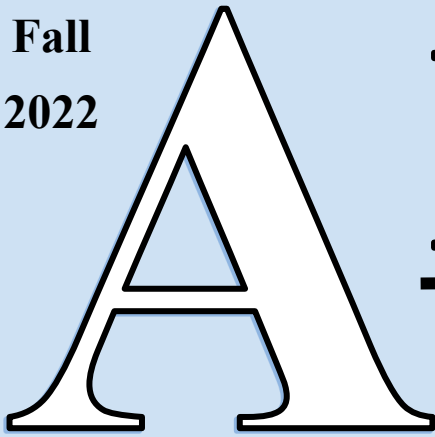


Fall  
2022



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# Alabama

Elementary Administrator



## *Principals hit a **HOME RUN** in Louisville*



Unified with NAESP and CLAS. Published by the Alabama Association of Elementary School Administrators.



*Waller Martin*  
*Brookwood Elementary*  
*Enterprise City*

First of all, thank you for taking the time to read this article. I'm sure you are "plenty busy" this

time of year and have a lot on your plate. I hope your school year is off to a good start, these are busy times for us all. For me it is always so important to have a good beginning to the school year. A good beginning is half the work!! I wanted to share a few "pointers" with you that I have picked up over the years that have helped me. Hopefully they will be of benefit to you as well!!

1. Don't try to micro-manage!! When I became an administrator I thought that I should have the answer to everything. If I didn't, that made me a weak administrator. I soon learned that I didn't have the answer to everything, but I had people around me who were knowledgeable in their areas of expertise. I have learned to depend on them to share their input and wisdom in their respective areas. I use their guidance in my decision-making process. I don't monitor them 24-7, I turn them loose to do their job. We meet on a regular basis and discuss what we need to address. I try to make myself aware of what they are doing.

If I have a question about reading, then I'm going to my Reading Specialist. I've found this has freed up more of my time to concentrate in more areas of operation as well as instruction. I use gym-clips here as an example. I don't know how many gym-clips we use in our office over a week's time, I have someone who is responsible

for that. However if I get a Purchase order for \$5000 for gym-clips, then I definitely need to get involved!!

Please don't misunderstand what I'm saying here, you are the leader of your school. As the Principal, you need to be involved and know what's happening in your building on a daily basis. We set the example for everyone else. However by allowing others the opportunity to lead on occasion, we give them the chance to experience leadership positions. This enables staff members to grow as leaders.

2. Listen, listen, and listen!! This is one that can be difficult sometimes. This applies to everyone you come in contact with, no matter if it's a kindergarten or a parent. We all know how valuable our time is. We may feel that some conversations are more important than others. However I guarantee whoever is speaking to you believes their conversation is just as important as the next one!! If they didn't feel it was important, they would not have brought it up.

Many times people try to engage in conversations while we're in the hall, or in transition from one place to another. I usually ask these people to stop by my office sometime, when I can devote my full attention to them. I have also learned to take down a note or two when we speak, this helps me remember the subject matter. At the end of the conversation, I always tell the person what my action steps will be, and an approximate time that I will get back with them.

Sometimes my action steps might be as simple as "just thinking about it." You need to allow a certain amount of time for these meetings. Once everything has been discussed and it gets to the

# AAESA President Cont'd

point of where the discussion leads to repeating the talking points, then it's time to end the meeting.

The bottom line is that everyone wants to be heard!! I always try to return phone calls by the end of the day, and always leave a message if I don't reach the party. I let them know the day/time I returned their call. I encourage us all to be good listeners this year to everyone. A few minutes of listening will go a long way toward building a relationship!!

3. Motivate and uplift those around you. Culture and Climate are just as important in a school as test scores. As a matter of fact without a strong school culture and climate, you won't have very good test scores!! Carve out some time to establish a regular routine and system of acknowledging your staff and students when they are doing deeds and deserve to be recognized. Personal hand-written thank you cards and birthday cards go a long way. Your secretary can help you with your staff birthdays, and having the cards ready for you. Your PTO is a great source to help you with this as well. Always remember food for staff speaks volumes in a school!!

We all know that students yearn for recognition as well. This past year we developed a new type of referral, one that students could receive for doing good deeds and gestures. We called it the "Good-Slip" Program. It was in triplicate: one for the student, the staff member who wrote it, and the third copy went into a lottery for a drawing!! We had a huge assembly and drew for prizes, the kids loved it. I ask my teachers to have an Encouragement Plan in their classroom, and to recognize students for accomplishments. This could be something as simple as tying their shoes, or

learning their multiplication tables.

4. Be visible in your classrooms!! We all know it's important to know what's happening in those classrooms. This year I have set a goal to try and visit every classroom at least once a day. This will not be a formal walk-through, (although we do plan to do some walk-throughs). I don't plan to write anything down or stay very long, but I think it's important to support those teachers and students.

This is time well-spent and it gives you an opportunity to address any needs or areas that need your attention. The children enjoy seeing you as well, and they enjoy showing you their student work. It reinforces the skill for them to be able to discuss with you what they are doing. Many times this will also help with discipline.

I enjoy this because it gets me away from my desk and I can get out in the building. This is where you really establish and build those relationships with your students and staff.

These are just some ideas that were passed to me over the years and have been of benefit. I hope they will be of benefit to you as well. Remember we are all in this together!! I hope you will make the time to attend your AAESA Fall Meeting, this will be time well spent. Please encourage others to attend, including aspiring administrators, and even Central Office staff. We need to get together and support one another. These meetings are a great opportunity to share ideas and fellowship with each other. Let's all have a great school year!!

# Happy Fall Everyone



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

Happy Fall everyone,

Can you believe we are a quarter of the way through the school year? Soon you will be having your fall festival. Please note, if you are still bobbing for apples, I suggest you speak with your health department. I also hope you are gearing up for a strong finish to the first semester. As always, let us know how we can help you in any way.

We have had our first round of district meetings, and I was able to make seven of the ten meetings. It was a whirlwind of activity, and many of our districts had record attendance. In fact, Baldwin County had 27 principals and assistant principals attend their meeting. Thank you for your commitment to these meetings. Rickey Darby does a fabulous job of helping schedule the meetings, and I hope you send him a note of thanks for his hard work.

The first meeting is important as it allows you to nominate your district NDP candidates and assistant principal of the year candidates. It is also a time to share important information about the year. We shared important information about the principal survey and the 2023 legislative session. We will have more information on this during the fall conference and the second round of district meetings.

Speaking of the NDP, our very own Alabama National Distinguished Principal, Brigett Stewart, from Piedmont Elementary School will be honored in early October in Washington, DC. Congrats Brigett on this great honor, and I can't wait to share the pictures from the event with your colleagues.

Additionally, Brigett and the current elementary assistant principal of the year, Andrea Datson, will be honored in October by the State Board of Education. We will share great pictures of this event as well, so stay tuned.

Speaking of great events, make sure you check our website for the information about the [2022 Fall Conference](#). This great event will take place in Orange Beach, Alabama, at the Perdido Beach Resort. Rickey Darby has worked very hard to build a great learning and networking event for our elementary administrators. You can find the schedule and agenda on the website. I hope to see you November 13-16, 2022, in Orange Beach.

As always, we are here to help you in your leadership journey. Simply let us know how we can assist.

Finally, remember to craft your narrative or someone will craft it for you.



# Welcome Back to a New School Year



*Rickey Darby*  
*AAESA Assistant*  
*Executive Director*

I hope each of you had a great summer. Many of you attended professional learning opportunities, including training with

your staff. I hope you had the chance to spend some time away from the school to recharge both personally as well as professionally. I hope you have a great opening of school. If you are a new principal, I hope you were able to attend the CLAS New Principals Institute in September.

