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The Official Publication of CLAS

Winter Issue 2020

Volume 48, No. 1

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Winter Issue 2020

# CLAS School Leader

## Mission Statement

The mission of the Council for Leaders in Alabama Schools is to coordinate and facilitate the resources of all members for the advancement of public education.

## Acknowledgments

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## About CLAS

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- 
- 6 Director's View: "Starting the new year off RIGHT!"
  - 8 2019-2020 Affiliate Presidents Photo Directory
  - 10 Ethically Speaking: "The Ethics Act and Wedding Gifts"
  - 13 SDE Spotlight: "The First 500 Days"
  - 15 Miranda Parton Named CLAS Secretary of the Year
  - 17 A Tribute to a CLAS Founding Father, Dr. Michael Carr
  - 18 Legislative Update: "Preparing for a Roller Coaster Session"
  - 20 Legal Forum: "Transgender Restrooms and Locker Rooms, Again"
  - 23 CLAS Legislative Platform
  - 28 Professional Learning Update: "Leadership Lessons Learned from the Field"
  - 30 CLAS Membership Pays: Recruitment Incentive Checks
  - 32 Collegiate Composition: "New Professional Standards for Educational Leaders (PSEL) in Alabama and New *Praxis* Test"
  - 36 Upcoming Events
  - 37 Legislative Directory (compiled by Business Alabama)
  - 48 CLAS Partnership Directory

# Starting the new year off RIGHT!



If you are reading this, then you have made it through January. Congrats on making it through a VERY long month. Having last received a check in the middle of December, you are probably ready for a short month like February. Alas, this will be a leap year February and will contain 29 days. I have faith that you can make it through the month.

With a new year comes resolutions and renewed vigor. If you make resolutions, I suggest you write them down as this helps you sustain and keep them. If your new vigor is not supplemented with rest, sleep, and relaxation, then it too will go the way of the Dodo bird. In essence, "Go Slow to Go Fast." Studies suggest that doing the following 5 things regularly will help you in many ways.

*Practice Gratitude* Thank You



**Laugh**

**Eat Copious Amounts of Milk Chocolate**

*No, wait, don't do that one!*



 **Get Enough Proper Sleep**

**Relax**   
*and Breathe Properly*

 **Reduce Worry**

If you practice gratitude, laugh more, sleep well, and relax/breathe regularly, chances are you will worry less. However, you must make a conscious effort every day to do these small steps to make big changes in your life.

As always, CLAS is here to help you. CLAS has six pillars that undergird what we do for our members, and they are as follows:

- Professional Learning
- Legislation and Advocacy
- Legal Assistance
- Communication
- Networking
- Awards and Recognition



I encourage you to contact our staff if you have any questions about our services. Below are email addresses for departmental staff. You may also call us at (800) 239-3616 or (334) 265-3610.

### Professional Learning

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Our website has a plethora of information for you, and I encourage you to check it out on a regular basis.

One of the most important jobs school leaders have is that of advocacy. Each leader is called to advocate for her/his school with stakeholders. It is my hope that you do this on a regular basis with your elected officials in your community, city, county and state. We have more details for you in the Legislative Update section.

We are here to help when needed. Don't hesitate to call, email, text, write, or drop by if you have a question or issue.

Thank you all for the job you do on a regular basis for those under your care. You are all Rock Stars in my book!

Sincerely,



### Vic Wilson, Ed.D.

*Vic Wilson is the Executive Director of the Council for Leaders in Alabama Schools. He joined the CLAS staff in July of 2017.*

*Vic has 27 years in public education as a teacher, assistant principal, principal, superintendent, and now as the executive director of CLAS.*

*Vic is married to Felecia Dailey Wilson, and they are the parents of Dailey (23), Emma (19), and Paul (16).*

*Aside from spending time with his family, Vic loves reading, sports, and the arts.*



# 2019-2020 CLAS Affiliate Presidents



Michael Wilson  
AAESA President



Andy Carpenter  
AAMSP President



Scott Faulk  
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David Asbury  
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## The Ethics Act and Wedding Gifts



### THE LAW

The Alabama Ethics Act applies to all employees of a board of education. By that law, you are either a public employee or a public official. The Ethics Act says that no one may give you something “for the purpose of corruptly influencing official action.”<sup>1</sup> And the Ethics Act goes further, concerning your family, stating:

No person shall offer or give a family member of the public official or family member of the public employee anything for the purpose of corruptly influencing official action, regardless of whether or not the thing offered or given is a thing of value.<sup>2</sup>

Likewise, the Alabama Ethics Act says, concerning receiving a gift:

“No public official or public employee shall solicit or receive anything for himself or herself or for a family member of the public employee or family member of the public official for the purpose of corruptly influencing official action, regardless of whether or not the thing solicited or received is a thing of value.”<sup>3</sup>

As we approach spring wedding season, what does the law allow you to do? Can you give a wedding gift or can your daughter and her fiancé receive a

wedding gift? Most wedding gifts exceed the \$25 “*de minimis*” amount exempted by the Alabama Ethics Act.<sup>4</sup> But you also could receive something in return when going to a wedding, whether it is an expensive reception by the bride’s family or merely a “cake and punch” gathering in the church hall following the wedding.

The short answer is that you can give wedding gifts and your child can receive wedding gifts, but exceptional gifts or gifts to those who are not family friends *may* violate the law. And you can go to the wedding reception and partake in the celebration.

### SCENARIO

*I am the school principal. Can my daughter send her wedding invitation to the teachers she knows who work at my school?*

### ANSWER

As a member of CLAS, you are most likely a supervisor. Supervisors cannot solicit from their employees.<sup>5</sup>

However, the Ethics Law does not prohibit the adult child of a public employee from sending wedding invitations as long as the public employee has not



used his or her position to unduly influence giving to the public employee's adult child.<sup>6</sup> While the Ethics Act says no public employee shall use his or her official position to obtain personal gain for a family member, surely your daughter's wedding is not an attempt to use your position for personal gain!<sup>7</sup>

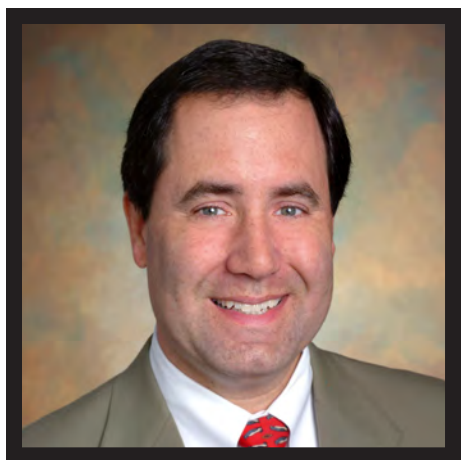
## ANOTHER SCENARIO

*The superintendent's daughter, whom you taught, is getting married. You're invited to the wedding. Can you give her a gift?*

## ANSWER

As discussed above, the Ethics Act says that no person shall give a family member of a public official or public employee anything for the purpose of corruptly influencing official action, regardless of whether or not the thing given is a thing of value.<sup>8</sup> A wedding gift would be acceptable if there is nothing offered in exchange for the gift. You may give a wedding gift to the superintendent's daughter as long as the gift is offered to assist the daughter in beginning her marriage rather than offered or intended as an attempt to influence official action.<sup>9</sup>

Certainly, Alabama law defines "thing of value" as any gift or other item of monetary value.<sup>0</sup> Nevertheless, the Ethics Act also provides that a "thing of value" does not include anything given by a friend of the recipient if it is clearly motivated by a friendship and not by the recipient's official position.<sup>1</sup>



### Mark Boardman

*Mark Boardman is an attorney who represents governments and employees of state and local governments, including 123 boards of education. In addition, he also defends individuals before the Alabama Ethics Commission.*

*Boardman has served as a past president of the Alabama Council of School Board Attorneys. He also served two years as president of the Alabama Association of Municipal Attorneys.*

*Boardman is a frequent presenter for CLAS as well as other education entities.*

## WHAT IS AN APPROPRIATE GIFT

*What factors does the Alabama Ethics Commission consider in determining whether giving or receiving a gift is appropriate?*

The facts of each situation surrounding the giving and receiving of the gift are relevant.<sup>2</sup> The Alabama Ethics Commission has considered a longstanding personal relationship as a factor in determining that a gift to a public employee (or family member) is acceptable.<sup>3</sup>

*Alabama Code Section 36-25-1(34)(b)(3) sets out relevant factors such as whether the friendship preexisted the recipient's status as a public employee and whether gifts have been previously exchanged between them. Could the size of the gift make a difference? Likely so. An*

**Continued on page 14**

## Looking to create the optimum learning environment?

- Optimize collaborative, project-based, & small group learning.
- Determine technology components to support furnishings & complement existing technology.
- Create STEAM & Makerspace areas that align with curriculum.



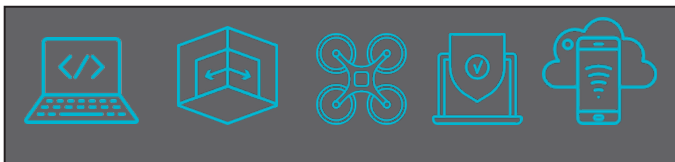
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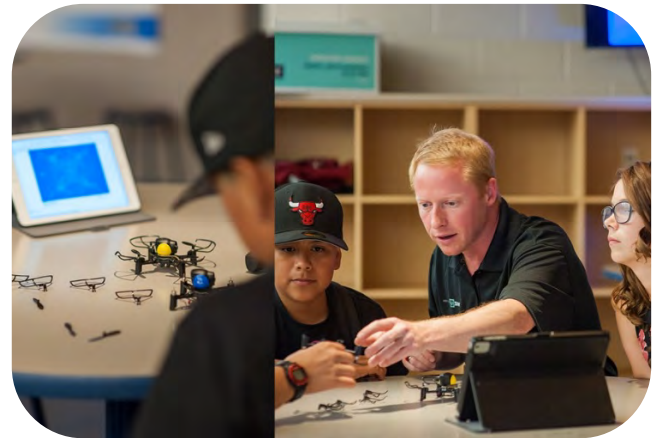


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EVERY  
ACCOMPLISHMENT  
STARTS WITH THE  
DECISION TO TRY



## The First 500 Days

Since the moment I was given the opportunity to serve as Alabama State Superintendent of Education, I, along with a talented and dedicated staff, have worked to make improvements in education policy and programs. Although the road has been peppered with challenges along the way, we have managed to be productive and push forward the plans for a better, more effective public education system in the state of Alabama – and we’re just getting started! The list compiled here is just a glimpse of the work being done on behalf of children across Alabama. Although it does list some of the accomplishments of the past year and half, it in no way encapsulates all the hard work, planning, and implementation that goes on at the Alabama State Department of Education and in schools and classroom in every corner of this great state.



- In partnership with the Alabama Legislature, secured the largest appropriation in history for Alabama public education.
- Spearheading the establishment of the new Alabama Strategic Plan, complete

with the TAKE 10 statewide survey on public education and participation of more than 20,000 individuals across the state.

- Establishment of the Alabama Teacher Shortage Task Force to address the public concern of having excellent, qualified teachers in every Alabama classroom.
- Facilitated the adoption of the Alabama Literacy Law, creating supplemental instruction and additional pathways of success for students with insufficient reading ability by the end of the 3rd grade.
- Working on revamping the ALSDE website creating a data-rich, intuitive, user-friendly, mobile device adaptive online experience for all stakeholders.
- Created the new and enhanced Alabama State Report Card, with the ability to compare schools/systems, show additional indicators for teacher and student demographics, and meet all state and federal reporting mandates.

## Dr. Eric Mackey

*Dr. Eric G. Mackey currently serves as the Alabama State Superintendent of Education. Prior positions include executive director of the School Superintendents of Alabama, superintendent of Jacksonville City Schools, principal, and assistant principal.*

*Throughout his career, Dr. Mackey has been an advocate for increased rigor and advanced high school courses as well as challenging elementary and middle school classes.*

*He and his wife, Robin, have three boys, John (22), Brandon (19), and Christopher (14).*



**Continued on page 35**

## Ethically Speaking Continued



extraordinary gift, such as \$1,000.00 cash, would raise some eyebrows.

