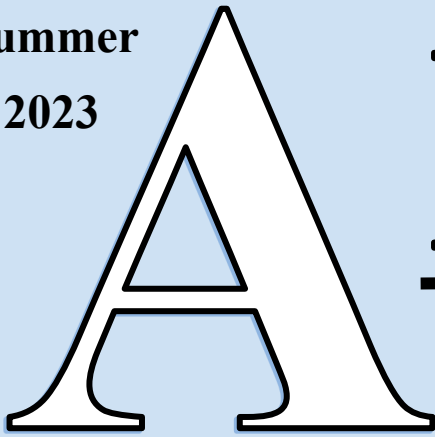


Summer  
2023



Vol. 71 No. 4

# Alabama

Elementary Administrator

## Principals Making an Impact!

*Officers Attend the NAESP National School Leader  
Advocacy Conference in Washington D.C.*



Unified with NAESP and CLAS. Published by the Alabama Association of Elementary School Administrators.  
P.O. Box 428, Montgomery, AL 36101. Jill A. Eaton, Editor

# Meet Your New AAESA President



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

I am excited to be your next AAESA President! What an honor and privilege it will be to serve such a great organization. Supporting elementary principals is at the heart of everything we do. Our goal as the executive board is to provide quality professional development and networking opportunities.

For those of you looking for ways to get plugged in, each district across the state holds at least two meetings per school year. Typically, meetings involve food, a guest speaker, and important information regarding AAESA and CLAS. I would encourage each of you to attend and invite a principal friend. Having the opportunity to connect and enjoy each other's presence is always a good thing!

Just a little information about myself. I am completing my 21st year in education. I am currently the principal at Crestline Elementary in Hartselle. I have approximately 600 students and our enrollment seems to be increasing by the day. We are currently building a new school next door to our current one and should be in the new building by Spring 2024. So far, it has been an adventure with all the construction. I truly believe I have the greatest job in the world. I get at least 600 hugs, high fives, and smiles per day and have the best staff around. I am in a

wonderful community that supports education and it's an honor to prepare the next generation!



# Executive Director's Report



*Vic Wilson*  
*AAESA*  
*Executive Director*

As we are winding down the 2022-2023 school year and gearing up for the 2023-2024 school year, I want to encourage you to participate in the CLAS Convention. The theme for this year's convention is "Meeting Challenges. Seizing Opportunities." and it could not be timelier given the challenges and opportunities that lie before us. Elementary school leaders have the unique privilege of shaping the educational journey of our youngest learners, and it is through opportunities like the Convention that we can come together to exchange ideas, foster collaboration, and ignite a lifelong love of learning within our students.

The past two years have presented numerous challenges for educators, students, and families. From adapting to remote learning to navigating the pandemic, we have had to be resilient and innovative to continue providing high-quality education to our students.

The CLAS Convention provides an excellent opportunity for us to come together as a community and share our experiences, learn from one another, and develop strategies for addressing the challenges we face. This year's convention will be held from June 11-14 in Mobile, Alabama, and I encourage all educational leaders to attend.

The convention will feature keynote speakers, breakout sessions, and networking opportunities that will provide valuable insights and resources

to help us tackle the challenges we face. We will have the chance to hear from experts in the field, as well as our peers, who have successfully implemented innovative solutions in their own schools and districts.

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

The convention is also an opportunity for us to celebrate our successes and recognize the outstanding work being done in our schools and districts. The CLAS Awards Banquet will honor educators and administrators who have made significant contributions to their schools and communities.

I am confident that the 2023 CLAS Convention will be a valuable and rewarding experience for all who attend. I look forward to seeing you in Mobile, and to working together to meet the challenges and seize the opportunities that lie ahead. Thank you all for the work you do for those under your care.

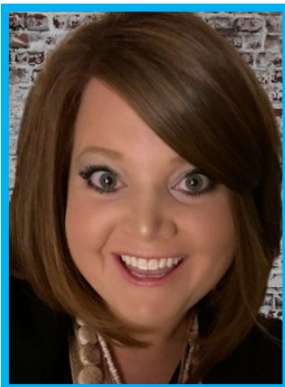
# Learning by Doing



***Jackie DeJarnett***  
***AMSTI-ALSDE***  
***K-5 Science***  
***Administrator***



***Leslie Hughes***  
***AMSTI-ALSDE***  
***K-2 Math***  
***Specialist***



***Dr. Amanda***  
***Cramer***  
***AMSTI-ALSDE***  
***DLCS Integration***  
***Specialist***

Thank you for your commitment and service. Your leadership has influenced teachers, students, staff, families, and communities. It is a blessing to make it to the end of a successful school year! As you prepare for next year, I want to share how AMSTI services can help increase student achievement and prepare students to be critical thinkers and problem solvers in the 21<sup>st</sup> century.

The Alabama Math, Science, and Technology Initiative, commonly referred to as AMSTI, is the Alabama Department of Education’s initiative to improve STEM teaching statewide, including improvements in individual and integrated STEM subjects. Its mission is to support Alabama educators and students in learning STEM through doing STEM. AMSTI’s motto is: Learning by Doing. AMSTI has three primary services: professional learning, resources, and onsite support. “AMSTI for All” provides a menu of services framework designed to meet district and LEA needs. Schools are no longer required to have 80% minimum participation to receive services.

## SCIENCE RESOURCES

- Are you looking for an opportunity to integrate science? [K-3 AMSTI Integration 2023](#) document crosswalks the major reading curriculums chosen by the districts in AL and integrates them with the current AMSTI kits.
- [Proficiency Scales](#) help clearly define and communicate learning goals to help teachers plan what students need to know and be able to do.
- Why do formative assessments matter? [Formative Assessment Items](#) are integral for monitoring student learning to provide ongoing feedback and improve teaching and learning.
- Want help preparing for the ACAP? AMSTI offers a 6-hour PD, The ACAP Science Experience, that equips teachers and students for the assessment. Contact your regional AMSTI site at [AMSTI.org](#) to schedule a session. Also, check out the [ACAP Science Resources](#) .
- Please visit the [Menu of Services](#) \_ for professional learning opportunities.

**Looking for math resources for students, families, and educators? AMSTI has you covered! Visit [AMSTI.org](#) today or reach out to your local site to learn more.**

# Learning by Doing Cont'd

## ENGAGING FAMILIES IN MATH

- AMSTI has **Early Numeracy Calendars** (in English and Spanish versions) with daily suggestions to get families thinking about math. These calendars promote mathematical dialogue and reasoning to support school readiness. [Click here](#) to see the April calendars and bookmark the page for monthly updates!
- Looking for resources to assist families at home? Check out the **Family Success Guides** for [K-2](#) and [3-5](#).

## PROFESSIONAL LEARNING & RESOURCES

- Looking for resources to keep your team laser-focused on student achievement of the content standards? AMSTI can help! Once your team identifies the content priorities of their current unit, visit our **Wakelet** to find the related [proficiency scales](#) and [formative assessment items](#). These help educators stay anchored in their instructional goals, track achievement, and adjust instruction based on student data. Ask us about how AMSTI supports this work through powerful coaching cycles!
- Sites across the state will offer sessions throughout the summer and school year. Visit [amsti.org/professional-learning](http://amsti.org/professional-learning) to check out the Menu of Services and select your region to explore upcoming dates. Or [find your site](#) and reach out directly to discuss how AMSTI can help increase student math achievement in your school!

## DLCS

- AMSTI offers curriculum resources and professional learning opportunities for classroom teachers looking to integrate the Alabama Digital Literacy and Computer Science Standards (2018).
- AMSTI's Integrated Essentials units are designed to support the integration of computer science into science instruction. These CS extension units build off engineering units that AMSTI currently uses within their science kits. These lessons encourage students to use the engineering design process

and teach students how to use computer science as a tool to solve problems. These units have built-in math tasks to support the integration of CS and mathematics. All regions currently offer training in grades 2, 3, and 5.

- All 11 regional AMSTI sites have robotics tools available for checkout. K-5 teachers can access free, 5E integrated lesson plans for these tools by visiting [AMSTI.org/DLCS](http://AMSTI.org/DLCS) and clicking on "Integrated Computer Science Lesson Plans." Check out the Classroom Resources tab, where you will find student-friendly classroom posters of the Computer Science Practices and proficiency scales for the DLCS standards in grades K-8. These proficiency scales can be used to empower students to take ownership of their learning.
- This summer, AMSTI is thrilled to partner with Defined Learning to provide their entire project-based learning library to every K-12 educator in Alabama throughout the summer (May-August). Defined Learning's PBL platform is an incredible resource with strong, cross-curricular connections to Alabama science, literacy, mathematics, and computer science standards. Visit the Alabama implementation website to learn more ([learn.definedlearning.com/alabama-doe](http://learn.definedlearning.com/alabama-doe)) about virtual sessions in May and summer.



# AAESA Advocating for Alabama Schools



*David Carpenter*

*Jeter Primary*

*Opelika City*

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

March 26-29, 2023 in Arlington, VA. Attending from Alabama were:

- CLAS Executive Director Vic Wilson
- Principals Waller Martin, Karissa Lang, and David Carpenter of NAESP
- Principals David Sikes and Rod Sheppard of NASSP

As the Elementary Federal Relations Coordinator for Alabama, it was a pleasure to work alongside these exceptional colleagues advocating for Alabama schools. Our “Capitol Hill Day” began with a meeting with Senator Katie Britt followed later in the day with Senator Tommy Tuberville. We also were able to meet face to face with Representatives Dale Strong (Dist 5), Robert Aderholt (Dist 4), Gary Palmer (Dist 6). The remaining meetings were with Chiefs of Staff or congressional staffers from each district. All were very attentive to our educational concerns and needs and were eager to learn how they could better support Alabama’s K-12 students.

NAESP’s Earl Frank and his staff did a tremendous job of preparing each of us for meetings with our nation’s lawmakers. With each talking point we were encouraged to link a story from our schools that make our students’ needs more personal and real. We were reminded that principals are the only ones that can tell what is happening in our schools in the first person narrative. Much of the media and other “talking heads” perspectives come from “watercooler talk” and can only speak from what they have heard or read. Our federal legislative agenda focused around the three key points of educator shortages (both principal and teacher), student/school staff mental health,

and federal funding for general education needs (Title I, II, and IV).

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

- Loan Forgiveness for Educators Act (expand eligibility to school leaders)
- Educators for America Act
- Double the Teacher Education Assistance for College and Higher Education (TEACH) Grant to \$8,000 per year.
- Preparing and Retaining Education Professional (PREP) Act
- Encourages school districts to create partnerships, including Grow Your Own programs, with local community colleges and universities to ensure their programs are educating future educators in areas where there is a shortage of teachers and school leaders.

Students and school staff are struggling with social, emotional, and mental health challenges. Oftentimes students' mental health challenges manifest themselves as behavioral issues, putting further stress on educators who are already stretched too thin. One-half of school leaders report student behavior is worse than before the pandemic. School leaders are uniquely positioned to leverage trauma-informed strategies



# AAESA Advocating for Alabama Schools Cont'd

to address the enormous wave of social, emotional, and mental health needs among students. It is time for significant increased federal support to promote the well-being of educators and students in our nation's schools. The emotional well-being of school communities is a critically important factor in the safety, security, and comprehensive success of students. Specifically, NAESP and NASSP urge members of Congress to cosponsor the following legislation to provide support for mental health, wellness, and safety in schools:

- Elementary and Secondary School Counseling Act
- The Mental Health of Educators and Staff Act (H.R. 744)
- Increasing Access to Mental Health in Schools Act

Finally, emergency pandemic relief funding provided by Congress had a direct and immediate impact in schools for the purpose it was intended-Covid mitigation. However, Congress must also strongly fund programs under ESSA through the normal annual appropriations process at levels that match the gravity of the ongoing crisis in schools and support their efforts to ensure every child is college, career, and citizenship ready. NAESP and NASSP urge members of Congress to support funding for the following programs at the following levels in FY 2024:

- Title I Grants to Local Education Agencies
  - ◇ FY24 NAESP-NASSP request: \$20.5 billion
    - \* FY23 received: \$18.4 billion
  - ◇ Provides financial support to local educational agencies (LEAs) and schools with high numbers or high percentages of children from low-income families to help ensure that all children receive support.
- Title II, Part A
  - ◇ FY24 NAESP-NASSP request: \$2.4 billion, a 10% increase or \$210 million increase
    - \* FY23 received: \$2.2 billion
  - ◇ Provides formula grants to states and districts to strengthen professional development opportunities for teachers and principals, making them more effective educators and more likely to stay in the profession.

