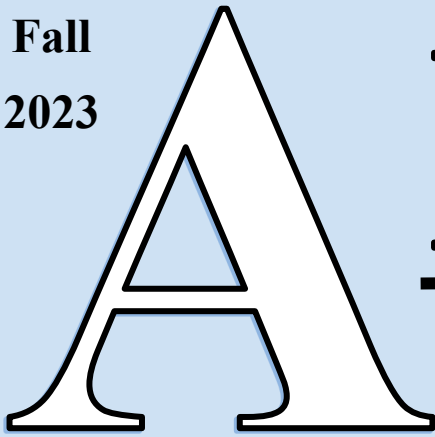


Fall  
2023



# Alabama

Elementary Administrator

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***Leaders: Connecting, Sharing,  
Learning and Leading***



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# The 2023-2024 School Year Enters With a Bang



*Karissa Lang*  
*Crestline Elementary*  
*Hartselle City*

The 2023-2024 school year has come in with a bang! Many of us have already experienced an early release/delayed start due to weather, flooding, and heat warnings. For our new principals, welcome to the world of challenges and unpredictable events!

The start of school is always exciting! For me, nothing beats shiny waxed floors, wonderfully decorated classrooms, freshly painted hallways and of course, new school supplies. The new year ushers in opportunities to establish new relationships and share the love for learning with a new crop of students. It's a chance to try new things! But the new year also brings many challenges. Principals are faced with growing teacher shortages, an increased number of families in poverty, and students with trauma. For many, the list could go on and on. Our reality is a tough one, but not impossible. Never lose sight that you are the hope our students need. You are the very person that can create an environment that is encouraging and supportive to teachers. You are the one who can help a family in need. You are that person!

As you face challenges this year, remember you are not alone. Principals across this great state are dealing with the same things. Find your person, support each other. AAESA and CLAS provide excellent opportunities to make new connections. I would encourage you to become active in your district meetings and attend conferences and professional development. The knowledge gained

from these opportunities is invaluable.

AAESA will be working this year to provide up to date information on the Numeracy Act and the Literacy Act. This will be a big year for our third-grade students and teachers as the retention piece ALA will be implemented. Dr. Mackey recommended to the state school board that the reading cut score for the spring ACAP reading be changed to 435. In addition, the Numeracy Act taskforce is working to provide a list of vetted assessments and screeners for students in grades K-5.

I look forward to working with all of you this year as we continue our quest to provide the best education possible for our students!



# Welcome Back



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

Welcome back,

I know you had a great summer, and I also know that you are having a great start to your

new school year. Elementary schools are wonderful places to be at any time of the year, but from my perspective, there is no better time to see the love of learning from students and adults alike than during the first few weeks of a new school year. Shoes are shiny, backpacks are full and neat, and smiles abound on every individual. While you may not be able to keep the first two going for very long, you can keep smiles going all year – for the most part. At the very least we can work to minimize the frowns and turn those few frowns upside down as soon as possible.

We had a new addition this summer. We posted and hired a new Director of Governmental Relations. Whitney Miller-Nichols joined CLAS this summer after spending the last two years working with SSA and several years prior to that working with AASB. She brings extensive association and governmental experience to our ranks, and we are thrilled to have her on board.

In addition to CLAS, she will be engaging our affiliates on Governmental Relations. She has already started work on legislative issues for our members, and this includes AAESA. I cannot wait for you to meet her. This quote from Whitney says it all.

“I’m excited about the opportunity to work on behalf of Alabama school leaders. I’m a proud product of Alabama public schools, the daughter of a career educator, and a former classroom teacher myself (with a current teaching certificate). I believe passionately in the power of public education, and my job as CLAS Director of Governmental Relations is to be your voice

in Montgomery. I will celebrate your successes with our elected officials, and I will advocate for the needs of your school and school system.”

The year has begun, and with that comes all the fun, learning, and stress associated with schools. As you take care of those under your care, remember to take time to care for yourself. Take time to relax, refresh, and reinvigorate yourself. Certainly, we want you to attend professional learning events, but we also want you to attend to your personal needs too. This means you need to DAN at times. That is a new acronym I literally made up as I typed it. It means Do Absolutely Nothing. Try that a few times and let me know how it works.

I look forward to seeing you in your district meetings, your schools, and at CLAS/AAESA events. As always, let us know how we can help you in your leadership journey. You are all rock stars in my book.

## **Congratulations**

to

**Brigett Stewart**

Principal of Piedmont Elementary

Piedmont City Schools

**Winner of the**

**2023 CLAS Leadership Award**



# Welcome Back to a New School Year



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

Welcome back to another school year. I hope you have had a smooth start to the school year.

I heard that some of you started the day with rain and storms during arrival and dismissal times. I thought a lot about those precious five-year-olds who were probably thinking who signed me up for this.

Forty-three years ago (In 1980 before some of you were born), I started my career in education as a fourth-grade teacher with thirty-seven students in the smallest room in the school. I had a window unit air conditioner that worked on an alternating schedule (when it decided to cool). My students sat at high school desks with an inclined top (yes, pencils rolled off all day long) and many of their feet did not touch the floor. I used workbooks and most of the day taught one assignment for all. Boy, have times changed. Today your teachers are better trained and meet the needs of individual students based on assessments. I knew then, and I know now, that I loved my educational career choice and my students.