Public employees and public officials are clearly prohibited from receiving or giving gifts for the purpose of corruptly influencing official action. But, obviously, if your daughter invites someone to her wedding, or you are invited to a wedding, that's clear evidence of a personal relationship. Gifts under these circumstances do not violate the Ethics Act.

## REFERENCES

- <sup>1</sup> Alabama Code section 36-25-7(a)
- <sup>2</sup> Alabama Code section 36-25-7(c)
- <sup>3</sup> Alabama Code section 36-25-7(b)
- <sup>4</sup> Alabama Code section 36-25-1(11)
- <sup>5</sup> Alabama Code section 36-25-5(e)
- <sup>6</sup> See for example, Ethics Commission Advisory Opinion 2015-11, pages 6-7.
- <sup>7</sup> Alabama Code section 36-25-5(a)
- <sup>8</sup> Alabama Code section 36-25-7(c)
- <sup>9</sup> See, for example, Ethics Commission Advisory Opinion 2015-03.
- <sup>10</sup> Alabama Code section 36-25-1(34)(a)
- <sup>11</sup> Alabama Code section 36-25-1(34)(b)(3)
- <sup>12</sup> Ethics Commission Advisory Opinion 2016-34, pages 4-5.
- <sup>13</sup> Ethics Commission Advisory Opinion 2015-03, pages 4-5.

## IN NEED OF A PLU?

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With the increasingly complex demands of school administrators, it is important for educational leaders to understand how to use technology to increase efficiency and productivity as well as model the correct use of instructional technology. In this online PLU, participants will learn the "why" and "how" to implement effective technology use in schools.

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GOOGLE FORMS & SHEETS  
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FLIPGRID  
TODAY'S MEET  
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- Online PLU Programs
- Upcoming Events

# Miranda Parton Named CLAS Secretary of the Year

CLAS and Simbli by eBOARDsolutions named Miranda Parton as the 2019 Alabama Secretary of the Year. Mrs. Parton was selected from among eight district finalists for this award.

Parton is the executive secretary/office manager for the Talladega County School System. She serves as the administrative assistant to the superintendent, secretary of the board of education, and liaison for the seventeen schools within the district.

Talladega County Schools Superintendent Dr. Suzanne Lacey, who nominated Parton said, "There are many demands placed on the superintendent. I credit Miranda Parton with my success during my twelve years as superintendent. I am fortunate to have her working alongside me and being my right hand."

In addition to her many duties at the central office, she is a lifelong resident of Talladega and is involved with many community organizations. Through her work and dedication in all endeavors, Parton has developed the reputation of being dependable, resilient, thoughtful, and trustworthy.

"Ms. Parton's selection as the Alabama Secretary of the Year is evidenced by her exemplary demonstration of leadership, commitment, dependability, patience, and a positive attitude," stated CLAS Executive Director Dr. Vic Wilson. "Congratulations to all our district finalists as well as each secretary nominated. Their roles are truly invaluable to our schools, systems, students, parents, and stakeholders throughout the education."

The Secretary of the Year Award is given to one Alabama school secretary or administrative assistant who supports the vision, mission, goals, and beliefs of the school system; promotes goodwill among co-workers; provides excellent customer service, demonstrates a good work ethic; performs work duties as assigned in an exemplary manner, and participates in professional learning in order to improve work knowledge and skills. The award is given at the annual CLAS Secretaries Conference Luncheon held in December.

Nominations for this award were submitted by CLAS members in each State Board of Education District. Each finalist is held in high regard by his/her employer as well as by co-workers and community. District finalists are in the next column.

## District Finalists

### District 1

Debbie Rigby, Baldwin County Schools

### District 2

Terri Noles, Randolph County Schools

### District 3

Miranda Parton, Talladega County Schools

### District 4

Sherry Robertson, Tuscaloosa City Schools

### District 5

Marilyn Miller, Perry County Schools

### District 6

Rachel King, Decatur City Schools

### District 7

Leigh Vandiver, Sheffield City Schools

### District 8

Jessica Barlow, Madison County Schools



Miranda Parton is presented with a plaque and a bouquet of flowers as she is named the 2018 Secretary of the Year.



2019 Secretary of the Year District Finalists



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# A Tribute to a CLAS Founding Father, Dr. Michael Carr



In 1969, Alabama school leaders began discussing the need for a professional association focused on children, professional development, and the needs of administrators. At the time, the state teachers' association began to change its direction, and school administrators were looking for

an organization that could help with the unique challenges of those in leadership positions. One of those voices, a Dr. Michael Lynn Carr, became one of the founding fathers of what was then known as the Alabama Council of School Administrators (ACSA). Dr. Carr passed away on November 13, 2019.

Dr. Carr's career spanned more than 58 years in education, mostly spent at the elementary school level. In 1950, Dr. Carr obtained his first teaching position at Southside Elementary School in Dallas County. His career was interrupted by two years of military service in the U.S. Army during the Korean War and a year of graduate study. Upon completion of his doctorate, Carr took a position as head of the science department at Huntsville High School where he taught many domestic and international students whose parents were rocket scientists.

Throughout his career, Dr. Carr would serve as principal of Southside Elementary School through its transition to a junior high school and then to a high school. He also served as director of federal projects for Dallas County Schools before taking the position of Superintendent/Principal of the Dependents' School at



Dr. Carr is presented with National Distinguished Principal Award by Dr. Lauro Cavazos, U.S. Secretary of Education

Maxwell Elementary on Maxwell Air Force Base in Montgomery. After 25 years at Maxwell Elementary School, Carr retired, but he didn't exit the education sphere. He served two years as the SACS State Director of Elementary Schools in Alabama.

In an article published by the *Alabama Elementary Administrator* in Fall 2008, Dr. Carr listed what he considered to be some of the most significant things that occurred during his 58-year career in education.

**The Southern Association of Colleges and Schools (SACS) accreditation program for elementary schools** - This program was started in the early 1960's and was the stimulus for bringing about the greatest improvement in elementary education to that point. The program was embraced by elementary administrators across the state, and especially by Dr. Carr. As a result, not only was the quality of education enhanced for elementary students across the state, but the quality of administrators increased as well. School leaders began showing a marked interest in professional activities and assumed even greater leadership roles.

**Involvement with professional associations** – Dr. Carr focused on three professional organizations during his career: the Alabama Association of Elementary School Administrators (AAESA), the Council for Leaders in Alabama Schools (CLAS), and the Southern Association of Colleges and Schools. Dr. Carr helped found the CLAS organization. He served AAESA for 10 years as treasurer and was named a lifetime emeritus member. He also served SACS in the roles of consultant, facilitator, and visiting committee chairperson before he became the state director.

**The founding of CLAS** – When AEA began taking a more union-like posture, administrative organizations formed a coalition called the Alabama Council for School Administration and Supervision (ACSAS) in 1970. Dr. Carr was elected as ACSAS President in 1975. During his presidency, the membership made the decision to incorporate, hire an executive director, and open an office in Montgomery. Carr helped select the first executive director, Dr. James A. Street, and helped coordinate the organization's very first conference held in Montgomery in 1976. ACSAS

***Continued on page 34***

## Preparing for a Roller Coaster Session



The Alabama Legislature convened on February 4, for the 2020 regular session. CLAS will be there, throughout the session, as the people's business is conducted.

What can we expect during this legislative session? Theories abound about the content of the session; however, at the end of the day, one can only speculate as to which theory or theories will come to fruition. I will not try to predict what will happen during the session. After all, the legislature has one major task to do, and that is to produce a budget for the general fund and a budget for the educational trust fund.

The governor is required to produce a budget (GF and ETF) to the legislature by the second day of the regular session. This would mean a budget would be given to the legislature the day after the State of the State address on the evening of February 4. However, these budgets will not be passed until near the end of the session, if not on the final day of the session. State law dictates not more than 30 legislative days in 105 calendar days. Therefore, we could be in session until May 19. Last year, a special session was called within the regular session, and should this occur again (think prisons), the regular session could last well into June.

The Alabama legislative session is a roller coaster. Sometimes it is the Scream Machine with highs and

lows; sometimes it is the Batman ride and you are just hanging there at high speed; sometimes it is the Mindbender (make up your own metaphor here); sometimes it is the Georgia Cyclone and you are being jerked from side to side and up and down; and sometimes it is the Goliath in that it takes forever to complete. Rarely, is it the Kiddie Coaster that leaves everyone happy.



The latest projections for the ETF budget have the numbers close to 7.5 billion dollars. This is almost a \$500 million increase from last year. Rest assured, everyone with an educational idea will try to get a piece of that money. CLAS will try to ensure that this money goes to the public schools in our great state.

We will have a few CLAS Legislative Hill Days during the session, and we hope that as many of you as possible come to Montgomery and have lunch with your legislator. We will have details about the Hill Days in the Friday updates.



If I had a crystal ball, I would say pay attention to the following issues (in no particular order):



## Vic Wilson, Ed.D.

*Vic Wilson is the Executive Director of the Council for Leaders in Alabama Schools. He joined the CLAS staff in July of 2017.*

*Vic has 27 years in public education as a teacher, assistant principal, principal, superintendent, and now as the executive director of CLAS.*

*Vic is married to Felecia Dailey Wilson, and they are the parents of Dailey (23), Emma (19), and Paul (16).*

*Aside from spending time with his family, Vic loves reading, sports, and the arts.*

 @Othell



## Budget

As mentioned above, everyone wants a piece of the pie.



## Tier III

We must address issues with educator workforce. It isn't just teachers that are hard to find, but administrators, bus drivers, cafeteria workers, counselors, and all areas of educational employees.



## Math

If one looks at the data, it simply adds up to a bill about math.



## Mental Health

Schools are struggling to meet the needs of those with mental health issues. This includes students as well as adults.



## Budget

Did I mention the budget?



## Cyber Security

Don't be the weak link. Don't click on anything suspicious. Just sayin'...



## Left-Handed Students

Expect legislation to address the disparity for left-handed students who have to use right-handed desks and three-ring binders.



## Lottery

Not the one by Shirtly Jackson



## Alabama Accountability Act

Legislation is possible to increase funding for the Alabama Accountability Act.

As always, we will keep abreast of issues as they arise, and we will let you know when a new bill is dropped. By the same token, our members may get information before we do, so please share that with us so that we can let everyone know. Be sure to look over our legislative platform on pages 23-26 of this publication.

Remember, you are the key to effective legislative advocacy. Nothing has a greater impact than a constituent engaging the legislator in her/his home district. Please let your legislative and local leaders know your position on issues that impact you. Relationship are critical, and your relationship with your legislator will play a role in the success of the 2020 Legislative session.



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# Transgender Restrooms and Locker Rooms, Again.

A court case over a school district's adoption of a policy to allow students to use restrooms and locker facilities in alignment with their claimed gender is working its way through federal courts in Illinois. The policy is described by the federal district court as a "compelled affirmation policy," in that it not only allows students to choose facilities based upon their perceived gender, rather than their biological sex, but goes further, according to the plaintiffs, in affirming students in their choice, and thereby creates the perception that students who are not in favor of the policy are being intolerant and bigoted. The court case is Students and Parents for Privacy v. School Directors of Township High School District 211, 377 F.Supp.3d 891 (N.D. Ill. 2019), and this stage of the litigation is the subject of this commentary.

A local association calling itself Students and Parents for Privacy (SPP) brought suit against the school district, alleging that the policy violated their rights under Title IX, the right to bodily privacy under the Due Process Clause of the Fourteenth Amendment, the fundamental right of parents to direct the upbringing of their children, the Illinois Religious Freedom Restoration Act, and the right to free exercise of religion under the First Amendment. (Apparently, parallel litigation began in state court, when a transgender student claimed that the school district had violated her rights under a state human rights law, in Maday v. Township High School District 211, 127 N.E.3d 975 (Ill. App. 2018), and SPP subsequently organized to litigate the opposing viewpoint.) At this stage, the defendant school district has moved to ask the court to dismiss the suit, and the court is responding to the motion to dismiss. (Under court rules, the court is obligated, when considering a motion to dismiss, to accept as true the factual allegation in the complaint and draw permissible



### Dr. David Dagley

*Dr. Dave Dagley serves as professor emeritus of educational leadership with the University of Alabama.*

*Dagley holds the PhD degree from the University of Utah and the JD degree from Cumberland Law School. He has served as a teacher, principal, assistant superintendent, superintendent, and school board attorney. Dagley is a frequent presenter at CLAS events on various legal topics.*

*He has also been a long-time contributor to this publication.*



inferences in favor of the plaintiff. Then, the court may dismiss a claim if the plaintiff fails to state a claim upon which relief can be granted. A motion to dismiss tests whether a plaintiff has given sufficient notice of a claim, not whether the plaintiff will eventually prevail on the merits of the case.)