- ◇ Helps districts fund principal residencies, expand job-embedded and cohort-based professional learning, and boost mentorship opportunities for aspiring principals.
- Title IV, Part A
  - ◇ FY24 NAESP-NASSP request: \$1.48 billion
    - \* FY23 received: \$1.38 billion
  - ◇ This flexible ESSA block grant program supports schools in funding activities in three broad areas: 1) Providing students with a well-rounded education, including music, the arts, social studies, and computer science, 2) Supporting the safety and health of students, and 3) Encouraging the effective use of technology in schools.
- IDEA State Grants
  - ◇ FY24 NAESP-NASSP request: \$16.26 billion
    - \* FY23 received: \$14.19 billion
  - ◇ Assists state and local educational agencies in educating children with disabilities. Supports implementing, expanding, and improving access to high-quality special education services.
- Career and Technical Education (CTE) State Grants
  - ◇ FY24 NAESP-NASSP request: \$1.5 billion
    - \* FY23 received: \$1.43 billion
  - ◇ Provides support for states and communities to implement high-quality CTE programs to meet the demands of the 21st-century economy and workforce.

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

# Principals Collaborate in DC



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

Principals from across the United States converged on Washington, D.C. March 26-29 to

attend the National School Leaders Advocacy Conference sponsored by NAESP and NASSP. The conference provided insights from national leaders, policy information on current issues, and each attendee was provided advocacy training to sharpen the skills needed to make a difference. The Alabama delegation in attendance included Vic Wilson, CLAS Executive Director, Waller Martin from Brookwood Elementary in Enterprise, David Carpenter from Jeter Primary in Opelika, Rod Sheppard from Florence High School, David Sykes from Fort Dale Academy, and myself. Throughout the event, we had the opportunity to connect with other principals and discuss challenges education is currently facing.

During our Capitol Hill Day, we were given the opportunity to put our experiences and knowledge to work as we met with our Senators and Representatives from Alabama. I had the opportunity to meet with Senator Britt, Senator Tuberville, and Rep. Dale Strong. We discussed teacher shortages, Title II funding for professional development, and mental health. Each elected official was eager to hear our feedback and learn how our current challenges directly impact our students and teachers. Several pieces of legislation will be presented during the session and could directly impact education funding, grants, and programs.

I would encourage each of you to reach out to our state and national leaders and share your stories. They need to know your areas of need and concern firsthand. We have many great things going on in our schools and communities, but we also face many challenges. After meeting with our leaders in D.C, I have no doubt we are represented well and they do a great job serving the great state of Alabama.





# National School Leader Advocacy Conference



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

The 2023 NAESP National School Leader Advocacy Conference in Washington, DC was held March 26-29<sup>th</sup>. Alabama was well represented at this conference. Those attending from Alabama included: David Carpenter, Karisa Lang, Waller Martin, Rod Sheppard, David Sikes, and Vic Wilson. A special thanks to Dr. Earl Franks and the NAESP staff for all their hard work and preparation for this conference. State leaders from across the nation participated in daily sessions to prepare us for our meetings with Congressional leaders. NAESP leaders and speakers definitely prepared us for our trip to the capital.

On Monday morning Dr. Earl Franks and Mr. Ron Nozoe, NASSP Chief Executive Officer, encouraged us to “unleash the fire”. They encouraged us to “speak up”, and “fire up our people” when we returned home. Our speakers discussed topics such as educator shortages and the principal pipeline, improving school mental health, wellness, and safety resources. We also received information on federal K-12 education budget priorities.

A policy panel discussed how Title II funds could be used more to reduce class sizes on the federal level. Funds are also being used to recruit, train, and retain building principals. In the afternoon break-out session we learned how to inform and engage others, while also advocating effectively

for our profession. We were reminded that we have the insight, knowledge, and experience that non-practitioners don’t have. We were asked to go below the surface, make connections, and personalize our cause with our political leaders.

Research shows that one out of two school leaders expect to leave the profession within three years. A 2014 study revealed that the cost for typical urban school districts to recruit, hire, prepare, mentor, and continue training principals is \$75,000 per principal.

On Tuesday morning our speakers discussed improving school mental health, wellness, and safety resources. Our panel discussed what many of us already know, we’re still seeing impacts from COVID. Many of our families have lost their jobs and their homes. In many cases schools and communities are over-burdened, which makes learning even more difficult. One-half of school leaders report student behavior is worse than before the pandemic.

We also discussed the Elementary and Secondary School Counseling Act which allocates \$5 billion in new funding to establish two five-year renewable grant programs to effectively staff elementary and secondary schools with mental health services providers by providing federal grants to states to disburse to school districts. Other areas addressed included preventing suicide, improving mental health and resiliency among educators, and training for educators and school staff in appropriate strategies to promote their mental health.

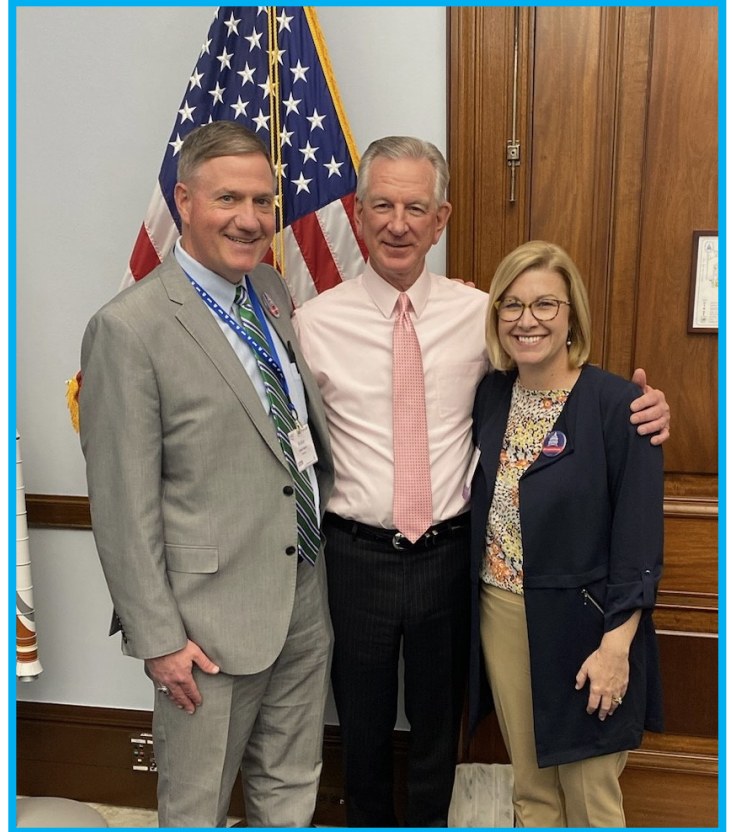
On Tuesday afternoon David Griffith (NAESP Asso-

# National School Leader Advocacy Conference Cont'd

ciate Executive Director) and Greg Waples (NASSP Senior Advocacy Manager) gave us our final “pep-talk” and marching orders for our trip to the capital. State leaders from Zone 4 (which includes Alabama) met together as well. We discussed membership as well as some of the events we have taking place in our respective states. Our Zone 4 Director Ashley Wilson reminded us the value of our NAESP membership. We also discussed the benefits of NAESP at our State Rep. meeting.

Now more than ever we must be advocates for our students, our schools, and our profession. It is more important than ever that decision makers in Washington and Montgomery hear from all of us about what is happening in our schools. The decisions of policy makers will have a direct and lasting influence on our schools and our work. I encourage you to reach out to your political leaders and share with them the good things that are going on in Alabama schools.

I appreciate the opportunity to represent Alabama at this conference, and hope that I represented our great state proud. Thank you for all that you do in your schools each and every day, and how hard you work. I hope your end of the year goes well and you end the school year on a good note. I look forward to seeing you at the CLAS Conference this summer in Mobile.



# National School Leader Advocacy Conference Cont'd





*Charlie Gardner  
Hokes Bluff Elementary  
Etowah County*

NAESP continues to advocate for education by being “at the table” when education issues and legislation are discussed at the national level. AAESA was

well represented at the recent National Leaders Conference. Thank you to Karissa Lang for being able to attend in my place. Our Alabama leaders met with several of our congressional delegates on issues affecting education in Alabama.

President Joe Biden signed the \$1.7 trillion FY23 omnibus appropriations bill, which includes funding for key federal K-12 education programs, including Title I, Title II, and Title IV; Individuals with Disabilities Education Act (IDEA); and 21st Century Community Learning Centers. Congress approved significant increases to Title I and IDEA—the pillars of federal K-12 funding. Both Title I and IDEA state grants saw \$850 million increases. Full-service Community Schools also saw a dramatic expansion in support in the FY23 budget, doubling to \$150 million. Head Start, including early Head Start, is funded at \$12 billion (+\$930 million, 8.4 percent), and IDEA preschool grants will get \$420 million (+\$10 million, 2.6 percent). The total funding for the Department of Education is the biggest increase in years at \$79.2 billion but remains below FY2011 levels, adjusted for inflation.

U.S. Secretary of Education Miguel Cardona is proposing to move the federal program that supports the nation’s English learners back into the hands of the Education Department’s office of English language acquisition, or OELA. Federal formula grants for English-language acquisition, known as the Title III program, are currently managed by the office of elementary and secondary education, or OESE, within the department. In his proposed 2024 budget, President Joe Biden is looking to grow that program funding to \$1.2 billion, a

\$305 million increase.

This year has already proven extremely difficult for teachers, leaders and students alike. From school safety to learning loss, K12 is suffering from long-lasting inequities that either stemmed from the pandemic or were exacerbated by it. Needless to say, state lawmakers made sure to tell their communities exactly how they will be approaching education for the foreseeable future. Every year, the Education Commission of the States, an interstate agency that tracks educational policy, identifies trends in education policy accomplishments and proposals highlighted during every state leader’s speech. Education-related issues and celebrations were referenced frequently during Governors’ 2023 State of the State Addresses. This year, they narrowed down seven priorities that were brought up most often by state governors. Unsurprisingly, K12 funding was the most-addressed issue, an area that’s gained the attention of leaders and educators as the pandemic relief funding deadline looms.

As detailed in their “Governor’s Top Education Priorities in 2023 State of the State Addresses” report, these seven trends have been identified as the most-discussed education-related topics by state leaders:

**1. K12 funding:** *At least 35 governors discussed increased investments in K12 schooling and adjustments to funding approaches. Over the last two years, funding has been identified as the number one issue.*

**2. Workforce development and career and technical education:** *At least 34 governors spoke of their efforts to strengthen support in this area, including apprenticeships and workforce participation specific to their state’s needs.*

**3. Teacher staffing:** *At least 29 governors spoke of their focus on teacher retention, recruitment and compensation. In 2023, leaders have gotten more specific with their proposals regarding this issue than in recent years by announcing specific percentage increases for teacher salaries and bonuses.*

**4. Early learning:** *Right behind teacher staffing falls*

# NAESP Update Cont'd

early learning opportunities. At least 28 governors addressed an emphasis on childcare access and preschool opportunities.

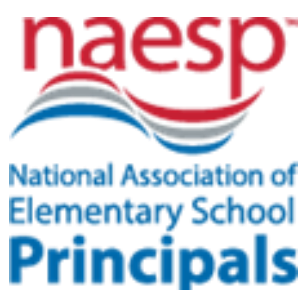
**5. Academic supports:** At least 22 governors highlighted efforts to support student learning in areas such as reading and literacy, curriculum and student achievement.

**6. Physical and mental health:** An issue that ties directly to other outcomes like student behavior and academic success, 21 governors spoke of their efforts to support students and staff who are suffering.

**7. Postsecondary affordability:** Amid crippling inflation and students questioning whether or not college is right for them, at least 19 governors seek to create more affordable pathways for students to obtain a postsecondary education by reimagining strategies tied to financial aid, tuition and student debt.