“When asked if my cup is half-full or half-empty my only response is that I am thankful I have a cup.” Sam Lefkowitz

Congratulations to you and your staff for the great improvements on the NAEP scores. Math scores increased from 52<sup>nd</sup> to 40<sup>th</sup> and Reading increased from 49<sup>th</sup> to 39<sup>th</sup>. Those are impressive gains and demonstrate the great efforts that you and your staff have made for the individual students at your school. The professional learning, meetings and use of assessments have made a difference in the lives of your students.

If you are a first or second-year principal, I encourage

you to register for the **CLAS New Principals’ Institute**. The two-day conference will be held at the Legends Conference Center in Prattville, AL on September 11-12, 2023. You can find information on the CLAS website.

This summer, I had the opportunity to join many administrators at the CLAS Summer Convention in Mobile and the NAESP Conference in National Harbor, Maryland. Both professional learning opportunities were filled with great sessions and opportunities to network with administrators from across the state and country.

Mark your calendars for July 15-17, 2024. **UNITED: The National Conference on School Leadership (formerly the NAESP Pre-K-8 Conference) will be in downtown Nashville** at the Music City Center. It will be a great opportunity to be able to drive to a national conference and save the expensive airfare. Also, mark your calendars for the annual **CLAS Convention in Mobile, AL** on June 10-12, 2024.

In a few weeks, you will have the opportunity to attend your district meeting. The district presidents are working hard at selecting the location and planning the food with the help of their generous sponsors. You will receive an invitation emailed from the CLAS office. I hope each of you will contact the president and RSVP as soon as you receive the meeting announcement email. This will help them plan for the food. This is a very important meeting. Your district will be nominating a principal with at least five years of experience as your nominee for **Alabama’s NAESP National Distinguished Principal**. In addition, your district will nominate an assistant principal with at least two years of experience as your nominee for **Alabama’s NAESP National Outstanding Assistant Principal of the Year**. Vic and I will bring updates from the state and information on the Fall Conference. In addition, **Whitney Miller-Nichols**, the new CLAS Director of Governmental Relations, will bring updates on what to look for in the new legislative sessions. Make a call to new administrators and encourage them to attend your district meeting with you.

This is the time of year that you renew your membership

# Welcome Back to a New School Year Cont'd

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

I hope each of you have made plans to attend our annual **Fall Instructional Leadership Conference at the Perdido Beach Resort on November 12-15, 2023.** The theme of this year's conference is "Forecasting the Future: A Focus on Your School Climate." In addition to the motivational speakers, there will be sessions from the State Department of Education on the Numeracy Act and updates on the Literacy Act on the first year of third grade retentions. On Sunday afternoon there will be a pre-conference session for new administrators on the Literacy Act. Our annual conference is a great time to revitalize yourself, network with fellow administrators from across the state, attend informative sessions, and visit the vendors in the exhibit hall. The on-line registration and hotel reservations are now available. Register early to save money and get a room in the hotel block at the Perdido Beach Resort.

I encourage you to work with your staff to provide the best educational opportunities for your students. I would like to close with the quote from Christine Caine, "To build a strong team, you must see someone else's strength as a complement to your weakness not a threat to your position or authority." Have a great year!

## **FUTURE EVENTS**

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

November 12-15, 2023

Perdido Beach Resort  
Orange Beach, Alabama

### **CLAS Convention**

June 10-12, 2024

Riverview Hotel and Mobile  
Convention Center  
Mobile, Alabama

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

July 15-17, 2024

Music City Center  
Nashville Tennessee

# NAESP 2023 Pre-K-8 Principal Conference



***Meghan Denson***  
***Bluff Park Elementary***  
***Hoover City***

In July, I had the opportunity to be a first-time attendee at the NAESP conference in National Harbor, Maryland, thanks to the Glenys Mason Scholarship.

The Glenys Mason Scholarship is awarded to an AAESA member who has never attended the NAESP annual convention. While attending a District IV meeting, I heard about the scholarship opportunity and decided to apply. I wasn't expecting to be chosen, but was honored upon hearing the news. Wow, I am so grateful for the opportunity, as it was such a fantastic experience!

Arriving at National Harbor at the Gaylord Convention Center, I was unsure what to expect of my week but hopeful it would be beneficial, enjoyable, and worthwhile. My initial excitement came from the beautiful location chosen for this year's convention. As administrators, we often do not take the time to go somewhere for professional development and allow others to pour into our buckets. Instead, we just keep pouring into others' buckets. I immediately felt relaxed as I unpacked, took a long walk alongside the Potomac River, and enjoyed the sunset.

Each day at the convention was full of uplifting keynote speakers, high-quality and engaging breakout sessions, and opportunities to network and meet fellow administrators from Alabama and across the country. Each activity and opportunity allowed me to learn, grow, and reflect on myself as a leader and administrator.

One of the most memorable experiences from my week was the keynote speaker on Monday, Houston Kraft, co-founder of CharacterStrong. His message about character, social and emotional learning, leadership, and compassion was powerful and insightful. We often tell our students to "throw kindness like confetti," but kindness must be more deeply rooted and thoughtful. He shared that confetti kindness is convenient, but deep kindness requires clarity, com-

petence and consistency. True kindness is not free as it costs time, giving of ourselves, humility, and vulnerability. It is proactive and often harder than we say it is to our students. As school leaders we must teach and model true kindness to our students and staff. When we show and give true kindness we can change our school and the people we lead. Houston's message truly made me think deeper about kindness and my ability to change the culture and climate of my school through true kindness.

