Dear Colleagues:

As we approach the halfway point of the 2018–19 school year, my hope is the past six weeks will serve as a springboard for 2019. The holidays are a great time to reflect on what we have and to soak in all we have to be thankful for—our families, our friends, our colleagues, and our good fortune. It’s not happiness that brings us gratitude. It’s gratitude that brings us happiness.

Our three “ships”—relationships, leadership, and partnerships—continues to be front and center for everything we do. During the past six weeks, I witnessed first-hand several times how relationships, leadership, and partnerships help all of us in our call to serve and support.

At the Washington State School Board Directors’ Association Annual Conference, the Freeman School Board and I had the pleasure to partner with the Chimacum School District School, their Superintendent Rick Thompson, and student representatives to present “School Board—Superintendent Operating Principles.” It was an honor to present with and learn from the Chimacum School District team. We developed a new relationship and partnership with a great team.

Our Educational Service Districts are led by:

- ESD 101—Dr. Mike Dunn
- ESD 105—Mr. Kevin Chase
- ESD 112—Mr. Tim Merlino
- ESD 113—Dr. Dana Anderson
- ESD 114—Mr. Greg Lynch
- ESD 121—Mr. John Welch
- ESD 123—Mr. Darcy Weisner
- ESD 171—Dr. Michelle Price
- ESD 189—Mr. Larry Francois

Having experienced support from the ESDs as a teacher, coach, administrator, and superintendent, and seeing first-hand the relationships, leadership, and partnerships we all have with our ESDs, we are thankful for their commitment to serve and support our students across the state. ESDs are great partners and provide valuable and meaningful services and support.

It’s an honor to serve you as your WASA President. I am thankful for each and every WASA colleague and our connections with our Educational Service Districts.

Happy New Year and let’s make 2019 a great year!

Sincerely,
Randy Russell
WASA Board Minutes in Brief—December 5, 2018

The Board approved the following:

- Consent Calendar (WASA September 2018 Financials; Conference Financials; October 8, 2018, Board Meeting Minutes; and November 2018 Membership Report.)

Information items included:

- Status Report of the WASA 2018–19 Goals, Actions Steps, and Tasks
- Local Funding Work Group Update
- School Day Task Force Update
- Superintendents Component Meeting Feedback
- 2019–20 WASA President-elect Nominations Requested
- Reports by WASA Assistant Executive Directors
- Reports by WASA Liaisons
- 2019 WASA Leaders Workshop Reminder

The next WASA Board of Directors meeting is February 10, 2019, in conjunction with the WASA/WSSDA/WASBO Legislative Conference at South Puget Sound Community College in Olympia.

Registration is open for the 2019 AASA National Conference on Education to be held at the Los Angeles Convention Center, February 14–16, 2019. The theme for this year’s conference is “Effective Leadership Creates Success.” The conference offers many opportunities for professional learning and breakout sessions. This year’s General Session speakers include:

- Susan Rice, Former United States National Security Advisor and Ambassador to the United Nations—A Discussion with Susan Rice and Dan Domenech.

For further information on the conference schedule, to register, or to request lodging, visit https://www4.cmrreg.com/aasa2019/.

Northwest Reception

(Held in conjunction with the AASA National Conference on Education)

Friday, February 15, 2019
JW Marriott Los Angeles L.A. LIVE
Gold 4
900 W Olympic Blvd
Los Angeles, CA 90015
5–7 p.m.

Hosted by:
Alaska Council of School Administrators
Idaho Association of School Administrators
Montana Association of School Superintendents
Confederation of Oregon School Administrators
Washington Association of School Administrators

Be sure to follow us on Facebook and Twitter for information on upcoming conferences and workshops, legislative news and updates, and school news.
Just as districts around the state are asked for staff and student demographics, WASA often receives requests regarding our members’ gender, race, and ethnicity. This information is helpful when specific invitations are made for members to serve on committees, task forces, or workgroups. In addition, we are also asked for a mix of geographic area (east/west) and/or size of district (small to large) as needed. Please take a moment to update your membership profile to assist us in appropriately responding to the requests we receive. Go to WASA’s website at www.wasa-oly.org to log in/My WASA Profile/Update. You may also upload a photograph onto your profile.