## **Professional Learning**

Most of you had the opportunity to attend professional learning this summer. I saw many of you at the CLAS Convention and over forty elementary administrators attended the NAESP Conference in Louisville, Kentucky. Alabama's National Outstanding Assistant Principal, Andrea Datson from Riverton Elementary School, was recognized at one of the general sessions. There were great speakers from around the country. I particularly enjoyed the general session on Sunday morning. Inky Johnson, former University of Tennessee football player, was the motivational speaker. I encourage you to read his story. A shout out to Amy Mason for presenting at the national conference.

## **Membership**

This is the time of year that you [renew your membership in CLAS and AAESA](#). This is also the time we encourage new administrators to join our professional organization. Remember the incentives that CLAS offers members to refer new members. You will receive \$25 per new member and your name is entered into a drawing for \$1,000. Make sure you put your name as the referring person on their registration form.

There are elementary principals who are CLAS members and not members of AAESA but are members of

other affiliates. We need to remind elementary principals to join the elementary affiliate. You need to make sure that they know that they do not have to join NAESP like they did for many years. They can make the change on their membership form that they receive from CLAS or they can call the office at 1 (800) 239-3616 to make the change or addition to their affiliate membership. I encourage you to consider membership in NAESP, particularly if your system pays for your membership. NAESP is also a valuable professional organization with great publications and conferences.

## **Get Involved**

I encourage you to get involved in our professional organization. You will have the opportunity to attend district meetings and fall conference. Take the time to talk to other administrators and encourage them to join you at a meeting. Zoom meetings are still popular and afford you the opportunity without leaving the building and include your assistant principal.

## **Fall Instructional Leadership Conference**

The annual [AAESA Fall Instructional Leadership Conference](#) will be held November 14-16<sup>th</sup> at the Perdido Beach Resort in Orange Beach. On Sunday, there is an additional session for new principals and supervisors on the Literacy Act. The theme of this year's conference is "Next Level Leadership." I encourage all members to attend this year. It is a great time to revitalize yourself, network with colleagues, and hear great speakers. The on-line registration and hotel reservations are now available. So, register early to save money and make sure you reserve a room in the conference room block at Perdido Beach Resort.

Have a great beginning of the school year. I would like to end with a quote that I saw in a Lululemon store recently when shopping with family members.

"Never give up, no matter how many times your fall. Keep getting up. I am stronger, have more patience, and more confidence because I have a firm belief in myself." Lydia Ko, golfer

# NAESP 2022 Pre-K-8 Principal Conference



*Charles Gardner*  
*Hokes Bluff Elementary*  
*Etowah County*

The NAESP Pre-K-8 Principals Conference was held in Louisville, Kentucky July 15<sup>th</sup>-17<sup>th</sup>. I was honored to step in and represent AAESA as the NAESP Representative

to this conference. Our former NAESP representative, Matt Scott, has joined the ranks of a high school principal. We wish him the best as he embarks on his new position as the principal of East Limestone High School in Athens, Alabama. He did an excellent job as our NAESP Representative and deserves our appreciation for serving us well. I will attempt to fill his shoes for his remaining term, but I know it won't be easy!

NAESP Executive Director, Dr. Earl Franks and NAESP President Mr. Paul Wenger, welcomed everyone to Louisville and promised an exceptional conference. Indeed, it was filled with opportunities to network, share ideas, and learn ways to improve leadership skills. We had some dynamic keynote speakers in Barbara Whye, Simon Sinek, and Inky Johnson. Of-course the breakout sessions were all very informative and well attended. As expected, Todd Whitaker's session was standing room only!

The selection of vendors in the exhibit hall was well assembled and provided many opportunities for principals to review products and programs they offered to assist teaching and learning. It is always difficult to get by all the vendor booths, but there was something for everybody.

NAESP provided information for joining a Community of Practice. I have included this below. Membership in NAESP has so many benefits which includes providing professional learning and networking opportunities. Please take advantage of these benefits with your NAESP membership. During our meetings, the importance of being a member in NAESP was discussed and the ways we can encourage membership. Now more than ever we need to utilize every available resource afforded to us through our membership in NAESP. Please check out [www.naesp.org](http://www.naesp.org) and take advantage of your membership!

## Join a Community of Practice

**Assistant Principal Community of Practice:** provides a space for assistant principals to network at a national level to ask questions, offer tips, get resources, and find support within a community of practice environment.

**Early Career Principal Community of Practice:** provides a space for principals in their first years on the job to network with colleagues and gain the essential skills of principal leadership.

**Center for Diversity Leadership:** works to both assist leaders of color in their pursuit of leadership positions and to amplify the voices of these leaders in order to encourage more diverse representation of leaders within schools.

**Center for Innovative Leadership:** works to highlight transformative and innovative practices and strategies that serve as a catalyst for shaping the long-term impact of school improvement efforts.

**Center for Middle-Level Leadership:** focuses on providing the exceptional skills and support that middle-level administrators need to lead outstanding schools with high levels of student achievement.

**Center for Women in Leadership:** works to support women administrators in the unique challenges that they face as educational leaders because of their gender.

**National Distinguished Principal Alumni Network:** connects previously recognized National Distinguished Principals.

**National Outstanding Assistant Principal Alumni Network:** connects previously recognized National Outstanding Assistant Principals.

## Community access is limited to NAESP members.

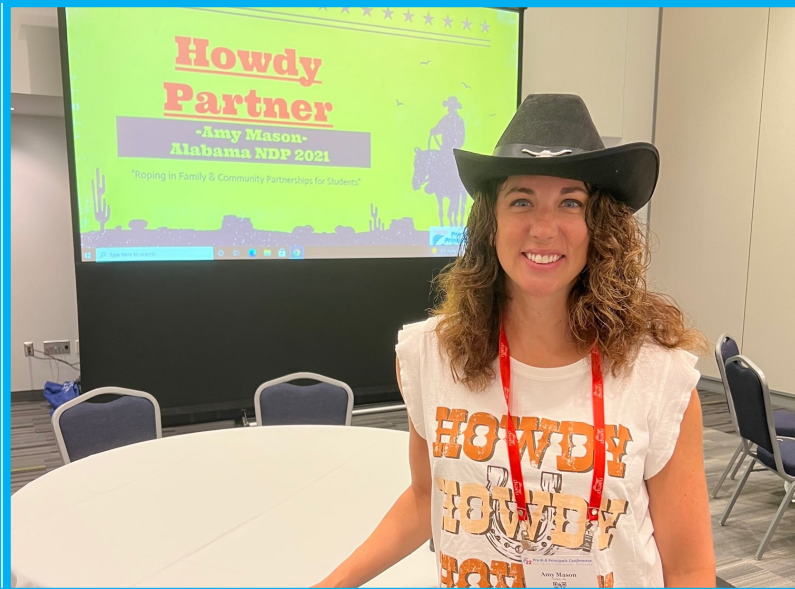
Use the form below to select the communities you would like to join.

*"When we make people around us feel valued, we improve our relationships in work cultures. Leadership has nothing to do with rank. Leaders make people feel seen and heard." Simon Sinek*

# NAESP 2022 Pre-K-8 Principal Conference Cont'd



# NAESP 2022 Pre-K-8 Principal Conference Cont'd







*Michael South*  
*Hibbett Intermediate*  
*Florence City*

It was my honor to be selected as the recipient of the Glenys Mason Scholarship through AAESA, which gave me the opportunity to attend

the National Association of Elementary School Principals (NAESP) 2022 Pre-K-8 Principals Conference in Louisville, Kentucky July 15-17, 2022. I am indebted to AAESA for this opportunity. The city of Louisville, Kentucky served as a wonderful setting this year. While only a fraction of our colleagues across the nation could attend, it was good to be able to meet so many administrators who are striving to make a difference in the lives of children and teachers! I found myself asking everyone I met, “Where are you from?” Each person would share and return the same question. It was apparent that each one was glad to share where they lived and the story of their school! Much can be learned when we communicate and connect with one another! We each have a story to tell! This year’s conference format was packed with information that was timely and broadened our understanding of current trends across the country.