Another opportunity I had while at the NAESP conference was to participate in an assistant principal panel. This panel was utilized to help NAESP learn more about how assistant principals are utilized around the country so that they can provide more opportunities for quality professional development moving forward. I was encouraged by fellow assistant principals within this panel and came away with an appreciation of the opportunities I am given through my local school, district, AAESA and CLAS to grow and learn. I realized that I have many more opportunities to grow and learn than many others around the country and I hope I never take them for granted. We are truly blessed to have such strong organizations such as AAESA and CLAS that pours into us as leaders on a daily basis through professional development opportunities, advocacy, and networking. If you are not an active member, find a way to get involved.

Last, I came away from the conference with a full bucket ready to tackle a new year. I had the opportunity to network and gain new friendships with other NAESP convention participants from Alabama and around the country. While on the surface these dinners and gatherings seem trivial, they allowed me to find connections, feel seen and heard in challenges and problems I face regularly, and come away with new ideas. I also had the opportunity to take time for myself to relax and recharge. As leaders, we do not always take the time to do so, but I truly believe my time at the NAESP conference, National Harbor, and Washington D.C., prepared me for a new year. Taking time to learn, grow, refocus, and recharge is key to being a good leader. I highly encourage everyone to do the same. I can't wait to attend another NAESP national convention again in the future! See you all there!

# NAESP 2023 Pre-K-8 Principal Conference Cont'd



# NAESP 2023 Pre-K-8 Principal Conference Cont'd





# NAESP 2023 Pre-K-8 Principal Conference Cont'd



# Surviving the First Year as a New School Principal



*Theodora Jackson*  
*Retired Principal*  
*Decatur City*

The first year of a new principal's tenure at a school is charged with difficult obsta-

cles. Everyone is trying to figure you out and trying to leave a positive impression on you. As a principal, one of your primary responsibilities is to strike a healthy balance between implementing change, cultivating connections, and identifying what individuals and groups are already doing very well. It requires a sharp capacity for observation as well as a large investment of your time on your part. Even seasoned principals who are taking over at a new school shouldn't come in with the expectation that everything would be the same as it was at the school they most recently led.

Because of the wide range of differences between educational institutions, the majority of the first year will be spent gaining familiarity with the environment. The first year is a key time for a new school principal, and the following ideas can help guide you through that first year.

1. Make sure you are aware of the expectations of your superintendent. If you and the superintendent do not share the same vision for the school, it is hard for you to be an effective school principal at any point in time. It is necessary for you to constantly have a good understanding of what their

expectations are. The superintendent will serve as your immediate supervisor. If you want to be a successful principal, cultivating a productive working relationship with your superintendent is necessary.

2. Establish genuine and professional connections with the students, faculty, and administration of the school. Pay close attention to what it is that they have to say to you. Always demonstrate that you are engaged in the topic at hand and make it a point to determine whether there is an underlying problem or issue that either you or your team can resolve. The school community will view actions taken immediately to address and resolve issues positively.
3. Maintain order. It is essential to be organized. Because the role encompasses such a wide range of responsibilities, a lack of organization on your part might result in uncertainty, not only for you, but also for the people you are tasked with directing. Being disorganized results in disorder and turmoil in a learning environment.
4. Always keep in mind that you are accountable for everything that takes place in your school. It does not matter what the circumstance is, you should never use the word "blame." Instead, you should ask yourself; "What is my responsibility for this problem, and what strategic thinking or strategic actions can I take to improve the situation?"

# Surviving the First Year as a New School Principal Cont'd

5. Realize that the most important thing that happens in any school is learning and that the primary reason you are working in that setting is for the benefit of the students. Make judgments based on what will benefit the children and the learning that they will experience the most. Naturally, the Triple Bottom Line, which consists of People, Planet, and Profit, is also significant; therefore, it is imperative that you provide support for your teams, ensuring that sustainability is incorporated into your curriculum mapping and school administration, and keep the school's budget in the black at all times in order to reinvest any profits back into the school.
6. Create teams that are amazingly effective. Find ways to make use of the hidden skills that your instructors possess. Facilitate the formal and informal empowerment of leaders. Learn to delegate.
7. Educate yourself on the customs of the community and the district. Every town and school are distinct from one another. Adhere to the norms, customs, and traditions of your school specific community. If you make a change to an event that has been going on for a long time, like the Christmas program, you will have parents and teachers in an uproar at your door. Adopting these customs will save you the trouble of creating additional difficulties for yourself.

Forming a committee consisting of students, parents, and members of the community should be done if it becomes necessary at some point in the future to adjust. The committee should be informed of your position, and you should consider deferring to their judgment, so that the decision does not rest only on your shoulders.

Finally, keep in mind that the ultimate objective is to have a successful school year. Take deliberate action and collaborate with students, teachers and parents to develop a fresh strategic plan to steer the school toward a prosperous future.



# The Road to Become the Alabama NDP



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

One of the highest honors that a principal can receive is recognition as a National Distinguished Principal by NAESP. As a former NDP and current chair of the NDP selection committee, I am excited to begin

the selection process to find our next recipient. In the fall semester, each of the ten AAESA districts will nominate and vote for the candidate that they choose to represent their district at the state level. 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 one year prior to the time of nomination and maintain membership through the conclusion of the NAESP Award Ceremony.*
2. *Serve as a practicing principal with at least five years of experience in the principalship.*
3. *Plan to continue as a practicing principal during their year of recognition.*

4. *Must demonstrate evidence of outstanding contributions to the community and to the education profession.*

The next step requires district nominees to complete the NDP application to include several essays with examples of leadership within their school. Then, the applications are reviewed by the NDP selection committee. The selection committee consists of two previous Alabama NDPs, the State Superintendent's Representative, and two 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, faculty members, and stakeholders 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.