**Upcoming Awards & Scholarships**

**Dr. Howard M. Coble Scholarship for Under-Represented Educational Leaders**
Designed to assist talented, under-represented educators to pursue graduate studies that prepare for central office leadership positions.

*Application Process:* February 19–April 1, 2019

**Doyle E. Winter Scholarship for Administrative Leadership in Education**
Designed to assist talented and committed educational administrators as they enhance those skills and abilities needed to serve as educational leaders in the field of K–12 public education.

*Application Process:* March 1–April 25, 2019

**PEMCO Robert J. Handy Most Effective Administrator Awards**

One highly effective superintendent, central office administrator, or building administrator will be selected from a small district (up to 500 students), medium-sized district (501–2,000 students), and large district (over 2,000 students).

*Application Process:* January 16–March 21, 2019

**WASA HONORARY AWARDS**

**State Awards**
The state awards include the Golden Gavel, Barbara Mertens Legacy, Service to WASA, and WASA Leadership.

*Application Process:* March 1–May 1, 2019

**Region Awards**
These awards are handled at the region level and include the Award of Merit, WASA Student Achievement Leadership, Twenty-Year, Retirement, and Community Leadership.

*Application Process:* March 1–May 2019 (deadlines vary by region)

**Superintendent of the Year**
The Superintendent of the Year program is designed to recognize the outstanding leadership of active, frontline superintendents.

*Application Process:* May 1–October 1, 2019

To review the criteria for the various awards, visit the WASA website at http://bit.ly/2g3DV0W. More information will be included in future editions of Hotline.

**Recruitment for WASA Board of Directors’ Positions**

WASA is seeking nominations for the following Board of Directors’ leadership positions. Terms begin July 1, 2019.

1. Superintendents Component Chair-elect (3-year commitment)
2. Instructional Program Administrators Component Chair-elect (3-year commitment)
3. Special Education Chair (2-year commitment)

If you are interested in filling one of these WASA Board positions or nominating someone, please contact Joel Aune at jaune@wasa-oly.org for more information.

**Nominations Requested for 2019–20 WASA President-elect**

Steve Webb, WASA Past President, is seeking nominees for WASA President-elect for 2019–20. Nominees must presently serve as an administrator on the east side of Washington. Nominations can be made by regions, components, individuals, or by self-nomination.

The deadline to submit a nomination is Friday, January 18, 2019. The campaign will include information in several Hotlines, candidate brochures emailed to all WASA members, and candidate speeches to be given during the WASA Honorary Awards Luncheon at the 2019 WASA/AWSP Summer Conference. Electronic ballots will be emailed on Thursday, August 1, 2019. Questions and nominations may be forwarded to Dr. Steve Webb, superintendent, Vancouver Public Schools, at 360.313.1200, or by email at steven.webb@vansd.org.
### Event Calendar