“While governors seek to improve all sectors of their state, they regularly emphasize the impact that learning can have on a state’s economic growth and well-being,” the report reads. “As Gov. Albert Bryan Jr. of the U.S. Virgin Islands put it, ‘With the promise of prosperity on the horizon, there is nothing more crucial to our individual success than education.’”

Just a reminder-----registration is now open for the **2023 NAESP Pre-K-8 Principals Conference** in National Harbor, Maryland, just outside Washington, D.C. You are invited for pre-conference sessions on July 9, followed by the 3-day conference on **July 10-12, 2023**, for another celebration of leadership through both education and networking.



## **FUTURE EVENTS**

### **CLAS Convention**

June 12-14, 2023

Riverview Hotel and Mobile  
Convention Center  
Mobile, Alabama

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

July 10-12, 2023

Gaylord National Resort and  
Convention Center  
National Harbor, Maryland

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

November 12-15, 2023

Perdido Beach Resort  
Orange Beach, Alabama

# Hire for Character

Hiring the right people is one of the most essential tasks for every principal. Over my career, I have hired hundreds of staff for my school. Some decisions were spot on. Others appeared to be correct at the time but were made in error. Analyzing my decision-making process over the years, I have tried to refine my process to minimize errors and maximize the opportunity for success.

When we hire staff, we are making a 30-year commitment. Often principals look at candidates and make decisions based on temporary needs or lesser important characteristics. What we should remember is that staffing decisions should be based on character, not necessarily skills. We can train people in many skills. But we can't change the core of a person. Character matters. The character of a person refers to the combination of qualities and traits that make up their personality, behavior, and values. It encompasses a person's moral and ethical principles, attitudes, beliefs, and habits, as well as emotional and social intelligence.

Staffing mistakes can take years and hundreds of hours to correct. Making the best decision we can is essential to success. Sometimes we ask the wrong questions. Sometimes we look at the experience with a particular textbook series, assessment, or skills based on content. Sometimes principals look for people with a certificate or degree that's appealing. While those things have value, they often are not the most important. We can teach a candidate many different skills that are needed for their job. However, we cannot change who they are at their core.

There are only certain things I can teach someone, but there are some things I can't teach:

- I can't teach empathy.
- I can't teach how to get along well and work in a team.
- I can't teach how to work with parents as partners.
- I can't teach how to be coachable.
- I can't teach how to be flexible.

But I can teach how to do many other technical skills for the job and how to improve upon them if staff are willing to learn. Here are four areas you should consider when hiring any staff member.

## ***1. Determine Your Core Values for Staff***

As an educational leader, you have to reflect on what is most important to you. If you haven't thought about your educational

philosophy recently, now is the time. Consider these questions:

- What do you feel are the essential components of the teaching and learning process?
- What is your greatest hope for your students?

What do you think is the greatest challenges in education today? There are certainly many questions you can consider, but these are a good start. Write your answers down. Do the work, and dig deep. You'll find the basis for determining the kind of people you want working with children at your school.

For me, the basis for what I value centers on relationship building. This is where it starts and ends. I also believe all staff need to be hard-working, willing to accept feedback, and be open to learn from their mistakes.

## ***2. Select the Best Candidates for Interviews***

After determining your core values, you should use this as your guide for selecting candidates. Don't revert to just looking for someone with a specialty degree or someone who attended a particular university. Be cautious not to look for a permanent solution to a temporary problem.

We have all looked at lots of applications and resumes. This can be a daunting task if you have dozen or even hundreds of applicants. Look for candidates who:

- Are already involved with kids in a variety of ways;
- Have connections with volunteer organizations;
- Understand the community and your school;
- Are go-getters (Did they email, call, or stop by?);
- Are hard-working;
- Have integrity; and
- Demonstrate through previous experience they have the core values you're looking for.

Word of mouth is often the best advertising. Listen to the people around you. Your staff wants to work with people who are like-minded. Consider their recommendations carefully.

## ***3. Develop Proper Interview Questions***

# Hire for Character Cont'd

Tailor interview questions to the position you are hiring for. And remember that everyone who works in a school works with students and should fit in with your core values. For teachers, I recommend creating questions based on five categories:

1. The Teacher as a Person
2. Classroom Management
3. Planning
4. Instruction
5. Monitoring Student Progress

I also recommend giving the candidate situational questions, which will allow you to dig deeper and follow up. Consider types of questions that help you understand:

- How they work with other adults;
- Whether this job is their calling;
- Whether they love kids;
- Whether they can accept constructive criticism; and
- That they want to partner with parents and students as team members.

As you interview, keep these eight strategies in mind:

1. Keep good notes on each candidate.
2. Rate each answer based on a scale you've created in advance with your interview team.
3. Pay attention to the candidate's body language.
4. Listen to the candidate's tone, volume, and cadence as they speak.
5. Look for opportunities for follow-up questions that dig deeper into your core values.
6. Don't be afraid to ask more than one follow-up question to provide clarity.
7. Determine whether they "did their homework" about the school and position they are interviewing for.
8. Note whether they have good, thoughtful questions for you at the end of the interview.

## 4. Conduct Quality Reference Checks

Once you have selected the candidate you feel is right for the job, you should always call references. Do not skip this step, even if you're somewhat familiar with the candidate. Speaking with supervisors and people who know this candidate helps you gain a greater understanding of who the candidate is as a person and whether they will fit into your school. Don't be afraid to pause with the candidate if the reference check does not go as expected.

Here are four things to consider as you do reference checks:

1. Always talk to the candidate's last supervisor.
2. Talk to *at least* three people.
3. Base the questions you ask on your core values.
4. Remember that what is *not said* by a reference is as important as what is said.

Here are four questions I recommend asking when calling references:

1. Is the person coachable?
2. How do they respond to constructive criticism?
3. How do they work in a team?
4. What role do they play on a team?

Hiring staff is not merely a transactional process. It is a long-term commitment that demands careful consideration. It is one of the most important things we do as principals. Prioritize what matters most. Look for staff who value relationships, work hard, and are coachable. Take your time before, during, and after the interview. Base your decisions on the character of the candidate and what you value the most.

*Matthew Moyer is principal of Rupert Elementary School in Pottstown, Pennsylvania. (Via naesp.org)*

# Brigett Stewart Chosen as AAESA Nominee for CLAS Award



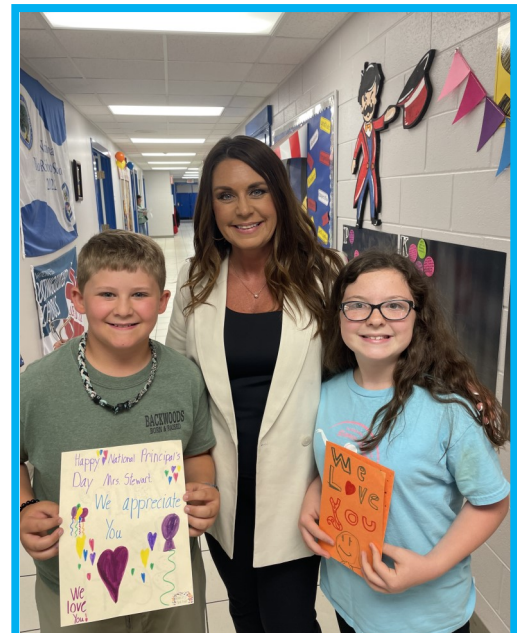
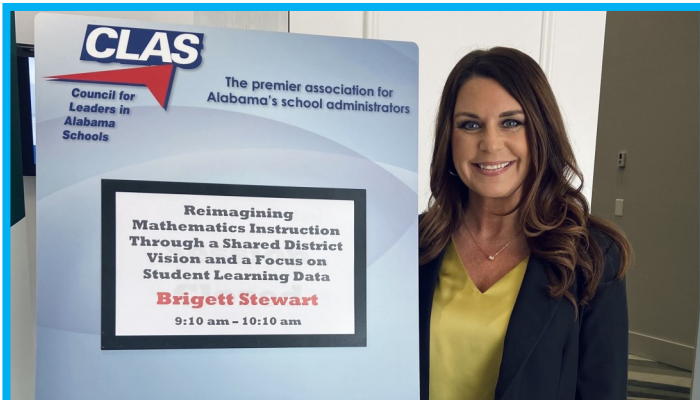
*Bonnie Sullivan*  
*Pike Road Intermediate*  
*Pike Road City*

Congratulations to Brigett Stewart, AAESA nominee, who was selected as the recipient for the CLAS Leadership award.

This award is given to an elementary administrator who is currently a CLAS member, works for the unity in the teaching profession, achieves concepts underlying the leadership team approach to local school administration, secures better local understanding in the school system, and provides leadership in a CLAS affiliate organization. Brigett is the principal at Piedmont Elementary School with Piedmont City Schools. She was a National Distinguished Principal 2022. Her motto as a principal is, "One Team One Mission". This motto not only is carried out in her school but also outside the school, such as partnering with Jacksonville State University's College of Education in developing, "The Piedmont Experience". She works diligently in providing initiatives that benefit students, teachers, and stakeholders at her school.



AAESA would like to recognize Brigett Stewart for her accomplishments, honors, and dedication in educational leadership that have significantly impacted educators and students. It is with great pleasure that Brigett Stewart has been selected as the recipient for the CLAS Leadership Award.





# Melanie Harris Named National Outstanding Assistant Principal



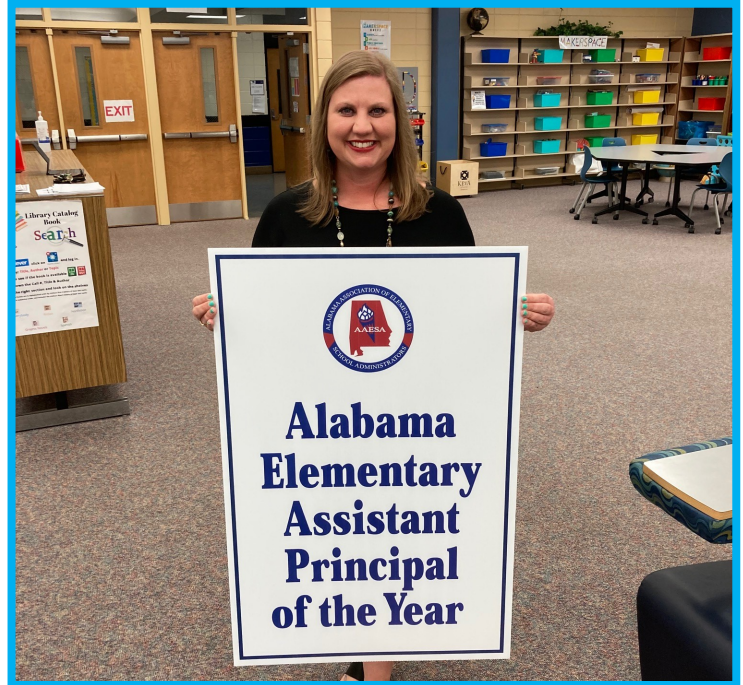
*Bonnie Sullivan*  
*Pike Road Intermediate*  
*Pike Road City*

The Alabama Association of Elementary School Administrators (AAESA) has selected Melanie Harris as Alabama's

recipient for the NAESP 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.

Melanie is the Assistant Principal at Hibbett Intermediate School with Florence City Schools in Florence, Alabama. Her leadership skills have led her to have significant accomplishments for helping students and teachers succeed. Some of her most significant accomplishments as an assistant principal, is her ability to lead and collaborate with the Parent Teacher Organization (PTO) in efforts in developing a long lasting partnership to benefit the school. She also created a one stop shop using a website to strengthen communication among students, teachers, and parents. She believes that communication is the key to success, perception is reality. Melanie works diligently and sets forth sustaining efforts for her school.

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



# Opportunities to Get Involved and Grow Professionally



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

As we head into May, it is the time of year we examine our accomplishments and set goals for the upcoming school year.

As you take the time to thank your faculty and staff for their extra efforts, remember to stress the importance of working as a team. Thank them for working with you to reach the goals for your students. These times have been difficult for elementary administrators across the state. President John F. Kennedy reminded the country, “We do these things not because they are easy, but because they are hard.”