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. Good luck to all of the district nominees!

Date(s)	Actions
August-October, 2023	During the district meeting – select District Distinguished Principal Nominee
November 1, 2023	Name of District’s Distinguished Principal nominee is due to Rickey Darby, Assistant Executive
November 2023	NDP application packets will be emailed by Rickey Darby to each district’s nominee
November 15, 2023	District nominees are recognized at AAESA Conference Awards Luncheon in Orange Beach, AL
January 4, 2024	Application packets are due and must be emailed to Ricky Darby
January-February, 2024	The Alabama NDP committee will select three finalists and complete a site visit at the school of each finalist
March 2024	Name of NDP final winner is announced at the AAESA Spring Planning Meeting
June 2024	NDP is recognized at the CLAS Summer Conference in Birmingham, AL
October 2024	NDP is recognized at NAESP Awards Program in Washington, DC

# Nominating Committee



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

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

board meeting at Fall Conference:

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

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

## Qualifications for candidacy for officers:

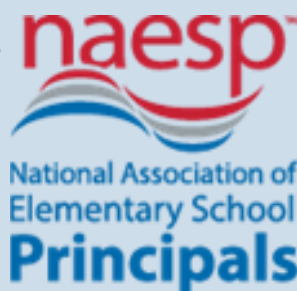
- Must be a currently practicing elementary/middle school building administrator
- Must have had previous service as an elected officer (President, District Representative) in a district
- Must have continuous active membership in AAESA for at least two years and while serving in office

Candidates must be an active member in both AAESA and NAESP. The list of candidates will be presented to the CLAS Executive Board on November 12, 2023. Nominations should be received by November 3, 2023, and sent to [addam.moody@lcschools.org](mailto:addam.moody@lcschools.org) or call **256-394-4160**. Please include your name and contact information.

## School Internet Connectivity Challenge

**Online For All** is a new national campaign to close the digital divide. As the new school year begins, this partnership between Civic Nation and the U.S. Department of Education will work to bring internet to more households across the country. **NAESP** is proud to join the Back-to-School Connectivity Challenge and work to spread the word about the Affordable Connectivity Program (ACP).

During the Back-to-School Connectivity Challenge, school leaders are encouraged to share information about the ACP with their communities. ACP is a federal program that provides low-income households a monthly subsidy to obtain internet connectivity. Households with students who qualify for free and reduced-price school lunch are eligible for this benefit. Add ACP sign-up opportunities into back-to-school events by using this [toolkit](#).



# Bringing Books to Life Through “One School, One Book”



*Eric Kirkman*  
*Kilby Laboratory*  
*Florence City*

Motivating kids to read can sometimes be a daunting task. Finding the right titles or topics of interest can be difficult,

especially when you are competing against technology and other activities that draw students' attention away from reading books. So how can a school create the magic and excitement for reading? With *One School, One Book*!

*One School, One Book* is a program sponsored by the *Read to Them Foundation*, which encourages schools to engage everyone with reading the same book title together as a community. From the students, to their parents, to the school secretary, and even the custodians, everyone participates with reading the same book and engaging in a variety of activities that surround the book content. Some activities include trivia contests, character dress-up days, and in-person read-alouds by prominent individuals in the community.

For the Kilby Laboratory School, *One School, One Book* went to higher heights by producing full-scale musical theater productions based on the book title selected for the school. As a STEAM-focused school, Kilby faculty wanted to have a culminating event involving the arts to conclude the community-wide book exploration. Students across all grade levels (K-6) were invited to audition and participate in the theater production to be performed at the culminating Spring musical for the school.

With the coordination of the Kilby Media Specialist, Misty Buerhaus, year one of the *One School, One Book* program at Kilby allowed students to engage with the book, “James and the Giant Peach”. The students were able to have science discussions about bugs, which correlated with the characters in the book. The students also engaged with science as they used dry ice to make peach ice cream. There were character dress-up days and even designated days for guest readers, which included the University of North Alabama Vice President, the Dean of Nursing, the University Athletic Director, and even the head coach of the men's basketball team! The culminating event was magical as the characters came to life in a musical production of “James and the Giant Peach”. The musical was a huge hit, selling out multiple shows. More importantly, it left the students excited and wanting to do more with the reading program.

Kilby Reading Specialist, Dr. Angel Tomlinson spearheaded year two. Her creativity led to the reading of “Willy-Wonka and the Chocolate Factory”. The second year created even more excitement for reading and all the fun activities that went along with the reading program. In addition to the trivia questions, students had the opportunity to purchase Wonka bars in hopes of winning a “Golden Ticket”. The Golden Tickets led to prizes that included eating their favorite lunch meal with the administrator! In all, the *One School, One Book* program led to increased excitement for reading, more parental engagement with parents reading to their children, and an increase in our ACAP scores in reading from the previous year!

# Bringing Books to Life Through “One School, One Book”



Kilby students receiving their own copies of “James and the Giant Peach”.



The Mayor of Florence Alabama, Andy Betterton, kicks off the One School, One Book Program for 2022-2023



The cast of “James and the Giant Peach” prepare for another great performance!



The Kilby faculty help bring the Willy Wonka characters to life!

