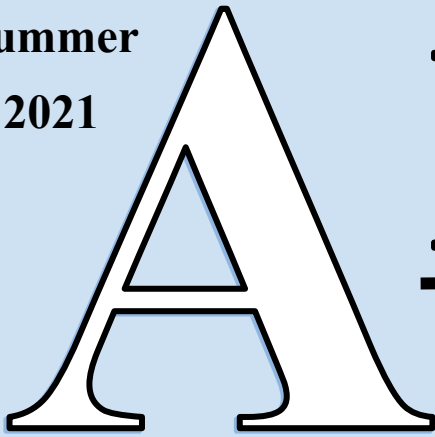


Summer  
2021



Vol. 69 No. 4

# Alabama

## Elementary Administrator

**2021 NAESP National  
Distinguished Principal**

**2021 National Outstanding  
Assistant Principal**



**Amy Mason**



**Aqila Malpass**



# Meet Your New AAESA President



*Judith Ross*  
*L.M. Smith Middle*  
*Birmingham*

My name is Judith Ross and I am excited to be the upcoming President of the Alabama Association of Elementary School Administrators (AAESA). I am on year thirty-three in education; twenty of these years as an administrator. I currently serve as principal of LM Smith Middle School in Birmingham. I grew up in Birmingham and work in the same system in which I graduated and where my mother taught middle school for 35 years. I am a graduate of The University of Alabama. I have a Masters degree and Ed.S from The University of Alabama - Birmingham. I live in Pleasant Grove, Alabama with my husband and two sons.

I have been an active member of AAESA since 1998. I am a proud member of District IV. Being a member of this organization has afforded me that pleasure of developing friendships and networking with administrators across the state of Alabama. One of my main goals is to increase our organization's membership. So please encourage principals and assistant principals in your district to become members. I encourage all of you to become active in your individual districts, take advantage of all professional development opportunities offered from CLAS and more importantly make plans to attend this year's Fall Conference. I look forward to meeting all you there.



## **FUTURE EVENTS**

### **CLAS Convention**

June 13-16, 2021

Birmingham-Jefferson  
Convention Complex (BJCC)  
Birmingham, Alabama

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

July 8-10, 2021

Hyatt Regency Chicago  
Chicago, Illinois

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

November 15-17, 2021

Perdido Beach Resort  
Orange Beach, Alabama

# Executive Director's Report



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

"Greetings everyone,

I hope you are having a productive semester, and I also hope you have a great finish planned

for the school year. By now, everyone has some aspect of face to face teaching, and most of us have been face to face for the majority of the year. To say this has been a trying year, would be an understatement of immense proportions. However, based on the progress I have seen around our state, I know that you all have done a fantastic job under very difficult conditions.

As the leader goes, so goes the followers, and I hope you can keep yourself in top shape mentally, physically, and emotionally. Great leaders lead great schools, so we need you to take care of yourself so that you can take care of others. A strong finish to the year requires strong leadership, and you cannot do that if you do not take care of yourself.

We have been watching the legislative session closely, and we will have an ETF budget passed in the coming days. By the time you get this missive, it is our hope that you will know about the budget. As of this writing, the budget looks favorable to K-12 education, and we hope it stays that way. The budget includes additional funding for literacy, math, mental health and more. It also includes a 2% raise for educators.

The legislative session has also included bills designed to delay the retention dates for the Literacy Act and to require kindergarten for students prior to attending first grade. Both of these bills have passed one chamber of the legislature and could be law by the time you get this update.

As you know, the most important factor in the legislative process is to have school leaders engage with legislators in your home district. Legislators work hard and are asked to make decisions on important topics on a regular basis. Every legislator is a professional in his or her chosen career, and the career is not usually that of education. So, when a legislator is asked to decide on educational matters, who better to help inform the decision than an educator. If we don't engage our legislators, someone else will. So, I encourage you to become familiar with the CLAS Legislative Platform and use it when possible. Also, I encourage you to reach out to CLAS or AAESA if you have any questions about legislative issues. Of course, you can always email, text, call, or yell at me if I can help in any way. Your voice is important!

Our professional learning calendar was full of great events and learning opportunities, and we hope that you were able to take advantage of all we offered. Your professional learning is critical to the success of those under your care. Second only to a classroom teacher, the principal has a huge impact on the learning of the students in school. Please make sure that you are being proactive in your learning and let us know how we can help you with your journey. Don't hesitate to contact anyone in our office for assistance. Dr. Demica Sanders, Leslie Dennis, and Evelyn Roberson stand ready to assist in the professional learning area, and everyone in the office stands ready to help with any other question you might have.

I hope you all have a GREAT finish to the 2020-2021 school year! Thank you all for the job you do every day to help those under your care. You are all ROCK STARS in my book!



# A Principal Without a Playbook



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

## **A Principal Without a Playbook—Navigating the Fog of Uncertainty**

**"Do what you can, with what you have, where you are." — Theodore Roosevelt**

Could any words more accurately represent the call to action for principals who led through the past year? I've always heard that principals wear many hats, but calculating the weight those hats garner in a year like 2020 – 2021 is incomprehensible. This year, as always, principals were asked to manage their buildings, shape curriculum, coach teachers, and be the face of their schools and they can now add "serve as amateur public health experts" to that list of duties.

I traveled my inaugural year as a principal amidst a global pandemic. (In all truthfulness, it was a "first" for all administrators across our great profession.) Through the sincerity and genuineness of this memoir, I hope to share some of the humbling experiences I've traversed as a first-year principal this academic year.

My new position began in July, and I knew that my role must be cultivated. I eagerly flipped through my playbook of notes taken over the years. Words of wisdom such as "*do not start your new role by performing many changes*" had been shared. The problem I encountered was that my playbook pearls of wisdom came from mentors whose memories focused on *normal* years.

Well, all administrators knew a laundry list of COVID-related changes was required immediately before the first student even stepped onto campus. The most daunting change I faced was completely uprooting the transportation systems that had been the same for years before my time. If you've ever made a change in transport on campus, you understand the depths of darkness doing that entails. Long story short, the changes had to be made without having an open house, meeting the first parent, or ever seeing "how it's always been done." You can probably write the rest of the story. Within the first week of in-person school, I faced bus drivers, parents, traffic concerns, and blocked roads—

not to mention the staffing that the changes required and having to ask teachers to add another job to their expanded workload. All of that was done while, in the back of my mind, juggling the launching of one-to-one technology, serving a virtual platform, dividing the school's population into unique scheduling, remote days, virtual days, hybrid days, and ... the list goes on. Not the start you'd envision your first week as a new leader in the community!

As difficult as those waters were to navigate, administrators across our great profession faced even deeper concerns. Students' social and emotional well-being was upended, and cases of anxiety were observed at record highs. Students were disconcerted and fearful. Should they socialize with friends? Follow mask mandates? What about all the different perspectives and attitudes towards the pandemic? As administrators, we had to make sure that we were aware of the social-emotional side of the issues as well as the truths of day-to-day life. Do you have a roof over your head? Did you eat last night? Are your lights on? Those were among the types of questions that were of concern.

Principals also had to be cognizant of the strain the shutdown had on their faculties and staff. Teachers' physical, emotional, and mental health were challenged by long hours, numerous new (and demanding) roles, and concern for their own risk as hundreds of students flooded schools' hallways. Everyone faced the accompanying threat of an unfamiliar but dangerous virus.

Through the beginning of the year drudgery, navigating obstacles, and implementing so many changes, a silver lining emerged. A unique sense of team efficacy was built as our school family worked together to drudge through the most challenging start of a school year imaginable—possibly the most difficult in the history of education. Like a sports team coming together to reach a season's goal, we felt a foundation of confidence develop. Accomplishing a feat as a team eased many worries among our faculty and, honestly, inside of me.

A saying I've relied on during many hardships reminds me to find beauty in the struggle. As we sur-thrived our way, I've recalled many positive developments. Our students experienced benefits that might have never happened had the pandemic not forced us all to journey through those beginning-of-the-year struggles. As a leader, it forced my scope to be deepened; I cultivated new leadership capabilities that I might have never been stretched into during a normal year. This past year has equipped me with a resilience that will benefit my school family in the future.

This year peeled back the layers of "normal" and exposed our blemishes and vulnerabilities. It forced us to lean on more than

# A Principal Without a Playbook Cont'd

the "system," and our core values were exposed. Because we were given those opportunities for self-examination, we could see just how important our values are to us. Therefore, as I sum up my memories of leading through the year of COVID fog, I want to leave you with three things I've learned from navigating the uncharted territory of leading during a pandemic.

## 1. *Never travel alone.*

Leading as a principal can leave you on an island even in normal conditions. Surround yourself with people who support and inspire you. You want to rely on the wisdom of the individuals in your building and leaders of other schools within your district or county for success because so many decisions have to be made at a moment's notice. Lean on both new and seasoned leaders. Collaboration is key, and there's power in bouncing ideas off of others. Establish a group of trusted individuals who will support you in this because you can't do it on your own.

## 2. *When at all possible, listen first.*

One of my mantras coming into the school year was just that: listen fast (well); learn faster. In a normal year, this is important, but it's been even more crucial in the year of a pandemic. Entering a new school in a new district, I had to listen well.

## 3. *Give yourself grace and fail forward.*

I wish I could tell my August 2020 self this. As a new leader, you're going to make mistakes, and when you're the head principal, those mess-ups "hit" differently. Starting with this understanding allows you to give yourself grace and minimizes the risk of seething in the fault. When you fail (keyword when), make sure you fail forward, learn from it, and push on.