SPP first claimed SSP students were subject to harassment in violation of Title IX, which prohibits discrimination on the basis of sex. SPP alleged that SPP girls have been startled, shocked, embarrassed and frightened by the presence of a transgender student in the girls' restroom, and that the compelled affirmation policy had caused SPP students to change their behavior, such as wearing sweaty gym clothes under their school clothes, and delayed using the bathroom, which increased the risk of urinary tract infections, dehydration, and constipation. The court denied the school district's motion to dismiss on this issue, so it will continue to trial.

SPP next alleged that the policy violated SPP students' right to bodily privacy. Over the years, the Supreme Court has recognized specific freedoms as part of the right to "liberty" under the Due Process Clause of the Fourteenth Amendment. These liberty rights include the following rights: to marry; to have children; to direct the education and upbringing of one's children; to marital privacy; to use contraception; to bodily integrity; to abortion; and, to same-sex marriage. The court examined these rights, particularly the right to bodily integrity. The court compared the cases about bodily integrity with the allegations in this case, and observed that the right to bodily integrity always involved tactile or physical touching. This case involves visual inspection rather than tactile inspection. The court dismissed this claim.

In its third count, SPP alleged that the policy violated SPP parents' right to direct the upbringing of their children. This right was recognized in the early 1920's and is included in the list of liberty rights described in the last paragraph. However, the court dismissed this claim, by observing that the right to direct the education of one's children is a right to provide supplemental education, or to choose an alternative to public education, but not the right to overrule aspects of public education and its curriculum.

SPP's fourth count claimed that the policy, as a compelled affirmation policy, violated the Illinois Religious Freedom Restoration Act. This claim is difficult to explain within the space provided for this commentary, but suffice it to say that this state law makes it more difficult for a school board to defend a policy that has negatively impacted a student's exercise of her religious beliefs. (Illinois passed this law to counteract the Supreme Court's decision in Employment Division v. Smith, 494 U.S. 872 (1990), which held that in most Free Exercise claims, the school does not have to prove a compelling governmental interest in passing the policy.) Although it is difficult to predict which side will prevail on this count when

***Continued on page 27***



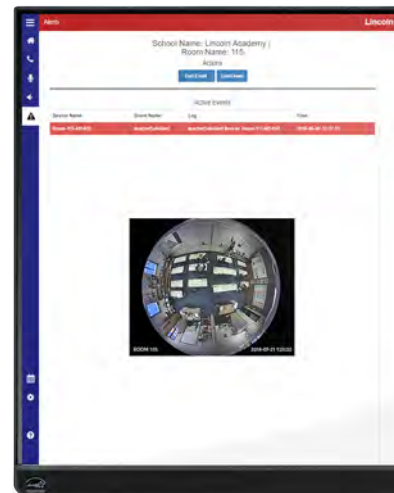
**Dr. Amy L. Dagley**

*Amy Dagley, PhD, is an assistant professor in educational leadership at the University of Alabama at Birmingham. She previously worked for the University of Louisiana at Monroe, and as a public educator in Alaska. She has earned bachelors and masters degrees from the University of Alaska Southeast, and a PhD from the University of Alabama.*

*Amy Dagley is the daughter of long-time columnist for this magazine, Dr. Dave Dagley.*



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# POLICY POSITIONS - Teaching and Learning



## CURRENT UNITS

CLAS **supports** state funding for the actual costs of salary and benefits for current units for school systems experiencing a high growth rate after the average daily membership (ADM) reporting period.



## CERTIFICATION

CLAS **supports** clearer and simpler processes for certifying educators as well as alternative approaches that supplement the instructional program and address educator shortage.



## LOCAL CONTROL

CLAS **supports** flexibility in budgeting and funding and believes that decisions concerning public schools are best made at the local level where schools are accountable to parents and the community.



## FOUNDATION PROGRAM

CLAS **supports** fully funding The Foundation Program as a priority before funding or creating additional programs.



## EDUCATION ADVANCEMENT AND TECHNOLOGY FUND

CLAS **supports** the distribution of any unappropriated revenue in this fund as a block grant, based on ADM, to local school systems for expenditures identified in the law: repairs or deferred maintenance of facilities; classroom instructional support; transportation; school security measures; and, the acquisition of educational technology and equipment.



## ENROLLMENT

CLAS **supports** legislation that aligns the age of attendance for city and county school systems to serve every child between the ages of 6 and 17.



## TAX EXEMPTIONS/ CREDITS

CLAS **opposes** new tax exemptions or tax credits in the Education Trust Fund (ETF) and **supports** the review and repeal of existing exemptions that are harmful to the State budgets.



## OPEN ENROLLMENT/ DISTRICT TRANSFERS

CLAS **opposes** any legislation that removes control of inter- or intra-district transfer policies from the local board of education.



## PRESCHOOL

CLAS **supports** equitable preschool learning opportunities for all preschoolers including those students with special needs; a common definition between the SDE and OSR for certification for Pre-K teachers; and 100% funding of teacher salary and benefits as a “first priority use” of pre-K grant funds.



## RECRUITMENT/ RETENTION

CLAS **supports** improving the state’s system for recruiting highly motivated, committed adults into the education profession by providing a competitive salary, working conditions, benefits and retirement as incentives to enter the education field.



## GOVERNANCE

CLAS believes that the school board’s primary role is the establishment of policies and to delegate to the superintendent responsibility for all administrative functions. CLAS **supports** legislation that affirms these two principles and further affirms that the hiring of school personnel is an administrative function. In addition, board member behavior should be clearly defined.



## SCHOOL ACCOUNTABILITY AND REPORTING

CLAS **supports** a school accountability program that is a multi-metric, research-based approach to determine what it means to be college ready, career ready, and life ready. We are committed to meeting the needs of a diverse student population by looking beyond a narrow focus on assessment results.



## STANDARDS

CLAS **supports** appropriate, rigorous and competitive standards for all students.



## TIER 3

CLAS **supports** revisiting the Tier 2 classification to better recruit and retain teachers, administrators, career coaches, career tech instructors, reading specialists, school nurses, mental health and guidance counselors, bus drivers, mechanics, custodians, child nutrition employees, school secretaries, and others who are a part of the education program.













## MENTAL HEALTH

CLAS **supports** funding for on-site, master’s level mental health professionals, to provide comprehensive services in schools.



# FUNDING POSITIONS

	<b>CLASS SIZE</b>	CLAS <b>supports</b> consistent annual funding to maintain reasonable class size.
	<b>COMPENSATION</b>	CLAS <b>supports</b> the examination of a budget structure that provides COLA's for employees that are tied solely to the consumer price index.
	<b>EDUCATION TRUST FUND</b>	CLAS <b>opposes</b> any attempts to use the Education Trust Fund as a direct or indirect funding source for any non-governmental and non-education agencies.
	<b>ENGLISH LANGUAGE LEARNERS (ELL)</b>	CLAS <b>supports</b> funding ELL at a minimum of \$500 per identified student.
	<b>EXTENDED CONTRACTS FOR SCHOOL PERSONNEL</b>	CLAS <b>supports</b> full state funding for extended contracts for school personnel (ACT#2007-284) essential to the opening and closing of schools and whose presence in the schools is necessary through the summer.
	<b>MERIT PAY</b>	CLAS <b>opposes</b> any state initiative that rewards or singles out individuals for performance or merit pay without additional study and analysis to determine the impact on student achievement, school climate and culture, and appropriate evaluation measures.
	<b>SALARY ADJUSTMENTS</b>	CLAS <b>supports</b> the Legislature funding the legally required 1% salary adjustment to cover actual certified employee costs as required by law (ACT#1997-238)
	<b>OTHER CURRENT EXPENSES (OCE)</b>	CLAS <b>supports</b> funding OCE on actual operational expenditures that include the salaries and benefits of support workers as well as the cost of fixed expenses such as insurance, electricity, and other utilities.
	<b>RETIREMENT</b>	CLAS <b>supports</b> maintaining the defined benefits plan administered under the Retirement Systems of Alabama (RSA) as a means for providing long-term financial stability to the state's retired public servants. CLAS <b>supports</b> ongoing efforts to reduce the long-term unfunded liability, and urges the Legislature not to repeat mistakes of the past; those made by legislative bodies in other states; or any actions which would lead to instability in the retirement structure.
	<b>SCHOOL SAFETY</b>	CLAS <b>supports</b> the legislature providing dedicated and sustained funding for SRO's, and a bond issue for school building security enhancements. We need to provide a safe and secure environment for teaching and learning.
	<b>SCHOOL NURSES</b>	CLAS <b>supports</b> the funding of school nurses as earned units in the same manner as other instructional support personnel as part of the foundation program.
	<b>TECHNOLOGY</b>	CLAS <b>supports</b> an increase in the line item for the system technology director and an additional appropriation in the ETF for the support, maintenance, and security of system and school technologies and data, which may include additional expenditures for appropriate staff, hardware, software, or contracted services, as needed.
	<b>TRANSPORTATION</b>	CLAS <b>supports</b> a fully-funded transportation program.
	<b>VOUCHERS</b>	CLAS <b>opposes</b> the use of any state tax dollars to support vouchers or education savings accounts for non-public education institutions.



*Developed by the School Superintendents of Alabama (SSA) and adopted by the Council for Leaders in Alabama Schools (CLAS)*

## OPERATIONS AND EXPENSES

Other Current Expenses (OCE) funding provides for basic needs like fuel, electricity, and water as well as important support personnel like cafeteria workers, custodians, and school secretaries. In addition, many local safety initiatives are paid from OCE funds.

## TRANSPORTATION

School buses transport students to and from school, field trips, and sporting events covering more than 100 million miles per year. Transportation is considered a function of the state and is designed to be fully funded at 100% of costs. State dollars for transportation do not cover actual costs. Underfunding transportation has a disparate effect on larger, rural school systems, many of which have limited local funding. Full funding for transportation is a priority.

## CAPITAL BOND

Schools across the state have been busy patching and repairing roofs, floors, walls and windows. Many need new schools and the ability to build more classrooms on existing school sites. The last bond issue was in 2007 and was the largest school construction bond issue in state history. Those funds built and repaired schools in every public-school system in Alabama.

## RETENTION AND RECRUITMENT

Alabama, like the rest of the nation, is facing a tremendous teacher shortage. We cannot compete with surrounding states in terms of salary and benefits. Last session, CLAS, in partnership with other education associations, proposed a new tier in the Retirement System to provide a competitive retirement program for our teachers. This continues to be a priority among our members.

## DIVISORS

**Class size matters!** Smaller classes make a difference in the lives of children. Parents know that having a smaller class means that each child will get more personal attention, teachers will be able to focus on individual needs, and students will have a better chance to excel. In Alabama, we lower class size by lowering the “divisors.” It is important that we set a goal of smaller class size, beginning in middle grades, where most overcrowding currently exists.

## SCHOOL NURSES

School nurses play an essential role in keeping children healthy, safe, and ready to learn. The school nurse supports student success by providing health care through assessment, intervention, and follow-up for all children within the school setting. The school nurse addresses the physical, mental, emotional, and social health needs of students and supports their achievement in the learning process. The school nurse is often the sole healthcare provider in an academic setting.

## MENTAL HEALTH/ SCHOOL COUNSELORS

School superintendents across the state say in-school mental healthcare services are needed now more than ever. According to the Alabama Department of Mental Health, students are six times more likely to complete mental health treatment in schools than in community settings.

*Advancing Public Education*

## Legal Forum Continued



it goes to trial, at this stage SPP only had to produce facts sufficient to give notice of a plausible claim. Therefore the court denied the school district's motion to dismiss on this claim, and it will go to trial.