# FY24 Educational Budget Battles Are Heating Up!



*David Carpenter*

*Jeter Primary*

*Opelika City*

The House FY24 education appropriations bill approved by a subcommittee and awaiting full committee action would make significant cuts to federal K-12 education programs, notably an 80% cut to Title I (-\$14.7

billion) and the complete elimination of Title II's \$2.19 billion. NAESP strongly opposes these and the other reductions in the bill and has sent letters to the House Appropriations Committee urging them to reject these cuts.

- NAESP has sent out an action alert to members residing in

congressional districts represented by members of the House Appropriations Committee urging them to reject the cuts as well.

- NAESP will be sending out an action alert with messaging to all members of Congress in the near future.

As you may know, the Senate Appropriations Committee passed its FY24 education appropriations bill without significant funding cuts and, in fact, increased funding for both Title I and IDEA by \$175 million along with preserving all of the funding for Title II.

- Below is a helpful funding chart highlighting the current House and Senate proposed FY24 funding levels for key K-12 education programs. The good news is that the committee passed this bill with huge bipartisan support, 26-2.

The stark funding differences between the House and Senate appropriations bill is setting up a consequential round of funding negotiations starting after Labor Day. The federal fiscal year starts on October 1.

<b>FY2024 Education Appropriations Levels</b>						
<b>Program</b>	<b>FY23 Approp.</b>	<b>President's Budget Request FY24</b>	<b>House Subcommittee FY2024</b>	<b>House 2024 +/- 2023</b>	<b>Senate Committee FY2024</b>	<b>Senate 2024 +/- 2023</b>
Title I	\$18.39 billion	\$20.54 billion	\$3.68 billion	-\$14.7 billion (80%)	\$18.56 billion	+\$175 million (1%)
IDEA - State Grants	\$14.19 billion	\$16.26 billion	\$14.19 billion	0.0%	\$14.37 billion	+\$175 million (1.2%)
IDEA - Preschool Grants	\$420 million	\$503 million	\$420 million	0.0%	\$420 million	0.0%
Head Start	\$11.99 billion	\$13.11 billion	\$11.24 billion	-\$750 million (6.3%)	\$12.27 billion	+\$275 million (2.3%)
English Language Acquisition	\$890 million	\$1.19 billion	\$0	-\$897 million (100%)	\$897 million	+\$7 million (0.8%)
Teacher and School Leader Incentive Grants	\$173 million	\$200 million	\$0	-\$173 million (100%)	\$120 million	-\$53 million (30.6%)
Full-Service Community Schools	\$150 million	\$368 million	\$100 million	-\$50 million (33.3%)	\$150 million	0.0%
<i>Total Department of Education Funding</i>	\$79.23 billion	\$90.01 billion	\$57.1 billion	-\$22.1 billion (28%)	\$79.38 billion	+\$147 million (0.2%)



# NAESP Report



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

**National Association of  
Elementary School  
Principals**

**Zone 4 NAESP State Representatives** from Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee met at the 2023 NAESP Pre-K-8 Conference to discuss goals for the upcoming year. One goal is to increase membership to NAESP and share a plethora of valuable resources that can help strengthen education nationally.

**2023 Conference Strands highlighted this year included:**

- Equitable Outcomes, Diversity, Inclusion, and Cultural Responsiveness
- Family and Community Partnerships
- Share Leadership, Build Capacity, and Promote a Culture of Continuous Improvement Evidence-Based Social-Emotional Learning and Wellness
- Health and Wellness for School Leaders
- Career Building and Professional Leadership Skill
- High Quality Instruction and Interactions for Pre-K-3rd Grade Leaders
- Best Strategies and Practices for Middle-Level Leaders

**Keynote Speakers:**

**Mr. Houston Kraft**

Co-Founder, CharacterStrong  
Kraft provided the audience with messages about character, social and emotional learning, leadership, and compassion that impact how you feel and think about and act in kindness.

**Ms. Joanne McEachen**

CEO and Founder, The Learner First  
She discussed how contributive learning is a new lens for integrating academic and social-emotional learning in everyday instruction in ways that engage and empower students, teachers, families, and communities.

**Dr. Freeman A. Hrabowski, III**

President Emeritus of University of Maryland, Baltimore County.  
He offered an invaluable guide on creating the conditions that lead to academic and lifelong success.

**Representing Alabama:**

**Amy Mason**

She is the founder of Aim 2 Educate, to inspire professionals to reach the target for each child. Her conference session title was, "I'm Not Trained to Help Students with Needs Like This!"

**Are you interested in becoming an NAESP Member?**

Members of NAESP enjoy access to:

- Professional liability
- Federal advocacy
- Professional learning
- Principal magazine
- Best practices resource hub
- Valuable discounts <https://www.naesp.org/membership> for more detailed information.
- Webinars
  - \* Webinar Wednesdays
  - \* Early Career Principals Series
  - \* Assistant Principal Series
  - \* Aspiring Principals Series
  - \* Women in Leadership Series
  - \* The Wallace Foundation
- Podcasts
  - \* Great Selection of Topics such as:
  - \* Equitable Hiring Practices
  - \* Assistant Principals Putting People First
  - \* Kids as Your Compass



**Did you know that NAESP offers a National Mentor Training and Certification Program?**

This is professional learning created just for principals and administrators to strengthen their leadership skills in order to provide support and guidance to the next generation of school leaders.

**NAESP also offers an Advocacy Action Center!**

This is where you find important information about upcoming legislation details that as a principal you can advocate for teachers and students!