I would like to take this time to thank the members of the Executive Board for serving in a leadership role in our professional organization. I would like to thank Dr. Waller Martin for serving as our president this year. The board and our members have had another banner year for membership. We are very close to gaining another CLAS Board position and retaining our status as the largest affiliate in CLAS. The board recently had our annual meeting at the CLAS office in March.

As you make your plans for next year, I hope you will plan to get involved in AAESA. We will host our annual conference at the Perdido Beach Resort in November and that is a great time to network with other administrators from across the state. In addition, you will have the opportunity to hear informative speakers and gain valuable professional learning. Also mark your calendars for other opportunities for professional learning opportunities from CLAS and AAESA. Plan to attend at least one district meeting next year in-person or zoom.

I would like to thank the board members who attended the National Leaders Conference in Washington, D.C. We were represented by Vic Wilson, Waller Martin, Karissa Lang, and David Carpenter. They were able to attend sessions led by

national speakers on advocacy and building relationships with legislators. They joined AASSP members to visit with the staff or legislators on Capital Hill. Waller took the opportunity to have an early start by a chance meeting with Senator Tuberville in the airport.

This summer there will be two opportunities for professional learning. The CLAS Convention will be held in Mobile June 11-14<sup>th</sup>. The CLAS staff has worked hard to plan this annual event for all CLAS affiliates to join together from across the state. Then, NAESP will hold the annual conference at Gaylord National Harbor in National Harbor, Maryland. This national conference will be July 9-12<sup>th</sup>. This is a great time to network with other administrators from across the country. Educators and national speakers will be leading general and breakout sessions. In addition, you will have the opportunity to talk and visit with vendors in the exhibit hall.

In November, we will hold our annual Fall Instructional Leadership Conference November 12-15<sup>th</sup> at the Perdido Beach Resort. In addition to the motivational speakers, we will have updates from the State Department of Education on topics of interest to elementary administrators. Several sessions will discuss different aspects of the Numeracy Act.

As I complete my sixth year as your Assistant Executive Director, I would like to thank our professional organization for this opportunity to serve the members of AAESA. Encourage other elementary administrators in your district to join our organization and get involved. I hope to visit with many of you at the conferences this summer. Mark your calendars for our conference in November and make plans to join other elementary administrators from across the state.

I recently had a friend post this quote (author unknown) on Facebook. I wanted to share it with you as you finished another year of working with your staff.

**Build someone up.**

Put their insecurities to sleep.

Remind them they're worthy.

Tell them they're magical.

Be light in a too often dim world.

# 2023 Fall Instructional Leadership Conference

## AAESA Fall Instructional Leadership Conference “Forecasting the Future: A Focus on Your School Climate” November 12-15, 2023

### Sunday – November 12, 2023

2:00-3:00	Nominating Committee
3:00-5:00	AAESA Board Meeting
3:00-5:00	Pre-conference Session “Literacy Act for New Administrators and Central Office Supervisors”
6:00-8:00	Board Dinner

### Monday – November 13, 2023

7:30-8:30	Breakfast and visit Partners
8:30-10:00	General Session – Culture Starts With You: Setting the Temperature in Your School - Ed Nichols
10:00-10:30	Break and visit partners
10:30-12:00	General Session- SDE – Numeracy Act- Karen Anderson What Instruction Looks Like, 8 Things to Look For, and Intervention
12:00-1:15	Lunch with Partners
1:15-2:45	General Session – Generational Diversity – Why People Behave the Way They Do - Kristin Scroggin
2:45-3:15	Break with Partners
3:15 – 4:00	General Session – SDE – MTSS – Melissa Shields

### Tuesday – November 14, 2023

7:30 – 8:30	Breakfast and visit Partners
8:30 –9:45	General Session – Pause, Breathe, Flourish - Will Parker
9:45-10:15	Break and visit Partners
10:15-11:45	General Session- SDE - Literacy Act – Prevention of Retention - First Year of Retention – Bonnie Short Math Plan – Karen Anderson Unified Insights – Power School – Stacy Royster
12:00-1:15	Awards Luncheon
1:15-2:00	Breakout Sessions SDE – Building a Principal Calendar - SDE - Supporting our Staff - SDE – Numeracy Act – Math Coach Support – Karen Anderson SDE – How to Spend ESSER Money – Molly Killingsworth
2:05- 2:50	Breakout Sessions repeated
3:00—3:30	Business Meeting

### Wednesday – November 15, 2023

7:30-10:00	Breakfast General Session State Department Updates – Motivational Speaker – Understanding the Brain to Understand Behavior - Joy Winchester
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# Meet Your District VII President



***Karen Snyder***  
***Cary Wood Elementary***  
***Auburn City***

My name is Karen Snyder and I am currently serving as the District VII President. My public education began in Elba City Schools in Elba, Ala-

bama way back in 1971. I was completely smitten with school from the first day. After graduation, I attended Troy “State” University, where I received my Bachelor of Science in Elementary Education. My first class was a precious group of first graders at Newton Elementary School, in Dale County, Alabama. From there, my husband and I moved to Mobile where I taught 3<sup>rd</sup> and 4<sup>th</sup> grade at Maryvale Elementary School. A couple of children later we moved to Pelham, Alabama and after a short stint as a stay at home mom, I taught first grade at Valley Elementary school for several years before moving into the ARI Reading Coach role. While in Pelham, I earned a Master of Arts in English as a Second Language from the University of Alabama at Birmingham. After almost 10 years in Shelby County, our family picked up roots and landed in Auburn, Alabama; God’s Country by my account. In Auburn, I’ve taught 4<sup>th</sup> grade, served as an itinerant ESL teacher, ESL Coordinator, Federal Programs Coordinator and have finally found what I wanted to be when I grow up; the Principal at Cary Woods Elementary School. Cary Woods is a K-2 primary school in the middle of a beautiful residential neighborhood, busy with activity and lots of children. It is my happy place.

To know me is to know my love for dogs and dogs and dogs. I can hardly have a 10 minute conversation without a mention of Goose the Goldendoodle and Reagan the Golden Retriever or others who have

come and gone. From August to current day is the first time in at least 20 years I’ve had an equal number of dogs and children. There are usually more dogs.

In my free time, I enjoy reading or binge watching romantic comedies and documentaries. Between the months of August and May that time is limited but I do manage to get in several novels in a school year. Summer is when I catch up on my reading. I’m mulling over an idea for a “tell all” book of my own. Chapters might include: Parent excuses that make your eye twitch, things I never thought I would need to say, things I wanted to say but didn’t, backpack treasures, things that fall out of cars at arrival and dismissal, and show and tell nightmares just to name a few.

I love EVERYTHING about elementary school but for the most part school in general speaks to my soul. I love to learn, and I love to teach. I love to tell stories and read stories. I love to listen to children talk to each other and I love to hear them share stories. There is never a dull moment, a normal day, or day without laughs. I feel sorry for people who don’t get to spend their days in the presence of children and other people who love children.

There really is nothing like sharing in a child’s first years of school. Reading, writing and arithmetic are certainly essential and at the heart of what we do at Cary Woods. Equally important in my opinion are building experiences, making memories, learning to be a friend, and allowing children to associate school with joy and trusting adults. In doing so, they have those memories and experiences to recall on the inevitable days when school is hard, and expectations weigh heavy. Learning and having fun can and should co-exist!

As a leader, I covet relationships and partnerships with colleagues. Once in a while, the lonely days come and having trusted allies makes those days bear-

# Meet You District VII President Cont'd

able. In Auburn City Schools, I have found those people who appreciate and understand the joys, pains, and rewards of this work we do. Feeling supported and understood by district administration as well as community leaders, keeps me wanting to do more, learn more, and serve more. I never take those relationships for granted and appreciate how lucky I am.

My love for Auburn runs deep. As a child, I spent lots of fall Saturdays in Auburn. My beloved Daddy played on the 1957 National Championship football team and boy did he love Auburn, too. He was so excited when we learned we were moving to Auburn. He so enjoyed coming to Auburn with my mom and getting to share his love of all things Auburn with my children. Both of my parents were educators. Daddy, for a short time and Mother retired as a first grade teacher after 25 years. School has always been such a central focus in our family.

In closing, I've been married to my freshman counselor and college sweetheart, Brian Snyder for 37 years. We have two children, Mary Beth and Drew. Mary Beth shares her love of school with me and chose education as her career path. After serving in the military, Drew has found his niche in Security Administration. Watching our children find themselves makes us proud and happy. Hanging out with your adult children is like visiting with the most beautiful and precious parts of your life. We concur. Life is good.



# CAPTAINS Club



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

Pike Road Intermediate School's counselor, Brittany Parke, had been wanting to start an organization for children of military families, partially because she herself was an Army brat growing up, but also because of the large number of students in military families at her school. Mrs. Parker collaborated with Rachel Sulhoff, a newly hired science teacher and military spouse of over 20 years. Together, they hatched a plan!

Their goal was to design a servant-leadership program that not only teaches the learners from military families new skills, but gives them hands-on opportunities to use those skills. We envision the entire student body being enriched by the positive influence of the CAPTAINS.

How is this lofty goal achieved? At regular meetings, we work on team-building activities and we learn a new skill. Skills include problem-solving in a real-school scenario, showing empathy, learning how to facilitate introductions, and several other social skills.

Outside of regular meetings, we also hold special events. These include picking up trash at a local Veteran's Park, showing hospitality to upcoming 4th graders, and pairing up with any new students who arrive after the first day of school. These learners are often uniquely suited for this hospitality role. They have typically experienced several new schools, even by just 4th and 5th grade, and know what it feels like to be the new student. Their mission is to make sure that all new students feel welcomed and provided with every opportunity to connect with other learners as they settle in and find friends.

Another special event is in April, which is dubbed in military communities as "The Month of the Military Child". We used this April to bring awareness of the military lifestyle, including amazing experiences and sacrifices, to all the learners at Pike Road Intermedi-

ate School. Just one way we did this was by making videos containing military family learners' answers to questions and airing them on our school news program.

One thing to note is that this group was established by invitation only. We needed learners who already displayed leadership, emotional maturity, and a good work ethic. Even though we are just getting off the ground, we have plans to really take off next year! We hope to collaborate with the elementary school's counterpart club, Little Heroes, and invite those rising 4th graders to join us as CAPTAINS.



## *District VI News*

District V held its Spring meeting via Zoom on February 27, 2023. Rickey Darby attended the virtual meeting and shared that AAESA membership had surpassed our secondary affiliate's membership and we are on our way to getting a new board member! He also shared information about the CLAS Summer Convention in June, the NAESP Conference in July, and the Fall Conference which will be held in November at the Perdido Beach Resort.

We held 2023-2024 Officer Elections:

District Representative - Brigett Stewart

President - Katie Holland


Vice President - Catherine Finkley

Secretary - Patrice Maxwell

Treasurer - Allison Alexander

Nominations were held for the CLAS Leadership Award and Brigett Stewart was nominated as the District V candidate. A final vote was taken at the AAESA spring board meeting, and Brigett was selected to represent AAESA moving forward in the selection process. Each affiliate will be recognized and presented with a plaque at the CLAS Convention on June 13, 2023. A panel of judges will choose an overall CLAS Leadership Award winner from the affiliate nominees.

*Brigett Stewart  
Prattville Primary  
Autauga County*



**NAESP  
Principals  
Conference  
2023 Provides  
the Strongest  
Unified Voice  
for Pre-K-8  
Administrators**

**LEARN MORE**

July 10-12, 2023  
National Harbor, Maryland

# Essential Traits to Thrive in the AP Role

Over time, the role of an assistant principal (AP) has shifted. Gone are the days when the AP was virtually invisible, spending most of their time in their office being the disciplinarian and managing student behaviors. The role still includes this very important task, but it has evolved to allow APs to be visible in classrooms, acting as instructional leaders and providing teachers with support using best practices.

My start in the role began during the pandemic. In addition to learning the ins and outs of a “typical” AP role, the pandemic provided a whole new set of challenges. As a new leader, it is critical that you build relationships with your staff, which was altered during this time when learning and leading happened through computer screens. The digital platform stole the ability to make those personal connections formed by visiting classrooms and interacting with both students and teachers. This became my primary goal. I overcame the challenge by being intentional with how I interacted with staff through the screen to make formidable connections.