In its fifth and final claim, SPP alleged that the policy violated its members' right to free exercise of religion under the First Amendment. In its analysis, the court noted that the plaintiff parents and students in SPP have asserted that the school district conveyed to students that anyone who objects to the compelled affirmation policy is a bigot or is intolerant. The court then observed that such pressure sounds like the sort of subtle departure from neutrality that might support a claim under the Free Exercise Clause. The court denied the school district's motion to dismiss on this claim as well.

In this case, the federal district court dismissed two of the five claims—the claim that the policy violated the students' right to bodily integrity and the claim that the policy violated the parents' right to direct the upbringing of their children. This case will continue to go to trial, on the Title IX and religious exercise claims. Are there lessons for school principals and other administrators from this case?

Alabama adopted a constitutional amendment (Ala. Const. art. I, § 3.01) that creates the same legal standard for Free Exercise claims as the Illinois Religious Freedom Restoration Act. Alabama school districts and their administrators are subject to the Free Exercise Clause of the First Amendment, shaping a legal battle over what the legal standard for defending such a policy in Alabama will be. In examining the motion to dismiss on Free Exercise grounds, the court in the Illinois case pointed to the allegations that the school district conveyed to students that anyone who objects to the policy is

a bigot or is intolerant. The research literature is clear that transgender students are often subject to bullying and harassment, and that certainly becomes a good educational reason to support a policy on transgender rights in use of restrooms and locker rooms. But if the policy appears to castigate students because of their religious beliefs, it may influence the ultimate outcome of the case on free exercise of religion grounds. On this point, administrators are encouraged to work closely with legal counsel in forming a rationale for the policy.

It is less than five years since the Supreme Court recognized the right to same-sex marriage under the Due Process and Equal Protection Clauses in Obergefell v. Hodges, 135 S.Ct. 2584, 192 L.Ed.2d 609 (2015). The speed at which gender-equity cases have arisen has been remarkable. The Supreme Court heard oral arguments last October for R.G. & G.R Harris Funeral Homes, Inc. v. EEOC, 18-107, 884 F.3d 560 (6<sup>th</sup> Cir 2018), which was consolidated with two other cases to answer the question whether the word "sex" in Title VII's prohibition on discrimination "because of . . . sex" includes "gender identity" and "transgender status" when Congress enacted Title VII in 1964. This decision will be announced this spring, with a newly-constituted Supreme Court. (Title IX is usually interpreted with the same legal rules as Title VII.) Numerous transgender bathroom and locker room cases have been heard in the courts, many pitting the rights of transgender students against the rights of other students, against the religious rights of persons impacted by policy. We don't know how this is going to end. We do know that school principals will be in the middle of it.





## Leadership Lessons Learned from the Field

On any given fall Saturday in the South, you will find fans cheering for their favorite teams, whether it is Alabama, Auburn, LSU, Georgia, etc. It is often a time of tailgating at the game or holding watch parties and munching on your favorite food while cheering for your favorite team from the comfort of your home. In my house, this is a sacred time where my husband and daughter watch Alabama games and I dare not interrupt them as they can be heard screaming at the television or shouting as their favorite players score a touchdown.

Although I graduated from the University of Alabama, I HATE football, but I am respectful of the game and love to watch Nick Saban in the press conferences following the games. I often tune into the game just to watch Saban's expressions on the sidelines as he takes notes or tears up headsets. He can be seen visibly upset- even if Alabama is winning! As I watch various press conferences, I have come to the realization that there are many leadership lessons to be learned from coaches.



**Bear Bryant**

In the 70's, Bear Bryant made some decisions that would change the trajectory of his career. First, he began playing football players regardless of skin color and secondly, he changed his offense from the Veer Offense to the Wishbone Offense. Both of these changes had dramatic changes on the football field and made him one of the most successful coaches in the history of college football.



Do not be afraid of change! Today, educators in the state are facing massive changes. It can be overwhelming at times! Do not be afraid of the change. Embrace it and lead your faculty and staff through it!

### Demica Sanders, Ed.D.

*Prior to her appointment as CLAS Director of Professional Learning, Demica Sanders was the superintendent in Midfield City Schools. In addition, her educational career encompassed a variety of roles including special education coordinator, adjunct instructor, staff development trainer and classroom teacher.*

*Demica is married to Tim Sanders and they are the parents of Jaylon (17) and Kameron (13). She enjoys spending time with her family, traveling, and shopping.*

 [@demica\\_sanders](https://twitter.com/demica_sanders)



**Vince Lombardi**

Vince Lombardi, legendary coach of the Green Bay Packers, once said, “They call it coaching but it is teaching. You do not just tell them...you show them the reasons.”

*lesson learned*

An effective leader is one who brings success to the workplace by being positive and ensuring that everyone is working towards the same goals. As you begin this year, ask yourself if you are simply a coach who yells orders and expects everyone to follow them, or are you an instructional leader who shows them the way?

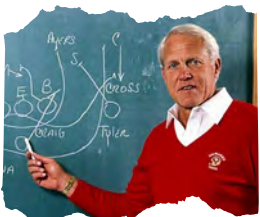


**Bobby Bowden**

Bobby Bowden kept it quite simple when he spoke of leadership. As a football coach, he did not experience a national championship win until his 28<sup>th</sup> year of coaching. He was also the father of three sons, Terry, Tommy, and Jeff who achieved undefeated seasons. Bobby Bowden had a strong belief that, “Leadership = Accountability” and exhibited that during his coaching years.

*lesson learned*

As a leader, all that takes place within the organization is always a reflection of the leader.



**Bill Walsh**

Bill Walsh, a Pro Football Hall of Famer, winner of six division titles, three NFC Championship Titles, and three Super Bowls states, “Others follow you based on the quality of your actions rather than the magnitude of your declarations.”

*lesson learned*

Strong leadership is based on the example you set and the culture you create.



**Gene Chizik**

Gene Chizik, who led Auburn to a 14–0 record and the BCS National Championship—the first undisputed national championship in school history- believes that, “Leadership is an action, not a position.”

*lesson learned*

Leadership is a verb, not a noun. Just because you hold a leadership position does not automatically make you a leader! One who leads must have followers or you are simply taking a walk!



**Nick Saban**

Nick Saban needs no introduction! As Alabama’s head football coach, he has seen his fair share of wins and losses. Whether he is having a good season or a bad season, he always reminds us to “Trust the Process.”

*lesson learned*

Focus on the things that you can control! You can’t control every outcome, but you determine where you’re headed in the long run.

You might be an avid football fan or like me, a person who respects the game, but HATES the sport. As I researched for this article, I could have included numerous leadership lessons learned from coaches because all of them (football or otherwise) know how to motivate and inspire a large group of people to work towards a common goal. Like coaches, leaders do the same thing every day. You inspire & motivate, get knocked down and get back up again only to do it all over again! As you begin the second semester, continue inspiring, continue motivating, and continue leading!



This year, CLAS awarded \$3,075 to 90 CLAS members for their efforts in the 2019-2020 membership recruitment drive. For every new Individual/Institutional member who joined before December 31, 2019, \$25 was awarded to the CLAS member credited with referring them to CLAS. We extend our most sincere gratitude for the hard work, dedication, and diligence put forth by these members! Additionally, for each new member recruited, CLAS enters the recruiter's name in a \$1,000 cash prize drawing.

Ingrid Abner .....	1	Kim Gillespie.....	1	Rene Nichols .....	1
Monte Abner .....	1	Gary Glass.....	1	Caroline Obert .....	2
Brenda Albritton .....	1	Reta Hayes.....	7	Vicky Ozment .....	4
Cassandra Anderson.....	1	Larry Haynes .....	5	Rachel Poovey .....	1
Vanessa Anthony.....	1	Robin Hollingsworth.....	1	Cincystal Poythress.....	1
Mike Bishop.....	1	Renata Hollins-Wells .....	2	Kathryn Pritchett.....	1
Amy Blake .....	1	Mary Holloway .....	1	Aimee Rainey .....	1
Shannon Bogert.....	1	Tisha Howell .....	1	Stacie Reddish .....	1
Melinda Bonner .....	1	Jimmy Hull .....	1	Todd Reece .....	1
Heather Brown.....	1	Cherie Humphries.....	2	Ross Reed.....	2
Richard Brown .....	1	Ann Jackson .....	1	Allan Robertson.....	1
Matthew Byars.....	1	Bobby Jackson .....	1	Chris Royal.....	1
Victoria Calhoun .....	1	David Johnson.....	1	Roderick Sheppard.....	2
Derrell Calloway .....	1	Kelley Joiner .....	2	Bonnie Short.....	1
Lori Carlisle.....	1	John Jones .....	1	Charlotte Smith.....	1
Ashley Catrett.....	1	Karissa Lang.....	1	Michael Smith.....	2
Jeremy Clemmons.....	1	Melissa Layton.....	1	Rodney Smith.....	1
Johnny Cleveland .....	1	Lane Lightsey .....	2	Annie Spike .....	1
Amy Copeland.....	1	Elizabeth Long.....	1	Janice Stockman .....	1
Erika Crum.....	1	Alicia Lyles.....	1	Scott Sutton .....	1
Janice Darty.....	1	Wayne Lyles .....	1	Harriette Thompkins .....	1
Kimberly Davis.....	1	Jennifer Mackey .....	2	Joe Toomey .....	4
Rosalyn Dixon .....	1	Michael Maniscalco .....	2	Mary Veal.....	2
Heather Donaldson.....	1	Heather McDermott .....	1	Andy Ward.....	1
Dennis Duncan .....	1	Lauria Merritt .....	1	Tim Ward .....	1
Will Duncan .....	1	Richard Merryman.....	1	Sally Wheat .....	1
Michele Eller .....	1	Tanya Miles.....	2	John Wilcox .....	3
Frances Finney.....	1	Christie Mitten.....	1	SheMia Wilson.....	3
Mark Ford .....	1	La'Keisha Newsome.....	1		
Jeffrey Forster .....	2				
Jennifer Galloway .....	1				
Charles Gardner .....	1				
Demond Garth.....	1				





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- Threats
- Crisis Communication



# New Professional Standards for Educational Leaders (PSEL) in Alabama and New *Praxis* Test



School leadership was once considered more of a managerial role focused on tasks related to scheduling, maintenance, school grounds, among other tasks, but in today's world, these job duties have expanded to include being viewed as the instructional leader within the school. Today's leader must address matters of equity and cultural responsiveness in "all aspects" of leadership (National Policy Board for Educational Administration, 2015). Changes to instructional leadership programs across the state of Alabama are now in effect from the standards of leadership programs to the testing of leadership programs.

### Standards and Testing

The standards defining an effective leader were released in 2015. These standards, known as the Professional Standards for Educational Leaders (PSEL), were developed to replace the Interstate Leaders Licensure Consortium (ISLLC) standards. The ISLLC standards had been in place since 1996, including a revision in 2008. Recently, the Alabama State Board of Education adopted the PSEL standards and graduate programs in the state began designing instructional leadership programs around these standards in the summer of 2019. More recently, the state adopted the *Praxis* test for Educational Leadership: Administration and Supervision (5412) which now aligns to the PSEL Standards. It makes logical sense to adopt an

assessment, which is aligned to the standards being taught.

### Changes to Standards

The previous standards adopted by the state were framed from the Interstate School Leadership Licensure Consortium (ISLLC) 2008. The ISLLC 2008 standards contained six standards with specific functions for each standard (Council of Chief State School Officers, 2008). For example, a specific function for standard two includes language to monitor and evaluate the impact of the instructional program. The most recent standards adopted by the state are known as the Professional Standards for Educational Leaders (PSEL). The PSEL standards contain 10 standards as follows: Mission, Vision, and Core Values, Ethics and Professional Norms, Equity and Cultural Responsiveness, Curriculum, Instruction and Assessment, Community of Care and Support for Students, Professional Capacity of School Personnel, Professional Community for Teachers and Staff, Meaningful Engagement of Families (National Policy Board for Educational Administration, 2015). Within each standard, the language includes specific tasks that effective leaders must meet. For example, a specific task in standard four includes language to address matters of equity and cultural responsiveness in all aspects of leadership. One major difference of the PSEL standards compared with the ISLLC 2008

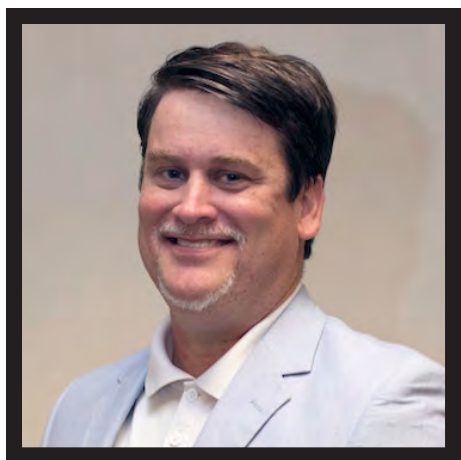




is the rigor and depth required of the standards. The PSEL standards provides a framework that requires professors of instructional leadership programs to develop authentic learning experiences to prepare future instructional leaders to facilitate students in reaching their full potential. In order to create these authentic learning experiences, partnerships between graduate teacher education programs and school districts are critical to the preparation of beginning instructional leaders. The depth of knowledge and/or Bloom's Taxonomy of the new PSEL standards requires students to attain a very high level of learning. Action verbs such as model, articulate, advocate, promote, employ, etc. reflect this level of higher learning.