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2019 WASA WINTER CONFERENCE</strong></td>
<td>January 28</td>
<td>Four Points by Sheraton Seattle Airport South</td>
</tr>
<tr>
<td><strong>2019 WASA/WSSDA/WASBO LEGISLATIVE CONFERENCE</strong></td>
<td>February 10–11</td>
<td>South Puget Sound Community College/</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Capitol Campus, Olympia</td>
</tr>
<tr>
<td></td>
<td>Register now at</td>
<td><a href="http://www.wasa-oly.org/Leg19">www.wasa-oly.org/Leg19</a></td>
</tr>
<tr>
<td><strong>2019 AASA NATIONAL CONFERENCE ON EDUCATION</strong></td>
<td>February 14–16</td>
<td>Los Angeles, CA</td>
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<tr>
<td></td>
<td>Register at</td>
<td><a href="http://ncc.aasa.org">ncc.aasa.org</a></td>
</tr>
<tr>
<td><strong>2019 ERNN REGIONAL WORKSHOP</strong></td>
<td>February 19</td>
<td>NCESD 171, Wenatchee</td>
</tr>
<tr>
<td><strong>2019 ERNN REGIONAL WORKSHOP</strong></td>
<td>February 20</td>
<td>NEWESD 101, Spokane</td>
</tr>
<tr>
<td><strong>2019 WASA MENTOR ACADEMY</strong></td>
<td>February 25</td>
<td>Four Points by Sheraton Seattle Airport South</td>
</tr>
<tr>
<td><strong>2019 WASA EARLY CAREER SUPERINTENDENT ACADEMY</strong></td>
<td>February 26</td>
<td>Four Points by Sheraton Seattle Airport South</td>
</tr>
<tr>
<td><strong>2019 ERNN REGIONAL WORKSHOP</strong></td>
<td>February 26</td>
<td>Capital Region ESD 113, Olympia</td>
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<tr>
<td><strong>2019 WASA SPRING CONFERENCE FOR SMALL SCHOOLS LEADERS</strong></td>
<td>March 4–5</td>
<td>Wenatchee Convention Center, Wenatchee</td>
</tr>
<tr>
<td></td>
<td>Register now at</td>
<td><a href="http://www.wasa-oly.org/Spring19">www.wasa-oly.org/Spring19</a></td>
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<tr>
<td><strong>2019 ERNN REGIONAL WORKSHOP</strong></td>
<td>March 19</td>
<td>ESD 105, Yakima</td>
</tr>
<tr>
<td><strong>2019 WASA SPECIAL EDUCATION DIRECTOR ACADEMY</strong></td>
<td>March 20</td>
<td>Four Points by Sheraton Seattle Airport South</td>
</tr>
<tr>
<td><strong>2019 ERNN REGIONAL WORKSHOP</strong></td>
<td>March 20</td>
<td>ESD 123, Pasco</td>
</tr>
<tr>
<td><strong>2019 ERNN REGIONAL WORKSHOP</strong></td>
<td>March 26</td>
<td>NWESD 189, Anacortes</td>
</tr>
<tr>
<td><strong>2019 WASA EARLY CAREER SUPERINTENDENT ACADEMY</strong></td>
<td>April 2</td>
<td>Zoom Meeting</td>
</tr>
<tr>
<td><strong>2019 ERNN REGIONAL WORKSHOP</strong></td>
<td>April 10</td>
<td>ESD 112, Vancouver</td>
</tr>
<tr>
<td><strong>2019 WASA SPECIAL EDUCATION DIRECTOR ACADEMY</strong></td>
<td>May 1</td>
<td>Zoom Meeting</td>
</tr>
<tr>
<td><strong>2019 WASA WOMEN IN LEADERSHIP CONFERENCE</strong></td>
<td>May 4</td>
<td>Campbell’s Resort, Chelan</td>
</tr>
<tr>
<td><strong>2019 WASA SUPERINTENDENT CONFERENCE</strong></td>
<td>May 5–7</td>
<td>Campbell’s Resort, Chelan</td>
</tr>
<tr>
<td><strong>2019 WASA/WSSDA/AWSP EQUITY CONFERENCE</strong></td>
<td>May 22</td>
<td>DoubleTree by Hilton, SeaTac</td>
</tr>
<tr>
<td><strong>2019 WASA/AWSP SUMMER CONFERENCE</strong></td>
<td>June 30–July 2</td>
<td>Spokane Convention Center, Spokane</td>
</tr>
<tr>
<td></td>
<td>Exhibitor registration opens January 16.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Registration and housing open January 22.</td>
<td></td>
</tr>
<tr>
<td><strong>2019 WASA INCOMING SUPERINTENDENT CONFERENCE</strong></td>
<td>July 22–23</td>
<td>DoubleTree by Hilton, Olympia</td>
</tr>
<tr>
<td><strong>2019 WASA/OsPi SPECIAL EDUCATION CONFERENCE</strong></td>
<td>August 1–2</td>
<td>Hotel Murano, Tacoma</td>
</tr>
<tr>
<td></td>
<td>The New Director Preconference will be held July 31.</td>
<td></td>
</tr>
<tr>
<td><strong>2019 WASA FALL CONFERENCE</strong></td>
<td>October 8</td>
<td>Four Points by Sheraton Seattle Airport South</td>
</tr>
</tbody>
</table>
Summer Conference registration and housing open January 22! The conference will be held June 30–July 2, at the Spokane Convention Center. We hope you will join us for another powerful conference.