Through the many glows and grows of this year, there is one thought I hold onto—and that I would recommend to any leader: give your people the credit when things go well, take the heat when things do not go well, remain centered on your purpose, and keep students' best interest at heart. Following this mindset, things will always turn out the way they're supposed to be.

As challenging as 2020 – 2021 was for this first-year principal, I couldn't be more thankful to have been blessed with grit, determination, and cultivation. Maintaining those qualities will benefit me for the rest of my career. As the year comes to a close, and in hopes that we return to something closer to "normal" next year, I'm encouraged that our new normal will move us all to benefit the core heart of education... **our students!**





# Amy Mason Named NAESP National Distinguished Principal



***Bonnie Sullivan***  
***B-5 Cohesive Systems***  
***Director***  
***ADECE***

The Alabama Association of Elementary School Administrators (AAESA) has selected Amy Mason for the National Association of Elementary School Principals (NAESP) National Distinguished Principal Award. This award is given to a leader who demonstrates a strong commitment to the principalship for at least five years and by being an active member in professional organizations and actively participates in community activities, provides evidence of outstanding leadership skills that benefit a local school program, and provides service or achievements beyond what is expected in the usual school program.

Amy is currently the principal at Madison County Elementary School with Madison County Public Schools. She is a member of NAESP, AAESA, Trauma Informed Educator Network, Rivertree Church, McMullen Cove Committee, and John Hopkins University Administrator Mentor. Amy enjoys presenting at the NAESP National Conference and Learning Forward-Alabama Conference, serving on the NAESP Editorial Advisory Board, has been published in the Principal Magazine and Edsurge and has been the featured speaker for Huntsville State of Schools. She serves as the AAESA District X Vice President and State Representative. She has also led her school to becoming a Blue Ribbon School of Excellence "Lighthouse Award".

The three most significant accomplishments as principal Amy shared were establishing strong community partnerships, creating a professional school learning community, and transforming school culture. She has developed community partnerships to develop a learning center for students to receive academic and enrichment support with no cost to parents. She has led her faculty and staff into becoming a professional

school learning community by examining the school's daily organizational structure around what do they want their students to know, how they will know if each student has learned it, what they will do if they have not learned it, and how will they extend learning for students who already know it. This approach and with many other initiatives her faculty and her have implemented have increase test scores, school morale, decreased student discipline referrals, and created a more positive perception from parents and community leaders.

Amy has also strengthened mental health awareness for students by having teachers practice self-care and providing training that focuses on mental health, calm down corners, and breathing techniques. As a principal, Amy has positively impacted and created a school culture that truly focuses on realizing that relationships and knowing students is imperative to combating trauma, building positive school morale, and increasing student achievement.

AAESA would like to congratulate Amy Mason for her accomplishments, honors, and dedication in educational leadership that have significantly impacted educators and students. It is with great pleasure that Amy



# Aqila Malpass Named National Outstanding Assistant Principal



***Bonnie Sullivan***  
***B-5 Cohesive Systems***  
***Director***  
***ADECE***

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

Aqila has earned a Bachelor of Science in Nutritional Sciences from Howard University, and Masters in Elementary Education and Education Specialist in Educational Leadership from the University of Alabama at Birmingham. She is currently enrolled at University of Alabama at Birmingham in the doctoral program in Educational Leadership. She has served as an elementary teacher, OGAP Mathematics Teacher Trainer, and Math Instructional Coach. She is currently the Assistant Principal at Rocky Ridge Elementary School for Hoover City Schools. She has received the Oak Mountain Eagle Impression Award which was recognized by a former student for making a difference in their path at Oak Mountain Intermediate School. She is a member of the following organizations, Alabama Association of Elementary School Administrators, National Association of Elementary School Principals, Kappa Delta Pi International Honor Society and received the Diverse Books Grant from Kappa Delta Pi.

One of the most significant accomplishments as an

assistant principal for Agila, is her vision to take on opportunities for celebrating cultural diversity. She created the *Diversity Hall of Rocky Ridge*, which promotes diversity, cultural awareness, and celebrates the uniqueness of every student. Students can walk down this hallway with pride in learning about themselves and others while viewing multicultural items on display such as reading displays, flags, books, and much more. Her second highest accomplishment was leading and working with the principal and teachers at Rocky Ridge Elementary to obtain an A on their school report card. She has also written a book, "Mindset Marinades for Students" which is a tool to direct the focus of students toward greatness and positivity in order to move the needle of their lives toward success.

AAESA would like to recognize Aqila Malpass for her accomplishments, honors, and dedication in educational leadership that have significantly impacted educators and students. It is with great pleasure that Aqila has been chosen for the National Outstanding Assistant Principal of the Year Award.



# Assistant Executive Director's Report



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

As I sit down to write this article, another school year is coming to a close. I would be remised if I did not take the time to acknowledge my admiration for the way you

have persevered during this pandemic and come out on the other side. In my thirty-seven years of working in a school system, I had my challenges, but never did I have to deal with anything of the magnitude which you have had to confront during the last two school years. Recently my wife and I received our second shot, and our daughter received her first shot. With each injection, we realized there is a light at the end of the tunnel.

As I sat on the couch and opened a piece of Dove chocolate this week, the inside of my wrapper had a quote from Rachel O. from Washington. "Keep life moving forward, looking backward is only for time travelers."

I would like to take this opportunity to thank the members of the AAESA Executive Board for their willingness to serve in a leadership position for their professional organization. The district presidents have worked with me to plan at least three district meetings utilizing Zoom. This year Zoom has been our platform to for meetings and even conferences. The CLAS staff is to be commended for their leadership in helping the affiliates into the world of virtual meetings and professional learning. As we emerge from the pandemic tunnel, we will have more people able to attend conferences in-person. However, we will probably still utilize Zoom for some of our district meetings.

As you set your goals for next year, I encourage you to get involved in your professional organization by attending district and state meetings in-person or through Zoom. Attend professional learning opportu-

nities in-person or virtually. Establish a strong network of fellow elementary administrators across the state to be a valuable resource or sounding board for you in the coming years. When you receive emails with dates of meetings and conferences, mark your calendar and register to attend.

You have had to lead your school through some unprecedented times of instruction and assessment. The requirement of the Literacy Act has added more layers to this responsibility. I am excited that AAESA is planning several sessions for our annual fall conference that will provide support for you and your staff. I hope many of you will be able to attend in-person this year. You deserve some time at the beach and time to network with fellow administrators. However, if you are not able to travel, we will offer the conference in a virtual format again. In addition to keynote speakers, we have nine building administrators presenting breakout sessions. Again, this year we will have rotation of share tables for one session. You will be able to select three tables of interest for 15 minute segments. The State Department of Education staff will also bring important updates and information to help you do your job each day. New this year will be a pre-conference session on Sunday afternoon on the Literacy Act designed for new principals and new central office supervisors. So, mark your calendars for November 14-17, 2021.

Remember as you enter the last month of school, in a traditional year this is a stressful time of year for everyone. Your attitude will be reflected in the climate of your building. Remember to thank your staff and build them up each day. We all must remember to keep the focus on the precious students who walk through our door (or virtually) each day.

Another quote from my Dove chocolate (milk chocolate with caramel) was from Lindsey L. from Indiana. "Compliment someone. You'll feel better than they do!"



# 2021 Fall Instructional Leadership Conference

“The 3 R’s of Leadership: Recovery, Resiliency, and Revitalization.”

## Sunday, November 14, 2021

3:00-5:00 Pre-conference Session

## Monday, November 15, 2021

7:30 – 8:30 Breakfast and visit partners  
8:30 –9:30 General Session  
9:35-10:25 Breakout Sessions\_  
10:25-10:55 Break and visit partners  
11:00-11:50 Breakouts– morning sessions repeated  
11:50-1:00 Lunch and visit partners in the Exhibit Hall  
1:00-1:50 Breakout Sessions  
1:50-2:20 Break and visit partners  
2:20-3:10 Breakouts Sessions– afternoon sessions repeated  
3:15-4:15 Share Tables

## Tuesday, November 16, 2021

7:30-8:30 Breakfast and visit partners  
8:30-10:15 General Session  
10:15-10:45 Break and visit partners  
10:45-11:45 General Session  
11:50-1:00 Award Luncheon  
1:00-2:00 General Session  
1:50-2:05 Break  
2:05-3:05 General Session  
3:15-4:15 Business Meeting

## Wednesday, November 17, 2021

7:30-10:00 Breakfast General Session

The annual AAESA Fall Instructional Leadership Conference will be held November 14-17, 2021. This year the conference will return to the beautifully renovated Perdido Beach Resort in Orange Beach, AL. The theme of this year’s conference is **The 3 R’s of Leadership: Recovery, Resiliency, and Revitalization.** The conference will be held in-person and virtually. Whether you are in Orange Beach or back at your school, you will be able to view each speaker until the end of the week. There will be eight breakout sessions on Monday. You will be able to attend 4 of the sessions at the

conference. You will be able to view the other 4 during the week or re-watch a speaker you enjoyed again.

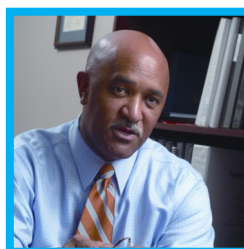
The keynote speakers will include:



**Dr. Edgar Finn**, a child psychologist, will speak on Child Mental Health in the Age of the Pandemic. He will discuss the issues that children are dealing with on returning to the school setting and other issues that are affecting students’ mental health.