### Changes to Test

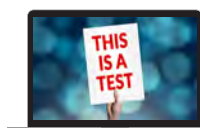
The *Praxis* test (5411) previously required for graduate educational leadership students in Alabama was comprised of 110 selected-response questions covering six content areas aligned with the Educational Leadership Policy Standards: ISLLC 2008. Recently, the *Praxis* test for Educational Leadership: Administration and Supervision (5412) was adopted which aligns to the PSEL Standards.



### Dr. Jeff Cornelius

*Dr. Jeff Cornelius is an Associate Professor of Instructional Leadership at the University of North Alabama. A native of Tusculumbia, AL, he received degrees from Mississippi State University, University of North Alabama, and Samford University. He also has served as a classroom teacher, assistant principal, principal, and assistant superintendent.*

 [jdcornelius@una.edu](mailto:jdcornelius@una.edu)



# 120

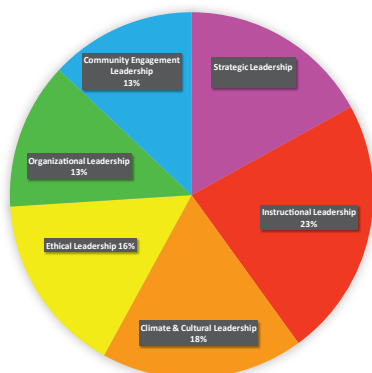
computer-driven items



# 2:45

testing duration

The number of items for *Praxis* (5412) includes 120 computer delivered items with a time frame of 2 hours and 45 minutes. *Praxis* (5412) is aligned to the PSEL standards and focuses on six content categories as follows (ETS Praxis, 2017):



- Strategic Leadership (~17%)
- Instructional Leadership (~23%)
- Climate and Cultural Leadership (~18%)
- Ethical Leadership (~16%)
- Organizational Leadership (~13%)
- Community Engagement Leadership (~13%)

### Location of Standards and Test Information

As a Professor of Instructional Leadership, I am pleased to know that Alabama has moved in a positive direction with the adoption of PSEL (Professional Standards for Educational Leaders) in the Alabama Administrative Code (290-3-3-.48). The PSEL standards may be accessed through the National Policy Board for Educational Administration (<http://npbea.org/psel/>) or the Alabama

**Continued on page 41**

## A Tribute to a CLAS Founding Father, Dr. Michael Carr (continued)

changed names in 1998 and became the Council for Leaders in Alabama Schools (CLAS).

“My involvement in AAESA and CLAS made every school day an exciting and stimulating experience. I have a deep sense of satisfaction with what has been accomplished and the potential for future growth and development,” commented Dr. Carr. “I have had some exciting and challenging experiences along the way. I have received a few honors and some recognition, probably more than I deserved. The dedication and service of the hundreds of people that I have been associated with cannot be measured or explained. The elementary schools of today are the result of their capable and devoted service. The greatest honor I have had is the privilege of having known and worked with these people.”

Ever humble, Dr. Carr mentioned a few honors and recognitions which were, in actuality, quite numerous. Among his many accolades are University of West Alabama’s Golden Key Honor Society (1977), CLAS Leadership Award (1987), SACS Distinguished Education Leadership Award (1987), Alabama Education Hall of Fame Inductee (1987), and NAESP National Distinguished Principal for Alabama (1988).



Dr. Carr is presented with National Distinguished Principal Award by Dr. Lauro Cavazos, U.S. Secretary of Education

Carr also held numerous leadership roles throughout his career including AAESA President (1963-1965), CLAS President (1975-1976), SACS Elementary Committee (1982-1988), SACS Chairman of Executive Council and Elementary Commission (1988-1991), SACS Executive Council Member and Board of Trustees (1988-1991), Board of Directors of National Study of School Evaluation Member (1987-1993), Council of Regional Accrediting Commissions of the U.S. Member (1988-1991), Blue Ribbon School Site Visitor (1988-1992), SACS Executive Director for Alabama (1991-1998), and Commission on International and Transregional Accreditation Member (1996-2002).

In addition to being a leader of exceptional quality, Dr. Carr was also known for his kindness and generosity. Letters submitted for an article in the Alabama Elementary Administrator magazine upon his retirement frequently mention a quiet, reserved, and highly intelligent leader. One letter from Janis Stewart refers to him as, “Superman, Mr. Figures, Mr. Budget, and Mr. Wonderful.” Dr. Carr’s brand of leadership is hard to imitate, but one we should try to achieve.



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## SDE Spotlight Continued

**EVERY  
ACCOMPLISHMENT  
STARTS WITH THE  
DECISION TO TRY**

- Established the Alabama Comprehensive Assessment Program (ACAP), which establishes a baseline for comparison purposes in assessment progress for Alabama students.
- Passed the new Alabama Math Standards developed solely by Alabama teachers, professors, and business stakeholders.
- Overseeing the largest Student Information System overhaul ever, which will ensure for the first time that ALL systems, schools and teachers will have access to the same excellent learning management, student information, reporting, and analytics tools.
- Updated the Professional Learning Standards for the ALSDE for use by educators.
- Joined forces with the Alabama Law Enforcement Agency (ALEA) and the company NSide to create the NSide School Safety Platform for an additional layer of safety and law enforcement involvement in Alabama schools.
- Assisted in the development of the Coach Safety Program, that provides additional training and emergency assistance for athletes in middle and high school.
- Made the anti-opioid medicine Naloxone available in high schools across the state allowing school administrators to, for the first time, apply life-saving measuring in the unfortunate event of an overdose on school property. This measure has ALREADY saved lives.
- Established alliance with military officials to continue the provision of military affiliated student data to the Military Child Education Coalition and expand our efforts to meet the unique needs of military affiliated students in Alabama public schools.
- Provided SAFE Council training in partnership with Governor Kay Ivey's "Strong Start, Strong Finish" program.
- Assisted with writing and publishing, "The Future Emerges from the Past" a table-top quality book celebrating 200 years of Alabama African-American history and culture.
- Of the schools identified as Comprehensive Support and Improvement (CSI) schools, 85 percent of them have improved in academic achievement from 2018-2019 to 2019-2020.
- Montgomery Public School (MPS) Intervention: MPS in compliance with budget requirements, successful accreditation reviews, improve operations and governance.
- First time ALL accountability and state report card information were submitted ON TIME and in keeping with all state and federal requirements.
- Established the Korean Memorandum of Understanding (MOU) to develop teacher/ student exchange.
- Adopted the Regional Inservice Center's Accountability Standards that target teacher effectiveness in the areas of reading and math, and provide parameters for prioritizing, monitoring, and coordinating professional learning to supports/resources.
- Established the Teacher Effectiveness Task Force to examine and revise the teacher evaluation system.

I fully understand that we still have a long way to go before Alabama's public education system realizes its fullest potential. However, we feel strongly that our course is shifting for the better, our strategic goals and objectives are clear, and we are set on a trajectory for incredible academic success. The road ahead will be challenging, but we are excited and optimistic about the future of public education in Alabama. I hope you are too.



# Upcoming Professional Learning Opportunities

Information and registration is located at  
[www.clasleaders.org/PL/events](http://www.clasleaders.org/PL/events)

**FEB**  
23-25

**ALA-CASE Spring Conference**  
Birmingham, AL

**APR**  
2

**ACND Spring Conference**  
Montgomery, AL

**FEB**  
25

**CLAS Aspiring Administrators Conference**  
Tuscaloosa, AL

**APR**  
9

**CLAS Lunch & Learn Webinar**  
Educator Code of Ethics and Professional Responsibilities

**FEB**  
26-27

**CLAS Assistant Principals Conference**  
Prattville, AL

**APR**  
14-18

**ACTA Spring Conference**  
Point Clear, AL

**MAR**  
3

**CLAS Culture Training (Day 2)**  
Alabaster, AL

**APR**  
14

**CLAS Leadership Institute**  
Creatively Speaking: Fostering Creativity in the Classroom  
Mobile, AL

**MAR**  
4

**CLAS Law Conference**  
Prattville, AL

**APR**  
15

**CLAS Leadership Institute**  
Creatively Speaking: Fostering Creativity in the Classroom  
Prattville, AL

**MAR**  
4-6

**AAPASS Spring Conference**  
Mobile, AL

**APR**  
16

**Leadership Institute**  
Creatively Speaking: Fostering Creativity in the Classroom  
Huntsville, AL

**MAR**  
5

**CLAS Lunch & Learn Webinar**  
Self-Directed Learning: Balancing Student Choice and Curriculum Goals

**MAY**  
7

**CLAS Lunch & Learn Webinar**  
Crucial Conversations

**MAR**  
10

**CLAS Leadership Institute**  
Linking the Social and Academic Child in the Classroom  
Mobile, AL

**JUN**  
14-17

**2020 CLAS Annual Summer Convention**  
Montgomery, AL

**MAR**  
11

**CLAS Leadership Institute**  
Linking the Social and Academic Child in the Classroom  
Prattville, AL

**JUN**  
21-24

**2020 SSA Summer Conference**  
Point Clear, AL

**MAR**  
12

**CLAS Leadership Institute**  
Linking the Social and Academic Child in the Classroom  
Birmingham, AL

# Alabama's Constitutional Officers



**GOVERNOR  
KAY IVEY**

State Capitol  
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governor.alabama.gov



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# Alabama's Congressional Members

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### SENATOR DOUG JONES (D)

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202-224-4124  
jones.senate.gov  
Federal Courthouse  
1 Church St., Ste. 500-B  
Montgomery, AL 36104  
334-230-0698 / Fax: 334-293-9349

Committees: Banking, Housing and Urban Affairs; Health, Education, Labor and Pensions; Armed Services; Special Committee on Aging  
Chief of Staff: Dana Gresham  
Communications Director: Heather Fluit



### SENATOR RICHARD SHELBY (R)

304 Russell Senate Office Building  
Washington, D.C. 20510  
202-224-5744  
shelby.senate.gov  
FMJ Federal Courthouse  
15 Lee St., Ste. 208  
Montgomery, AL 36104  
334-223-7303

Committees: Appropriations, Chairman; Banking, Housing and Urban Affairs; Environment and Public Works; Rules and Administration  
Chief of Staff: Dayne Cutrell  
Press Secretary: Alyssa Pettus

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aderholt.house.gov  
247 Carl Elliot Building  
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Jasper, AL 35501  
205-221-2310/Fax: 205-221-9035  
Committees: Appropriations  
Chief of Staff: Kerry Knott  
Press Secretary: Carson Clark

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brooks.house.gov  
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256-551-0190  
Committees: Armed Services; Science, Space & Technology  
Chief of Staff: Mark Pettitt  
Communications Director: Clay Mills

### BRADLEY BYRNE (R)



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119 Cannon House Office Building  
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11 N. Water St., Ste. 15290,  
Mobile, AL 36602  
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Chief of Staff: Chad Carlbough  
Communications Director: Bradley Jaye

### GARY PALMER (R)



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palmer.house.gov  
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205-968-1290/Fax: 205-968-1294  
Committees: Transportation & Infrastructure  
Chief of Staff: William Smith  
Press Secretary: Elizabeth Hance

### MARTHA ROBY (R)



District 2:  
Autauga, Barbour, Bullock, Butler, Coffee, Conecuh, Covington, Crenshaw, Dale, Elmore, Geneva, Henry, Houston, Pike & parts of Montgomery

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256-236-5655 / Fax: 256-237-9203  
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Chief of Staff: Christopher Brinson  
Press Secretary: Shea Snider Miller

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Washington, D.C. 20515  
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sewell.house.gov  
908 Alabama Ave., Fed. Building, Ste. 112  
Selma, AL 36701  
334-877-4414 / Fax: 334-877-4489  
Committees: Ways & Means, House Permanent Select Committee on Intelligence  
Chief of Staff: Cachavious English  
Communications Director: Jackie McGuinness

### Top Recipients of In-State Contributions

Byrne, Bradley (R)	\$1,277,386
Jones, Doug (D)	\$614,621
Merrill, John H. (R)	\$534,275
Tuberville, Tommy (R)	\$529,322
Hightower, Bill (R)	\$438,159
Carl, Jerry (R)	\$427,274
Coleman, Jeff (R)	\$338,400
Palmer, Gary (R)	\$279,352

### Top Recipients of Out-of-State Contributions

Jones, Doug (D)	\$3,522,311
Byrne, Bradley (R)	\$386,383
Mooney, Arnold (R)	\$196,785
Tuberville, Tommy (R)	\$160,884
Sewell, Terri A. (D)	\$71,715
Merrill, John H. (R)	\$44,951
Hightower, Bill (R)	\$43,800
Roby, Martha (R)	\$41,950

Based on Federal Election Commission data available electronically on November 21, 2019.  
Sources: opensecrets.org

# Alabama's State Senate

Montgomery address for all State Senators and House Members: Alabama Legislature • 11 S. Union St. • Montgomery, AL 36130

Listed in alphabetical order.