**SPEAKERS**
Our exceptional line-up includes:
- Clint Pulver
- Principal Baruti Kafele
- Dr. John Medina
- Sonia Manzano

**REGISTRATION AND HOUSING**
Registration and housing opens January 22.

Stay tuned for more details and visit our conference website at [www.wasa-oly.org/Summer19](http://www.wasa-oly.org/Summer19).

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**REGISTER NOW!**

The annual WASA/WSSDA/WASBO Legislative Conference is an important partnership among school administrators, school board directors, and district business managers. This conference provides the opportunity to hear updates on our shared legislative priorities and the current education policy landscape.

Sunday’s program takes place in the Minnaert Center at South Puget Sound Community College. Tentative topics/presenters include:

- Education Finance and Implementation of the New System.
- Chris Reykdal, Superintendent of Public Instruction.
- Governor Jay Inslee (Invited).
- Hot Topics Briefing.

Sunday concludes with a conference reception following the Day on the Hill Regional Coordination Meetings. Attendees are encouraged to invite their legislators to attend the reception.

Monday’s Day on the Hill meetings with legislators take place on the Capitol Campus. Attendees will meet with their legislators to discuss shared priorities. WSSDA Legislative Committee members will schedule these critical meetings and the meeting schedule will be posted online mid-January.

Visit the conference website at [www.wasa-oly.org/Leg19](http://www.wasa-oly.org/Leg19).

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**with sincere appreciation to**

**WASA’S 2017–18 CORPORATE PARTNERS AND EVENT SPONSORS**

WASA is grateful to the companies that support our professional learning conferences, workshops, and specific events. During the 2017–18 year, nearly $200,000 of corporate dollars were realized to support activities serving WASA membership. Cost containment for conference expenses is critical to our members’ ability to participate. Thanks to those companies that partnered with WASA during the past year for helping make our events a huge success.

**DIAMOND LEVEL**
- BLRB Architects, P.S.
- Clear Risk Solutions
- D.A. Davidson & Company
- Hill International
- Inspirus Credit Union
- McKinstry
- PEMCO Insurance
- Piper Jaffray
- The Beresford Company
- VEBA Trust

**PLATINUM LEVEL**
- Foster Pepper PLLC
- Renaissance Learning
- WSIPC

**GOLD LEVEL**
- Chartwell’s
- Discovery Education
- OAC Services, Inc.
- Rural Education Center
- Stevens Clay
- The Flippen Group

**SILVER LEVEL**
- DLR Group
- Education Northwest
- Forecast5 Analytics, Inc.
- Kutak Rock LLP
- PresenceLearning
- ReThink Ed
- The College Board
- TransACT Communications, Inc.

**EVENT SPONSORS**
- ConnectEd
- EMS Sub Desk, an ESS Company
- McGraw-Hill Education
- NWEA
- Propel Insurance
- Saxton-Bradley, Inc.
- Seattle Pacific University
Waitsburg School District’s Breakfast at the Bell Program

Source: Jon Mishra, Superintendent, Waitsburg School District

Breakfast at the Bell coincides with Waitsburg School District’s Provision 2 program. Last year, the district applied to become a Provision 2 school, which allowed them to qualify for free breakfast for all students.

In order to maximize their goals of feeding all of their students, school start time was moved up 20 minutes. By doing this, the school district is able to cycle all of their students through in three, multi-grade level groups. This approach allows students to develop relationships through mentoring.