On Tuesday, we will have educator and learning specialist, **Sue Mitchell**. She was portrayed by Kathy Bates as “Miss Sue” in the best-selling book and Oscar nominated movie *The Blind Side*, Sue Mitchell famously tutored NFL Ravens #74 Michael Oher from a .6 GPA to a 2.05 in high school, and finally to a 3.75 Dean’s List student in college. .



On Wednesday morning, **Mr. Aubrey Miller**, retired Senior Vice-President of YMCA of Greater Birmingham, lead pastor at Faith Church, current President of the Shelby County School Board, and husband of a retired elementary school principal will speak. His topic will be the 3 C’s of Recovery: Collaboration, Confidence and Caring.

In addition, the State Department will be conducting general sessions on updates that are timely for all elementary administrators. Some of the topics include Recovery Plans, Remediation, Transition, High-Quality Instruction, Using ESSR 2 and ARP Funds. Another session will look at new legislation, Kindergarten Bill, Textbook Law, MTSS-Multi-tier Systems of Support, and updates on the Literacy Act.

This year there will be a pre-conference session on Sunday on The Literacy Act designed for new principals and new central office supervisors. Encourage any new administrators in your system to attend the conference this year. Mark your calendars for **November 14-17, 2021.** See you there!

# National Association of Elementary School Principals



***Matt Scott***  
***Creekside Primary***  
***Limestone County***

## **Are you a current NAESP member?**

If you are not currently a member of the National Association of Elementary School Principals (NAESP), then now is the perfect time to join!

Becoming a member of NAESP might be the most important professional learning experience you can receive as a principal. NAESP provides principals and school leaders with a wealth of knowledge and cutting edge research. As a member of NAESP you will have the opportunity to learn, grow, collaborate and network with principals across the country and world.



## **Principal Magazine**

NAESP provides its members with timely communications throughout the school year. "Principal" magazine is mailed to you five times per year. This magazine subscription provides principals with so many tools, advocacy articles and current research. This is the cover of the March/April issue of "Principal".

## **Who are we?**

The National Association of Elementary School Principals (NAESP), founded in 1921, is a professional organization

serving elementary and middle school principals and other education leaders throughout the U.S., Canada, and overseas.

## **NAESP Mission**

The mission of the National Association of Elementary School Principals (NAESP) is to lead in the advocacy and support for elementary and middle-level principals and other education leaders in their commitment for all children.

## **MEMBER BENEFITS**

Did you know as a member of NAESP you receive member benefits?

A partial list of benefits includes:

- Legal benefits
- *Principal* magazine subscription - 5x per year
- *Communicator* - monthly e-newsletters
- *Principal Insights* - education news updates - 2x per week
- *Report to Parents* handout - monthly publication (English and Spanish)
- Access to free webinars & online learning
- Discounts on mentor training and annual conference registration
- Discounts @ Office Depot
- Travel discounts with car rental & hotel discounts
- American Hearing discounts
- \$60,000 Life Insurance Policy – No cost for brand new members in their first two years
- Insurance Program Discounts – <https://www.ftj.com/naesp/>

# National Association of Elementary School Principals

- Life, auto, home, health, disability and more!
- IDShield Identity Theft Protection
- LegalShield Legal Services Plan
- ASPCA Pet Health Insurance
- International Travel-Medical
- Life Line Screening and Lenovo should both be available before December 31. We'll announce and provide details through email.

To see a full listing of our membership benefits visit the NAESP website @ [www.naesp.org](http://www.naesp.org) and visit the "Membership" section.



## July 8-10, 2021 - NAESP Pre-K-8 Principals Conference - Chicago, Illinois

First off our annual conference is coming up in July in Chicago! I have included some information regarding registration, housing and travel. There is also a promo video link below.

SAVE THE DATE! The NAESP PreK-8 Principals conference will be **July 8-10**, 2021. The conference will be held at the Hyatt Regency Chicago, nestled along the Riverwalk, just steps away from Michigan Avenue. Log into the NAESP website @ [www.naesp.org](http://www.naesp.org) and look under the "Learning Center" tab for 2020 conference information.

All information about housing, travel and registration can be found at this [LINK](#).

Watch a promotional video about the 2021 Conference [HERE](#).

Also at the conference, NAESP will be celebrating its 100-year anniversary. In celebration of this historic event, we are commissioning a 3-D art installation commemorating a century of dedicated service to elementary and middle-level principals, to be unveiled at the 2021 Pre-K-8 Principals Conference in Chicago.

## Race and Equity in our schools and communities

Just one example of recent research and best practices NAESP can provide members with is the recent race and equity task force.

NAESP has created a race and equity task force to provide principals with information, relevant research findings and timely support for school leaders. This is a great resource for principals and school leadership teams.

The task force has been focused on collecting information related to racial equity in schools, elevating relevant research, and determining how best NAESP can provide support to principals around these issues. In conjunction and collaboration with NAESP staff, the task force will host events for school leaders to share valuable best practices and produce recommendations to advance racial equity in the principal profession and in public schools.

Being a member of NAESP will enable you to receive this type of support of best practices and more.

## Any questions? Contact me

If you have any questions about a NAESP membership please contact me and I will be happy to help you get started with your membership.

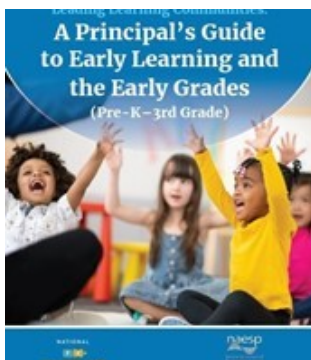
256-714-7971

[matt.scott@lcsk12.org](mailto:matt.scott@lcsk12.org)



## NAESP Releases New Principal Guide to Early Learning and the Early Grades

The National Association of Elementary School Principals (NAESP), in partnership with the National P–3 Center, is proud to announce the release of a new guidebook, [\*Leading Learning Communities: A Principal’s Guide to Early Learning and the Early Grades \(Pre-K–3rd Grade\)\*](#).



The guide is developed by and for principals and articulates a vision and practical strategies leaders in early learning and elementary schools can use to create transformational practices for young children.

“The role of the principal is increasingly complex and ever-shifting,” said NAESP Executive Director Dr. L. Earl Franks, CAE. “With a special focus on early learning education, principals play a vital role in helping the youngest learners—from Pre-K through third grade—thrive and continue to grow. We hope principals use this guide to align Pre-K learning experiences with early elementary grades to set up these young learners for success.”

Backed by relevant and recent research findings, the guide defines six competencies to help elementary school principals navigate aligning Pre-K–3rd grade—for children, families, and the adults who serve them within a school—and practical strategies that will support these competencies.

**Competency 1:** Understand Child Development and Its Implications for High-Quality Instruction and Interactions, Pre-K–3rd Grade

**Competency 2:** Develop and Foster Partnerships with Families and Communities

**Competency 3:** Embrace and Enact a Pre-K–3rd Grade Vision

**Competency 4:** Ensure Equitable Opportunities

**Competency 5:** Share Leadership and Build Professional Capacity

**Competency 6:** Promote a Culture of Continuous Improvement

The guide is a tool in and of itself, but it also connects principals to additional resources and references that can be used to go deeper into a topic area. The guide provides examples of the concepts in practice and includes elements to intentionally support principals’ knowledge, skills, planning, and leadership. This includes:

**Spotlights on Effective Practice:** Stories of effective practice are presented for each competency to provide a variety of strategies for readers, regardless of the context in which they work. These spotlights are intended to demonstrate effective practices happening in elementary schools across the country that are making a difference in pre-K–3rd grade learning.

**Reflective Assessments:** To encourage principals to engage and reflect on their own practices, a series of self-assessment items are outlined for each competency, providing guidance for principals to reflect on their own efforts and to encourage discussion and inquiry with others in their school or community. Space is provided to cite the evidence principals use to track progress on each item and to determine action items.

**Additional Resources:** Each competency contains links, resources, and references, so principals and others who are interested can go deeper to learn more about key issues.

“The understanding of how to provide equitable and high-quality learning opportunities to young children not just in pre-k, but also throughout the primary grades, has grown in the past 10 years,” said Dr. Kristie Kauerz, director of the National P-3 Center. “This guide brings together current research and field-proven strategies about reforming elementary schools to effectively engage and support young learners and their families.”

Access the *Leading Learning Communities: A Principal’s Guide to Early Learning and the Early Grades (Pre-K–3rd)* [executive summary and full publication](#) on NAESP’s website.

—Dateline NAESP

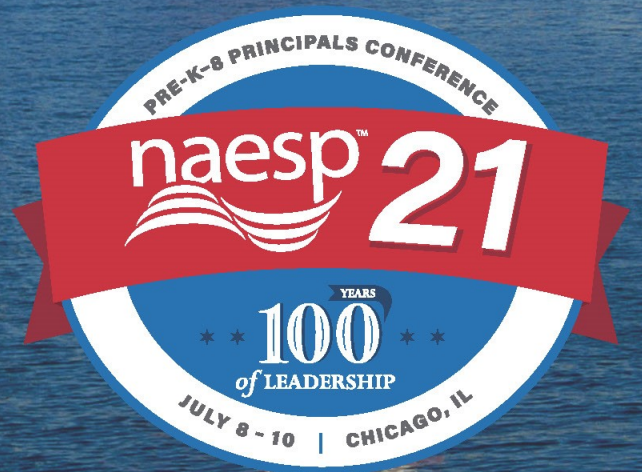




# Leading for 100 Years

The NAESP Annual Conference is the one national event that provides the strongest unified voice for pre-K-8 educators across the U.S. and around the world.