MOST SENATE PHOTOS COURTESY OF ALABAMA RURAL ELECTRIC ASSOCIATION OF COOPERATIVES



SENATOR/PARTY/ DISTRICT	ROOM	EMPLOYMENT	MONTGOMERY/ DISTRICT PHONE	DISTRICT ADDRESS EMAIL ADDRESS
<b>GREG ALBRITTON, R</b> District 22: Baldwin, Choctaw, Clarke, Conecuh, Escambia, Mobile, Monroe, Washington	727	Attorney	334-261-0785 251-937-0240	810 S. Pensacola Ave., Atmore, AL 36502 galbritton@att.net
<b>GERALD ALLEN, R</b> District 21: Lamar, Pickens, Tuscaloosa	729	Owner, Cashco Marketing	334-261-0861 205-556-5310	P.O. Box 70007, Tuscaloosa, AL 35407 gerald.allen@alsenate.gov
<b>WILL BARFOOT, R</b> District 25: Crenshaw, Elmore, Montgomery	733	Attorney	334-261-0895	Montgomery, AL 36104 will.barfoot@alsenate.gov
<b>BILLY BEASLEY, D</b> District 28: Barbour, Bullock, Henry, Houston, Lee, Macon, Russell	737	President, Pratts Station LLC	334-261-0868 334-775-7657	P.O. Box 606, Clayton, AL 36016 billy.beasley@alsenate.gov
<b>DAVID BURKETTE, D</b> District 26: Montgomery	738	Former teacher	334-261-9001 334-318-2387	P.O. Box 9257, Montgomery, AL 36108 coachdburkette@yahoo.com
<b>TOM BUTLER, R</b> District 2: Limestone, Madison	730	Pharmacist	334-261-0884 256-539-5441	P.O. Box 653, Madison, AL 35758 senbutler@aol.com
<b>CLYDE CHAMBLISS, R</b> District 30: Autauga, Chilton, Coosa, Elmore, Tallapoosa	730	Principal engineer, Chambliss Engineering	334-261-0872	clyde.chambliss@alsenate.gov
<b>DONNIE CHESTEEN, R</b> District 29: Dale, Geneva, Houston	735	Retired teacher	334-261-0890 334-684-2196	P.O. Box 39, Geneva, AL 36340 donnie.chesteen@alsenate.gov
<b>LINDA COLEMAN-MADISON, D</b> District 20: Jefferson	737	Compliance Administrator, Americans with Disabilities	334-261-0864 205-798-1045	linda.coleman-madison@birminghamal.gov
<b>PRISCILLA DUNN, D</b> District 19: Jefferson	737	Homeless Education Coordinator, Bessemer City Schools	334-261-0793 205-426-3795	priscilla.dunn@alsenate.gov
<b>CHRIS ELLIOTT, R</b> District 32: Baldwin	735	Former Baldwin County commissioner	334-261-0897 251-990-4610	1100 Fairhope Ave., Fairhope, AL 36532 chris.elliott@alsenate.gov
<b>VIVIAN DAVIS FIGURES, D</b> District 33: Mobile	736	CEO, Figures Legacy Education Foundation	334-261-0871 251-208-5480	P.O. Box 7985, Mobile, AL 36670 vivian.figures@alsenate.gov
<b>SAM GIVHAN, R</b> District 7: Madison	735	Farmer, attorney	334-261-0867 256-539-5441	P.O. Box 2470, Huntsville, AL 35804 sam.givhan@alsenate.gov

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<b>JIMMY HOLLEY, R</b> District 31: Coffee, Covington, Dale, Pike	721	Southeast Pharmaceuticals Inc.	334-261-0845 334-897-5181	4212 County Rd. 364, Elba, AL 36323 jimmy.holley@alsenate.gov
<b>ANDREW JONES, R</b> District 10: Cherokee, DeKalb, Etowah, St. Clair	737	Farmer; Owner, Deep South Coffee Factory	334-261-0857	Centre, AL 35960 andrew.jones@alsenate.gov
<b>STEVE LIVINGSTON, R</b> District 8: DeKalb, Jackson, Madison	731	Oil executive	334-261-0858 256-609-6341	P.O. Box 8, Scottsboro, AL 35768 steve.livingston@alsenate.gov
<b>DEL MARSH, R</b> District 12: Calhoun, Clay, Talladega	722	Businessman	334-261-0712 256-237-8647	P.O. Drawer 2365, Anniston, AL 36202 del.marsh@alsenate.gov
<b>JIM MCCLENDON, R</b> District 11: Shelby, St. Clair, Talladega	729	Retired optometrist	334-261-0789 205-467-2656	361 Jones Rd., Springville, AL 35146 jimcc@windstream.net
<b>TIM MELSON, R</b> District 1: Lauderdale, Limestone, Madison	732	Owner, Shoals Medical Trials Inc.	334-261-0773 256-539-5441	P.O. Box 550, Florence, AL 35631 tim.melson@alsenate.gov
<b>ARTHUR ORR, R</b> District 3: Limestone, Madison, Morgan	727	Vice President & General Counsel, Cook's Pest Control Inc.	334-261-0758 256-260-2146	P.O. Box 305, Decatur, AL 35602 arthur.orr@alsenate.gov
<b>RANDY PRICE, R</b> District 13: Chambers, Cherokee, Clay, Cleburne, Lee, Randolph	733	Farmer, Small business owner	334-261-0894 334-599-0483	P.O. Box 429, Opelika, AL 36801 randyprice.sd13@gmail.com
<b>GREG REED, R</b> District 5: Fayette, Jefferson, Tuscaloosa, Walker, Winston	726	Vice President, Preferred Medical Systems	334-261-0894	900 Hwy. 78 E., Ste. 200 #106, Jasper, AL 35502 greg.reed@alsenate.gov
<b>DAN ROBERTS, R</b> District 15: Jefferson, Shelby, Talladega	729	Businessman	334-261-0851	P.O. Box 43186, Birmingham, AL 35243 dan.roberts@alsenate.gov
<b>MALIKA SANDERS-FORTIER, D</b> District 23: Butler, Clarke, Cone- cuh, Dallas, Lowndes, Marengo, Perry, Washington, Wilcox	738	Attorney	334-261-0860	Selma, AL 36702 malika.sanders-fortier@alsenate.gov
<b>CLAY SCOFIELD, R</b> District 9: Blount, DeKalb, Madison, Marshall	731	Farmer	334-261-0876 256-582-7049	412-A Gunter Ave., Gunterville, AL 35976 clay.scofield@alsenate.gov



SENATOR/PARTY/ DISTRICT	ROOM	EMPLOYMENT	MONTGOMERY/ DISTRICT PHONE	DISTRICT ADDRESS EMAIL ADDRESS
<b>DAVID SESSIONS, R</b> District 35: Mobile	734	Co-owner, Sessions Farms	334-261-0882 251-208-5480	104 Lawrence St., Mobile, AL 36602 d.r.sessions@att.net
<b>SHAY SHELNUTT, R</b> District 17: Blount, Jefferson, St. Clair, Talladega	732	Realtor, Cahaba Real Estate	334-261-0794 205-413-9022	P.O. Box 120, Trussville, AL 35173 shaysd17@gmail.com
<b>BOBBY SINGLETON, D</b> District 24: Choctaw, Clarke, Greene, Hale, Marengo, Pickens, Sumter, Tuscaloosa	740	Consultant	334-261-0335	105 Cobb St., Greensboro, AL 36744 bsingle362@gmail.com
<b>RODGER SMITHERMAN, D</b> District 18: Jefferson	736	Attorney	334-261-0870 205-396-3213	2029 2nd Ave. N., Birmingham, AL 35203 rodger.smitherman@alsenate.gov
<b>LARRY C. STUTTS, R</b> District 6: Colbert, Franklin, Lauderdale, Lawrence, Marion	733	Physician	334-261-0862	1120 S. Jackson Hwy., Ste 104, Sheffield, AL 35660 larry.stutts@alsenate.gov
<b>J.T. "JABO" WAGGONER, R</b> District 16: Jefferson, Shelby	726	President, Birmingham Business Consultants LLC	334-261-0892 205-978-7405	P.O. Box 660609, Vestavia Hills, AL 35266 jabo.waggoner@alsenate.gov
<b>CAM WARD, R</b> District 14: Bibb, Chilton, Hale, Jefferson, Shelby	719	Executive Director, Industrial Development Board of Alabaster	334-261-0886 205-620-6610	P.O. Box 1749, Alabaster, AL 35007 cam@camward.com
<b>TOM WHATLEY, R</b> District 27: Lee, Russell, Tallapoosa	734	Attorney	334-261-0865	P.O. Box 841, Auburn, AL 36831 tom.whatley@alsenate.gov
<b>JACK WILLIAMS, R</b> District 34: Mobile	735	Cattle farmer	334-261-0829 251-649-4164	10095A Wilmer Georgetown Rd., Wilmer, AL 36587 jackwilliams55@icloud.com

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## Collegiate Composition Continued

Administrative Code, 290-3-3-.48 (<http://www.alabamaadministrativecode.state.al.us/docs/ed/index.html>). In addition, the *Praxis* for teaching and leading in Alabama may be accessed through ETS (<https://www.ets.org/praxis/al>).

It is my hope that the positive direction of the new PSEL standards will provide instructional leaders in the near future with a new skill set based on the rigor and depth of these new standards.