**Make Plans to Attend UNITED: The National Conference on School Leadership (formerly the NAESP Pre-K-8 Conference), July 15-17, 2024, in Nashville, Tennessee! You will not regret it!**

# 2023 Fall Instructional Leadership Conference



## 2023 AAESA Fall Instructional Leadership Conference *Forecasting the Future: A Focus on Your School Climate*

### **Sunday – November 12, 2023**

- 2:00-3:00 Nominating Committee  
3:00-5:00 AAESA Board Meeting  
3:00-5:00 **Pre-conference Session-Diving into the Alabama Literacy Act for New Building and District Administrators**

Bonnie Short, ARI Director and Kenneth Kirby, ARI Regional Literacy Leadership Specialist in Region 2. The *Alabama Literacy Act* is an extensive law with life-changing opportunities for children when guided in an optimal fashion. Take a dive in the Literacy Act pool and find out how to come away swimming gracefully. This session is intended for new administrators and supervisors who support kindergarten, first, second, and third grades, but all are welcome to attend.

- 6:00-8:00 **Board Dinner**

### **Monday – November 13, 2023**

- 7:30-8:30 **Breakfast and visit Partners**  
8:30-10:00 **General Session – Everyday Above Dirt is a Great Day! – Ed Nichols**  
In our fast-paced lives as school leaders, how do we keep our joy? This session will help you practice to keep your happiness when life seems to take it.  
10:00-10:30 **Break and visit partners**  
10:30-12:00 **General Session- SDE – Numeracy Act- Karen Anderson**

# 2023 Fall Instructional Leadership Conference

## **Count on Teaching – focus on high-quality tiered instruction and intervention**

Receive guidance on providing high-quality K-5 tiered instruction, according to the Alabama Numeracy Act (ANA). Building leaders will be able to identify instructional practices that minimize sense-making and incorporate practices that increase student discourse and support student understanding.

12:00-1:15

### **Lunch with Partners**

1:15- 2:45

### **General Session – Generation “THEM”: Managing Multi-Generational Workforce – Kristin Scroggin**

Generation “THEM” examines the “WHY” behind each American generation’s common perspectives so that we can better understand one another and build more cohesive teams. This presentation gives attendees solid understanding of generational norms and the importance of attracting and retaining top young talent to ensure sustainability while allowing them to laugh at how silly we are deep down.

2:45-3:15

### **Break with Partners**

3:15 – 4:00

### **General Session – SDE – MTSS – Dr. Melissa Shields and Kristie Shankles**

#### **Making Sense of the Alphabet Soup! Using PST to Strengthen School MTSS Structures**

This session will provide instructional leadership an overview of the recently released PST guidance manual with real world suggestions on bolstering school-level MTSS structures. Understand how PST works in conjunction with AL-MTSS.

## **Tuesday – November 14, 2023**

7:30 – 8:30

### **Breakfast and visit Partners**

8:30 –9:45

### **General Session – Pause. Breathe. Flourish: Living Your Best Life Now as an Educator –Will Parker**

When you fly on an airplane, if the cabin loses pressure, you must place your oxygen mask on first before helping others. As you know, educators are especially prone to helping others before taking care of themselves. The result? Anxiety and burnout. In this presentation, William D. Parker shares the root issues surrounding your motivations for serving students and school communities. **Learn ten essential principles all educators need for personal and professional growth.** Discover ways to improve your self-care, time management, relationships, communication and teamwork. Engage in guided exploration, discussion, and consultation for stronger goal setting and self-improvement strategies. To better help and serve others, you must stay inspired yourself. It is time to live your best life now as an individual and educator!

9:45-10:15

### **Break and visit Partners**

10:15-11:45

### **General Session - SDE Literacy Act – Prevention of Retention - Bonnie Short and Cody Rowell**

2023-2024 is the first year in which third grade students will be retained because of the Alabama Literacy Act. How to you prevent students from falling into this category? How do you structure your school days to put third graders in the best position for the best outcome? ARI will provide guidance for the “Prevention of Retention.”

### **Math Plan – Karen Anderson - Count on Planning –**

Focus on the use of data to inform MSIT and ACIP construction Create a Math School Improvement Team (MSIT) to focus on how to use student data to inform next instructional steps and set school-wide goals to be included in the Alabama Continuous Improvement Plan (ACIP). #trusttheprocess

### **Unified Insights – Power School – Your New Data Dashboards - Stacy Royster**

This will be an overview of the new Unified Insights data dashboard, student plans, and MTSS analytical tool. With Unified Insights, a whole new world of data is at your fingertips as an administrator. Learn how to find answers to your school-based data questions without having to dig through spreadsheets.

# 2022 Fall Instructional Leadership Conference

12:00-1:15  
1:15-1:55

## **Awards Luncheon**

## **Breakout Sessions**

### **Leading with a Trauma-Informed Lens -** Dr. Melissa Shields

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

### **Jazz Up Your PD Meetings –** Mr. Jeff Norris, Alabama Teacher of the Year

Are you (and your faculty) tired of the same PD presentation methods? This session will discuss and model several strategies that will assist teachers in reflecting on their practice and collaborating with each other, and empower them to try new instructional methods in their classrooms. All stakeholders can come away from PD meetings exhilarated, rather than exhausted!

### **Numeracy Act –** Karen Anderson

**Count on Coaching –** discuss the responsibilities of coaching and how to support them  
Understand how ANA defines the role of a math coach. Building leaders will acquire knowledge of how mathematics instruction can be improved through the commitment, collaboration, and consistency of the partnership amongst teachers and the building-based math coach.