After serving as an administrator for over 20 years, one lesson that I learned over the pandemic was that we work and learn better when we are together physically rather than through a virtual platform. Todd Whitaker reminded us of the values that lie in the hearts of teachers, principals, and superintendents. He, along with most educators, believe parents came to appreciate educators more as a re-

sult of the virtual learning prompted by the pandemic. It is refreshing as educators that parents and community leaders looked to school leaders for guidance and answers regarding what was best for children. Coming out of the pandemic, school leaders found themselves not only trying to get back into the routine of school, but discovering that more teachers had left the field. As the pool of teachers shrinks, we find ourselves searching for qualified individuals to fill the vacancies. Whitaker offered tips for selecting new teachers and the importance of growing those teachers to reach their full potential. Administrators have the responsibility of providing professional learning opportunities that makes teachers want to teach better!

The speakers for the general sessions each brought a different perspective of leadership from their respective fields. Simon Sinek, Barbara Whye, and Inky Johnson inspired us to lead and take action in a way that involves all of our stakeholders and seeks to make a positive impact in our respective roles. The conference agenda was well organized and offered a broad arrange of topics that made it difficult to choose which sessions to attend. Once again, after emerging from the pandemic, the opportunity to attend the conference in person and interact with others was encouraging and electrifying.

Next year’s NASEP Conference is planned for July 10-12, 2023 at the Gaylord National Resort in National Harbor, Maryland. Everyone is encouraged to plan ahead and make it a priority to attend. It will be another incredible opportunity to learn and network with peers of like-minded individuals with varied backgrounds who are seeking to make a difference in the lives of young people. We hope to see you there!

# Discovering Your “Why” as an Educator



*Amy Mason  
Gurley, AL*

## Discovering Your “Why” as an Educator

*Simon Sinek challenged attendees to discover their “why” on a personal level and as a school leader and use it to create positive change in schools, build trusting relationships, and grow as an educator and as a person.*



*Simon Sinek presenting at the opening session on Friday, July 15 at the NAESP Pre-K–8 Principals Conference in Louisville, Kentucky.*

The opening general session at the NAESP Pre-K–8 Principals Conference in Louisville was tailor-made for educators who live their “why” every day as leaders of learning communities. Simon Sinek, who literally wrote the book on the topic—*Start with Why: How Great Leaders Inspire Everyone to Take Action*—opened with a thought-provoking take:

“We don’t get to create our ‘why;’ we get to discover it.”

In a live, virtual conversation, L. Earl Franks, Ed.D., CAE, NAESP executive director, served as a moderator and Kaylen Tucker, NAESP associate executive director, Communications, shared questions from the audience, as Sinek elaborated on the path to discovering our “why.”

We are all a product of how we were raised, said Sinek, and this has formed us into who we are today. As educators, we are helping to mold kids into who they will become one day, long after they leave our schools. The “why” typically is defined by the time we reach our teens, and it becomes the purpose, beliefs, and values we live by. Through exhibiting this, people will know *who* we are. Who you are is the sum total of the why, how, and who, said Sinek.

### What’s Your “Why?” Ask a Friend

What’s the best way to find out your “why?” Find a friend—not a spouse or child—whom you love and who loves you. Call that friend you would reach out to if you needed something in the middle of the night. Then ask this simple question: Why are we friends? He stated that most people start by answering this question superficially, listing generic details that could apply other people, too. Dig down to find out what they believe is different about you.

Sinek shared what happened when he tried this with a friend. After asking that deeper question—what was different about him as a friend—one of Sinek’s friends told him that they could sit in the room with him and feel inspired. That is Sinek’s “why.” Your “why” is the value that you provide to other people and the world, he said. If you ask other friends, you will get the same exact answer.

Every human being has a “why” and wants to a purpose to drive them, said Sinek, saying something that surprised attendees: The “why” of teaching might be different than your “why” as an individual.

When asked how to use the why as a principal, Sinek recommended hiring people who are inspired to demand something big. People give away what their motivations are. Look at someone’s career and the decisions that they make. They should be following that meandering road to make an impact. Then, he made a comparison between

# Discovering Your “Why” as an Educator Cont’d

politicians and how they could make a difference in education; they make promises to support education while campaigning, but they often don’t pursue those promises if they are not elected. When hiring, look for people whose paths show a passion for helping children, lifelong learning, and teamwork, for example—whatever skills align with your school’s mission and values.

## **Learn From Others to Grow**

During the conversation, Sinek mentioned that a principal’s priority is to “take care of the people taking care of the people.” He compared school administrators to hospital administrators, who should be caring for the doctors and nurses so that they can take care of the patients. Is our job as school leaders to make sure our school faculty and staff are cared for so they be their best for their students. Sinek recommended that we start teaching leadership skills to each other: active listening, how to have an active confrontation, and how to have difficult conversations, for example.

Sinek also gave advice about what teachers could learn from other professions, or a “worthy rivalry.” When it comes to education, there are wins, but there is not winning. Learning about the strengths of other schools or educators will reveal to us our weaknesses. Once we discover those, we can work on them or hire people who are better at them than we are. If you find yourself envious of another school, find out who’s out in the front leading, and figure out how to translate them into your own school.

Sinek cautioned that the “dangerous part is copying them.” Don’t copy the superficial stuff like the ping pong table in the conference room. This discovery process is about human relationships and human dynamics. Good leaders become obsessed with human behavior and human relationships.

## **Adopt an Infinite Mindset**

Sinek recommends that we adopt an infinite mindset where you want to leave things better than the way that you found them. In a finite game, there are known players, fixed rules, an agreed upon objective. With infinite games, you have known and unknown players, the rules are

changeable, players can join whenever they want, and there’s no such thing as winning. When we approach leadership like we are playing to win, there is no finish line and there’s a decline. There is no such thing as the best school, and there is no end to this game.

Sinek posed this question: How do you judge the effectiveness of a school? In most cases, schools choose an easy metric to show how successful they are. Over the course of time, a school with stronger relationships will have better test scores. So we should consider how we could better measure the efficacy of our school, and our school’s story outside of metrics? Social interaction among the kids? Conflict resolution? Find what works for your school.

## **What Building Trust Looks Like**

When asked about how leaders can build trust, Sinek explained that it’s a human experience and a feeling—and it’s something we earn. One way to earn that trust is by being vulnerable. For example, it’s important that leaders admit their mistakes, and it’s equally important to make sure the people you lead trust that they can admit they’ve made a mistake without any fear of humiliation or that anything will hurt their career.

We also build trust by asking for help. This can be seen by saying, “I’m battered, and I’m tired. I know you are going through the same things as me.” If we say things aloud, then we can support each other. When people don’t discuss these things, it makes people feel worse because they think that something is wrong with them. By opening up about difficult times, it creates an environment where you and your teams can rely on each other for ideas and help. This is how we lead by example.

Sinek inspired attendees to take the time to determine our personal “why” and challenged us to determine whether we are living in our why during our personal and professional lives.

*Dateline NAESP*

# Sustaining the Principalship Through Principal Mentorship



***Harriette Thompkins***  
***Wylam Elementary***  
***Birmingham City***



***Angelia Groves***  
***Central Park Elem.***  
***Birmingham City***

I am grateful to be a candidate for the National Association of Elementary School Principals (NAESP) National Mentor Training and Certification Program. My protegee', Angelia Groves, and I have been on this journey together for six months. When first asked to become a mentor and work towards the mentor certification, I wasn't sure if I was ready to lead such a task. However, it has been one of the most rewarding experiences that I have had in education. A mentor relationship is one of trust and cultivation. Growth and learning are two-way. Mentors and mentees share in learning experiences—mentorship impacts school leaders' capacity to do the challenging work set before them. In addition, mentors provide daily, weekly, and ongoing support for their protegees. As a final project for my NAESP National Mentor Training and Certification Program, Angelia Groves and I decided to interview Dr. Gwendolyn Tilghman, Network I Instructional Superintendent of Birmingham City Schools. The interview gave us more insight into how principal mentorship could assist Districts throughout the state; and possibly, encourage them to implement a viable and sustainable mentorship program.