### References

- Council of Chief State School Officers. (2008). *Educational leadership policy standards: isllc 2008*. <http://www.wallacefoundation.org/knowledge-center/Documents/Educational-Leadership-Policy-Standards-ISLLC-2008.pdf>
- ETS Praxis. (2017). *Praxis: State Requirements*. <https://www.ets.org/praxis/states>
- National Policy Board for Educational Administration. (2015). *Professional Standards for Educational Leaders 2015*. [http://npbea.org/wp-content/uploads/2017/06/Professional-Standards-for-Educational-Leaders\\_2015.pdf](http://npbea.org/wp-content/uploads/2017/06/Professional-Standards-for-Educational-Leaders_2015.pdf)

# House of Representatives

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<b>LOUISE ALEXANDER, D</b> District 56: Jefferson	403-E	Florist	334-261-0529 205-253-3732	2301 9th Ave. N, Bessemer, AL 35022 louise.alexander@alhouse.gov
<b>WES ALLEN, R</b> District 89: Dale, Pike	427-M	Former Pike County probate judge	334-261-0593	P.O. Box 147, Troy, AL 36801 wesley.allen@alhouse.gov
<b>ALAN BAKER, R</b> District 66: Baldwin, Escambia	427-B	Former teacher	334-261-0420 251-867-0244	P.O. Box 975, Brewton, AL 36427 staterrep@co.escambia.al.us
<b>MIKE BALL, R</b> District 10: Madison	401-A	Retired, Alabama Department of Public Safety	334-261-0483 256-539-5441	105 Canterbury Cir., Madison, AL 35758 mikeball@knology.net
<b>CHRIS BLACKSHEAR, R</b> District 80: Lee, Russell	404	Senior manager, TSYS	334-261-0428	chris.blackshear@alhouse.gov
<b>BARBARA BOYD, D</b> District 32: Calhoun, Talladega	517-F	Retired educator	334-261-0556 256-741-8683	P.O. Box 2132, Anniston, AL 36202 barbara.boyd@alhouse.gov
<b>NAPOLEON BRACY JR., D</b> District 98: Mobile	539-A	Workforce outreach coordinator, Austal USA	334-261-0556 251-208-5480	104 S. Lawrence St., Mobile, AL 36602 napoleon.bracy@alhouse.gov
<b>CHIP BROWN, R</b> District 105: Mobile	524-E	CEO, security training firm	334-261-0447	Hollingers Island, AL 36582
<b>K.L. BROWN, R</b> District 40: Calhoun	423	Owner, K.L. Brown Funeral Home	334-261-0496 256-435-7042	911 Public Safety Dr., Jacksonville, AL 36265 klbrown@cableone.net
<b>JIM CARNs, R</b> District 48: Jefferson, Shelby	403-A	Businessman	334-261-0429 205-967-3571	P.O. Box 43797, Birmingham, AL 35243 jwcarns@gmail.com
<b>PRINCE CHESTNUT, D</b> District 67: Dallas, Perry	537-E	Attorney	334-261-0598 334-261-0500	P.O. Box 628, Selma, AL 36702 prince.chestnut@alhouse.gov
<b>ADLINE CLARKE, D</b> District 97: Mobile	540-B	Business owner	334-261-0549 251-377-9990	P.O. Box 40758, Mobile, AL 36640 adline.clarke@alhouse.gov
<b>STEVE CLOUSE, R</b> District 93: Dale, Houston	410-D	Clouse Marketing Co.	334-261-0488 334-774-7384	P.O. Box 818, Ozark, AL 36361-0818 steve.clouse@alhouse.gov
<b>MERIKA COLEMAN-EVANS, D</b> District 57: Jefferson	537-A	Miles College faculty	334-261-0589 205-325-5308	P.O. Box 28888, Birmingham, AL 35228 merika.coleman@alhouse.gov
<b>TERRI COLLINS, R</b> District 8: Morgan	427-A	Owner, TLC Solutions	334-261-0472 256-227-0360	P.O. Box 21, Decatur, AL 35602 terri@terricollins.org
<b>DANNY CRAWFORD, R</b> District 5: Limestone	434	Crop insurance contractor	334-261-0516 256-656-1224	110 College St., Ste. E-4, Athens, AL 35611 danny.crawford@alhouse.gov
<b>ANTHONY DANIELS, D</b> District 53: Madison	428	COO, Premiere Dental	334-261-0522	P.O. Box 18711, Huntsville, AL 35801 anthony.daniels@alhouse.gov
<b>WILL DISMUKES, R</b> District 88: Autauga, Elmore	526-E	Owner, Custom Floor Covering	334-261-0499	Prattville, AL 36068 will.dismukes@alhouse.gov
<b>E. RICHARD DRAKE, R</b> District 45: Jefferson, Shelby	432	Retired, U.S. Air Force	334-261-0527 205-699-7392	7049 Briarwood Ln., Leeds, AL 35094 dickiedrake45@gmail.com



REPRESENTATIVE/PARTY/ DISTRICT	ROOM	EMPLOYMENT	MONTGOMERY/ DISTRICT PHONE	DISTRICT ADDRESS EMAIL ADDRESS
<b>BARBARA DRUMMOND, D</b> District 103: Mobile	529	Owner, B-Inspired Marketing and Consulting Inc.	334-261-0564 251-471-5015	1266 Horton Dr., Mobile, AL 36605 drummondbarbara@att.net
<b>BRETT EASTERBROOK, R</b> District 65: Choctaw, Clarke, Marengo, Washington	526-D	Farmer; Finance, Outokumpu Stainless Steel	334-261-0402	Fruitdale, AL 36539
<b>CORLEY ELLIS, R</b> District 41: Shelby	404	Owner, Ellis Properties	334-261-0560	P.O. Box 1177, Columbiana, AL 35051 corley.ellis@alhouse.gov
<b>CHRISTOPHER ENGLAND, D</b> District 70: Tuscaloosa	539-B	Associate city attorney, Tuscaloosa	334-261-0503 205-535-4859	1681 Ozier Dr., Tuscaloosa, AL 35405 cjengland1@gmail.com
<b>TRACY ESTES, R</b> District 17: Lamar, Marion, Winston	525-C	News editor, Marion Journal Record	334-261-0434	Winfield, AL 35594 tracy.estes@alhouse.gov
<b>ALLEN FARLEY, R</b> District 15: Jefferson, Shelby	427-L	Law enforcement, retired	334-261-0474 205-960-7526	P.O. Box 516, McCalla, AL 35111 allenfarley@bellsouth.net
<b>DAVID FAULKNER, R</b> District 46: Jefferson	400-D	Partner, Christian & Small LLP	334-261-0442 205-870-9577	505 N. 20th St., Ste. 1800, Birmingham, AL 35203 david.faulkner@alhouse.gov
<b>JOE FAUST, R</b> District 94: Baldwin	426	Former insurance broker; Former Baldwin County commissioner	334-261-0409 251-990-4615	1100 Fairhope Ave., Fairhope, AL 36532 jfaust@baldwincountyal.gov
<b>BOB FINCHER, R</b> District 37: Chambers, Cleburne, Randolph	427-K	Retired educator	334-261-0538 256-449-6149	11823 County Rd. 59, Woodland, AL 36280 rsfincher77@gmail.com
<b>BERRY FORTE, D</b> District 84: Barbour, Bullock, Russell	540-D	American Buildings	334-261-0566 334-687-9985	620 Davis Ln., Eufaula, AL 36027 berry.forte@alhouse.gov
<b>MATT FRIDY, R</b> District 73: Shelby	435	Attorney, Wallis, Jordan, Ratliff & Brandt	334-261-0469 205-665-1975	1900 Spring Creek Rd., Montevallo, AL 35115 mdfridy@gmail.com
<b>DANNY GARRETT, R</b> District 44: Jefferson	401-F	CFO, Vulcan Threaded Products	334-261-0535 205-410-4637	P.O. Box 531, Trussville, AL 35173 dannygarrett44@gmail.com
<b>VICTOR GASTON, R</b> District 100: Mobile	519-G	Retired educator & timber farmer	334-261-0563 251-639-2555	1136 Hillcrest Crossing W., Mobile, AL 36695 victor.gaston@alhouse.gov
<b>JUANDALYNN GIVAN, D</b> District 60: Jefferson	528-E	Owner, Givan & Associates Law Firm	334-261-0584 205-433-6132	P.O. Box 13803, Birmingham, AL 35202 juandalynn.givan@alhouse.gov
<b>JEREMY GRAY, D</b> District 83: Lee, Russell	536-C	CEO, Elevate Your Grind	334-261-9505	Opelika, AL 36804 jeremy.gray@alhouse.gov
<b>LYNN GREER, R</b> District 2: Lauderdale, Limestone	403-C	Construction	334-261-0476 256-247-5059	P.O. Box 40, Rogersville, AL 35652 lynn.greer@alhouse.gov
<b>DEXTER GRIMSLEY, D</b> District 85: Henry, Houston	537-F	Chief Juvenile Probation Officer, Henry County	334-261-0513 334-889-0602	168 Res Dr., Newville, AL 36353 dexter.grimsley@alhouse.gov
<b>LAURA HALL, D</b> District 19: Madison	517-D	Retired educator	334-261-0517 256-859-2234	P.O. Box 3367, Huntsville, AL 35810 laura.hall@alhouse.gov
<b>TOMMY HANES, R</b> District 23: DeKalb, Jackson	427-G	Retired firefighter	334-261-0551 256-218-3090	100 Peachtree St., Scottsboro, AL 35768 tommy.hanes@alhouse.gov
<b>COREY HARBISON, R</b> District 12: Cullman	526-F	Former police officer	334-261-0578 256-385-5510	P.O. Box 472, Cullman, AL 35056 corey.harbison@alhouse.gov
<b>KIRK HATCHER, D</b> District 78: Montgomery	528-A	Teacher	334-261-0506	Montgomery, AL 36610 kirk.hatcher@alhouse.gov



REPRESENTATIVE/PARTY/ DISTRICT	ROOM	EMPLOYMENT	MONTGOMERY/ DISTRICT PHONE	DISTRICT ADDRESS EMAIL ADDRESS
<b>JIM HILL, R</b> District 50: St. Clair	419	Attorney	334-261-0494 205-629-5325	P.O. Box 310, Moody, AL 35004 jim.hill@alhouse.gov
<b>ROLANDA HOLLIS, D</b> District 58: Jefferson	536-D	Real estate broker	334-261-9520	Jefferson County, AL 35261 rolanda.hollis@alhouse.gov
<b>MIKE HOLMES, R</b> District 31: Autauga, Elmore	427-F	Agribusiness & real estate	334-261-0595 334-224-1347	67 Cabin Rd., Wetumpka, AL 36093 mike.holmes@alhouse.gov
<b>RALPH HOWARD, D</b> District 72: Bibb, Greene, Hale, Marengo, Perry, Sumter	534-A	Former Marine	334-261-0559 334-624-1887	P.O. Box 360, Greensboro, AL 36744 ralph.howard@alhouse.gov
<b>STEVE HURST, R</b> District 35: Calhoun, Clay, Coosa, Talladega	424	Employee, Georgia-Pacific Corp.	334-261-0415 256-761-1935	155 Quail Run Rd., Munford, AL 36268 steve.hurst@alhouse.gov
<b>REED INGRAM, R</b> District 75: Elmore, Montgomery	417-A	Former Montgomery County commissioner	334-261-0507 334-242-7707	2900 Eastern Blvd., Montgomery, AL 36116 reedingram75@gmail.com
<b>GIL ISBELL, R</b> District 28: Etowah	526-B	Businessman	334-261-0490 256-328-2032	604 Haralson Ave., Gadsden, AL 35901
<b>THOMAS JACKSON, D</b> District 68: Baldwin, Clarke, Conecuh, Marengo, Monroe, Washington	437-D	Upward Bound director, Alabama Southern College	334-261-0437 334-636-8119	P.O. Box 636, Thomasville, AL 36784 thomas.jackson@alhouse.gov
<b>RONALD JOHNSON, R</b> District 33: Clay, Coosa, Talladega	413-B	Partner, Medical Care Equipment Inc.	334-261-0477 256-249-9489	3770 Sylacauga-Fayette Hwy., Sylacauga, AL 35151 ronald.johnson@alhouse.gov
<b>MIKE JONES, R</b> District 92: Coffee, Covington, Escambia	519-O	Attorney	334-261-0573 334-222-0111	P.O. Box 957, Andalusia, AL 36420 mljatty@gmail.com
<b>SAM JONES, D</b> District 99: Mobile	540-C	Former mayor, Mobile	334-261-0963	Mobile, AL 36640 sam.jones@alhouse.gov
<b>JAMIE KIEL, R</b> District 18: Colbert, Franklin, Lauderdale	525-D	Owner, Kiel Equipment	334-261-0521	Russellville, AL 35653 jamie.kiel@alhouse.gov
<b>WES KITCHENS, R</b> District 27: Blount, DeKalb, Marshall	526-A	Cattle farmer; President, Arab Chamber of Commerce	334-261-0539	Arab, AL 35016 weskitchens@mclo.org
<b>KELVIN LAWRENCE, D</b> District 69: Autauga, Lowndes, Montgomery, Wilcox	430	Former mayor, Hayneville	334-261-0536 334-548-6125	50 Miller Circle, Hayneville, AL 36040 kelvinj73@gmail.com
<b>NATHANIEL LEDBETTER, R</b> District 24: DeKalb	401-G	Owner, Hometown Publications	334-261-9506 256-638-6397	P.O. Box 725, Rainsville, AL 35986 nathaniel.ledbetter@alhouse.gov
<b>PAUL LEE, R</b> District 86: Houston	410-F	Executive director, Wiregrass Rehab Center	334-261-0488 334-792-9682	304 Ashborough Cir., Dothan, AL 36301 pleed86@gmail.com
<b>CRAIG LIPSCOMB, R</b> District 30: Etowah, St. Clair	528-D	Architect	334-261-0546	Gadsden, AL 35902 craig.lipscomb@alhouse.gov
<b>JOE LOVORN, R</b> District 79: Lee	433	Firefighter; Small business owner	334-261-0540	P.O. Box 950, Auburn, AL 36831 joe.lovorn@alhouse.gov
<b>RHETT MARQUES, R</b> District 91: Coffee	527-B	Small business owner	334-261-0473	Enterprise, AL 36330 rhett.marques@alhouse.gov