Now that students and staff are back in classrooms, cultivating these relationships I’ve formed remains at the forefront of my leadership.

## *3 Essential Skills in AP Leadership*

The AP role varies significantly according to a whole host of considerations, according to a study, [“The Role of Assistant Principals: Evidence and Insights for Advancing School Leadership,”](#) conducted by The Wallace Foundation.

“The assistant principal role is complex and nu-

anced—it is not simply focused on instructional leadership or discipline,” the report showed. “Most assistant principals undertake a mix of instructional leadership, management, and student discipline leadership tasks. However, the amount of time assistant principals spend on these tasks varies and is often based on principals’ discretion. There is much variation in the roles assistant principals undertake.”

In my role, I’ve found that three traits—empathy, servant leadership, and collaboration—have enabled me to build relationships as I model leadership in my school. Despite the nuance of APs’ day-to-day responsibilities, these traits will set up these school leaders for success.

1. **Empathy:** APs thrive when they become empathetic listeners, being attentive to emotions, paying attention to what is being said—and what is not said—and listening to their staffs’ truths without bias. This is critical in building trust—one of the most important traits APs need to be successful leaders.

2. **Servant Leadership:** Being a servant leader is another necessary skill for APs to thrive in their role. As a servant leader, my role is not always to be the one in charge; my role is to change my position from someone providing the rules and doing the asking to the one who is listening and being asked of. A servant leader provides assistance, sets standards, listens without judgement, and practices humility and appreciating people for who they are, rather than what they do or give to the school.

3. **Collaboration:** Another important skill for an



# Essential Traits to Thrive in the AP Role Cont'd

AP is being collaborative. My role in this community is not only being a part of the village, but it's also working with every person within the village, from administration and the teaching staff to the building staff and anyone who is a part of the village—families and the community, too. I recognize that every person in that village has a vested interest in student success, and including them in the discussions and planning only benefits the whole school community.

## *Ways to Model Leadership*

As APs, it's imperative that we model leadership for our staff as we grow their leadership skills. Leadership can be defined through a variety of ways, beginning with professionalism. Professionalism is often interpreted as how people speak to each other, and while that's part of it, it encompasses so much more. Professionalism is about mannerisms, appearance, how you respond to others, and how you handle pressure in times of stress.

Leadership is also modeled through transparency. Being transparent is standing true to your word, speaking your truth, being neutral to all, holding everyone to high standards, and saying what needs to be said in a professional and caring way.

Listening to learn is another way to model leadership. People listen to get information but might not be listening to *learn*. Listening to learn is being able to declutter the mind and be in the present, truly listening to and comprehending what is being said. This also includes being open-minded and optimistic about information. Listening to

learn is easily evidenced by physical and verbal cues, affirmations, and follow-up questions. And as a leader, listening to learn is an effective way to ensure staff know their voices and input matter and are taken into consideration.

Modeling leadership is important as you showcase high expectations for others. When you hold your teachers accountable and build a culture that aims high, the entire school reaps the rewards because teachers pass on those same standards and expectations to students, families, and colleagues.

At the end of the day an AP's goal is to ensure that students love being at school, have made it home safe and sound and that teachers look forward to coming to work every day. Empathy, servant leadership, and collaboration go hand-in-hand with making those things happen.

*Shay Lewis is assistant principal of the CREC Academy of Aerospace and Engineering School in Rocky Hill, Connecticut. (Dateline-NAESP)*



# CLAS Board Meeting



***Dana Bottoms***  
***W.J. Carroll***  
***Intermediate***  
***Baldwin County***

On March 6, 2023, CLAS Board Members and CLAS Staff joined together at the Montgomery Prattville Marriott. Some members also attended by Zoom. President Bob Lawry called the meeting to order.

Highlights from the various reports include:

**Professional Learning Update-** Demica Sanders spoke about the many PD opportunities available on the CLAS website.

**CLAS Convention update-** Vic Wilson stated the highlights and dates of the convention to be June 11-14 in Mobile, Alabama.

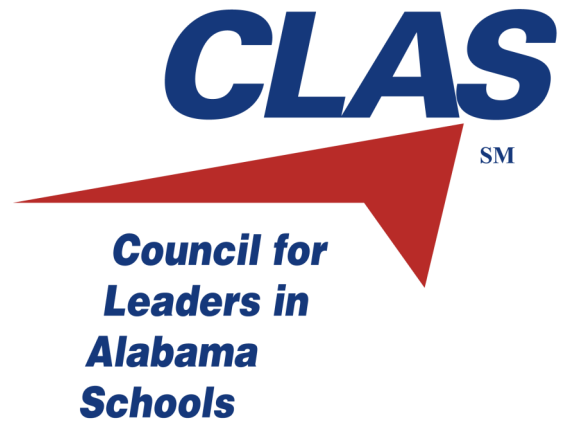
**Legislative Update/Bill Update and Executive Director's Report-** Vic Wilson spoke again about the issue of School Choice and how if this occurs everyone needs to be held to the same level of transparency and requirements that we currently do. He spoke about a push to have administrators receive a raise of \$10,000 for principals and \$5000 for assistant principals when they meet certain PD requirements. He also suggested for all schools to reach out to legislatures about the current bills we favor as an organization.

**Financial Investment Review-** David Gallahar (Raymond James) spoke about the decline in some areas but we are still in good financial condition.

**Membership Report-** Membership is up (4200 members) and AAESA is now the largest affiliate.

**SDE Report-** Dr. Eric Mackey discussed numerous aspects of the budget proposal in legislation. He spoke about the teacher shortages we are experiencing, and his push to have all schools with at least 250 students to have an Assistant Principal to be paid by the State. He spoke about the bill that would make an adjustment to the retirement cap. He discussed the fact that the Federal funding (3 billion over 3 years) is coming to an end. Districts must spend up to \$120 million a month until September 2024. Finally, he spoke about the proposal to give SPED teachers an opportunity to receive a \$5000 stipend like the TEAMS Contracts.

The next CLAS Board meeting will be on June 11, 2023.



# 2022-2023 Membership Roster by District

## District I

Nona Adams ..... Limestone County  
 William Alexander ..... Athens City  
 Rosa Allen-Cooper ..... Decatur City  
 Bradley Alsop ..... Winston County  
 Brandon Archer ..... Colbert County  
 Gina Baggett ..... Lawrence County  
 Cade Baker ..... Limestone County  
 Angela Barnes ..... Decatur City  
 Dawn Batts ..... Decatur City  
 Ashley Benham ..... Hartselle City  
 David Berryman ..... Franklin County  
 Megean Berryman ..... Franklin County  
 Sharla Birdsong ..... Athens City  
 Matthew Bonds ..... Florence City  
 Keshia Bowens ..... Lauderdale County  
 Ryan Bowerman ..... Lawrence County  
 Jennie Bradford ..... Cullman County  
 Kim Brown ..... Cullman County  
 Rebecca Burt ..... Morgan County  
 Elizabeth Cantrell ..... Limestone County  
 Ashley Carter ..... Limestone County  
 Thomas Casteel ..... Florence City  
 Tamara Caudle ..... Decatur City  
 Lorian Charles ..... Athens City  
 Michael Cole ..... Lauderdale County  
 Nicholas Cottrell ..... Colbert County  
 Wanda Davis ..... Decatur City  
 Ashley Delano ..... Lauderdale County  
 Rebecca Dunnivant ..... Limestone County  
 Jill Eaton ..... AAESA  
 Caleb Elrod ..... Cullman County  
 Greta Erwin ..... Lauderdale County  
 Emily Faulkner ..... Haleyville City  
 Jacob Fowler ..... Lauderdale County  
 Laurie Fowler ..... Florence City  
 Nathan Fuller ..... Colbert County  
 Shanda Garner ..... Cullman County  
 Suzanne Glass ..... Russellville City  
 Jacqueline Goodwin ..... Limestone County  
 Nicholas Gragg ..... Cullman City  
 Daniel Gullion ..... Morgan County  
 Margaret Guthrie ..... Cullman County  
 Yulanda Hampton ..... Lawrence County  
 Wesley Harden ..... Winston County  
 Melanie Harris ..... Florence City  
 Tammy Hatton ..... Haleyville City  
 Burt Helton  
 Rebekah Higgins ..... Decatur City  
 David Hill ..... Lauderdale County  
 Daphnae Hogan ..... Florence City  
 Julie Hosier ..... Limestone County  
 Cherie Humphries ..... Morgan County  
 Henry Jackson ..... Florence City  
 Theodora Jackson ..... Decatur City  
 Beverly Jenkins ..... Cullman County  
 Kandye Jones ..... Limestone County  
 Michael Jones ..... Cullman County  
 Molly King ..... Franklin County  
 Eric Kirkman ..... Lauderdale County  
 David Kross ..... Decatur City  
 Laura Lamb ..... Hartselle City  
 Karissa Lang ..... Hartselle City

Chris Lewis ..... Lawrence County  
 Nicholas Looney ..... Athens City  
 Britt Lovelace ..... Decatur City  
 Tameka Madden ..... Lawrence County  
 Morgan Mahan ..... Morgan County  
 Luke Mansell ..... Lauderdale County  
 Rebecca Martin ..... Limestone County  
 Sherri Matthews ..... Lauderdale County  
 Dena Mayfield ..... Hartselle City  
 Shannon McCaskey ..... Decatur City  
 Scott McCormick ..... Athens City  
 Beth McKinney ..... Athens City  
 Cleo Miller ..... Limestone County  
 Jared Miner ..... Morgan County  
 Addam Moody ..... Lauderdale County  
 Brittney Morgan ..... Lawrence County  
 Tara Morrow ..... Morgan County  
 Sharon Naylor ..... Winston County  
 Jessica Norwood ..... Tusculumbia City  
 Stacie Olinger ..... Cullman County  
 Vickie Osborn ..... Colbert County  
 Andrew Page ..... Cullman City  
 Kendra Parker ..... Lawrence County  
 Emily Paschall ..... Hartselle City  
 Taffy Pierce ..... Lawrence County  
 Brandy Quattlebaum ..... Morgan County  
 Dana Rhinehart ..... Limestone County  
 Ramona Robinson  
 Autumn Rowe ..... Limestone County  
 Sarah Savas ..... Decatur City  
 Britney Schneider ..... Muscle Shoals City  
 Elizabeth Shaddix ..... Cullman City  
 Jason Simmons ..... Muscle Shoals City  
 Brandace Sims ..... Cullman City  
 Sheneta Smith ..... Muscle Shoals City  
 Michael South ..... Florence City  
 Karen Sparks ..... Cullman County  
 Alicia Stanford ..... Russellville City  
 Todd Stephens ..... Morgan County  
 Robert Strane ..... Cullman County  
 Chad Summerford ..... Morgan County  
 Casey Tate ..... Lauderdale County  
 Matt Taylor ..... Limestone County  
 Amanda Tedford ..... Athens City  
 Wesley Thigpen ..... Franklin County  
 Leann Trapp ..... Franklin County  
 Orlando Turner ..... Athens City  
 Ashley Uhrig ..... Cullman County  
 Tiffany Warhurst ..... Russellville City  
 Daniel Weaver ..... Cullman County  
 Gina Webb ..... Cullman County  
 Bryant Whitlock ..... Hartselle City  
 David Wiggins ..... Cullman City  
 Amy Williams ..... Athens City  
 Auburn Wilson ..... Lauderdale County  
 Elizabeth Wilson ..... Lawrence County  
 Channing Wright ..... Russellville City

## District II

Paul Agnew ..... Mobile County  
 Christy Amick ..... Chickasaw City  
 Sonia Andrews ..... Mobile County  
 Suzanne Bahr ..... Satsuma City