*Dr. Gwendolyn Tilghman is a certified NAESP mentor and has been instrumental in providing support and leadership to principals receiving and re-certifying their NAESP Principal Mentor Certification in Birmingham City Schools. She also serves and has served as a mentor for many. Her candid conversation further proves that mentorship for principals is necessary and impacts student growth and achievement. Dr. Tilghman is interviewed by*

*Angelia Groves, 2021-2022 Acting Principal of Central Park Elementary School.*

***Angelia Groves: How does principal mentorship impact the principalship?***

*Dr. Gwendolyn Tilghman: It is paramount that all principals of at least three years and below have a mentor, an advocate, and a sponsor. I put all those together because they serve the same purpose, a mentor, a coach, a person advocating for you. Principal mentorship is a relationship built on trust and helps shape the academic personality of the principal. The principal mentor relationship influences the overall philosophy of the mentee or enhances the philosophy they already possess.*

***Angelia Groves: How does a principal mentorship program relate to school district goals and initiatives?***

*Dr. Gwendolyn Tilghman: School district goals and initiatives are extremely important on both district and state levels. A blueprint is critical to ensure that scholars, principals, and teachers execute the overall purpose of the District and State initiatives that primarily impact teaching and learning. So, a mentoring program should be consistent and comprehensive at the district level. One or two workshops will not suffice. The mentor and the mentee relationship should be established on sound evidence-based practices. NAESP's Leading Learning Communities surrounds the principal mentorship training with three evidenced-based pillars: Build Culture, Optimize Systems, and Empower People.*

***Angelia Groves: Why is principal mentorship vital to the principal's professional world?***

*Dr. Gwendolyn Tilghman: Adult learning is a crucial component that enhances or increases student performance. In other words, the more knowledge the adults in your organization possess, the more information they can turn around and utilize to improve curriculum delivery and instructional practices that meet the needs of our students, which will result in improved student performance. Therefore, as an instructional leader on the District level, it is vital for me to continue as chief learner and ensure that my Professional Learning Community of principals, principal mentors, and mentees meet the needs of the District.*

***Angelia Groves: How would you describe the responsibilities of a mentor principal?***

# Sustaining the Principalship Through Principal Mentorship

Dr. Gwendolyn Tilghman: First, the mentor principal must listen to the mentee principal without judging. Third, the mentee should be allowed to make decisions based on the evidence. For example, if my mentee contacts me and says, "I have a student that brought a bullet to school." Should I Class III the student?" You wouldn't advise the mentee on precisely what to do. Instead, you would ask probing questions? First, I would ask the mentee, "Have you read the Student Code of Conduct?" If the information is not there, I will point them towards resources that will assist them with making an evidence-based, informed decision.

The goal is to answer questions in a way for them to make decisions on their own based on the documentation, the handbook, and the practices, procedures, and policies of the Birmingham Board of Education. We get to put our heads together to derive great decisions that are learning experiences and lessons that won't be forgotten. The answers come without telling the mentee, which builds competency in their abilities.

**Angelia Groves: How would you describe the responsibilities of a mentee?**

Dr. Gwendolyn Tilghman: I have arrived at three responsibilities of the mentee. (1) Be open and honest with the mentor. Allowing fear to impede an open relationship with the mentor will not result in a productive mentorship. Nervousness, fear, and distrust can lead to hiding information that results in false resolutions or solutions. The relationship must be built on established trust and truth. (2) Build Trust and Respect (3) Have a consistent commitment. You can talk to your mentee once a month you got to talk to your mentee. When I became a principal, I spoke with my mentor every day at noon, during lunch. Every day we debriefed, I shared with her what I was doing, what I had done, and my problems for a solid year. After that year, she cut me loose, and I was flying on my own. That doesn't mean I didn't speak with her, but we spoke less.

**Angelia Groves: How has mentorship influenced your professional growth?**

Dr. Gwendolyn Tilghman: Mentorship has allowed me to analyze me. For example, I had a lot of zeal as a new principal. I was very zealous, and I was very strong-minded and opinionated. So my professional relationship with my mentor (the consistent meeting and the committed relationship) allowed me to adjust my thinking. I didn't think through things long enough. I was more reactive rather than proactive. So I had to learn to calm down and give myself more time to analyze the situation before making a significant decision. Does that make sense?

**Angelia Groves: Yes. Last question, How can Birmingham City Schools and maybe other districts achieve and sustain a quality principal mentorship program in the future?**

Dr. Gwendolyn Tilghman: Any school District can sustain a strong, quality, year-long mentoring program through their Professional Development Department. The District's deliberate and intentional support of new principals will provide mentorship in instructional pedagogy, management and operations, communication, climate and culture, etc. Following NAESPs pillars for principal mentorship or the National Standards for Educational Leaders will cover the content needed to build a strong and effective principal mentorship program.

**Angelia Groves: We would like to thank you, Dr. Tilghman, for your wisdom and insight on principal mentorship. Thanks for your time!**

Dr. Gwendolyn Tilghman: You're welcome.

Principal mentorship will move school Districts beyond the college principal preparation programs and create professional development that prepares principals with job-embedded experiences that build capacity and create transformational leaders that impact student growth and achievement. Gone are the days when the principal was given the key to the building and left to figure it out on their own. Principal mentorship provides the intentional support needed for the school leader's daily journey. Districts igniting a principal mentorship program with content based on best practices and evidence-based competencies will ensure that new principals have opportunities for success. The NAESP three pillars for Leading Learning Communities and the National Standards for Educational Leaders provide key indicators to assist Districts with a viable and sustainable principal mentor program. A principal mentorship program can be vital to a Districts plan for succession, as well as its plan for retention. Districts may develop leadership teams collaborating with their Professional Development Departments to build a principal mentorship program. To learn more information about the NAESP National Mentor Training and Certification Program, please click here <https://www.naesp.org/programs/professional-learning/mentor-program/>

# Membership Matters



*Michael South  
Hibbett Intermediate  
Florence City*

The last couple of years has helped us realize the importance of face-to-face interactions. While virtual meetings will likely continue to be offered, they can-

not replace the importance of fellowship with our fellow administrators. True fellowship goes beyond the networking opportunities, but the energy we gain from one another to be the best we can be for our faculty, staff, students, and parents. Additionally, the professional development offered through CLAS helps us to be more prepared to help our faculty and staff grow. Their growth will translate into better instruction and achievement for our students.

For many of us, we are still reflecting on what we learned at the CLAS Conference and the NAESP Pre-K-8 Principals Conference. If you were not able to attend this year, I highly encourage you to plan ahead for next year. The benefits of membership in the Alabama Association of Elementary Administrators (AAESA) and the National Association of Elementary School Principals (NAESP) are invaluable tools for all administrators. My challenge to you is to share your experiences and encourage your fellow administrators in your districts to join both affiliates. The benefits of membership far outweigh the cost of yearly dues. As you renew your CLAS membership this year, be sure to choose these two outstanding affiliates!

Remember that we are stronger together! John Donne's "No Man is an Island" illustrates the connection between all of us. We need each other and are better together! Choose to be an active member of both AAESA and NAESP and promote your fellow administrators to do the same. Not only will be stronger but the larger

our membership will result in more positions on the CLAS Board.