REPRESENTATIVE/PARTY/ DISTRICT	ROOM	EMPLOYMENT	MONTGOMERY/ DISTRICT PHONE	DISTRICT ADDRESS EMAIL ADDRESS
<b>ARTIS (A.J.) MCCAMPBELL, D</b> District 71: Choctaw, Greene, Marengo, Pickens, Sumter, Tuscaloosa	539-F	Sales, State Farm Insurance	334-261-05477 205-652-6531	P.O. Box 1469, Livingston, AL 35470 aj.mccampbell@alhouse.gov
<b>THAD MCCLAMMY, D</b> District 76: Montgomery	534-D	Real estate broker & developer	334-261-0580 334-284-1769	858 W. South Blvd., Montgomery, AL 36105 thadmcclammy@aol.com
<b>MAC MCCUTCHEON, R</b> District 25: Limestone, Madison	519-I	Farmer; Retired from City of Huntsville	334-261-0505 256-539-5441	189 Homeplace Ln. NW, Huntsville, AL 35806 mac.mccutcheon@alhouse.gov
<b>STEPHEN MCMILLAN, R</b> District 95: Baldwin	532	McMillan & Associates	334-261-0523 251-937-0240	P.O. Box 776, Bay Minette, AL 36507 bcl07@gmail.com
<b>CHARLOTTE MEADOWS, R</b> District 74, Montgomery		LEAD Academy board chair	334-251-0500	539 Paddock Ln., Montgomery, AL 36109 charlotte.meadows@alhouse.gov
<b>ARNOLD MOONEY, R</b> District 43: Jefferson, Shelby	400-F	Commercial realtor	334-261-9512 205-222-8721	P.O. Box 382466, Birmingham, AL 35238 arnold.mooney@alhouse.gov
<b>MARY MOORE, D</b> District 59: Jefferson	539-D	Retired medical technologist	334-261-0508 205-229-9966	1622 36th Ave. N., Birmingham, AL 35207 mamoor48@bellsouth.net
<b>PARKER MOORE, R</b> District 4: Limestone, Morgan	417-E	Marketing, Encore Rehabilitation	334-261-0579	Decatur, AL 35601 parker@parkerduncanmoore.com
<b>TASHINA MORRIS, D</b> District 77: Montgomery	540-A	Nonprofit director	334-261-0597	P.O. Box 4122, Montgomery, AL 36103 tashina.morris@alhouse.gov
<b>BECKY NORDGREN, R</b> District 29: Calhoun, DeKalb, Etowah	401-D	Marketing director, Fuller Medical Co.	334-261-0432 256-328-1653	101 Cook St., Gadsden, AL 35904 rebeccasnordgren@gmail.com
<b>ED OLIVER, R</b> District 81: Chilton, Coosa, Tallapoosa	524-A	Former military pilot	334-261-0471	Dadeville, AL 36583 ed.oliver@alhouse.gov
<b>PHILLIP PETTUS, R</b> District 1: Lauderdale	400-A	Retired, Alabama State Trooper	334-261-0591 256-757-6679	771 County Rd. 144, Killen, AL 35645 phillip.pettus@alhouse.gov
<b>BILL POOLE, R</b> District 63: Tuscaloosa	514	Attorney	334-251-0524 205-614-8919	2918 7th St., Tuscaloosa, AL 35401 bill.poole@alhouse.gov
<b>CHRIS PRINGLE, R</b> District 101: Mobile	402	Realtor, Southern Timberlands; Home builder, contractor	334-261-0489 251-341-1110	4 Princess Anne Rd., Mobile, AL 36608 chris.pringle@alhouse.gov
<b>NEIL RAFFERTY, D</b> District 54: Jefferson	539-E	Program director, Birmingham Comprehensive High Impact Prevention Project	334-261-0543	Birmingham, AL 35232 reprafferty@gmail.com
<b>REX REYNOLDS, R</b> District 21: Madison	524-D	Former Huntsville Police chief	334-261-0571 256-539-5441	Madison County, AL rex.reynolds.@alhouse.gov
<b>KERRY RICH, R</b> District 26: DeKalb, Marshall	417-I	Manager, WJIA 88.5 FM	334-261-0438 256-582-0619	412-A Gunter Ave., Guntersville, AL 35976 kerryrich@mclco.org
<b>PRONCEY ROBERTSON, R</b> District 7: Franklin, Lawrence, Morgan, Winston	525-A	Police officer	334-261-0454	Mount Hope, AL 35651 proncey.robertson@alhouse.gov
<b>JOHN ROGERS, D</b> District 52: Jefferson	523-A	President, Rogers & Rogers Inc.; Director of minority affairs, UAB	334-261-0387 205-925-3522	1424 18th St. SW, Birmingham, AL 35211 jvrogers@uab.edu



REPRESENTATIVE/PARTY/ DISTRICT	ROOM	EMPLOYMENT	MONTGOMERY/ DISTRICT PHONE	DISTRICT ADDRESS EMAIL ADDRESS
<b>CONNIE ROWE, R</b> District 13: Blount, Walker	400-E	Retired Jasper police chief	334-261-0495 205-522-1659	P.O. Box 4, Jasper, AL 35502 connie.rowe@alhouse.gov
<b>HOWARD SANDERFORD, R</b> District 20: Madison	413-C	President, Computer Leasing Co. Inc.	334-261-0444 256-533-1989	P.O. Box 16023, Huntsville, AL 35802 HS1989@aol.com
<b>RODERICK HAMPTON SCOTT, D</b> District 55: Jefferson	425	Professor, Miles College	334-261-0452 205-781-0261	P.O. Box 253, Fairfield, AL 35064 rodhscott@gmail.com
<b>CHRIS SELLS, R</b> District 90: Butler, Coffee, Conecuh, Crenshaw	401-C	Founder, Sells Medical Equipment	334-261-0568 334-371-9304	1609 E. Commerce St., Greenville, AL 36037 csea@centurytel.net
<b>GINNY SHAVER, R</b> District 39: Calhoun, Cherokee, Cleburne, DeKalb	527-D	Assistant city clerk, Gadsden	334-261-0413	Leesburg, AL 35983 ginny.shaver@alhouse.gov
<b>RANDALL SHEDD, R</b> District 11: Blount, Cullman, Marshall, Morgan	427-E	Retired director, Cullman County Commission on Aging	334-261-0530 256-531-6641	1461 Welcome Rd., Cullman, AL 35058 randall.shedd@alhouse.gov
<b>HARRY SHIVER, R</b> District 64: Baldwin, Monroe	427-I	Retired teacher	334-261-0445 251-937-1391	55550 State Hwy. 59 N, Stockton, AL 36579 harryshiver@aol.com
<b>MATT SIMPSON, R</b> District 96: Baldwin, Mobile	524-C	Assistant district attorney, Baldwin County	334-261-0424	P.O. Box 1791, Daphne, AL 36526 matt.simpson@alhouse.gov
<b>VAN SMITH, R</b> District 42, Autauga, Chilton	531	Former Autauga County commissioner	334-261-0459	van.smith@alhouse.gov
<b>ANDREW SORRELL, R</b> District 3: Colbert, Lauderdale, Lawrence	522-A	Small business owner	334-261-0435	Muscle Shoals, AL 35662 andrew.sorrell@alhouse.gov
<b>JEFF SORRELLS, R</b> District 87: Geneva, Houston	527-A	Former mayor, Hartford	334-261-0542	Hartford, AL 36344
<b>KYLE SOUTH, R</b> District 16: Fayette, Jefferson, Lamar, Tuscaloosa	410-C	General manager, West Alabama TV Cable	334-261-0482 205-932-4700	213 2nd Ave. NE, Fayette, AL 35555 ksouth@watvc.com
<b>SCOTT STADTHAGEN, R</b> District 9: Cullman, Marshall, Morgan	525-B	Owner, Hagen Homes Inc.	334-261-0436	Hartselle, AL 35640 scott.stadthagen@alhouse.gov
<b>DAVID STANDRIDGE, R</b> District 34: Blount, Marshall	403-B	Retired probate judge	334-261-0446 205-543-0647	P.O. Box 76, Hayden, AL 35079 david.standridge@alhouse.gov
<b>SHANE STRINGER, R</b> District 102: Mobile	524-B	Police chief, Satsuma	334-261-0594	Mobile County, AL
<b>RODNEY SULLIVAN, R</b> District 61: Greene, Pickens, Tuscaloosa	526-C	W.G. Sullivan Lumber Co.	334-261-0403	Northport, AL 35476 rodney.sullivan@alhouse.gov
<b>ALLEN TREADAWAY, R</b> District 51: Jefferson	417-G	Police captain, City of Birmingham	334-261-0585 205-254-1700	P.O. Box 126, Morris, AL 35116 allen.treadaway@alhouse.gov
<b>TIM WADSWORTH, R</b> District 14: Jefferson, Walker, Winston	427-C	Attorney	334-261-0554 205-712-1792	1175 Helicon Rd., Arley, AL 35541 wadsworth@centurytel.net
<b>PEBBLIN WARREN, D</b> District 82: Lee, Macon, Tallapoosa	517-B	Education administration	334-261-0541 334-727-9127	P.O. Box 1328, Tuskegee Institute, AL 36087 tiger9127@bellsouth.net



REPRESENTATIVE/PARTY/ DISTRICT	ROOM	EMPLOYMENT	MONTGOMERY/ DISTRICT PHONE	DISTRICT ADDRESS EMAIL ADDRESS
<b>APRIL WEAVER, R</b> District 49: Bibb, Chilton, Shelby	417-J	Business development director, Shelby Baptist Medical Center	334-261-0491 205-620-6610	P.O. Box 1349, Alabaster, AL 35007 april.weaver@alhouse.gov
<b>DAVID WHEELER, R</b> District 47: Jefferson	522-E	Businessman	334-261-0439	Vestavia Hills, AL 35216 david.wheeler@alhouse.gov
<b>ANDY WHITT, R</b> District 6: Limestone, Madison	522-C	Senior vice president, First National Bank	334-261-0404	Harvest, AL 35749 andy.whitt@alhouse.gov
<b>RITCHIE WHORTON, R</b> District 22: Jackson, Madison	427-J	Co-owner, All Star Pools	334-261-0553 256-218-3090	100 E. Peachtree St., Scottsboro, AL 35768 ritchiewhorton@gmail.com
<b>MARGIE WILCOX, R</b> District 104: Mobile	524-F	Small business owner	334-261-0577 251-476-7711	2101 Marchfield Dr. E., Mobile, AL 36693 margie.wilcox@alhouse.gov
<b>RICH WINGO, R</b> District 62: Tuscaloosa	400-C	Commercial developer	334-261-0481 205-972-9652	700 Montgomery Hwy., Ste. 186, Birmingham, AL 35216 rich@blackwaterresources.com
<b>DEBBIE HAMBY WOOD, R</b> District 38: Chambers, Lee	527-C	Chambers County commissioner	334-261-0532	Valley, AL 36854 debbie.wood@alhouse.gov
<b>RANDY WOOD, R</b> District 36: Calhoun, St. Clair, Talladega	417-H	Owner, Wood's Auto Body Shop	334-261-0552 256-239-9190	P.O. Box 4432, Anniston, AL 36204 rwoods36@cableone.net

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American Fidelity .....	2
Audio Enhancement .....	22
Fuel Education.....	16
Pet and Playground .....	34
PowerUpEDU .....	12
SchoolCast .....	31

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