Join us in **Chicago, July 8-10, 2021**, to help celebrate **NAESP's 100th anniversary** of offering professional learning experiences designed to inspire bold thinking and innovative leadership.



National Association of Elementary School Principals  
*Serving all elementary and middle-level principals*



# Federal Relations



*David Fancher*  
*Federal Relations Chair*  
*Retired*

The new administration has started off at a fast pace and seems to be going even faster in the area of education. The

just signed a \$1.9 trillion coronavirus relief package injects \$125 billion into the K-12 system, more than doubling the Education Department's annual budget. The President is expected to propose at least a half dozen new programs. Many of these would be centered on a proposal to expand a child's right to a free education from K-12 to a 17-year program. Pre-kindergarten would be available starting at age three with two years of free community college added on the other end. This would be the largest increase in educational time since high school became universal.

In a proposed discretionary budget proposal, the President is proposing a 41% increase in the Department of Education pre-pandemic budget. It includes additional money for community schools, students with disabilities and school counselors and increased funding for Pell Grants. One of the goals of this funding is to help with equality in school systems, where funding is based mainly on property taxes. Additionally, the current infrastructure proposal includes \$100 billion for schools. The Republican counter proposal is more traditional, with mostly roads and bridges and no money for schools.

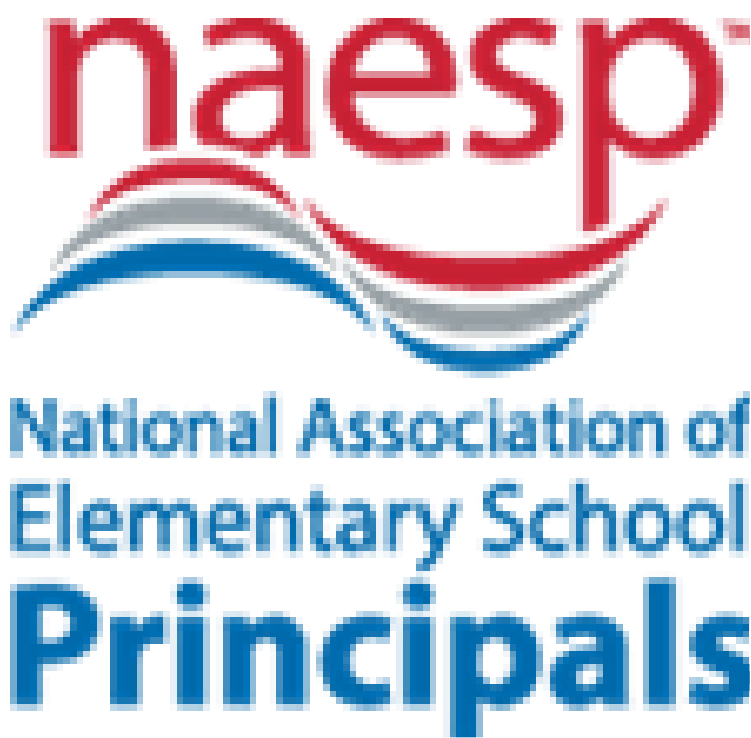
Guidelines for the "Re-Opening" of schools is coming out almost daily. The CDC has announced there will be no vaccine for children 12 and younger at least through 2021. Recent changes in the guidelines as of March 19th are:

- Revised physical distancing recommendations to reflect at least 3 feet between students in classrooms and provide clear guidance when a greater

distance is required.

- Clarified that ventilation is a component of strategies to clean and maintain healthy facilities
- Removed the recommendation for physical barriers.
- Clarified the role of community transmission levels in decision making.
- Added guidance on interventions when clusters occur.

As always, be active in letting your representatives know your school's needs. The race to replace Senator Shelby's seat has already started.





# CLAS Board Meeting



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

The CLAS Board of Directors met March 2, 2021 at the Prattville Marriott in Prattville, Alabama. The meeting was held in-person and virtually. Dr. Demica Sanders provided a Professional Learning update including the upcoming Leadership Institutes and reminded everyone it will be virtual. She also announced the CLAS Conference will be in Birmingham at the BJCC June 13-16<sup>th</sup>. The philanthropic effort is Feed the Hungry which will benefit the Montgomery Food Bank. CLAS is also sponsoring several PLUs for CLAS members.

Dr. Vic Wilson, Executive Director of CLAS, provided an updated membership report. Membership is up slightly this year over last year. He also provided a financial report to the board. The Legal Defense fund is over budget mostly for contract issues rather than lawsuits.

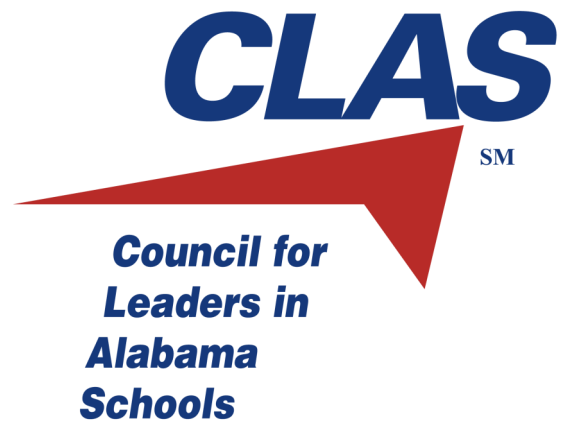
Overall, the financial status is stable in spite of changes to conferences related to Covid. The 2020 Year-to-date return on CLAS investments was 8.67%. CLAS is putting funds into Ginnie Mae Bonds, not CD's, because the rates on CD's are too low.

Dr. Wilson gave a legislative update regarding the new Tier II modification bill. The bill passed the house 99-1 and now goes to the Senate. A bill of concern is a bill designed to prevent schools from entering into contracts with vendors recording school events. The SDE budget includes a 2% raise for educators. Dr. Wilson encouraged the board members to contact their legislators about the education issues the legislature is considering.

In the CLAS office a new updated phone system has been installed. Dr. Wilson made a recommendation, and the Executive Committee approved, a new administrative assistant position to be added for the CLAS office. The new position will begin July 1, 2021 with the new budget year. This person will assist with membership, virtual events, and professional learning opportunities.

Regarding CLAS awards, last year's Little Red School House, James A. Street and the CLAS Leadership Awards were not recognized in the manner they normally are due to the pandemic. This year the 2020 recipients will be recognized at the CLAS Convention. The 2021 CLAS Leadership Award will be selected this year and recognized at the convention as well. AAPASS is the affiliate responsible for providing nominees for the 2021 CLAS President-Elect position. AL 504 will be added to the cluster for President rotation.

The meeting wrapped up around 11:00. After Ted Watson blessed the food, we enjoyed a nice meal together with peach cobbler and vanilla ice cream for dessert. Those attending virtually just headed down to the school cafeteria for some Stop Sign Pizza!



# 2020-2021 Membership Roster by District

## District I

Christopher Adams ..... Morgan County  
 Nona Adams ..... Limestone County  
 William Alexander ..... Athens City  
 Katrena Allen ..... Athens City  
 Gina Baggett ..... Lawrence County  
 Jonathan Bailey ..... Muscle Shoals City  
 Cade Baker ..... Limestone County  
 Angela Barnes ..... Decatur City  
 Veronica Bayles ..... Tusculumbia City  
 Megean Berryman ..... Franklin County  
 Christy Bice ..... Haleyville City  
 Sharla Birdsong ..... Athens City  
 Robert Bissell ..... Tusculumbia City  
 Matthew Bonds ..... Florence City  
 Jennie Bradford ..... Cullman County  
 Jonathan Bragwell ..... Hartselle City  
 Emily Brown ..... Lawrence County  
 Kim Brown ..... Cullman County  
 Rebecca Burt ..... Morgan County  
 Dennis Butler ..... Lauderdale County  
 Kriston Cagle ..... Limestone County  
 Thomas Casteel ..... Florence City  
 Tamara Caudle ..... Decatur City  
 Heather Collum ..... Sheffield City  
 Patricia Culpepper ..... Cullman City  
 Tonya Cupp ..... Cullman County  
 Jan Curtis ..... Shelby County  
 Ashley Delano ..... Lauderdale County  
 Steven Drakeford ..... Athens City  
 Rebecca Dunnivant ..... Limestone County  
 Jill Eaton  
 Jill Edwards ..... Florence City  
 Robbie Elliott ..... Morgan County  
 Caleb Elrod ..... Cullman County  
 Derek Ergle ..... Franklin County  
 Greta Erwin ..... Lauderdale County  
 Kristie Ezzell ..... Russellville City  
 Arlisa Felton ..... Muscle Shoals City  
 Laurie Fowler ..... Florence City  
 Nathan Fuller ..... Colbert County  
 Nicholas Gragg ..... Cullman City  
 Larry Grantham ..... Cullman County  
 Larry Green ..... Muscle Shoals City  
 Daniel Gullion ..... Morgan County  
 Margaret Guthrie ..... Cullman County  
 Beth Hales ..... Decatur City  
 Yulanda Hampton ..... Morgan County  
 Wesley Harden ..... Cullman County  
 Marty Hardman ..... Cullman County  
 Melanie Harris ..... Florence City  
 Sylvia Haslam ..... Limestone County  
 Michael Hathorn ..... Lawrence County  
 Burt Helton  
 Robert Henderson ..... Winston County  
 Rebekah Higgins ..... Decatur City  
 Daphnae Hogan ..... Florence City  
 Deanna Hollimon ..... UNA  
 Henry Jackson ..... Florence City  
 Theodora Jackson ..... Decatur City  
 Beverly Jenkins ..... Cullman County  
 Brandy Jett ..... Cullman County  
 Emily Johnson ..... Haleyville City