The goal of the Breakfast at the Bell committee is to provide monthly activities for students and staff to participate in during breakfast time. Activities are focused on Washington State social-emotional standards.

The new program is feeding breakfast to 200–230 students each day. This is over 80% of Waitsburg School District’s student population.

Want to tell your story?
Public education has never been better. WASA is looking for stories on the great learning and teaching taking place in our Washington schools. To “Tell Your Story,” please send information, pictures, materials, etc., to Tricia McCosh at pmccosh@wasa-oly.org.

Save Time & Money With e-Convene!

WASA supports district efforts to go paperless in all their meetings—board, administrative, PTA, and public communications. Leveraging the power of e-Convene, districts can share important documents with the board, staff, and public. As a seamless component of the Washington State EduPortal®, e-Convene becomes a cost-effective and convenient platform for document management. Using e-Convene for your document archival system provides secure storage, convenient searching, and easy retrieval. Advantages of going paperless include:

- No more meeting packet assembling and mailing.
- Ability to revise agenda and supporting documents in real time.
- Managing board policies.
- Keeping the board, staff, and public more informed.
- Saving staff time and the district money.
- Linking your public website to the e-Convene eliminates duplication and reduces webmaster time.

The e-Convene solution is less expensive than other common solutions and can be customized to fit your district needs. If you would like more information about this service or to schedule a webinar tour, contact Andy Wolf at 360.489.3646 or awolf@wasa-oly.org.

SIRS SALARY SURVEY TIMELINE

Release data: January 7, 2019
## Region Events—January & February

Many WASA regions conduct monthly gatherings and/or provide activity reports in conjunction with ESD meetings (not listed below).