### **Show Me the Money! –** Molly Killingsworth

This session will focus on how schools and districts can make the most of their ESSER dollars, spending the remaining funds before they revert to the US Treasury. Participants will learn the various ways to leverage ESSER funds to maximize growth and achievement, meet the differing needs of students, and lay the foundation for long-term sustainability. The session will also address measuring strategies for both impact and effectiveness.

2:00- 2:40

## **Breakout Sessions repeated**

3:00-3:30

### **Principal Mentoring –** Dr. Vic Wilson and Dr. Demica Sanders

Sharing important information on the new bill implementation from the State Department. Information on mentoring first and second year principals and stipends for other principals in 2024-2025 school year with the requirement of five additional days of professional learning.

3:35—4:00

## **Business Meeting**

## **Wednesday – November 15, 2023**

7:30-10:00

## **Breakfast General Session**

### **State Department Updates –** Dr. Mackey Video

### **Follow-up discussion of the Principal Mentoring –** Dr. Vic Wilson and Dr. Demica Sanders

### **General Session Speaker -** Joy Winchester

#### **The Neuroscience of Motivation and Understanding the Loss of Morale in Our Teachers**

Understanding intrinsic motivation through a neuroscience lens allows us to determine what builds it and what destroys it. Let's dive into motivation and the latest research on what builds intrinsic motivation in both adults and students.



# FORECASTING THE *FUTURE*



## AAESA FALL INSTRUCTIONAL LEADERSHIP CONFERENCE



**ED NICHOLS**  
Superintendent of  
Madison City Schools



**WILL PARKER**  
Founder of  
Principal Matters, LLC



**JOY WINCHESTER**  
Director of the Office of  
Early Childhood  
Development



**NOVEMBER  
12-15, 2023**

**PERDIDO BEACH RESORT  
ORANGE BEACH  
ALABAMA**

[clasleaders.org/aaesa23](https://clasleaders.org/aaesa23)

# AAESA Business Meeting



*Cindy Poteet*  
*Northside Intermediate*  
*Opelika City*

**AAESA Business Meeting**

**June 12, 2023**

## Call to Order

## Adopt Agenda

Motion: Dana Bottoms

Second: Scott Mitchell

Vote: All in favor

## Written/Oral Committee Reports

### Awards (Rickey Darby reporting)

NDP and AP of the year at the first district meeting need to be determined.

Glennis Mason Scholarship - \$1500 scholarship for someone that has never been to a national convention. It is due Feb. 1; application on CLAS website.

Marie Taylor Michael Carr Scholarship – for a teacher in a building that is \$1000. It is due Feb. 1st and the application is found on CLAS website. (Only elementary and middle school may apply)

CLAS Leadership award - recognized tomorrow at luncheon (\$1000 prize)

Bill Miller Award - Dr. Jeff Backus is winner, District 4

Truman Pierce Leadership Award - Hope Zeanah winner from District 8

### Budget and Finance

Budget is strong (membership is up and fall conference was up)

Expenses - Fall conference was up as there were more attendees; travel expenses will be a little over budget but the revenues will cover it. (revenue up around 20,000)

## By-laws and Operational Policies

Nothing to report at this time

## Fall Conference 2023

Perdido Beach Nov. 12-15, 2023

Due to lack of participation - shared tables will be removed for this year

Tentative agenda draft was circulated

Presenters / Speakers - include numeracy act; state teacher of the year presenting; state department presentations; literacy act

Sunday - Pre Conference meeting offered for New Administrators on Literacy (Bonnie Short)

## Federal Relations

David Carpenter - recent meeting this past Monday with Sarah Abernathy, Executive Director of Federal Funding on Education

National poll from March - administration although spending a lot of money, not enough for education. (This year is flat, with a 1% growth next year) Please take note of what federal funds that you are using and how they are making a difference - think of your story and what is happening, please share with David and he will pass along.

## Magazine Editor

If you have articles, please submit.

## Membership

Membership is up 53 members from this time last year.

If we hold this membership number by the end of December, we will gain another CLAS Board seat.

AAESA is still the largest affiliate of CLAS this year

## NAESP Representative's Report

National Conference in July 10-12; National Harbor in Maryland

## National Distinguished Principal

Bridget Stewart - process of NDP is starting; nominations and applications will go to the district win-

# AAESA Business Meeting Cont'd

ners (will be recognized at Fall Conference) and then applications are done in January, team reviews and winner is chosen in Feb.

## Nominating

Vice President and 3 positions on CLAS Board

Vice President- 4 year term; main requirement is have to have been district rep or district president

CLAS Board - need 6 nominations

## Assistant Executive Director's Report

Rickey Darby

Number of meetings - go to 2 a year; meet in person in Fall and a zoom meeting in January. (This is suggestion, each district can decide to do all meeting face to face or zoom, etc)

## Executive Directors Report

Vic Wilson - very productive legislative session

Passed the School Principal Leadership and Mentoring Act

1st step – design PLP and Professional Learning for the act to begin in 2024-25

2nd step - 5 additional days of professional learning ABOVE what you have to do for your PLU; this is not in addition to your working scheduled days (Other than days that you are using towards PLU all other additional professional learning days can count towards this additional 5 days)

Administrators will get paid exactly like nationally board certified teachers will be paid. (It will come from the state department, taxes will be taken out and will count towards retirement).

New principals will have a mentor to take advantage of this law).

This bill will also cover the numeracy act principal leadership component. (The numeracy act will create the panel that will develop the principal leadership component).