We are thankful for the foresight of those who established the strong associations available for elementary administrators. We must strive to improve our practice through the relationships and opportunities afforded us through CLAS, AAESA, and NAESP. AAESA's mission is to serve as an advocate for children while striving to enhance effectiveness in the supervision and administration of elementary and middle schools. I personally encourage all elementary administrators to become an active members of AAESA and NAESP. If you have not taken steps to become a member, why put it off any longer? If you need help, feel free to reach out to me or another active member.

AAESA provides a variety of professional learning opportunities throughout the year. The Fall Instructional Leadership Conference scheduled annually in November will be your first opportunity to meet other leaders from over Alabama and take part in timely professional learning. Professional webinars are also offered throughout the year for one to view from the office if one's schedule will not allow for off-campus participation

Your AAESA board works tirelessly to keep members abreast of current State and National education issues. They also serve as our advocates to make sure educational leaders and legislators hear our voices as we seek to serve students. We appreciate their intentionality to impact education in a positive way and keep us united.

The cost of membership in AAESA for active administrators is only \$106 a year as an active member of CLAS. Membership in NAESP, though optional at the cost of \$259 a year, provides \$2 million of professional liability coverage. This is a small price to pay for additional peace of mind.



# AAESA District Map

# The Road to Become the Alabama NDP



**Amy Mason**  
**NAESP 2022 NDP**  
**Gurley, AL**

One of the highest honors that a principal can receive is recognition as a National Distinguished Principal by NAESP. The path to this achievement in Alabama requires several steps. In the fall semester, each of the ten AAE-SA districts will nominate and vote for the candidate that they choose to represent them at the state level. Active NAESP membership is extremely important to receive the NDP nomination and award. Nominees must meet the following requirements to move on to the next phase of the process:

1. *Be a member of NAESP for at least three consecutive years at the time of nomination and maintain membership through the conclusion of the NAESP Award Ceremony.*
2. *Serve as a practicing principal with at least five years of experience in the principalship.*
3. *Plan to continue as a practicing principal.*

*Must demonstrate evidence of outstanding contributions to the*

*community and to the education profession.*

At this time, the ten finalists fill out the extensive NDP application to include several essays with examples of leadership within their school. These awards packets are reviewed by the NDP selection committee. The selection committee consists of two previous Alabama NDPs, a higher education representative, and a few other principals from across the state. The committee scores each application based on a rubric to narrow the finalists down to the top three candidates. These finalists will receive a school visit conducted by the selection committee members in February so that students, parents, and faculty members can be interviewed and a discussion can occur regarding their experiences as a principal and the impacts made within their community. The Alabama NDP winner is typically announced sometime in March and notified during a surprise school visit. The winner is also provided with an office makeover during that year sponsored by Interior Elements.

In October, the Alabama NDP and a guest will represent the state at the award ceremony in Washington DC along with the other candidates from across the country who represent their states. The award winners have an opportunity to attend formal ceremonies and receptions at some iconic places during their time in DC. They also become a part of the prestigious NDP alumni who convene annually during the NAESP national conference each summer.

Date(s)	Actions
August-October, 2022	During the district meeting – select District Distinguished Principal Nominee
November 1, 2022	Name of District’s Distinguished Principal nominee is due to Rickey Darby, Assistant Executive
November 2022	NDP application packets will be emailed by Rickey Darby to each district’s nominee
November 15, 2022	District nominees are recognized at AAESA Conference Awards Luncheon in Orange Beach, AL
January 4, 2023	Application packets are due and must be emailed to Ricky Darby
January-February, 2023	The Alabama NDP committee will select three finalists and complete a site visit at the school of each finalist
March 2023	Name of NDP final winner is announced at the AAESA Spring Planning Meeting
June 2023	NDP is recognized at the CLAS Summer Conference in Birmingham, AL
October 2023	NDP is recognized at NAESP Awards Program in Washington, DC





***Charlie Gardner  
Hokes Bluff Elementary  
Etowah County***

Hello Alabama School Administrators! I am Charlie Gardner, the NAESP representative for AAESA for 2022-2023! *I trust* that you have all had a wonderful summer

with your family and friends and have embraced this new school year with positive energy and a passion for leading your schools to new heights of academic success! I also hope that you were able to attend some meaningful professional learning activities such as the CLAS convention or the NAESP conference in Kentucky. No matter how long we have been in this business, we all need to look for ways to get better and to get recharged and energized for the school year.

It is that time of year to renew your membership in AAESA and NAESP. I hope that you have taken the time to do so and if you know of a new administrator in your system, please encourage them to join so that they too may enjoy the benefits of everything AAESA and NAESP has to offer. I have been a member of CLAS since 1996, first joining AASSP then joining AAESA in 2007. I do not have enough space in this article to describe how much my membership has paid off over the last 27 years but I CAN tell you that if you are reading this and are not a member, please consider joining today! You have so many resources at your disposal through your membership. AAESA focuses on assisting administrators through professional learning activities, publications, conferences, leadership institutes, and many other services. As a member of AAESA, you are also provided legal defense through CLAS. One of the benefits that I have found most useful during my years as a member is the opportunity to network with other administrators across the state of Alabama.

In addition to your AAESA membership, you have the opportunity to join NAESP, which also provides many benefits

to it's members. Most recently, I attended the NAESP Pre-K-8 Principals Conference in Louisville, Kentucky. It was packed with excellent speakers and presenters focusing on improving leadership and instruction. In addition the "Principal" magazine containing a wealth of information for school leaders, there are opportunities to participate in webinars and events which are dedicated to help you as a school leader be more innovative and effective. By joining NAESP, you are covered with a two million dollar professional liability reimbursement for legal services and job-protection services. As a member of NAESP, you may take advantage of discounts with businesses such as Office Depot, Wyndam Hotels, and Hertz.

Both AAESA and NAESP are "at the table" when important issues affecting education are discussed at the state and national level. Advocacy efforts are extremely necessary to ensuring our schools in Alabama are represented at the Alabama state house and in Washington, D.C. Our voices need to be heard when decisions are made about the education of our schoolchildren.

Again, please continue to support your professional organizations, AAESA and NAESP, with your membership. I have talked with many principals across Alabama and I realize membership dues might be a problem for some. Membership dues may be paid using local school funds as an institutional membership, however many school districts pay the dues for its administrators as a system instead of the local school. Thank you to those districts who choose to do so. Yet many administrators pay the dues personally because they see the benefits. You are also to be commended. Further, many contract principals have negotiated the dues as part of their contracts. Whatever way you choose to pay the membership dues, I hope that you will agree that it is some of the best money you'll spend considering all the benefits.

If you have any questions or if I can ever be of service to you, please do not hesitate to contact me at [charles\\_gardner@ecboe.org](mailto:charles_gardner@ecboe.org). Thank you for the privilege of serving AAESA and NAESP this year! I wish you all a great year!

# Federal Relations



*David Carpenter*

*Jeter Primary*

*Opelika City*

On March 28, the Biden administration released its FY23 budget, providing the Department of Education (ED) \$88.3 billion in

discretionary funding—a \$12.9 billion (17 percent) increase over FY22 funding levels, which were finalized in March.

## Where Do Things Stand in the FY23 Budget Process?

The release of the administration’s budget is the first step in passing a new funding bill. The current FY22 funding bill expires Sept. 30, 2022. Over the next few months, committees on Capitol Hill will hold hearings on the budget, hear from experts on program funding needs, and ultimately, vote on a bill that includes funding for federal education programs. Since the budget was released, NAESP’s advocacy team has been meeting with key allies on Capitol Hill to push for the strongest possible funding for priority programs. NAESP has also worked through its coalitions and partner organizations to send letters of support focused on NAESP’s core policy priorities, including educator supports (Title II-A), students with disabilities (IDEA), recruiting the next generation of educators, addressing the educator pipeline, wraparound services (Title IV - Part A), afterschool programs (Title IV - Part B), school facilities, and school-based mental health professionals.