<table>
<thead>
<tr>
<th>Region</th>
<th>President</th>
<th>Date(s)</th>
<th>Time(s)</th>
<th>Venue(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>101</td>
<td>Kyle Rydell</td>
<td>Jan. 17</td>
<td>8:30 a.m.–12 p.m.</td>
<td>NEWESD 101, Spokane</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Feb. 21</td>
<td>8:30 a.m.–12 p.m.</td>
<td></td>
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<tr>
<td>105</td>
<td>Henry Strom</td>
<td>Jan. 17</td>
<td>8–11:30 a.m.</td>
<td>Topic: Culturally Responsive Teaching, ESD 105, Yakima</td>
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<tr>
<td></td>
<td></td>
<td>Feb. 21</td>
<td>8–11:30 a.m.</td>
<td>Topic: Improvement Science—SCWIN, ESD 105, Yakima</td>
</tr>
<tr>
<td>108</td>
<td>Mark Wenzel</td>
<td>Jan. 11</td>
<td>12 p.m.</td>
<td>ESD 189, Anacortes</td>
</tr>
<tr>
<td>109</td>
<td>Ken Collins</td>
<td>Jan. 29</td>
<td>9–11 a.m.</td>
<td>General Member Meeting, Lake Stevens Educational Service Center</td>
</tr>
<tr>
<td>110</td>
<td>Rebecca Miner</td>
<td>Jan. 18</td>
<td>12–1:30 p.m.</td>
<td>General Member Meeting, PSES, Renton</td>
</tr>
<tr>
<td>111</td>
<td>John Hellwich</td>
<td>Jan. 18</td>
<td>7:30–8:30 a.m.</td>
<td>General Member Meeting, Fife School District Administrative Center Mini-Conference, Pierce County Skill Center</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Feb. 6</td>
<td>3–5:30 p.m.</td>
<td></td>
</tr>
<tr>
<td>112</td>
<td>Nathan McCann</td>
<td>Jan. 18</td>
<td>10 a.m.–12 p.m.</td>
<td>General Member Meeting, ESD 112, Vancouver</td>
</tr>
<tr>
<td>113</td>
<td>Jeff Davis</td>
<td>Jan. 23</td>
<td>9:30 a.m.–12:30 p.m.</td>
<td>Region Superintendent Meeting, Capitol Region ESD 113, Tumwater</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Feb. 27</td>
<td>8–9:30 a.m.</td>
<td>General Member Meeting, Capitol Region ESD 113, Tumwater</td>
</tr>
<tr>
<td>114</td>
<td>Aaron Leavell</td>
<td>Jan. 25</td>
<td>9 a.m.–12 p.m.</td>
<td>General Member Meeting, ESD 114, Room 202, Bremerton</td>
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<tr>
<td></td>
<td></td>
<td>Feb. 22</td>
<td>9 a.m.–12 p.m.</td>
<td>General Member Meeting, ESD 114, Room 202, Bremerton</td>
</tr>
<tr>
<td>118</td>
<td>Rebecca Miner</td>
<td>Jan. 10</td>
<td>12–3 p.m.</td>
<td>SAC Meeting, ESD 123, Pasco</td>
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<tr>
<td>119</td>
<td>John Hellwich</td>
<td>Jan. 17</td>
<td>9:30 a.m.–12 p.m.</td>
<td>General Member Meeting, Fife School District Administrative Center Mini-Conference, Pierce County Skill Center</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Feb. 21</td>
<td>9:30 a.m.–12 p.m.</td>
<td></td>
</tr>
<tr>
<td>120</td>
<td>John Hellwich</td>
<td>Jan. 25</td>
<td>9 a.m.–12 p.m.</td>
<td>General Member Meeting, ESD 120, Room 202, Bremerton</td>
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<tr>
<td></td>
<td></td>
<td>Feb. 22</td>
<td>9 a.m.–12 p.m.</td>
<td>General Member Meeting, ESD 120, Room 202, Bremerton</td>
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<tr>
<td>123</td>
<td>Wade Smith</td>
<td>Jan. 10</td>
<td>12–3 p.m.</td>
<td>SAC Meeting, ESD 123, Pasco</td>
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<tr>
<td>124</td>
<td>Steve McCullough</td>
<td>Jan. 25</td>
<td>9 a.m.–12 p.m.</td>
<td>General Member Meeting, ESD 124, Renton</td>
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<td></td>
<td></td>
<td>Feb. 22</td>
<td>9 a.m.–12 p.m.</td>
<td>General Member Meeting, ESD 124, Renton</td>
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<tr>
<td>125</td>
<td>Steve McCullough</td>
<td>Jan. 10</td>
<td>12–3 p.m.</td>
<td>SAC Meeting, ESD 125, Pasco</td>
</tr>
<tr>
<td>126</td>
<td>Steve McCullough</td>
<td>Jan. 25</td>
<td>9 a.m.–12 p.m.</td>
<td>General Member Meeting, ESD 126, Renton</td>
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<tr>
<td></td>
<td></td>
<td>Feb. 22</td>
<td>9 a.m.–12 p.m.</td>
<td>General Member Meeting, ESD 126, Renton</td>
</tr>
</tbody>
</table>

## Contact WASA

### GENERAL INFORMATION
360.943.5717 / 800.859.9272

### EXECUTIVE OFFICE
360.489.3641 / 360.352.6873 (fax)
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jau@wasa-oly.org
- Shari Parsons, Executive Assistant  
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- Rachel Paquet, Office Assistant/Receptionist  
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- Sheila Chard, Administrative Assistant  
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- Lisa Gehman, Professional Learning/Membership Assistant  
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- Tricia McCosh, Communications  
pmccosh@wasa-oly.org

### ACCOUNTING
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- Eve Johnson, Accountant  
ejohnson@wasa-oly.org

### ADMINISTRATIVE OPERATIONS
360.489.3646
- Andy Wolf, Assistant Executive Director  
avolf@wasa-oly.org

### 2018–19 WASA OFFICERS
President: Randy Russell, Freeman  
President-elect: Krestin Bahr, Eatonville  
Past President: Steve Webb, Vancouver  
Secretary: Vicki Bates, Auburn  
Treasurer: Corine Pennington, Puyallup