaders to entrepreneurs and the leaders of tomorrow.



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