## How Does the Budget Impact Principals and Their Schools?

Over the past few years, schools have been using federal COVID-19 relief funding to help keep schools open, support students who have fallen behind academically, and provide students with mental health supports. Though this emergency funding has been critical, the funding will expire. NAESP has been vocal that schools need robust long-term federal funding streams to address the gauntlet of challenges they face on a daily basis. Below are

some of the priority programs in the FY23 budget NAESP is advocating for:

**Title I:** The budget increases funding for Title I by \$19 billion as part of the president’s pledge to triple Title I funding over time. The 2023 level is more than double the 2022 enacted level. The requested increase is a combination of \$3 billion in discretionary funding and \$16 billion in mandatory funding. Note: The mandatory spending request would have to be enacted in legislation separate from the annual appropriations bill.

**IDEA:** The budget increases funding for all special education state grants by \$3.4 billion (24 percent) over the 2022 enacted level, with funding for Part B grants receiving a \$2.9 billion increase. The IDEA personnel preparation program receives a \$155 million (163 percent) increase, which is part of the budget’s emphasis on creating a well-prepared and diverse educator workforce.

**School-based health professionals:** The 2023 budget reprises last year’s proposal for \$1 billion for a new program to increase the number of counselors, school psychologists, and other health professionals in schools. The FY22 funding bill passed in March included a \$111 million increase for school-based mental health professionals.

**Education innovation and improvement:** The budget increases funding by \$280 million (120 percent) for this program, with \$350 million total intended for projects to improve recruitment and retention of education staff. This is one of several programs in the budget focused on bolstering the educator pipeline.

**Increases in early childhood programs outside of ED:** The budget has large increases for three early childhood education-related programs at the U.S. Department of Health and Human Services (HHS): a \$1.2 billion (10 percent) increase for Head Start; a \$1.4 billion (23 percent) increase for the Child Care and Development Block Grant; and a \$160 million (55 percent) increase for Preschool Development Grants.

# 2022 Fall Instructional Leadership Conference

## “Next Level Leadership”

November 13-16, 2022

Perdido Beach Resort - Orange Beach, AL



### Sunday, November 13, 2022

- 3:00-5:00 **Pre-conference Session “Literacy Act for New Administrators and Central Office Supervisors”**  
Ms. Bonnie Short, Program Coordinator with the Alabama Reading Initiative (ARI)  
Ms. Karen Rutledge-Bell, Education Administrator for Alabama Reading Initiative  
This preconference session focuses on implementing the Alabama Literacy Act, its impact on schools, LEAs, and communities and a discussion of effective literacy practices aligned with Alabama Achieves.

### Monday, November 14, 2022

- 7:30-8:30 **Breakfast and visit partners**
- 8:30-9:45 **General Session - Dr. Kathy Murphy – “Next Level LEADERS”**  
Reaching the next level of leadership means stretching, growing, and learning. No doubt there will be bumps in the road, sharp curves, and hazards ahead. And, yes, we may have to pump the brakes a time or two. But not to be denied the journey, “next level leaders” will do their level best to never level off.
- 9:45-10:15 **Break and visit partners**
- 10:15-11:30 **General Session- Mr. Robert Hudson – “Working with Students who Have Mental Health Challenges”**  
Wouldn’t it be great if your most challenging students, all of a sudden, became less challenging? Knowing how to manage problem behaviors and how to de-escalate crisis situations are essential skills for all educators. In this class, you will learn techniques that you can use immediately.
- 11:30-12:00 **General Session – Dr. Jeff Langham – “Unpacking the New Cognia Accreditation Performance Standards”**  
The new Cognia Accreditation Performance Standards have arrived! This session will provide an overview of the new standards as your district prepares for an accreditation visit this year or in the years to come.
- 12:00-1:00 **Lunch with Partners**
- 1:00-1:45 **Breakout Sessions**  
**Alabama Teacher Growth Program (ATGP) – Telena Madison and Dr. Stephanie Hulon**  
Ready or not, all school systems in Alabama began full implementation of the ATGP in August 2022. Whether you are a new or veteran district/building level administrator, this session will provide you the foundational information as well as updates to the ATGP. You may want to know more about the use of the Alabama Teacher Observation Tool (ATOT), what training opportunities are available for administrators and teachers, what other evaluation system options are available other than ATGP, or you may just want to join your colleagues to hear what has worked while launching full implementation and what may not have worked so well. If you don’t get your questions answered during this session, we will get the answer to you! Join us to learn more about this journey to teacher growth.

# 2022 Fall Instructional Leadership Conference

## **Navigating the Continuous Improvement Journey in Your School District – Dr. Jeff Langham**

The journey of continuous improvement is both an extremely rewarding yet extremely challenging process in the new normal facing our school districts. With the introduction of the new Cognia Accreditation Performance Standards (July 2022), this session will provide quick and easy navigational tips to help you as you prepare for the next steps in your accreditation journey.

## **Break the Cycle of Stress with Atomic Habits – Mr. Brian Givens**

Coach Nick Saban’s term “process,” has been frequently quoted by at the University of Alabama and throughout the country as the key formula for their successful dynasty. A “process” is basically the persistence of daily habits over time that lead to successful outcomes. What is your “process”? Join us in this session as we analyze research based strategies to create good habits and break bad ones with references from the New York Times Bestseller, Atomic Habits, and other sources. Choose this session to help discover strategies that will help remove you from the hamster wheel of STRESS in your life!

## **Working with Challenging Students – Robert Hudson**

Knowing how to reach and inspire students who are challenging is an essential skill for all teachers. In this class you will learn some of the secrets for understanding challenging students and how to succeed with them. You will learn techniques that you can use immediately.

1:45-2:15

**Break with Partners**

2:15-3:00

**Breakout Sessions repeated**

3:00-4:00

**Share Tables**

**Parent and Family Resources – ARI and AMSTI**

**Reading Horizons**

**Curriculum Associates**

**Camp Explore for Educators**

**NCS Pearson**

**Stride Learning Solutions**

**Amplify**

**Renaissance**

**Classworks**

## **Tuesday, November 15, 2022**

7:30 – 8:30

**Breakfast and visit partners**

8:30 – 10:15

**General Session - Dr. Andy Jacks – “Whoever Does the Talking Does the Learning”**

As leaders, everything we do not only sets the tone, but also models how we want our team and students to interact. If you want to take your leadership to the next level, work with human nature, not against it. Use strategies to engage others that guarantee answers, not arguments. Have fun and take lots of notes during this highly interactive session!

# 2022 Fall Instructional Leadership Conference

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

10:45-11:45 **General Session - “AAESA Leadership Boom! “ Dr. Andy Jacks and former NDP Winners Mrs. Brigett Stewart, Mrs. Amy Mason, Dr. Dil Uswatte, Dr. Michael Wilson, Dr. Waller Martin, Mrs. Julie Pierce, and Dr. Charles Gardner**

So many times, the answer is literally already in the room. This fast-paced session highlights the work of a variety of amazing Alabama leaders that have taken their school to the next level. Each leader will be on the clock sharing a major lesson they have learned before the crowd yells, "Boom!" Cheer them on and bring the energy to this unique session design!

11:45-12:00 **Sharing Principal Survey Results – Dr. Vic Wilson**

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

1:30-3:00 **General Session State Department – “Alabama Numeracy Act (ANA) Overview & Implementation“ Dr. Karen Anderson**

The Alabama Numeracy Act (ANA) is a comprehensive law that was signed by the Governor to help increase mathematics student achievement in Alabama. This session is designed to provide elementary district and building level administrators with an overview of the ANA, as well as a timeline for implementation. Participants will compare the ALA and ANA requirements to identify similarities and unique characteristics for each law. Resources to support the implementation of the ANA will be provided, and educators will learn more about the impact of the ANA on the classroom, the school, and the district as it relates to reports, due dates, screeners, etc.

