



## WASA News

November 2021



*The WASA News is a monthly publication that provides key information to you in a concise, quick-read format. For those who want a bit more detail, links to additional information are embedded in the text of this publication. We hope you find WASA News to be an efficient way to keep abreast of new information, emerging issues, and timely resources. Be reminded that previous issues of the WASA News can be found on our [website](#).*

*“Systemic equity exists when systems and individuals habitually operate to ensure that every student has the greatest opportunity to learn, enhanced by the resources and supports necessary to achieve competence, personal and social responsibility, and self-sufficiency for school and for life.”*

-Bradley Scott, Former Director  
South Central Collaborative for Equity

Dear WASA Leaders,

Last week, WASA launched our **Equity Initiative—Leading Deep for Equity**. Dr. Tammy Campbell was the featured presenter in four sessions at locations across the state of Washington, which focused on what equity looks like in schools and school districts. Participants had opportunity to reflect on areas of strength and areas in need of focus in their districts and schools.

In response to the essential question, “How do you know you have begun to **embed** equity into your culture?” Dr. Campbell shared the following:

- Educators are ROUTINELY talking about race, equity, and inclusion as they problem solve and create powerful learning spaces for students.
- Everyone is engaged in ongoing reading and learning about equity.
- Scholar Voice is ACTIVATED.
- Each department, school, and team has a shared vision of what equity looks like, and they are leading for it within their sphere of influence.
- Families are valued, and experience responsive support.
- The Central Office operates in coordinated and responsive ways to enact the vision and support schools.
- Student results vary little in disproportionality, and all groups are excelling both academically and social-emotionally.

Participant feedback in these regional sessions was extremely positive. We encourage you to check out the opportunities our **Equity Initiative** will afford districts during the coming year.

Whether at the initiating stage of this work in your district, or if you are looking to advance and deepen equity in your district’s culture, the Equity Cohort and/or the statewide Book Study will provide resources and networking opportunities for you and your team to lead for equity in an authentic and impactful fashion. Dr. Campbell will also be featured at our Winter Conference on December 6, **Building a Sustained Culture of Equity**.

Sincerely,

G. Joel Aune  
Executive Director

## UPCOMING EVENTS

- **Women in Leadership Complimentary Lunch and Learn—Real Women Fix Each Other's Crowns** November 3 | 12-1 p.m. Registration is now open! [Click here](#) to learn more information.
- **Stop the Spread: How to Maximize Your School's COVID-19 Contact Tracing Efforts** November 17 | 1-2:30 p.m. Register [here](#).
- **WASA/AWSP Summer Conference—Celebrating 40 Years** June 26-28 | Spokane Registration opens January 24. Click [here](#) to learn more information!

[Click here](#) to download the most recent version of the WASA event calendar.

## PACIFIC EDUCATION INSTITUTION'S ANNUAL FIELDSTEM CELEBRATION

Each year, PEI's Annual FieldSTEM Celebration acknowledges amazing individuals and organizations who support all the work it takes to implement FieldSTEM in their schools, districts, and communities. This year, they are hosting this event in a festive online gathering.

You can join in this celebration on November 10, 4-6 p.m. to recognize the 2021 FieldSTEM honorees and register [here](#).

## FLEXIBILITY WITH TEACHER EVALUATION

Last school year, given the circumstances of the pandemic, OSPI provided relief on the minimum state-level TPEP expectations. Late last week, OSPI issued [guidance that allows for flexibility with comprehensive evaluations again this year](#).

## AMERICAN EDUCATION WEEK 2021

This year, American Education Week is November 15-19. Now, more than ever, it is important to celebrate what is public education in America. Consider telling the story by bringing attention to the great institution of public education and honoring those who are making a difference for children and young people. Visit [this link](#) for resources and ideas.



## EQUITY INITIATIVE CONTINUES WITH CASTE BOOK STUDY, COHORT, AND WINTER CONFERENCE!

Come together with other WASA members for our Winter Conference December 6, 8:30 a.m.-12:30 p.m. featuring Dr. Tammy Campbell as she shares a foundation of leading equity through a systems lens. She will use artifacts to examine the major components of effective equity actions that create a culture where diversity, equity, and inclusion take hold. To register, click [here](#).

\*If you have already signed up for the Equity Cohort with Dr. Campbell, you are registered for the WASA Winter Conference.



## SUPPORTING STUDENTS WITH ANXIETY IN THE CLASSROOM

Dr. Kendra Read and Dr. Jennifer Blossom address problematic anxiety within a school setting, including among school staff, with evidence-based strategies. This will take place virtually on November 3, 2-3 p.m. Information and registration available [here](#).



## ANCHORED IN OUR ROOTS: DECOLONIZING SELF-CARE

Katrice Thabet-Chapin and Dr. Sabine Thomas, authors of the Anchored in Our Roots (AIOR) series, will share AIOR resources that support the link between decolonizing self-care and the creation of a space focused on the practice of self-preservation.