Kelley Joiner ..... Lauderdale County  
 Kandy Jones ..... Limestone County  
 Michael Jones ..... Cullman County  
 Jill Jones-Brown ..... Morgan County  
 Laura Kelly  
 Molly King ..... Franklin County  
 Eric Kirkman ..... Lauderdale County  
 David Kross ..... Decatur City  
 Karissa Lang ..... Hartselle City  
 Robbie Lauderdale ..... Limestone County  
 Rebecca Martin ..... Limestone County  
 Jeff Mathheus ..... Athens City  
 Sherri Matthews ..... Lauderdale County  
 Shannon McCaskey ..... Decatur City  
 Beth McKinney ..... Athens City  
 Cleo Miller ..... Limestone County  
 Cynthia Monroe ..... Shelby County  
 Shelley Montgomery ..... Lauderdale County  
 Addam Moody ..... Lauderdale County  
 Chasity Moon ..... Russellville City  
 Kevin Moore ..... Lauderdale County  
 Brittney Morgan ..... Lawrence County  
 Kimberly Motton ..... Sheffield City  
 Tara Murphy ..... Morgan County  
 Sharon Naylor ..... Winston County  
 Jonna Owens-Lee  
 Carol Pace ..... Lauderdale County  
 Andrew Page ..... Cullman City  
 Kendra Parker ..... Lawrence County  
 Emily Paschall ..... Limestone County  
 Taffy Pierce ..... Lawrence County  
 Datie Priest ..... Lawrence County  
 Dana Rhinehart ..... Limestone County  
 Brianne Roberts ..... Franklin County  
 Ramona Robinson ..... Russellville City  
 Sarah Savas ..... Decatur City  
 Matt Scott ..... Limestone County  
 Jason Simmons ..... Muscle Shoals City  
 Sheneta Smith ..... Muscle Shoals City  
 Michael South ..... Florence City  
 Karen Sparks ..... Cullman County  
 Todd Stephens ..... Morgan County  
 Chad Summerford ..... Morgan County  
 Matthew Syesta ..... Sheffield City  
 Matt Taylor ..... Limestone County  
 Amanda Tedford ..... Athens City  
 Paige Terry ..... Lawrence County  
 Wesley Thigpen ..... Franklin County  
 Karen Thorn ..... Franklin County  
 Leslie Thorn ..... Florence City  
 Orlando Turner ..... Athens City  
 Jennifer Warhurst ..... Franklin County  
 Tiffany Warhurst ..... Russellville City  
 Gina Webb ..... Cullman County  
 David Wiggins ..... Cullman City  
 Brandi Wilson ..... Limestone County  
 Marshall Wise ..... Decatur City

## District II

Michelle Adams ..... Mobile County  
 Christy Amick ..... Chickasaw City  
 Sonia Andrews ..... Mobile County  
 Suzanne Bahr ..... Satsuma City  
 Monique Baugh ..... Mobile County

Claudia Bishop ..... Mobile County  
 Amy Blake ..... Mobile County  
 Tiffany Brown ..... Mobile County  
 Twilla Burns ..... Mobile County  
 Cheryl Chapman ..... Mobile County  
 Veronica Coleman ..... Mobile County  
 Catherine Cox ..... Mobile County  
 Tivella Davis ..... Mobile County  
 Susan Dickinson ..... Mobile County  
 Timothy Dollar ..... Mobile County  
 Kimba Drakeford ..... Mobile County  
 Michelle Dumas ..... Mobile County  
 Jennifer Fetner ..... Mobile County  
 Nijah Ford ..... Mobile County  
 Katherine Gallop ..... Mobile County  
 Joy Gould ..... Mobile County  
 Mona Griffin ..... Mobile County  
 Derek Hall ..... Mobile County  
 Danielle Hodge ..... Mobile County  
 JaaDaa Holcombe ..... Mobile County  
 Lynn Huey ..... Mobile County  
 Marshall Hunt ..... Mobile County  
 Deidre Jefferson ..... Mobile County  
 Valerie Johnson ..... Mobile County  
 Katryna Kinn ..... Mobile County  
 Connie Krist ..... Mobile County  
 Angela Lincecum ..... Mobile County  
 Nancy Lowell ..... Mobile County  
 Lindsey Lyons ..... Mobile County  
 Eileen Mai ..... Mobile County  
 Michelle Manzy ..... Mobile County  
 Susan McRae  
 Dana Rhinehart ..... Mobile County  
 Tiffany Miller ..... Mobile County  
 Melissa Mitchell ..... Mobile County  
 Simone Moore ..... Mobile County  
 Julia Nelson ..... Mobile County  
 Teffine Petro ..... Mobile County  
 Kike Pettaway ..... Mobile County  
 Sondra Roberts ..... Mobile County  
 Heather Roe ..... Satsuma City  
 Teronda Smith ..... Mobile County  
 DeAnna Stevens ..... Mobile County  
 Stan Stokley ..... Saraland City  
 George Sullivan ..... Mobile County  
 Amy Tillman ..... Mobile County  
 Metra Turner ..... Mobile County  
 Glenda Warren ..... Mobile County  
 Melissa Whigham ..... Mobile County  
 Vanita Wigfall ..... Mobile County  
 Kimberly Williams ..... Saraland City  
 Melanie Winter ..... Mobile County

## District III

Ronika Amerson ..... Tuscaloosa City  
 Frances Ann Baggett ..... Tuscaloosa County  
 Melinda Boots ..... Walker County  
 Jeff Campbell ..... Tuscaloosa County  
 James Chesnutt  
 Vanessa Clay ..... Tuscaloosa County  
 Debbie Crawford ..... Tuscaloosa County  
 Elizabeth Curtis  
 Chris Dobbins ..... Tuscaloosa County  
 Jerri Dutton ..... Walker County

Traci Elmore ..... Tuscaloosa County  
 Meagan Fields ..... Jasper City  
 Vertis Giles-Brown ..... Tuscaloosa City  
 Tanya Guin ..... Walker County  
 Andrea Hamner ..... Tuscaloosa County  
 Debra Hildreth  
 Tim Hulsey ..... Walker County  
 Twana Ivory ..... Tuscaloosa City  
 Cynthia Jemison ..... Sumter County  
 Sharon Jennings ..... Tuscaloosa County  
 Laura Jockisch ..... Tuscaloosa City  
 Michael Keeton ..... Tuscaloosa County  
 Mary Kennedy ..... Marion County  
 Amy Lacy ..... Lamar County  
 Kimberly Lavender ..... Tuscaloosa County  
 Fayette Little ..... Tuscaloosa City  
 Mallory Long ..... Winfield City  
 Genea Monroe ..... Tuscaloosa County  
 Haley Moore ..... Walker County  
 Alicia Nalls ..... Fayette County  
 Preeti Nichani ..... Tuscaloosa City  
 Donna Palmer ..... Marion County  
 Jaime Pate ..... Tuscaloosa County  
 Jami Patrick ..... Tuscaloosa County  
 Minda Paxton  
 Jeremy Perkins ..... Tuscaloosa County  
 Donald Perrigin ..... Pickens County  
 Folante Perry ..... Tuscaloosa City  
 Jonathan Posey ..... Hale County  
 Laurie Presley ..... Tuscaloosa County  
 Lucile Prewitt ..... Tuscaloosa City  
 Lucretia Prince ..... Tuscaloosa County  
 David Pruitt ..... Marion County  
 Jami Rainey ..... Walker County  
 Tameka Rice ..... Tuscaloosa County  
 Richard Richardson ..... Pickens County  
 Stephanie Richey ..... Hale County  
 Eric Rigsby ..... Jasper City  
 Nicholas Rose ..... Tuscaloosa County  
 Joshua Saibini ..... Holy Spirit Catholic School  
 Dedre Slater-Warren ..... Tuscaloosa County  
 Keith Smith ..... Marion County  
 Patricia Smith ..... Tuscaloosa County  
 Ira Sullivan ..... Tuscaloosa County  
 Mary Jean Sutton ..... Tuscaloosa County  
 Michael Tilford ..... Tuscaloosa County  
 Karen Tomlin ..... Lamar County  
 Josh Weatherly ..... Marion County  
 Dianne Williams ..... Walker County  
 Carolyn Wilson ..... Tuscaloosa County  
 Jodi Wilson ..... Tuscaloosa County  
 Gladys Wright ..... Tuscaloosa City

## District IV

Brannon Aaron ..... Mountain Brook City  
 Kelly Adams ..... Bessemer City  
 Stacy Adersholt ..... Shelby County  
 LaRhonda Aikerson ..... Fairfield City  
 Kristina Allen ..... Mountain Brook City  
 Paula Allen ..... Jefferson County  
 Mary Anderson ..... Shelby County  
 Sasha Baker ..... Shelby County  
 Lisa Baxter ..... Pelham City  
 Angela Bedgood ..... Bessemer City