Keshia Barnett ..... Mobile County  
 Monique Baugh ..... Mobile County  
 Claudia Bishop ..... Mobile County  
 Robert Bissell ..... Tusculumbia City  
 Amy Blake ..... Mobile County  
 Aimee Burkett ..... Mobile County  
 Linda Byrd ..... Mobile County  
 Amanda Catlett ..... Mobile County  
 Cheryl Chapman ..... Mobile County  
 Veronica Coleman ..... Mobile County  
 Deanna Coulter ..... Mobile County  
 Catherine Cox ..... Mobile County  
 Joseph Davis ..... Mobile County  
 Kristy Davis ..... Mobile County  
 Stephanie Dial ..... Saraland City  
 Susan Dickinson ..... Mobile County  
 Timothy Dollar ..... Mobile County  
 Kimba Drakeford ..... Mobile County  
 Michelle Dumas ..... Mobile County  
 Jennifer Fetner ..... Mobile County  
 Brittney Fillingim ..... Mobile County  
 Nijah Ford ..... Mobile County  
 Felicia Gilmore ..... Mobile County  
 Kirsten Glover ..... Mobile County  
 Joy Gould ..... Mobile County  
 Kemmavia Griffin ..... Mobile County  
 Mona Griffin ..... Mobile County  
 Michele Hewlett ..... Chickasaw City  
 Danielle Hodge ..... Mobile County  
 JaaDaa Holcombe ..... Mobile County  
 Kerryn Hollins ..... Mobile County  
 Leslie Howard ..... Mobile County  
 Lynn Huey  
 Tracey Hunter ..... Mobile County  
 Talia Johnson ..... Mobile County  
 Katryna Kinn  
 Connie Krist ..... Mobile County  
 Amy Lassiter ..... Mobile County  
 Carla Lewis ..... Mobile County  
 Angela Lincecum ..... Mobile County  
 Nancy Lowell ..... Mobile County  
 Michelle Manzy ..... Mobile County  
 Patricia McKinney ..... Mobile County  
 Michelle McNew ..... Mobile County  
 Susan McRae  
 Amy Merryman ..... Mobile County  
 Joi Miles ..... Mobile County  
 Tiffany Miller ..... Mobile County  
 Melissa Mitchell ..... Mobile County  
 Julia Nelson ..... Mobile County  
 Teffine Petro ..... Mobile County  
 Beanner Powe ..... Mobile County  
 Kimberly Rice ..... Mobile County  
 Heather Roe ..... Satsuma City  
 Teronda Smith ..... Mobile County  
 Aimee Steele ..... Mobile County  
 DeAnna Stevens ..... Mobile County  
 Stan Stokley ..... Saraland City  
 Allison Streeter ..... Mobile County  
 George Sullivan ..... Mobile County  
 Matthew Syesta ..... Sheffield City  
 Stephanie Tashbin ..... Mobile County  
 Christi Turner ..... Mobile County  
 Metra Turner ..... Mobile County

Dorothy Walton ..... 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  
 Tammy Anderson ..... Pickens County  
 Amy Atkins ..... Walker County  
 Frances Ann Baggett ..... Tuscaloosa County  
 Vonda Beaty  
 Dannon Bedwell ..... Tuscaloosa City  
 John Campbell ..... Pickens County  
 Robin Claborn ..... Walker County  
 Vanessa Clay ..... Tuscaloosa County  
 Leah Colley ..... Tuscaloosa County  
 Jerry Collins ..... Tuscaloosa City  
 Debbie Crawford ..... Tuscaloosa County  
 Elizabeth Curtis  
 Rhonda Davidson ..... Walker County  
 Brandi Davis ..... Fayette County  
 Jerri Dutton ..... Walker County  
 Meagan Fields ..... Jasper City  
 Cheryl Fondren  
 Anthony Gardner ..... Sumter County  
 Vertis Giles-Brown ..... Tuscaloosa City  
 Tanya Guin ..... Walker County  
 Brittany Harris ..... Greene County  
 Cynthia Jemison ..... Sumter County  
 Tracy Jemison ..... Hale County  
 Sharon Jennings ..... Tuscaloosa County  
 Laura Jockisch ..... Tuscaloosa City  
 Michael Keeton ..... Tuscaloosa County  
 Thomas Kyzer ..... Walker County  
 Amy Lacy ..... Lamar County  
 Kimberly Lavender ..... Tuscaloosa County  
 Heather Lawley ..... Tuscaloosa County  
 Matthew Lindsey ..... Fayette County  
 Fayette Little ..... Tuscaloosa County  
 Amy Lockhart ..... Walker County  
 Bart Lockhart ..... Walker County  
 Mallory Long ..... Winfield City  
 Genea Monroe ..... Tuscaloosa County  
 Haley Moore ..... Walker County  
 Preeti Nichani ..... Tuscaloosa City  
 Jaime Pate ..... Tuscaloosa County  
 Jami Patrick  
 Minda Paxton  
 Rita Pilling ..... Jasper City  
 Jonathan Posey ..... Hale County  
 Laurie Presley ..... Tuscaloosa County  
 Lucile Prewitt ..... Tuscaloosa City  
 Lucretia Prince ..... Tuscaloosa County  
 James Rainey ..... Tuscaloosa City  
 Glynis Rhodes ..... Tuscaloosa County  
 Tameka Rice ..... Tuscaloosa County  
 Stephanie Richey ..... Hale County  
 Clarissa Riedel ..... Tuscaloosa County  
 Eric Rigbsby ..... Jasper City  
 Luther Riley ..... Sumter County  
 Nicholas Rose ..... Tuscaloosa County

# 2022-2023 Membership Roster by District Cont'd

Joshua Saibini..... Holy Spirit Catholic School  
 Jessica Sartain ..... Tuscaloosa County  
 Corey Shubert ..... Walker County  
 Dedre Slater-Warren..... Tuscaloosa County  
 Patricia Smith..... Tuscaloosa County  
 Candice Sparks ..... Tuscaloosa City  
 Selena Speight ..... Tuscaloosa City  
 Mary Jean Sutton ..... Tuscaloosa County  
 Aaron Tennyson..... Tuscaloosa County  
 Debra Waller ..... Hale County  
 Benjamin White ..... Tuscaloosa County  
 Dianne Williams ..... Walker County  
 LaTanya Williams-Collins..... Tuscaloosa City  
 Carolyn Wilson ..... Tuscaloosa County  
 Jodi Wilson..... Tuscaloosa County  
 Gladys Wright ..... Tuscaloosa City

## District IV

Brannon Aaron..... Mountain Brook City  
 Kelly Adams ..... Birmingham City  
 Stacy Aderholt ..... Shelby County  
 Paula Allen ..... Jefferson County  
 Mary Anderson ..... Shelby County  
 Tyson Arendall ..... Vestavia Hills City  
 Sasha Baker..... Shelby County  
 Lisa Baxter..... Pelham City  
 Angela Bedgood ..... Bessemer City  
 Michael Bissell ..... Jefferson County  
 Michelle Brakefield ..... Alabaster City  
 Keith Brown ..... Jefferson County  
 Aisha Bryant..... Jefferson County  
 Enjuli Bullock..... Jefferson County  
 Amy Burbank ..... Hoover City  
 Christi Butler ..... Jefferson County  
 Linda Campanotta  
 Christy Christian..... Mountain Brook City  
 Tammy Coefield  
 Charissa Cole..... Alabaster City  
 Quincy Collins ..... Hoover City  
 Sharon Cooper ..... Pelham City  
 Felicia Corona  
 Shonteria Culpepper ..... Hoover City  
 Meagan Dake ..... Blount County  
 Rickey Darby ..... AAESA  
 Meredith Davis ..... Bessemer City  
 Ammie Dawson..... Jefferson County  
 Kelsey Deason..... Pelham City  
 Celita Deem ..... Shelby County  
 Meghan Denson..... Hoover City  
 William Dobbs..... Birmingham City  
 Suhai Douglas ..... Tarrant City  
 Lauren Dressback..... Vestavia Hills City  
 Carla Dudley..... Mountain Brook City  
 Ashley Edmonds..... Tarrant City  
 Anjell Edwards ..... Bessemer City  
 Shelby Elmore ..... Hoover City  
 Brittany Ervin ..... Midfield City  
 Kevin Erwin ..... Hoover City  
 Adriene Evans ..... Bessemer City  
 David Fancher  
 Phyllis Faust ..... Trussville City  
 Kimberly Felton..... Midfield City  
 Frances Finney ..... Birmingham City

Tara Foster  
 Angelia Franks..... Blount County  
 Haley Franks ..... Shelby County  
 Lori Franks ..... Jefferson County  
 LaRue Frederick ..... Hoover City  
 Sharon Gallant  
 Jay Gary ..... Jefferson County  
 LaKeshya George ..... Bessemer City  
 Telisha Gilbert..... Birmingham City  
 Taylor Greene ..... Birmingham City  
 Tracy Gregg..... Jefferson County  
 Jessica Hahn..... Jefferson County  
 Racheal Haley ..... Leeds City  
 Christy Hamilton ..... Jefferson County  
 Shonta Harrell..... Jefferson County  
 Amanda Harvie ..... Alabaster City  
 Kim Hauser ..... Vestavia Hills City  
 Cheritta Hayes..... Jefferson County  
 Jamelia Hayes ..... Alabaster City  
 Terry Henderson ..... Jefferson County  
 Loni Hodge..... Jefferson County  
 Marlana Hodo ..... Shelby County  
 Genet Holcomb..... Shelby County  
 Chase Holden ..... Pelham City  
 Rachel Holifield ..... Jefferson County  
 Dashannikia Holston ..... Fairfield City  
 Stephen Howard ..... Birmingham City  
 Kim Hutchens..... Mountain Brook City  
 Blair Inabinet ..... Vestavia Hills City  
 Chakema Jackson ..... Hoover City  
 Terri James..... Blount County  
 Ann Jemison..... Birmingham City  
 Reneta Johnson ..... Legacy Prep  
 Cindy Jones ..... Birmingham City  
 Dana Junkin ..... Hoover City  
 Laura Junkin ..... Shelby County  
 Jasmine Kelly ..... Birmingham City  
 Chad Kennedy..... Jefferson County  
 Ann King..... Jefferson County  
 Donna King  
 TaShara King ..... i3 Academy - Elementary School  
 Rebecca Laney ..... Shelby County  
 Albert LeBlanc..... Birmingham City  
 Patricia LeQuier .....  
 Staci Lewis ..... Jefferson County  
 Kathleen Lindsey.....  
 Kristi Long ..... Jefferson County  
 Lisa Long ..... Birmingham City  
 Melvin Love ..... Birmingham City  
 Courtney Madison ..... Shelby County  
 Aqila Malpass..... Hoover City  
 Tiffany Marron ..... Vestavia Hills City  
 Anthony Marsh ..... Blount County  
 Marlana Matthews..... Blount County  
 Susan McCall ..... Vestavia Hills City  
 Cari McClellan ..... Jefferson County  
 Ashley McCombs ..... Mountain Brook City  
 Deberah Miller  
 Yohna Mills ..... Jefferson County  
 Scott Mitchell ..... Hoover City  
 Lindsay Morgan ..... Hoover City  
 Lisa Murphy ..... Jefferson County  
 Mark Nixon ..... Jefferson County  
 Yulanda O'Neal ..... Jefferson County

Donna Page..... Jefferson County  
 Stephanie Parker ..... Birmingham City  
 Ashley Paulk..... Homewood City  
 Jimmie Pearson  
 Melonie Peppins ..... Fairfield City  
 Steven Porter ..... Leeds City  
 Sakema Porterfield ..... Birmingham City  
 Mildred Posey..... Bessemer City  
 Susan Remick ..... Jefferson County  
 Mark Richardson..... Vestavia Hills City  
 Dot Riley  
 Armentress Robinson..... Bessemer City  
 Tinker Rogers ..... Jefferson County  
 Carolyn Russell-Walker ..... Birmingham City  
 Kara Scholl ..... Hoover City  
 David Seale ..... Birmingham City  
 Monisha Seay..... Jefferson County  
 Daina Singletary..... Jefferson County  
 Cortney Slaughter ..... Jefferson County  
 Jane Smith ..... Shelby 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  
 Erica Tanks ..... Birmingham City  
 Laura Tate ..... Homewood City  
 Lavaris Thomas ..... Jefferson County  
 Harriette Thompkins ..... Birmingham City  
 Danielle Tinker ..... Legacy Prep  
 Shay Traywick ..... Alabaster City  
 Adam Truesdale..... Leeds City  
 Alice Turney..... Hoover City  
 Joy Tyner..... Trussville City  
 Dilhani Uswatte..... Hoover City  
 Jill Walden ..... Homewood City  
 Alicica' Washington..... Birmingham City  
 Joshua Watkins ..... Mountain Brook City  
 Kimberly White ..... Hoover City  
 Stephanie Whitt-Webb ..... Birmingham City  
 ChiQuitta Williams ..... Jefferson County  
 Sherita Williams ..... Hoover City  
 Brandi Wilson ..... Jefferson County  
 Michael Wilson Magic City Acceptance Acad.  
 Richell Yarbrough-Craig ..... Jefferson County