3:00—3:30 **Business Meeting**

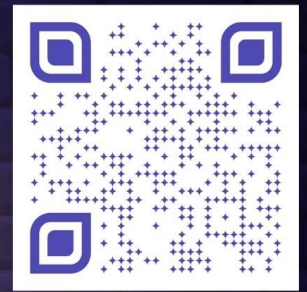
## Wednesday, November 16, 2022

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

**State Superintendent Updates – Dr. Eric Mackey or representative**

**Motivational Speaker - Liz Huntley – “Weathering the Storm”**

Next level leadership is needed now more than ever for students who have endured so much over the past two years. Liz will remind us through her personal story of the urgent need for leaders to weather the current storms in education.



**NEXT LEVEL  
LEADERSHIP**



**AAESA**  
*Fall Instructional Leadership*  
**CONFERENCE**

**NOVEMBER 13-16, 2022**

PERDIDO BEACH RESORT, ORANGE BEACH, AL



REGISTER ONLINE AT  
[CLASLEADERS.ORG/AAESA22](https://CLASLEADERS.ORG/AAESA22)



*Teresa Sims*  
*Troy Elementary*  
*Troy City*

Greetings from AAESA District IX! In the Gershwin tune *Summertime*, it says the "livin' is easy." Gershwin never saw what goes on with school administrators in the summer! I am very thankful we had the

opportunity to step away and experience a wonderful CLAS Summer Conference. Dr. Wilson and his amazing staff did it again - world class speakers, timely professional development sessions, excellent exhibitors, and networking opportunities. Dr. Debra Wright, Assistant Superintendent for Auxiliary Services with Dothan City Schools, and her team represented our district presenting their Equity Action Plan for Dothan City Schools. This was an excellent presentation with a lot of great information. If you missed it, I encourage you to read about this plan on their website. I'm sure Dr. Wright will be happy to answer any questions you may have.

If you are reading this article, you are probably already a member of CLAS. Please take the time to ask and encourage others in your system, especially those new to administration, to become a member and attend our district meetings and state functions whenever possible. CLAS does a wonderful job of providing PD opportunities, legal assistance, representing us in the legislative process, and keeping us informed. We certainly want the concerns of elementary administrators represented and one of the best ways to do that is to increase our voice with membership.

Our district officers for the new year include: District President - Trey Mims, principal at Pinedale Elementary; District Vice President - DeAann Miller, vice principal at Holly Hill Elementary; Secretary - Dr. Erica Hall, principal at Beverly Intermediate in Dothan; District Nine Representative - Teresa Sims, principal at Troy Elementary. District 9 is also proud to have Dr. Waller Martin, principal at Enterprise Early Education Center serving as AAESA President Elect.

Please be on the lookout for a CLAS email blast regarding our fall district meeting. We would like to have two in-person meetings this year and possibly one virtual meeting. Also, we would love to feature the innovative, interesting or just plain fun things you have going on in your school. Please email a paragraph and a picture and I will place your story in a future article. Thank you again for all you do EVERY DAY.

## **FUTURE EVENTS**

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

November 13-16, 2022

Perdido Beach Resort

Orange Beach, Alabama

### **CLAS Convention**

June 12-14, 2023

Riverview Hotel and Mobile

Convention Center

Mobile, Alabama

### **NAESP Pre-K-8 Conference**

July 10-12, 2023

Gaylord National Resort and

Convention Center

National Harbor, Maryland

# Nominating Committee



*Addam Moody*  
*Brooks Elementary*  
*Lauderdale County*

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

meeting at Fall Conference:

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

**NAESP REPRESENTATIVE** – 3 year term

**CLAS BOARD OF DIRECTORS** – 3 year terms – Need 4 nominations for 2 open positions

## Qualifications for candidacy for officers

- Must be a currently practicing elementary/middle school building administrator
- Must have had previous service as an elected officer (President, District Representative) in a district
- Must have continuous active membership in AAESA for at least two years and while serving in office

Candidates must be an active member in both AAESA and NAESP. The list of candidates will be presented to the CLAS Executive Board on November 13, 2022.

Nominations should be received by November 4, 2022, and sent to [addam.moody@lcschools.org](mailto:addam.moody@lcschools.org) or call **256-394-4160**. Please include your name and contact information.

## A Convening for Principals: Early Learning and the Early Grades

NAESP invites practicing school leaders to join us for an engaging multi-day virtual convening, on Nov. 2, 3, and 5, 2022. Using *A Principals Guide to Early Learning and the Early Grades* as a framework, NAESP, with support from the Foundation for Child Development, will host a three-day (12-hour) virtual event that will give school leaders in early childhood the tools, resources, and strategies they need in leading Pre-K–3rd Grade continuums in their schools. A \$75 fee covers registration and includes a copy of *A Principals Guide to Early Learning and the Early Grades*, which will be mailed to the address listed for registration.

Presenters will be sharing their knowledge and strategies for early learning, and will include:

- **Steve Tozer, Ph.D.**, was Professor and University Scholar in Educational Policy Studies at the University of Illinois Chicago (UIC) and founding Director of the UIC Center for Urban Education Leadership, prior to his retirement in 2018.
- **Jennifer M. Zosh, Ph.D.**, is a Professor of Human Development and Family Studies at Penn State University’s Brandywine campus where she received the Distinguished Teaching Award, twice.
- **Stephanie M. Curenton, Ph.D.**, is an associate professor at Boston University Wheelock College of Education & Human Development and the director of the Center for the Ecology of Early Childhood Development.
- **Kristie Kauerz, Ed.D.**, directs the National P-3 Center. Kauerz specializes in education reform efforts that address the continuum of learning from birth through 3rd grade, integrating birth-to-five system building and K-12 reforms.

Also joining us for a special performance to open the convening is Grammy Award winner Tom Chapin, whose career spans six decades and boasts 26 albums. Chapin’s performances appeal to all ages, and his songs tell the stories of our times. His witty original songs convey positive messages about family, good food, and the green Earth. Chapin will also present a breakout session during the convening.

To learn more and register for the convening, visit [naesp.org/events](http://naesp.org/events).

*Dateline NAESP*



# AAESA Business Meeting



*Dil Uswatte*  
*Rocky Ridge Elementary*  
*Hoover City*

**CLAS Convention, Birmingham**  
**June 13, 2022**

**Written/Oral Reports**  
**Awards:**

There were five nominations for each award. The Bill Miller winner was Dr. Barry Booth and Truman Pierce award winner was Dr. Dil Uswatte

**Budget/Finance:**

- We will close with a \$30, 000 surplus in budget
- Conference turned a profit in 2021
- We gained 60 members this year and gained a CLAS board seat. If we gain 49 more members, we will get one more board seat and we will have the highest number of seats on the board (a good goal)

**By-Laws:**

Revision to By-Laws passed that all elected officials are practicing principals

**Fall Conference:**

- Will be Nov. 13-16 at Perdido Beach Resort
- Vendors want to come to our conferences; please help to recruit

**Federal Relations:**

- Danny Carlson will be moving to Chief of Staff for Elementary and Secondary education for the US Dept of Education
- NAESP has been vocal that we continue to need \$\$\$ for SEL even after covid; see update in fall magazine 88.3 billion discretionary funding, an increase of 12.9 Billion dollars

**Magazine Editor:**

Please send articles to your district rep for good news in your district

**Membership:**

If you know of new administrators, please encourage them to join AAESA. We have 802 members as of June 13, 2022.