# 2020-2021 Membership Roster by District Cont'd

Carl Berryhill ..... Hoover City  
 Kristin Booker ..... Birmingham City  
 Jason Bostic..... Vestavia Hills City  
 Michelle Brakefield ..... Alabaster City  
 Vicki Brasher ..... Jefferson County  
 Monica Brimage..... Birmingham City  
 Aisha Bryant..... Jefferson County  
 Derrick Burney ..... Birmingham City  
 Justin Burns..... Leeds City  
 Christi Butler ..... Jefferson County  
 Danyell Butler ..... Birmingham City  
 Brent Byars ..... Alabaster City  
 Matthew Cameron..... Vestavia Hills City  
 Linda Campanotta..... Shelby County  
 Corvetta Clasberry ..... Bessemer City  
 Kristi Cocke ..... Pelham City  
 Tammy Coefield  
 Charissa Cole..... Alabaster City  
 Kiana Coleman ..... Homewood City  
 Quincy Collins ..... Hoover City  
 Mary Cooper ..... Shelby County  
 Sharon Cooper ..... Pelham City  
 Felicia Corona  
 Melanie Covington..... Hoover City  
 Shonteria Culpepper ..... Hoover City  
 Megan Dake ..... Blount County  
 Rickey Darby ..... AAESA  
 Meredith Davis ..... Midfield City  
 Ammie Dawson..... Jefferson County  
 Celita Deem ..... Shelby County  
 Meghan Denson..... Hoover City  
 William Dobbs..... Birmingham City  
 Carla Dudley..... Mountain Brook City  
 Cynthia Echols..... Vestavia Hills City  
 Ashley Edmonds..... Tarrant City  
 Anjell Edwards ..... Bessemer City  
 Becky Edwards ..... Hoover City  
 Adriene Evans ..... Bessemer City  
 David Fancher  
 Phyllis Faust ..... Trussville City  
 Kimberly Felton..... Midfield City  
 Catherine Finkley ..... Homewood City  
 Frances Finney  
 Angelia Franks..... Blount County  
 Haley Franks..... Shelby County  
 LaRue Frederick ..... Hoover City  
 Sharon Gallant .....  
 Jay Gary ..... Jefferson County  
 LaKeshya George-Boles..... Bessemer City  
 Telisha Gilbert..... Birmingham City  
 WaShunda Gill  
 Kristen Glover ..... Shelby County  
 Tracy Gregg..... Jefferson County  
 Amy Gregory..... Hoover City  
 Melissa Hadder ..... Hoover City  
 Jessica Hahn..... Jefferson County  
 Racheal Haley ..... Leeds City  
 Christy Hamilton ..... Jefferson County  
 Tiffany Hamilton ..... Alabaster City  
 Susan Harvill  
 Kim Hauser..... Vestavia Hills City  
 Cheritta Hayes..... Jefferson County  
 Terry Henderson ..... Jefferson County  
 Pat Hodge

Marlana Hodo ..... Shelby County  
 Genet Holcomb..... Shelby County  
 Chase Holden ..... Pelham City  
 Rachel Holfield ..... Jefferson County  
 Dashannikia Holston ..... Fairfield City  
 Stephen Howard ..... Birmingham City  
 Sharon Hunsberger ..... Vestavia Hills City  
 Susan Hyatt  
 LaKorya Jackson ..... Bessemer City  
 Ann Jemison..... Birmingham City  
 Autumm Jeter ..... Bessemer City  
 Karen Jones..... Jefferson County  
 Dana Junkin ..... Hoover City  
 Laura Junkin ..... Shelby County  
 Tasha Kiel..... Fairfield City  
 Sandra Kindell  
 Ann King..... Jefferson County  
 Donna King ..... Jefferson County  
 Laura Kirkpatrick..... Jefferson County  
 Rebecca Laney ..... Shelby County  
 Albert LeBlanc..... Birmingham City  
 Petra Leonard ..... Birmingham City  
 Staci Lewis ..... Jefferson County  
 Kathleen Lindsey..... Birmingham City  
 Paul Litten ..... Homewood City  
 Cedric Love ..... Jefferson County  
 John Lowry..... Homewood City  
 Courtney Madison ..... Shelby County  
 Aqila Malpass..... Hoover City  
 Marlana Matthews..... Blount County  
 Cari McClellan ..... Jefferson County  
 Ashley McCombs ..... Mountain Brook City  
 Molly McCormick ..... Jefferson County  
 Barbara McCoy ..... Bessemer City  
 Tammy McMinn..... Blount County  
 Deberah Miller  
 Scott Mitchell..... Hoover City  
 Lindsay Morgan ..... Hoover City  
 Mark Nixon ..... Jefferson County  
 Donna Page..... Jefferson County  
 Kathy Paiml  
 Jimmie Pearson  
 Leah Pendergrass ..... Leeds City  
 Melonie Peppins ..... Fairfield City  
 Damita Pitts  
 Mildred Posey..... Bessemer City  
 Taylor Posey..... Alabaster City  
 Susan Remick ..... Jefferson County  
 Mark Richardson..... Vestavia Hills City  
 Dot Riley  
 Sandy Ritchey ..... Mountain Brook City  
 Armentress Robinson..... Bessemer City  
 Judith Ross ..... Birmingham City  
 Carolyn Russell-Walker ..... Birmingham City  
 Kara Scholl ..... Hoover City  
 David Seale ..... Birmingham City  
 Cortney Slaughter ..... Jefferson County  
 Jane Smith ..... Shelby County  
 Paige Smith ..... Jefferson County  
 Lakeshia Smith-Moody..... Birmingham City  
 Carnell Spradlin..... Blount County  
 Jennifer Steele-Brown..... Birmingham City  
 Monique Stewart ..... Jefferson County  
 Delilah Stitt ..... Birmingham City

Stacey Stocks ..... Hoover City  
 Nicole Stokes ..... Hoover City  
 Wendy Story ..... Homewood City  
 Laura Tate ..... Homewood City  
 Troy Taylor ..... Jefferson County  
 Lavaris Thomas ..... Jefferson County  
 Harriette Thompkins ..... Birmingham City  
 Danielle Tinker ..... Vestavia Hills City  
 Adam Truesdale..... Leeds City  
 Alice Turney ..... Hoover City  
 Dilhani Uswatte..... Hoover City  
 Adriana Walker ..... Hoover City  
 Alicia' Washington..... Birmingham City  
 Joshua Watkins ..... Mountain Brook City  
 Kimberly White ..... Hoover City  
 Stephanie Whitt-Webb ..... Birmingham City  
 Sherita Williams ..... Hoover City  
 Ashley Williamson..... Alabaster City  
 Michael Wilson .... Magic City Acceptance Academy  
 Walter Womack ..... Tarrant City  
 Richell Yarbrough-Craig ..... Jefferson County  
 Charles Yeager ..... Jefferson County  
 Mary Young ..... Shelby County

## District V

Allison Alexander ..... Boaz City  
 Terry Allen ..... Marshall County  
 Tenna Anderton..... Marshall County  
 Shelley Bailey ..... Sylacauga City  
 Christy Blankenship ..... St. Clair County  
 Jeffery Boatwright..... Fort Payne City  
 Barry Bottoms  
 Jacob Brown ..... Dekalb County  
 Marilyn Brown ..... Dekalb County  
 Sonja Brown..... Anniston City  
 Paula Bruno ..... Sylacauga City  
 Philip Bryan..... Dekalb County  
 Eric Bryant ..... Dekalb County  
 Frank Buck  
 Faith Burns..... St. Clair County  
 Paige Cash..... Etowah County  
 Jeanna Chandler ..... Calhoun County  
 Audrey Chatman ..... Talladega County  
 Nicole Chester ..... Gadsden City  
 John Clark ..... Dekalb County  
 Tanya Clark ..... Etowah County  
 Cindy Cleveland ..... Sylacauga City  
 Virginia Clough..... Etowah County  
 Derek Cobb ..... Calhoun County  
 Amy Copeland..... Oxford City  
 Tesha Crump ..... Calhoun County  
 Hilary Dahlke..... Guntersville City  
 Summer Davis ..... Calhoun County  
 Leslie Day..... Dekalb County  
 Patrick Dowell..... Pell City  
 John Doyle ..... Guntersville City  
 Deborah Durham ..... Dekalb County  
 Greg Edge ..... Attalla City  
 Jennifer Edwards ..... Calhoun County  
 Myra Edwards..... Talladega County  
 Karri Findley..... Calhoun County  
 Vanessa Fowler..... Albertville City  
 Claire Gamble ..... Oxford City  
 Charles Gardner ..... Etowah County