## District V

Allison Alexander ..... Boaz City  
 Michelle Ballentine ..... Albertville City  
 Charles Barron ..... Sylacauga City  
 Miranda Battles ..... Albertville City  
 Haley Bearden ..... Albertville City  
 David Beegle ..... St. Clair County  
 Christy Blankenship ..... St. Clair County  
 Barry Bottoms .....  
 Melia Brashear..... Talladega County  
 Kathryn Brown..... Marshall County  
 Sonja Brown..... Anniston City  
 Paula Bruno ..... Sylacauga City  
 Philip Bryan..... Dekalb County

Eric Bryant ..... Dekalb County  
 Nicki Bryant ..... Talladega County  
 Frank Buck  
 Aimee Bunn ..... Calhoun County  
 Candace Burns ..... Calhoun County  
 Jodi Buttram ..... Dekalb County  
 Cynthia Cain..... Calhoun County  
 Shannon Carter..... St. Clair County  
 Paige Cash ..... Etowah County  
 Joel Causey ..... Jacksonville City  
 Audrey Chatman..... Talladega County  
 Nicole Chester ..... Gadsden City  
 Tanya Clark ..... Etowah County  
 Cindy Cleveland ..... Sylacauga City  
 Derek Cobb ..... Calhoun County  
 Heather Collum..... Sheffield City  
 Amy Copeland ..... Oxford City  
 Julie Cordell ..... Marshall County  
 Jan Curtis ..... Shelby County  
 Hilary Dahlke ..... Guntersville City  
 Kimberly Davis ..... Marion County  
 Leslie Day..... Dekalb County  
 Erin Deck..... Gadsden City  
 John Doyle ..... Guntersville City  
 Shari Dye  
 Jennifer Edwards ..... Calhoun County  
 Karri Findley..... Calhoun County  
 Catherine Finkley ..... Oxford City  
 John Mark Ford..... St. Clair County  
 Leta Freeman..... Coosa Christian School  
 Claire Gamble ..... Oxford City  
 Molly Gann ..... Etowah County  
 Charles Gardner ..... Etowah County  
 Jaime Giangrosso ..... St. Clair County  
 Jonathan Gilbert ..... Calhoun County  
 Teresia Hall ..... Anniston City  
 Valerie Hamilton..... Talladega City  
 Shannon Hampton..... Guntersville City  
 Jennifer Hannah..... Pell City  
 Hope Harris..... Etowah County  
 Shasta Helms ..... Gadsden City  
 Christy Hiett ..... Cleburne County  
 Christopher Hill ..... St. Clair County  
 Katie Holland ..... Gadsden City  
 Kelly Hopper ..... Cherokee County  
 Kristi Hopper ..... Boaz City  
 Angela Hosey ..... Talladega County  
 Theresa Huff ..... Anniston City  
 Cordell Hunt ..... Jacksonville City  
 Jill Johnson..... Sheffield City  
 Pamela Johnston ..... St. Clair County  
 Anna Jones ..... Talladega County  
 Jason Jones ..... Calhoun County  
 Melissa Kelley ..... Pell City  
 Nicole Korreck ..... Talladega City  
 Shauntae Lewis ..... Talladega City  
 Jennifer List ..... Fort Payne City  
 Jessica Lumpkin ..... St. Clair County  
 Amanda Martinez ..... Etowah County  
 Patrice Maxwell ..... Gadsden City  
 Candi McCullars ..... Albertville City  
 Julie-Ann McCulley ..... Guntersville City  
 Dwight McDonald ..... Calhoun County  
 Brian McRae ..... Oxford City

# 2022-2023 Membership Roster by District Cont'd

Chris Melton ..... Etowah County  
 Frances Miller ..... Etowah County  
 Michelle Miskelley ..... St. Clair County  
 Miranda Mitchell ..... St. Clair County  
 Melissa Molock ..... Attalla City  
 Cynthia Monroe ..... Shelby County  
 Lori Moss ..... Etowah County  
 Kimberly Mueller ..... Calhoun County  
 Suzanne Nance ..... Etowah County  
 Wesley Neyman ..... Cherokee County  
 Susan Ogle ..... Talladega County  
 Julie Opdycke ..... Calhoun County  
 Lorrie Owens ..... Oxford City  
 Shane Parker ..... St. Clair County  
 Lydia Peek ..... Dekalb County  
 Leah Pendergrass ..... St. Clair County  
 Jordan Pilkington ..... Oxford City  
 Ellie Pitts ..... Fort Payne City  
 Revonda Pruitt ..... Piedmont City  
 Leanne Reed ..... Gadsden City  
 Beth Rigsby ..... Albertville City  
 Lynn Ritchie ..... Talladega County  
 Virginia Ryals ..... Etowah County  
 Tiffany Scott ..... Etowah County  
 Jodi Shaw ..... Sylacauga City  
 Mona Sheets ..... Albertville City  
 Laura Sims ..... Etowah County  
 Jonathan Skinner ..... Jacksonville City  
 Leah Smallwood ..... Marshall County  
 Amy Smith ..... Talladega County  
 Cilia Smith ..... Marshall County  
 Cindy Smith ..... Dekalb County  
 Debby Smith ..... Talladega County  
 Emily Smith ..... Calhoun County  
 Jamie Smith ..... Cleburne County  
 Lee Smith ..... Cleburne County  
 Tomasina Smitherman ..... Gadsden City  
 Crystal Sparks ..... Calhoun County  
 Rachel Spates ..... Pell City  
 Alex Spencer-Johnson ..... Talladega County  
 Brigett Stewart ..... Piedmont City  
 Mario Sullivan ..... Oxford City  
 Scarlet Thomas  
 Latoya Threatt ..... Pell City  
 Rhonda Tinker  
 Kristy Towns ..... Etowah County  
 Eleanor Underwood ..... Attalla City  
 Josh Walker ..... Boaz City  
 Caryn Watts ..... Calhoun County  
 Cynthia Watts ..... Talladega City  
 Sally Wheat ..... Fort Payne City  
 Whitney Whiteside ..... Dekalb County  
 Kelley Williams ..... Oxford City  
 Cari Wilson ..... Talladega City  
 Stephanie Wisener ..... Marshall County  
 Kristen Woods ..... Gadsden City  
 Carrie Yancey ..... Etowah County

## District VI

Hosea Addison ..... Autauga County  
 Dorothy Banks  
 TaKecia Barlow ..... Lowndes County  
 Wendy Baxley ..... Autauga County

Lisa Brown ..... Chilton County  
 Susan Carter ..... Autauga County  
 Tamera Carter ..... Selma City  
 Van Clements ..... Chilton County  
 Joseph Cochran ..... Autauga County  
 Catherine Coleman ..... Dallas County  
 Angelica Davis ..... Perry County  
 Andrea Essman ..... Bibb County  
 Beth Fleming ..... Demopolis City  
 Christen Harry ..... Autauga County  
 Mechelle Hollifield ..... Bibb County  
 Donna Hoomes ..... Autauga County  
 Chinita Irby ..... Dallas County  
 Samita Jeter ..... Lowndes County  
 Tracy Johns ..... Chilton County  
 Margaret Jones ..... Selma City  
 Tisha Lewis ..... Demopolis City  
 Katie Lindsey ..... Autauga County  
 Sharon McDaniel ..... Chilton County  
 Holly McNider ..... Autauga County  
 Tammy Morton ..... Bibb County  
 Rosalyn Narcisse-Cousar ..... Chilton County  
 Tamara Nelson ..... Selma City  
 Barbara Ntse ..... Choctaw County  
 Meghan Owens ..... Chilton County  
 Louise Pitts ..... Chilton County  
 Bridgett Powell ..... Choctaw County  
 Katrina Saulsberry ..... Autauga County  
 Willie Shelby ..... Autauga County  
 Alphus Shipman ..... Demopolis City  
 Andrea Simmons ..... Choctaw County  
 John Solomon ..... Dallas County  
 Traci Stewart ..... Lowndes County  
 Jeff Stockman  
 Rebecca Threlkeld ..... Chilton County  
 Hollie Tillery ..... Bibb County  
 Karen Tomlin ..... Lamar County  
 Alison Turner ..... Dallas County  
 Scarlett Turner ..... Autauga County  
 Dalton Watson ..... Autauga County  
 Senovia Wilson ..... Choctaw County  
 Jodi Womble ..... Autauga County  
 Susan Young ..... Bibb County  
 Roman Zeigler ..... Perry County

## District VII

Crystal Adams  
 Carmen Anderson ..... Lee County  
 Kathryn Bailey ..... Elmore County  
 Shay Baugh ..... Auburn City  
 Shanikka Beacher ..... Tallassee City  
 Meredith Bishop ..... Montgomery County  
 Tanya Boone ..... Elmore County  
 Myeshia Brooks ..... Elmore County  
 Arthur Caffey ..... Lee County  
 Tana Cannon ..... Chambers County  
 David Carpenter ..... Opelika City  
 James Chamness ..... Tallapoosa County  
 Margaret Collins ..... Lee County  
 Linda Crim ..... Roanoke City  
 Katie Daniel ..... Auburn City  
 Debra Davis ..... Elmore County  
 Laura Dunlap ..... Lee County

DeNitta Easterling ..... Montgomery County  
 Cory Eckstein ..... Elmore County  
 Cynthia Epperson ..... Elmore County  
 Emily Farmer ..... Montgomery County  
 Pam Fourtenbary ..... Opelika City  
 Christi Freeman ..... Auburn City  
 Michaeline Fuller ..... Elmore County  
 Sherlita Gilchrist ..... Phenix City  
 Rebecca Good ..... Lee County  
 Emily Grace ..... Opelika City  
 Jacquelynne Greenwood ..... Auburn City  
 Georgette Hankins ..... Elmore County  
 Derrick Harris ..... Bullock County  
 Lisa Harris ..... Lee County  
 Joshua Harry ..... Auburn City  
 Jeff Hatfield ..... Pike Road City  
 Chris Holley ..... Elmore County  
 Lisa Hornsby ..... Tallapoosa County  
 Douglas Hubbard  
 Coretta Hunter ..... Macon County  
 Philip Jenkins ..... Chambers County  
 Autumm Jeter Alabama State Department of Education  
 Jeffery Johnson ..... Auburn City  
 Mary Kennedy ..... Marion County  
 Adam Kilcrease ..... Phenix City  
 Paul Kohler ..... Lee County  
 Gloria Lammons ..... Auburn City  
 Yentl Lee ..... Phenix City  
 Monte Linebarger ..... Montgomery County  
 Rachel Martin ..... Tallapoosa County  
 Nino Mason ..... Opelika City  
 Allyson Matthews ..... Chambers County  
 Ryan McDonald ..... Opelika City  
 Janice McKenzie ..... Elmore County  
 Karen McMath ..... Randolph County  
 Booker McMillian ..... Montgomery County  
 Larry McQuiston .....  
 Sherri Miller ..... Tallapoosa County  
 Amy Mills ..... Russell County  
 Tena Musick ..... Roanoke City  
 Tonya Nolen ..... Auburn City  
 Lolita Osborne ..... Montgomery County  
 Clifton Pace ..... Montgomery County  
 LaShawn Peterson ..... Phenix City  
 Theresa Phillips ..... Lee County  
 Cindy Poteet ..... Opelika City  
 Madison Powell ..... Opelika City  
 Caroline Raville ..... Auburn City  
 Amy Richardson ..... Randolph County  
 Lekishia Richardson ..... Alexander City  
 Marcus Roberts ..... Montgomery County  
 Elena Robertson ..... Clay County  
 Craig Rogers ..... Montgomery County  
 Danielle Rosener ..... Opelika City  
 Joe Ross ..... Opelika City  
 Lisa Rushing ..... Russell County  
 Mary Salmon ..... Opelika City  
 Steven Sanders ..... Lee County  
 Shannon Schmidt ..... Montgomery County  
 Laura Sellers ..... Opelika City  
 Randy Shaw ..... Montgomery County  
 Bonnie Short . Alabama State Department of Education  
 Quantina Sides ..... Montgomery County