PLP is the critical component - administrators and superintendents will have to talk and decide what will be approved for the 5 additional days.

2023-2024 create PLP

2024-2025 when additional days will begin accruing and PAY will be awarded

PLP must have one goal for student achievement OR student growth OR student climate (goal achievement does not affect with payment as long as 5 additional days of professional development)

Principal – who is one? CLAS does not determine - state department does

## Unfinished Business

### New Business

- PLU have been waived for 2023 and 2024; if you are renewing 2025 or later – the PLU process may be changing - but continue to keep earning. (Demeka Sanders, CLAS)

### Installation of New Officers

Karissa Lang - serve as AAESA President

Stan Stokely - serve as AAESA President Elect

Dill Uswatte - serve as AAESA Vice President

Waller Martin - serve as AAESA Past President

Bonnie Sullivan - serve as NAESP Representative

### CLAS Board Members

Dill Uswatte

Dana Bottoms

Maragret Jones

Martin Waller

Charlie Gardner

Veronica Coleman

Stan Stokely

Shenetta Smith

Dr. Waller Martin - outgoing president recognized

Motion to Adjourn: Danielle Rosener

Seconded: Laura Sellers

Vote: All in Favor

**Alabama Association of Elementary School Administrators  
Marie Taylor and Mike Carr Scholarship  
APPLICATION FORM**

The Alabama Association of Elementary School Administrators recognizes the need to prepare qualified persons to become elementary/middle school administrators. To assist in fulfilling this need, AAESA offers a \$1,000 scholarship to enable a current Alabama educator, who teaches pre-school through eighth grade students, to pursue a degree or certification in elementary/middle school administration. To qualify, an individual must be working on initial certification in the specified field.

Name:

\_\_\_\_\_

Last                      First                      MI

Address:

\_\_\_\_\_

Name of School:

\_\_\_\_\_

Name of School System:

\_\_\_\_\_

Are you presently enrolled in a school administration program?

\_\_\_\_\_ YES                      \_\_\_\_\_ NO

If yes, what is the name of the college/university?

\_\_\_\_\_

Name of college/university where scholarship will be used:

\_\_\_\_\_

Have you applied for this scholarship previously?

\_\_\_\_\_ YES                      \_\_\_\_\_ NO

Have you received this scholarship previously?

\_\_\_\_\_ YES                      \_\_\_\_\_ NO

**PLEASE LIST YOUR COLLEGE BACKGROUND**

College: \_\_\_\_\_

Degree: \_\_\_\_\_

Year: \_\_\_\_\_

College: \_\_\_\_\_

Degree: \_\_\_\_\_

Year: \_\_\_\_\_

College: \_\_\_\_\_

Degree: \_\_\_\_\_

Year: \_\_\_\_\_

**PLEASE LIST YOUR WORK HISTORY IN THE FIELD OF EDUCATION:**

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

Position: \_\_\_\_\_

Dates of Employment: \_\_\_\_\_

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

Position: \_\_\_\_\_

Dates of Employment: \_\_\_\_\_

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

Position: \_\_\_\_\_

Dates of Employment: \_\_\_\_\_

On a separate page, please state, in 150 words or less, why you wish to pursue a degree in elementary/middle school administration.

The following documents must also accompany this application:

- Recommendation from your current or most recent principal;
- Recommendation from your current or most recent superintendent or Central Office administrator;
- Copy of your current certificate;
- Other information you believe may be helpful, such as a list of professional honors, awards, etc.

I hereby certify that the information I have furnished is true and accurate to the best of my knowledge and belief.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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

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

Email: \_\_\_\_\_

**All applications must be postmarked by  
February 1, 2024.**

It is the intent of the Alabama Association of Elementary School Administrators to select the best possible recipient for this scholarship. No person will be denied application or selection on the basis of race, sex, religion, disability, national origin, or age.

**Return Application to Rickey Darby by Email to: [rickey@clasleaders.org](mailto:rickey@clasleaders.org)**

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



# Glenys Mason NAESP Convention Scholarship Application

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

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

## APPLICANT INFORMATION:

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

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

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

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

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

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

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

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

Email \_\_\_\_\_

## Other Application Materials:

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

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

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

**The deadline to apply is February 1, 2024.**

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



# CLAS

SM

**Council for  
Leaders in  
Alabama  
Schools**

# BENEFITS YOU CAN BANK ON

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

## Individual or Institutional Membership

Cost  
**\$284**



Total Value of CLAS Membership Benefits for Individual/Institutional Members

**\$ 4,276**  
Value

## Aspiring Administrator, Emeritus, or At Large Membership

Cost  
**\$75**

**\$ 708**  
Value

## Legal Services



Contract Review Service



Access to Sample Contracts



Access to Legal Counsel



Legal Defense (Up to \$25K Lifetime)

**\$ 3,568**

Legal Services Value

Available to CLAS Individual/Institutional Members.

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

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

## Professional Learning



Discounts on CLAS Conferences



CLAS Lunch & Learn Webinar Series



Transcript Consultation

**\$ 659**

Professional Learning Value

Available to all CLAS Members.

## Additional Benefits

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

\* Legislative efforts are not funded through membership dues.

## Book Summaries



Available to all CLAS Members.

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

**\$ 49**  
Subscription Value

**4,271**  
Active Members

Principals & Assistant Principals

**52%**

District-Level Leaders

**31%**

**CLAS Membership Pays - JOIN TODAY at [clasleaders.org](http://clasleaders.org)**

**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)**



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