Kyle Garmon ..... Cherokee County  
 Kimberly Garrick ..... Anniston City  
 Jaime Giangrosso..... St. Clair County  
 Jonathan Gilbert ..... Calhoun County  
 Melanie Glover ..... St. Clair County  
 Elizabeth Grimes..... St. Clair County  
 Teresia Hall ..... Anniston City  
 Jennifer Hannah..... Pell City  
 Hope Harris..... Etowah County  
 Linda Haynes ..... Talladega City  
 Christy Hiatt ..... Cleburne County  
 Christopher Hill ..... St. Clair County  
 Katelyn Holland ..... Gadsden City  
 Jay Hooks ..... Talladega County  
 Kristi Hopper ..... Boaz City  
 Philip Jenkins ..... Talladega City  
 Barbara Johnson ..... Cleburne County  
 Jason Jones ..... Calhoun County  
 Melissa Kelley ..... Pell City  
 Farrah Kilgo ..... Attalla City  
 Laura Knighton ..... Calhoun County  
 Paul Lackey ..... Albertville City  
 Mary Lance ..... Dekalb County  
 Amanda Martinez ..... Etowah County  
 Patrice Maxwell ..... Gadsden City  
 Veronica May  
 Tim McCollum..... Dekalb County  
 Candi McCullars ..... Albertville City  
 Julie-Ann McCulley ..... Guntersville City  
 Chris Melton ..... Etowah County  
 Frances Miller ..... Etowah County  
 Melissa Molock..... Attalla City  
 Lori Moss ..... Etowah County  
 Kimberly Mueller ..... Calhoun County  
 Suzanne Nance ..... Etowah County  
 Shane Parker ..... St. Clair County  
 Laura Phillips..... Oxford City  
 Jordan Pilkington ..... Oxford City  
 Ellie Pitts ..... Fort Payne City  
 Phillip Posey..... Anniston City  
 Revonda Pruitt ..... Piedmont City  
 Amber Ray ..... Calhoun County  
 Leanne Reed ..... Gadsden City  
 Beth Rigsby ..... Albertville City  
 Lynn Ritchie ..... Talladega County  
 Anglea Robinson..... Talladega County  
 Cody Rowell ..... Marshall County  
 Richard Rutledge ..... Dekalb County  
 Tiffany Scott  
 Mona Sheets..... Albertville City  
 Laura Sims ..... Etowah County  
 Debby Smith ..... Talladega County  
 Emily Smith ..... Calhoun County  
 Jamie Smith ..... Cleburne County  
 Tomasina Smitherman ..... Gadsden City  
 Crystal Sparks ..... Calhoun County  
 Darryl Spradley ..... Oxford City  
 Shannon Stanley  
 Missy Stephens  
 Briggett Stewart..... Piedmont City  
 Cindy Swain ..... Anniston City  
 Scarlet Thomas ..... Talladega County  
 Latoya Threatt ..... Pell City  
 Rhonda Tinker ..... Jacksonville City



# 2020-2021 Membership Roster by District Cont'd

Kristy Towns..... Etowah County  
 Katy Turner ..... Talladega County  
 Eleanor Underwood ..... Attalla City  
 Christa Urban ..... St. Clair County  
 Paula Waits ..... Oxford City  
 Josh Walker..... Boaz City  
 James Walls ..... Albertville City  
 Cynthia Watts ..... Talladega City  
 Caryn Waugh ..... Calhoun County  
 Julie West ..... Dekalb County  
 Sally Wheat ..... Fort Payne City  
 Kelley Williams ..... Oxford City  
 Stephanie Wisener ..... Marshall County  
 Carrie Yancey ..... Etowah County  
 Darren Young ..... Marshall County  
 Lauren Young ..... Calhoun County

## District VI

Stefanie Aaron ..... Autauga County  
 Dorothy Banks ..... Choctaw County  
 Wanda Blakely ..... Choctaw County  
 Lisa Brown ..... Chilton County  
 Tamera Carter ..... Selma City  
 Van Clements ..... Chilton County  
 Catherine Coleman ..... Dallas County  
 Jasmine Davis ..... Selma City  
 Yolanda Dean ..... Dallas County  
 Jennifer Douthit ..... Autauga County  
 Andrea Essman ..... Bibb County  
 Beth Fleming ..... Demopolis City  
 Leslie Ford ..... Perry County  
 Christie Harry ..... Autauga County  
 Laura Holley ..... Demopolis City  
 Mechelle Hollifield ..... Bibb County  
 Donna Hoomes ..... Autauga County  
 Chinita Irby ..... Dallas County  
 Samita Jeter ..... Lowndes County  
 Jonathan Johnson ..... Choctaw County  
 Allene Jones ..... Demopolis City  
 Margaret Jones ..... Selma City  
 Anthony Kummel ..... Lowndes County  
 Tisha Lewis ..... Demopolis City  
 Cathy Loftin ..... Autauga County  
 Sharon McDaniel ..... Chilton County  
 Holly McNider ..... Autauga County  
 Brenda Mitchell ..... Dallas County  
 Tammy Morton ..... Bibb County  
 Jason Munford ..... Selma City  
 Tamara Nelson ..... Selma City  
 Jobrina Oliver ..... Dallas County  
 Vivian Palmer ..... Autauga County  
 Valerie Perkins  
 Louise Pitts ..... Chilton County  
 Bridgett Powell ..... Demopolis City  
 Crystal Sabat ..... Chilton County  
 Kesia Smith ..... Lowndes County  
 John Solomon ..... Dallas County  
 Audra Stinson ..... Lowndes County  
 Jeff Stockman ..... Autauga County  
 Rebecca Threlkeld ..... Chilton County  
 Hollie Tillery ..... Bibb County  
 Marcus Turner ..... Dallas County  
 Ronnie Wilson ..... Chilton County  
 Jodi Womble ..... Autauga County

Susan Young ..... Bibb County

## District VII

Kathryn Bailey ..... Elmore County  
 Shay Baugh ..... Auburn City  
 Shanikka Beacher ..... Tallassee City  
 Meredith Bishop ..... Montgomery County  
 Tanya Boone ..... Elmore County  
 Arthur Caffey ..... Lee County  
 David Carpenter ..... Opelika City  
 Callie Causey ..... Tallapoosa County  
 Logan Cofield ..... Randolph County  
 Vera Corbett ..... Lee County  
 TriShonne Cornelius ..... Macon County  
 Linda Crim ..... Roanoke City  
 Katie Daniel ..... Auburn City  
 Janice Darty ..... Elmore County  
 Nicholas Davis ..... Phenix City  
 Paige Davis ..... Elmore County  
 Laura Dunlap ..... Lee County  
 DeNitta Easterling ..... Montgomery County  
 Cynthia Epperson ..... Elmore County  
 Erik Estill ..... LEAD Academy  
 Emily Farmer ..... Montgomery County  
 Shamon Few ..... Clay County  
 Kara Forbus ..... Coosa County  
 Pam Fourtenbary ..... Opelika City  
 Jennifer Goodwin ..... Chambers County  
 Emily Grace ..... Opelika City  
 Jacquelynne Greenwood ..... Auburn City  
 Debra Guy ..... Lee County  
 Georgette Hankins ..... Elmore County  
 Derrick Harris ..... Bullock County  
 Lisa Harris ..... Lee County  
 Mari Haynes ..... Tallassee City  
 Antoine Head ..... Alexander City  
 Kathy Henderson  
 Chris Holley ..... Elmore County  
 Adam Hopper ..... LEAD Academy  
 Lisa Hornsby ..... Tallapoosa County  
 Douglas Hubbard  
 Misty Hudmon ..... Chambers County  
 Consuela Jack ..... Macon County  
 Jacob Johnson ..... Russell County  
 Jeffery Johnson ..... Auburn City  
 Rance Kirby ..... Tallapoosa County  
 Gloria Lammons ..... Auburn City  
 Lane Lindsay ..... Lee County  
 Susan Mallett  
 Stephanie Marshall ..... Auburn University  
 Rachel Martin ..... Tallapoosa County  
 Mary Anna Martin-Smith Lee-Scott Academy  
 Christie Marvel ..... Tallapoosa County  
 Nino Mason ..... Opelika City  
 Booker McMillian ..... Montgomery County  
 Erna Jean Miller ..... Opelika City  
 Sherri Miller ..... Tallapoosa County  
 Amy Mills ..... Russell County  
 Tena Musick ..... Roanoke City  
 Tonya Nolen ..... Auburn City  
 Anissha Officer ..... Montgomery County  
 Lolita Osborne ..... Montgomery County  
 Vanita Pharrams ..... Russell County  
 Georgia Pinkston ..... Elmore County

Cindy Poteet ..... Opelika City  
 Minnie Pringle ..... Elmore County  
 Caroline Raville ..... Auburn City  
 Stacie Reddish ..... Lee County  
 Amy Richardson ..... Randolph County  
 Marcus Roberts ..... Montgomery County  
 Elena Robertson ..... Clay County  
 Craig Rogers ..... Montgomery County  
 Joe Ross ..... Opelika City  
 Mary Salmon ..... Opelika City  
 Reneta Sanders ..... LEAD Academy  
 Shannon Schmidt ..... Montgomery County  
 Randy Shaw ..... Montgomery County  
 Willie Shelby ..... Montgomery County  
 Kelley Smith ..... Lee County  
 Karen Snyder ..... Auburn City  
 Brittany Spencer ..... Tallassee City  
 Traci Stewart ..... Coosa County  
 Bonnie Sullivan ..... Dept. Early Childhood  
 Daniel Taylor ..... Elmore County  
 Paula Thompson ..... Russell County  
 Matt Trawick ..... Lee County  
 Timothy Turley ..... Elmore County  
 Rachel Turnham ..... Opelika City  
 Chad Walls ..... Elmore County  
 Amy Williams ..... Elmore County  
 Norman Williams ..... Macon County  
 Camille Wright

## District VIII

Hosea Addison ..... Autauga County  
 Eric Andrews ..... Escambia County  
 Dena Armbrecht ..... Baldwin County  
 Benita Battle ..... Baldwin County  
 Angie Beard ..... Baldwin County  
 Torrey Berry ..... Baldwin County  
 Edna Billingsley ..... Washington County  
 Dana Bottoms ..... Baldwin County  
 Waverly Boutin ..... Baldwin County  
 Jenny Breazeale ..... Baldwin County  
 Curtis Brodie ..... Baldwin County  
 Carol Broughton ..... Baldwin County  
 George Brown ..... Escambia County  
 Donnashale Bruister ..... Baldwin County  
 Kristi Brunick ..... Baldwin County  
 Susan Carter ..... Autauga County  
 Michael Clay ..... Baldwin County  
 Heather Cook ..... Escambia County  
 Matthew Craig ..... Baldwin County  
 Mark Doherty ..... Baldwin County  
 Rebecca Ducote ..... Baldwin County  
 Alicia Early ..... Baldwin County  
 Claude Eilert ..... Baldwin County  
 Jonathan Ellis ..... Baldwin County  
 Leah Fuqua ..... Escambia County  
 Allison Guy ..... Baldwin County  
 Albertnetta Hamilton  
 Jacque Helms ..... Baldwin County  
 Laura Herron ..... Baldwin County  
 Caroline Hollowell ..... Baldwin County  
 Benjamin Jones ..... Washington County  
 Madeline Jones ..... Autauga County  
 Charlotte Koen ..... Baldwin County  
 Mary Law ..... Baldwin County