Karen Snyder ..... Auburn City  
 Brittany Spencer ..... Tallassee City  
 LaSean Spencer ..... Lee County  
 Janis Stewart  
 Bonnie Sullivan ..... Pike Road City  
 Josh Taylor ..... Alexander City  
 Michele Thomason ..... Lee County  
 Dawn Tice ..... ALSDE  
 Matt Trawick ..... Lee County  
 Timothy Turley ..... Elmore County  
 Rachel Turnham ..... Opelika City  
 Spencer Wade ..... Elmore County  
 Heather Weston ..... Phenix City  
 Cyndal Whiten ..... Pike Road City  
 John Wilcox  
 Amy Williams ..... Elmore County  
 Norman Williams ..... Macon County  
 Kimberly Teel Winchester ..... Tallassee City  
 Camille Wright

## District VIII

Elizabeth Andrews ..... Escambia County  
 Benita Battle ..... Baldwin County  
 Angie Beard ..... Baldwin County  
 Lisa Becton ..... Washington County  
 Joseph Benton ..... Baldwin County  
 Torrey Berry ..... Baldwin County  
 Edna Billingsley .....  
 Dana Bottoms ..... Baldwin County  
 Waverly Boutin ..... Baldwin County  
 John Brantley ..... Conecuh County  
 Jenny Breazeale ..... Baldwin County  
 Joshua Burleson ..... Orange Beach City  
 Michael Clay ..... Baldwin County  
 Matthew Craig ..... Baldwin County  
 Angelica Crenshaw ..... Butler County  
 Nikki Crum ..... Conecuh County  
 Jacquelyn Deese ..... Washington County  
 Chelsea Doggett ..... Thomasville City  
 Mark Doherty ..... Baldwin County  
 Beth Drew .....  
 Rebecca Ducote ..... Baldwin County  
 Dionne Dunton-Armstrong . Baldwin County  
 Alicia Early ..... Gulf Shores City  
 Jonathan Ellis ..... Baldwin County  
 Leah Fuqua ..... Escambia County  
 Gina Gipson ..... Baldwin County  
 Charlotte Gray ..... Baldwin County  
 Allison Guy ..... Baldwin County  
 Albertnetta Hamilton  
 Emily Harvell ..... Baldwin County  
 Jacques Helms ..... Baldwin County  
 Laura Herron ..... Baldwin County  
 Bridgett Hollinger ..... Monroe County  
 Caroline Hollowell ..... Baldwin County  
 Rachel Horton ..... Baldwin County  
 Shannan Jackson ..... Baldwin County  
 Benjamin Jones ..... Washington County  
 Mary Law ..... Orange Beach City  
 Allyson Maxwell ..... Baldwin County  
 Courtney McBride ..... Escambia County  
 Gina McClure ..... Baldwin County  
 Amy McCrory

# 2022-2023 Membership Roster by District Cont'd

Shannon McCurdy..... Baldwin County  
 Lee Anne McPhaul ..... Monroe County  
 Niquitha Merida..... Clarke County  
 Jennifer Middleton..... Baldwin County  
 Monica Mitchell ..... Conecuh County  
 Michelle Monk ..... Baldwin County  
 Jamie Moore ..... Monroe County  
 Michelle Moore ..... Baldwin County  
 Laura Moorer ..... Baldwin County  
 Alicia Morrison ..... Baldwin County  
 Robert Murphy ..... Baldwin County  
 Brenda Nicholas ..... Baldwin County  
 Robert Owen ..... Baldwin County  
 Jim Perry ..... Baldwin County  
 Julia Pierce ..... Baldwin County  
 Sonya Price ..... Gulf Shores City  
 Sandra Reid ..... Escambia County  
 Jacqueline Richardson..... Baldwin County  
 Cynthia Riley ..... Baldwin County  
 Wendy Rodgers..... Baldwin County  
 Sarah Sadlis ..... Baldwin County  
 Spencer Segrest ..... Baldwin County  
 Leslie Sellers ..... Escambia County  
 Keri Shofner  
 Lynn Smith ..... Baldwin County  
 Stephanie Smith ..... Baldwin County  
 Sydney Smith ..... Baldwin County  
 Vicki Smith ..... Monroe County  
 Christina Stacey ..... Baldwin County  
 Bradley Stephens ..... Conecuh County  
 Nicholas Sullivan ..... Washington County  
 Pamela Sute ..... Baldwin County  
 Leighann Swindle ..... Baldwin County  
 Jarrod Thomas ..... Conecuh County  
 Tania Thompson ..... Brewton City  
 Dyeatra Todd ..... Baldwin County  
 Marla Warner ..... Baldwin County  
 Melisa Washington ..... Thomasville City  
 Brooke Waters ..... Baldwin County  
 Misty Wilkinson ..... Baldwin County  
 Charity Williams ..... Baldwin County  
 Patrice Wolfe  
 Barry Wood..... Brewton City  
 Joanie Younge..... Clarke County  
 Hope Zeanah..... Baldwin County

## District IX

Pamela Allen-Ingram..... Barbour County  
 Lindsey Andrews ..... Houston County  
 Amory Atwell ..... Ozark City  
 Tracy Baines ..... Crenshaw County  
 Jimmy Baker..... Dothan City  
 Dionne Blair ..... Dothan City  
 James Blissett ..... Houston County  
 Sara Bouchard..... Dothan City  
 Monica Bradshaw ..... Enterprise City  
 Pamela Brand..... Dothan City  
 Roberta Bronson ..... Daleville City  
 Johnny Bryant ..... Coffee County  
 Lauren Buchanan ..... Dothan City  
 Heather Bulger ..... Andalusia City  
 Shavonne Burrows ..... Enterprise City  
 Tammy Calhoun ..... Pike County

Anthony Childers ..... Dothan City  
 Sue Clark ..... Dothan City  
 Henry Dawkins ..... Geneva County  
 Rodney Drish ..... Pike County  
 Hilary Ellis ..... Dale County  
 Tamika Fleming ..... Dothan City  
 Emma Fluker ..... Troy City  
 Sharon Green ..... Dothan City  
 Amy Griffin ..... Enterprise City  
 Tana Griffith ..... Dothan City  
 Jason Hadden ..... Enterprise City  
 Erica Hall ..... Dothan City  
 Christy Harrell ..... Opp City  
 Heather Hatton ..... Geneva County  
 Crystal Hawthorne ..... Coffee County  
 Lisa Hendrix ..... Dale County  
 Carrie Heninger ..... Daleville City  
 Emily Herbert ..... Coffee County  
 Tameka Hicks ..... Henry County  
 Tracey Horn ..... Dothan City  
 Mary Hudson ..... Houston County  
 James Ingram ..... Covington County  
 Brenda Johnson ..... Andalusia City  
 Celeste Johnston ..... Dale County  
 Joy Jones ..... Covington County  
 Linda Lawrence ..... Henry County  
 Melissa Layton ..... Enterprise City  
 Jennifer Lee ..... Pike County  
 Sharon LeRoy ..... Houston County  
 Roshanda Lewis ..... Eufaula City  
 Maghen Lowery ..... Ozark City  
 Frances Martin ..... Dothan City  
 Kenya Martin ..... Elba City  
 Nathaniel Martin ..... Enterprise City  
 Leigh McGee ..... Troy City  
 Randy McGlaun ..... Covington County  
 Darius McKay ..... Dothan City  
 Rochelle Mckenney ..... Pike County  
 Dusty McKinley ..... Houston County  
 DeAnna Miller ..... Enterprise City  
 Harrison Mims ..... Enterprise City  
 Natalie Mims ..... Pike County  
 Jeaneva Mitchell ..... Dothan City  
 Christie Mitten ..... Enterprise City  
 Christopher Mitten ..... Dale County  
 Charles Mixson ..... Andalusia City  
 Carmen Neiswanger ..... Henry County  
 Bettye Anne Older ..... Covington County  
 Sarah Osborne ..... Crenshaw County  
 Chris Payne ..... Dothan City  
 Matthew Phillips ..... Dale County  
 Seth Richards ..... Covington County  
 Tina Richards ..... Eufaula City  
 Holli Richardson ..... Coffee County  
 Jared Robison ..... Coffee County  
 Daniel Rodgers ..... Covington County  
 Shantell Rouse ..... Pike County  
 Jon Sanders ..... Pike County  
 LaVonda Senn ..... Dothan City  
 Jodie Shelley ..... Houston County  
 Shawn Short ..... Opp City  
 Teresa Sims ..... Troy City  
 Kole Skinner ..... Houston County  
 Chancy Smith ..... Geneva County

Michael Smith ..... Dale County  
 Tara Sneed ..... Ozark City  
 Jennifer Snellgrove ..... Dale County  
 Samantha Stafford ..... Geneva County  
 Jon Steed ..... Enterprise City  
 Michael Stevens ..... Houston County  
 Paul Strange ..... Houston County  
 Blair Till ..... Crenshaw County  
 D'Andra Tingey ..... Coffee County  
 Jeff Torrence ..... Dothan City  
 Ginger Vinson ..... Coffee County  
 Deltonya Warren ..... Eufaula City  
 Josh Weatherly ..... Marion County  
 Jami Whillock ..... Houston County  
 Jennifer Williams ..... Dothan City  
 Audrey Windham ..... Enterprise City

## District X

Presonia Alexander  
 Dawn Ashley ..... Huntsville City  
 Heather Bardwell ..... Huntsville City  
 Miranda Bolden ..... Madison City  
 Cody Brown ..... Jackson County  
 Heather Burnette ..... Jackson County  
 James Burton ..... Madison County  
 Robert Cheyne ..... Madison County  
 Amy Childress ..... Scottsboro City  
 Evelyn Coffey ..... Huntsville City  
 Leslie Cross ..... Madison County  
 Shelia Crutcher-Stewart ..... Huntsville City  
 Tenisha Cummings ..... Huntsville City  
 Andrea Datson ..... Madison County  
 Lydia Davenport ..... Alabama A&M University  
 Savannah Demeester ..... Madison City  
 Hovet Dixon ..... Huntsville City  
 Shanna Edgar  
 Amelia Evans ..... Madison County  
 Daniel Evans ..... Madison County  
 Karl Fernandez ..... Madison City  
 Karen Fischer ..... Madison County  
 Demetria Freeman ..... Madison City  
 Jamie Golliver ..... Madison City  
 Mitchell Hampton ..... Madison County  
 Barry Haynes ..... Madison County  
 Renee' Headen ..... Madison County  
 Emily Hembree ..... Madison County  
 Virginia Henshaw ..... Madison County  
 Karen Hill ..... Madison County  
 Zachary Holt ..... Scottsboro City  
 Martha Hood ..... Scottsboro City  
 Belissa Howard ..... Huntsville City  
 Selena Hughes ..... Huntsville City  
 Haley James ..... Madison County  
 Lisa Jones ..... Huntsville City  
 Tammy Jones ..... Madison City  
 Tausha Knight ..... Madison County  
 Kristin Kolenich ..... Madison City  
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# AAESA District Map



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## PRE-CONFERENCE WORKSHOPS \*

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**Todd Nesloney**  
*Director of Culture & Strategic Planning, Texas Elementary Principals and Supervisors Association*



### What Administrators Can Do to Promote Teacher Retention

**Adam Saenz, Ph.D.**  
*C.E.O., Applied EQ Group*



### A Framework for Equity Leadership Design

**Andrea Dixon-Seahorn, Ed.D**  
*Chief Equity Officer, Liberty Public Schools*



**Dr. Tyler Cook**  
*Principal, Klein Elementary*



### Principal in Balance: Leading at Work and Having a Life

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