**NAESP Report:**

- July 15-17 is national conference in Louisville
- There will be dues increase by \$24
- Join via CLAS instead of NAESP independently so that we can get membership rebate

**NDP and AP Awards:**

- Nomination deadline is Nov. 15
- 5 years of being principal and 2 years as AP is required NAESP requirement is still required for NDP but if that person does not have 3 years of NAESP we will still recognize them as Alabama Principal of the Year

**Nominating:**

We need 2 people for Vice-President, 2 or NAESP Rep, and 4 people for CLAS board

**Executive Director's Report:**

- Please let CLAS staff know your thoughts and give feedback
- Thanks to Judith Ross for a job well done!
- Legislative sessions were good; there would have been an overemphasis on principals to focus on math at the expense of other needs-thankfully CLAS was able to speak on our behalf to address it including giving it an 8 year not 3 year implementation plan
- CLAS will work with legislators and schools of education to work on the principal pipeline to recruit and train principals over time (ex. Mentors and coaching); aiming to strengthen leaders including support for rural principals
- School choice bills are likely to come back; it's really about accountability; we should not be able to give public money to private schools unless they are held to the same accountability standards such as testing, reporting, etc.
- Continue to network and take care of yourselves at this conference
- Margo Jones is on Numeracy Committee
- Dil Uswatte will be on Executive Board for CLAS
- Jason Layhee- has document to help transform educational leaders; this will be given to the executive committee; for every 4 principals that are new, only 1 will remain in 5 year

**Assistant Director's Report (Rickey Darby):**

- Presentation of plaque to Judith Ross
- Installation of new officers (Waller Martin-president; Karissa Lang- president elect; Stan Stokley- VP; Judith Ross-Historian; Dil Uswatte, Margo Jones, Waller Martin, Dana Bottoms will be new CLAS board members

Motion to adjourn Charlie Gardner and seconded by Matt Scott at 4:47pm



# Glenys Mason NAESP Convention Scholarship Application

This scholarship is available to AAESA members who have never attended a National Association of Elementary School Principals Convention. The \$1,500 scholarship is awarded to help pay for the expense of attending an NAESP Convention.

The selection will be made at AAESA Spring Executive Committee Meeting and announced at the AAESA General Business Meeting at the CLAS Summer Convention.

## APPLICANT INFORMATION:

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

Cell or other contact number: \_\_\_\_\_

School Name: \_\_\_\_\_

School Address: \_\_\_\_\_

School City, State, Zip: \_\_\_\_\_

Email \_\_\_\_\_

## Other Application Materials:

- Attach a vita or résumé
- Attach a 50-word essay stating why attending the national convention will benefit you in your principalship role.

**Please email application materials and application as one document to:**

**Rickey Darby at [rickey@clasleaders.org](mailto:rickey@clasleaders.org)**

**The deadline to apply is February 1, 2023.**

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

**Alabama Association of Elementary School Administrators**  
**P.O. Box 428**  
**Montgomery, AL 36101-0428**  
**(800) 239-3616 or (334) 265-3610**  
**Fax: (334) 265-3611**  
**[www.clasleaders.org](http://www.clasleaders.org)**



## **AAESA Officers**

### **President**

Waller Martin  
Brookwood Elementary  
6500 Boll Weevil Circle  
Enterprise, AL 36322  
Phone: (334) 393-9542  
Fax: (334) 447-6908  
[wmartin@enterpriseschools.net](mailto:wmartin@enterpriseschools.net)

### **President-Elect**

Karissa Lang  
Crestline Elementary  
600 Crestline Drive SW  
Hartselle, AL 35640  
Phone: (256) 773-9967  
FAX: (256) 751-5656  
[karissa.lang@hartselletigers.org](mailto:karissa.lang@hartselletigers.org)

### **Vice-President**

Stan Stokley  
Saraland Elementary  
229 McKeough Avenue  
Saraland, AL 36571  
Phone: (251) 679-5739  
Fax: (251) 679-5749  
[sstokley@saralandboe.org](mailto:sstokley@saralandboe.org)

### **Secretary**

Cindy Poteet  
Northside Intermediate  
601 North 5th Street  
Opelika, AL 36801  
Phone: (334) 745-9731  
Fax: (334) 745-9755  
[cindy.poteet@opelikaschools.org](mailto:cindy.poteet@opelikaschools.org)

### **Immediate Past President**

Judith Ross  
Smith Middle  
1124 Five Mile Road  
Birmingham, AL 35215  
Phone: (205) 231-5675  
Fax: (205) 231-0231  
[jross@bhm.k12.al.us](mailto:jross@bhm.k12.al.us)

### **NAESP Representative**

Charles Gardner  
Hokes Bluff Elementary  
5375 Main Street  
Hokes Bluff, AL 35903-4736  
Phone: (256) 492-5571  
Fax: (256) 492-2513  
[Charles\\_Gardner@ecboe.org](mailto:Charles_Gardner@ecboe.org)

### **Executive Director**

Vic Wilson  
P.O. Box 428  
Montgomery, AL 36101  
Phone: (800) 239-3616  
Fax: (334) 265-3611  
[vic@clasleaders.org](mailto:vic@clasleaders.org)

### **Assistant Executive Director**

Rickey Darby  
P.O. Box 428  
Montgomery, AL 36101  
Phone: (800) 239-3616  
Fax: (334) 265-3611  
[rickey@clasleaders.org](mailto:rickey@clasleaders.org)

### **CLAS Office**

P.O. Box 428  
Montgomery, AL 36101  
Phone: (800) 239-3616  
Fax: (334) 265-3611  
[www.clasleaders.org](http://www.clasleaders.org)

### **CLAS Board of Directors**

Dana Bottoms  
W.J. Carroll Intermediate  
1000 Main Street  
Daphne, AL 36526  
Phone: (251) 626-0277  
Fax: (251) 626-0488  
[dbottoms@bcbe.org](mailto:dbottoms@bcbe.org)

Veronica Coleman  
Chastang-Fournier K-8  
2800 Berkley Avenue  
Eight Mile, AL 36617  
Phone: (251) 221-2081  
FAX: (251) 221-2080  
[vcoleman@mcpss.com](mailto:vcoleman@mcpss.com)

Charles Gardner  
Hokes Bluff Elementary  
5375 Main Street  
Hokes Bluff, AL 35903-4736  
Phone: (256) 492-5571  
Fax: (256) 492-2513  
[Charles\\_Gardner@ecboe.org](mailto:Charles_Gardner@ecboe.org)

Margaret Jones  
Edgewood Elementary  
709 Highland Avenue  
Selma, AL 36701  
Phone: (334) 874-1640  
Fax: (334) 418-1452  
[margaret.jones@selmacityschools.org](mailto:margaret.jones@selmacityschools.org)

Waller Martin  
Brookwood Elementary  
6500 Boll Weevil Circle  
Enterprise, AL 36322  
Phone: (334) 393-9542  
Fax: (334) 393-9547  
[wmartin@enterpriseschools.net](mailto:wmartin@enterpriseschools.net)

Jami Rainey  
Northridge Middle School  
3811 Northridge Road  
Tuscaloosa, AL 35406  
Phone: (205) 759-3578  
Fax: (205) 7598295  
[jarainey@tusc.k12.al.us](mailto:jarainey@tusc.k12.al.us)

Stan Stokley  
Saraland Elementary  
229 McKeough Avenue  
Saraland, AL 36571  
Phone: (251) 679-5739  
Fax: (251) 679-5749  
[sstokley@saralandboe.org](mailto:sstokley@saralandboe.org)

Dilhani Uswatte  
Rocky Ridge Elementary  
2876 Old Rocky Ridge Road  
Hoover, AL 35243  
Phone: (205) 439-2910  
Fax: (205) 439-2901  
[duswatte@hoover.k12.al.us](mailto:duswatte@hoover.k12.al.us)