William Lawrence  
 Gina McClure ..... Baldwin County  
 Amy McCrory ..... Monroe County  
 Shannon McCurdy ..... Baldwin County  
 Rachael McDaniel ..... Baldwin County  
 Jennifer Middleton ..... Baldwin County  
 Kimberly Mitchell ..... Baldwin County  
 Monica Mitchell ..... Conecuh County  
 Michelle Moore ..... Baldwin County  
 Laura Moorer ..... Baldwin County  
 Vickie Morris ..... Thomasville City  
 Robert Owen ..... Baldwin County  
 Jim Perry ..... Baldwin County  
 Julie Pierce ..... Baldwin County  
 Sonya Price ..... Baldwin County  
 Cynthia Riley ..... Baldwin County  
 Wendy Rodgers ..... Baldwin County  
 Lisa Rushing ..... Escambia County  
 Spencer Segrest ..... Baldwin County  
 Leslie Sellers ..... Escambia County  
 Keri Shofner ..... Baldwin County  
 Megan Simmons ..... Baldwin County  
 Lynn Smith ..... Baldwin County  
 Christina Stacey ..... Baldwin County  
 Deborah Stokes ..... Brewton City  
 Marty Stringer ..... Baldwin County  
 Pamela Sute ..... Baldwin County  
 Leighann Swindle ..... Baldwin County  
 Marla Warner ..... Baldwin County  
 Brooke Waters ..... Baldwin County  
 Joseph West ..... Butler County  
 Hazel White-Howze ..... Washington County  
 Misty Wilkinson ..... Baldwin County  
 Charity Williams ..... Baldwin County  
 Patrice Wolfe ..... Baldwin County  
 Barry Wood ..... Brewton City  
 Hope Zeanah ..... Baldwin County

## District IX

Stephanie Alexander ..... Barbour County  
 Tracey Arnold ..... Pike County  
 Tracy Baines ..... Crenshaw County  
 Jimmy Baker ..... Henry County  
 Jill Barber ..... Henry County  
 Joseph Boswell ..... Pike County  
 Beth Bouchard ..... Dothan City  
 Monica Bradshaw ..... Enterprise City  
 Roberta Bronson ..... Enterprise City  
 Alane Brunson  
 Nikki Burns ..... Dothan City  
 Shavonne Burrows ..... Enterprise City  
 Cody Carney ..... Crenshaw County  
 Anthony Childers ..... Dothan City  
 Sue Clark ..... Dothan City  
 Jermaine Coleman ..... Eufaula City  
 Joy Colvin ..... Covington County  
 Wanda Corley ..... Pike County  
 Nikki Crum ..... Covington County  
 Henry Dawkins ..... Geneva County  
 Kari Dawkins ..... Geneva County  
 Erica Delgado ..... Dothan City  
 Wanda Dismukes ..... Dothan City  
 Megan Driggers ..... Coffee County  
 Rodney Drish ..... Pike County

# 2020-2021 Membership Roster by District Cont'd

Ke'Undra Dudley ..... Barbour County  
 Hilary Ellis ..... Dale County  
 Tamika Fleming ..... Dothan City  
 Emma Fluker ..... Troy City  
 Amy Griffin ..... Enterprise City  
 Vanessa Gunn ..... Dothan City  
 Christy Harrell ..... Opp City  
 Tracey Horn ..... Dothan City  
 Lynn Irwin ..... Daleville City  
 Emily Jackson ..... Eufaula City  
 Brenda Johnson ..... Andalusia City  
 Christina Johnson ..... Dothan City  
 Celeste Johnston ..... Dale County  
 Ashley Kilcrease ..... Andalusia City  
 Denise Kohen ..... Houston County  
 Melissa Layton ..... Enterprise City  
 Roshanda Lewis ..... Eufaula City  
 Norman Love ..... Houston County  
 Maghen Lowery ..... Ozark City  
 Nathaniel Martin ..... Enterprise City  
 Randy McGlaun ..... Covington County  
 Dusty McKinley ..... Houston County  
 DeAnna Miller ..... Enterprise City  
 Harrison Mims ..... Enterprise City  
 Christie Mitten ..... Enterprise City  
 Christopher Mitten ..... Daleville City  
 Charles Mixson ..... Andalusia City  
 Carmen Neiswanger ..... Henry County  
 Donna Norwalk ..... Henry County  
 Bettye Anne Older ..... Covington County  
 Clifton Pace ..... Covington County  
 Evelyn Parker ..... Dothan Prep. Academy  
 Matthew Phillips ..... Dale County  
 Teri Prim ..... Enterprise City  
 Patrick Reed ..... Dale County  
 Ronald Retherford ..... Enterprise City  
 Seth Richards ..... Covington County  
 Holli Richardson ..... Coffee County  
 Charlesetta Robinson ..... Barbour County  
 Jared Robison ..... Coffee County  
 Daniel Rodgers ..... Covington County  
 Shantell Rouse ..... Pike County  
 Glenda Sanders  
 Jodie Shelley ..... Henry County  
 Shawn Short ..... Opp City  
 Teresa Sims ..... Troy City  
 Kole Skinner ..... Houston County  
 Chancy Smith ..... Geneva County  
 Jennifer Snellgrove ..... Dale County  
 Ann Stafford ..... Geneva County  
 Samanda Stafford ..... Geneva County  
 Jon Steed ..... Enterprise City  
 Marcus Taylor ..... Crenshaw County  
 Adrienna Thomas ..... Dothan City  
 Angela Thomas ..... Houston County  
 Dawn Tice ..... Ozark City  
 D'Andra Tingey ..... Coffee County  
 Jeff Torrence ..... Dothan City  
 LaTasha Vaughn ..... Barbour County  
 Ginger Vinson ..... Coffee County  
 Jami Whillock ..... Houston County  
 James Williams ..... Dothan City  
 Jennifer Williams ..... Dothan City  
 Audrey Windham ..... Enterprise City

Greg Yance ..... Houston County

## District X

Presonia Alexander ..... Huntsville City  
 Dawn Ashley ..... Huntsville City  
 Heather Bardwell ..... Huntsville City  
 Fred Barnes ..... Huntsville City  
 Natalie Beard ..... Jackson County  
 Miranda Bolden ..... Madison City  
 Rhonda Booth ..... Madison County  
 Patricia Boyd ..... Huntsville City  
 Cody Brown ..... Jackson County  
 Robert Cheyne ..... Madison County  
 Kellen Conaway ..... Huntsville City  
 Leslie Cross ..... Madison County  
 Shelia Crutcher ..... Huntsville City  
 Jennifer Dardin ..... Huntsville City  
 Lydia Davenport ..... Alabama A&M University  
 Anthony Davison ..... Huntsville City  
 Shanna Edgar  
 Daniel Evans ..... Madison County  
 Stanley Givens ..... Madison City  
 Chris Gunnels ..... Madison County  
 Mitchell Hampton ..... Madison County  
 Anthony Haynes ..... Madison County  
 Renee Headen ..... Madison County  
 Rachelle Heard ..... Huntsville City  
 Zachary Holt ..... Scottsboro City  
 Martha Hood ..... Scottsboro City  
 Belissa Howard ..... Huntsville City  
 Lisa Jones ..... Huntsville City  
 Sheila Jones ..... Madison County  
 Monte Linebarger  
 Michael Livingston  
 Leslie Maples ..... Huntsville City  
 Amy Mason ..... Madison County  
 Jenny McAlister ..... Madison County  
 Lauria Merritt  
 Melissa Mims ..... Madison City  
 Laura Minor ..... Madison City  
 Georgina Nelson ..... Madison City  
 Mary O'Bradovich ..... Huntsville City  
 Jeri Parker ..... Madison County  
 Demetria Patterson ..... Madison City  
 Nichole Phillips ..... Madison City  
 William Powers ..... Madison County  
 Michelle Rathmann Vanaria  
 Wendy Ricci  
 Rodney Richardson ..... Madison City  
 Bonnie Richburg ..... Madison County  
 Nedjra Russell ..... Madison City  
 Bradley Scott ..... Huntsville City  
 Maurice Shingleton ..... Huntsville City  
 Carolyn Simpson ..... Madison County  
 Melissa Sims ..... Madison County  
 Janet Slaughter  
 Towana Smith  
 Miguel Stricklen ..... Huntsville City  
 Marcia Sutton ..... Huntsville City  
 Melissa Veasy-Lindsey ..... Huntsville City  
 Judy Warmath  
 Rebecca Wilkenson ..... Madison County  
 Donna Williams ..... Huntsville City  
 Shannon Williamson ..... Madison County

Nathan Wilson ..... Madison City  
 Tracey Wray ..... Madison County  
 Rebecca Wrenn







# Emerge 2021

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## 2021 CLAS CONVENTION



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