## FINDING YOUR VOICE — THE IMPORTANCE OF LEGISLATIVE ADVOCACY

Advocacy may be new to you, but it does not have to be hard, time-consuming, or intimidating. Whether you are an advocacy novice or are experienced in the process, we urge you to join with your colleagues to learn from Dan Steele, Assistant Executive Director, Government Relations, WASA, as he shares tips, tools, and other resources to help you engage with the Legislature and effectively advocate for your schools, your students, and your staff on Friday, December 10 12-1 p.m. Registration is now open; click [here](#). Registration is complimentary for all district leaders.

The presenters will highlight the importance of reclaiming and grounding BIPOC self-care practices in indigenous roots. You can find out more [here](#) and register for this event, taking place on November 16, 10-11:30 a.m.

## TIME TO ENGAGE WITH YOUR LEGISLATORS!

Meeting with your legislators when the Legislature is not in session is the most effective way to begin and/or strengthen your relationships with them. We strongly encourage you to take the opportunity to contact them now (and often) to establish trust and credibility so they will come to you for information and advice.

As you prepare to engage with your legislators, we encourage you to use [WASA's 2022 Legislative Platform](#) to join with your colleagues across the state to advocate with one voice on critical education funding and policy issues. Additionally, the School Funding Coalition (SFC), comprised of seven of the state's education management associations, recently released its [2022 Priority Document](#) and is an additional resource to share with legislators. Aligning with one of WASA's major priorities, the SFC will be urging the Legislature to jump-start the process to phase-in updated staffing allocations in the Prototypical School Funding Model, ensuring more realistic state-funded staffing levels in our schools.

While legislative engagement by school administrators is critically important, we know that legislative advocacy may be new or uncomfortable for you. Advocacy does not have to be hard, time-consuming, or intimidating, however. To assist you in your advocacy role, we urge you to join with your colleagues at WASA's upcoming "Finding Your Voice" on how to engage with the Legislature. The one-hour webinar is December 10, 12 p.m.; [registration is now open](#) (registration is complementary; however, you must register to attend). Join with your colleagues to receive tips, tools, and resources to help you engage with the Legislature and effectively advocate for your schools, your students, and your staff. Whether you are an advocacy novice or are experienced in the process, all WASA members are invited and strongly encouraged to attend.



## WASA'S NEWEST STAFF MEMBER

We are happy to introduce a new member to the WASA family, Bella Troiani! Bella is a WSU graduate, with experience at organizations like WSU Writing



## CELEBRATING WASA AT 50

### Did you know?

WASA superintendents have been selected as finalists nine times for the National Superintendent of the Year:

1991: Jerry Hester, Spokane

1993: Brian Benzol, Edmonds



Center and Washington State Legislature. We are excited to have her positivity, technical skills, and creativity in her new role as Communications and Production Support here at WASA.

## RESOURCES

WASA has developed storehouses of resources related to the pandemic and equity. The following have been recently uploaded to our [website](#):

### COVID and Pandemic Resources

- [School Staff Self-Care During Covid](#) (Hanover Research)
- [Principal-Staff Check-Ins Discussion Guide](#) (Hanover Research)
- [Structural Supports to Promote Teacher Well-Being](#) (Ed Research)

### Equity:

- Leading Conversations
  - [Research Brief: Promising Practices for Conversations About Equity](#) (Hanover Research)
- Other Resources
  - [How Can Schools Improve Teaching About Slavery and Historical Racism?](#) (Learning for Justice)

### Other

- [Suicide Prevention Programs](#) (Hanover Research)
- [World Kindness Day is November 12](#)

### Improving School Climate (Hanover Research)

- [The Why and How of Positive School Climate](#)
- [Research Priority Brief: Improving School Connectedness](#)
- [Best Practices in K-12 SEL](#)

1996: Janet Barry, Central Kitsap  
2002: Steve Rasmussen, Franklin Pierce  
2006: Ben Soria, Yakima  
2007: Larry Nyland, Marysville  
2011: Mary Alice Heuschel, Renton  
2016: Steve Webb, Vancouver  
2021: Michelle Reid, Northshore

Two were selected National Superintendent of the Year—Janet Barry and Michelle Reid. Click [here](#) to see the entire listing of WASA Superintendents of the Year, going back to 1988.

For more about WASA's history, click [here](#).



Dr. Michelle Reid, Superintendent, Northshore SD  
2021 AASA National Superintendent of the Year



## SPONSOR SPOTLIGHT!

This month's Sponsor Spotlight features WASA's Diamond-level sponsor—D.A. Davidson. We are grateful for their unwavering support of our members and programs! Click their link to learn more about them.



[D.A. Davidson | The Strength of Advice](#)

Contact: [Jon Gores](#) or [Cory Plager](#)

## AASA CORNER

- **Revised Toolkit Available: School Safety and Crisis Planning**
- **AASA National Conference on Education** February 17–19, 2021. Registration is **open**.
- **AASA has opened applications for the 2022 Distinguished Service Awards** until December 1. Click **here** for an application.



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