



wasasa

LEADERSHIP | TRUST | ADVOCACY

WASHINGTON ASSOCIATION OF
SCHOOL ADMINISTRATORS

ANNUAL REPORT 2018–19

MISSION STATEMENT

The Washington Association of School Administrators is an organization for professional administrators that is committed to leadership:

- Leadership in providing equity and excellence in student learning.
- Leadership in developing competent, ethical, and visionary leaders by:
 - Providing member services.
 - Offering growth opportunities for leaders.
 - Promoting community and legislative support for education.

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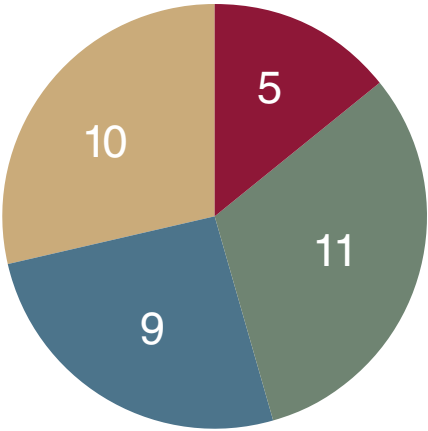
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WASA AT A GLANCE 2018–19

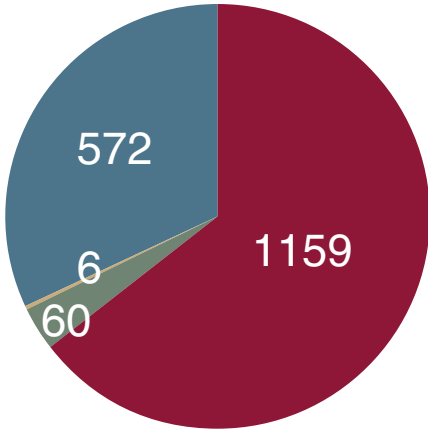
BOARD OF DIRECTORS

- Executive Officers
- Regional Representatives
- Components
- Liaisons



MEMBERSHIP

- Active
- Retired/Life
- Associate
- Student/Intern



CORPORATE PARTNERS



24
The number of professional learning opportunities provided

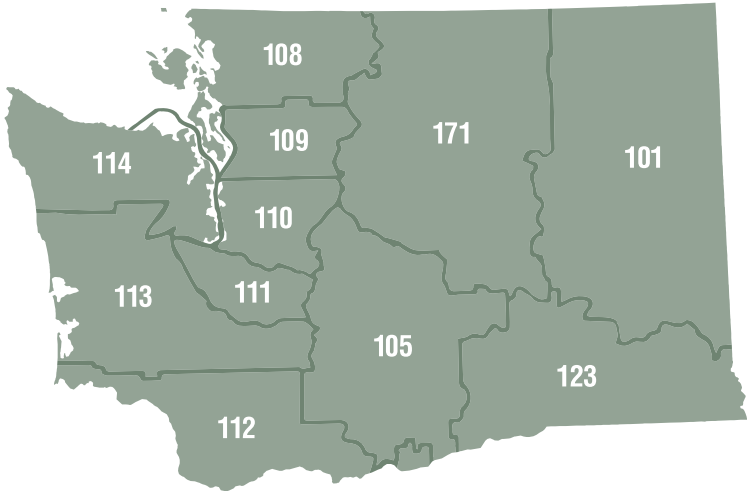
16
The number of This Week In Olympia (TWIO)'s that went out

13
The number of episodes of the WASA Legislative Report podcast



Forty-three people were recipients of WASA awards and scholarships

WASA REGIONS



COMPONENT GROUPS

BPAC • IPAC • Principals • Special Education • Superintendents

SOME OF THE SERVICES WASA ACTIVE MEMBERS BENEFITED FROM
Advice and Legal Counsel
Legal Services
Ethics Assistance
Conflict Intervention
Contract Review
Mentorships
Career Counseling
Retirement Counseling



FROM THE PRESIDENT

For WASA, it has been another exceptional year! Our focus for the 2018–19 school year was on our three “ships”—relationships, leadership, and partnerships. We know and understand that our work is challenging and rewarding. As leaders, we also recognize that our relationships, leadership,

and partnerships make a difference every day to help us support the students, staff, parents, and communities we serve.

WASA members are served by an outstanding WASA staff. Thank you to all the incredible WASA staff for their support over the year: Joel, Dan, Helene, Andy, Shari, Rachel, Sheila, Jamie, Lisa, Tricia, and Eve. Your relationships, leadership, and partnerships with us and those with whom we work closely continue to grow and develop stronger each and every year.

WASA continues to be the preeminent voice for public education in Washington. As tireless champions for all children, educators, superintendents, and public schools, WASA Executive Director Joel Aune and the WASA executive team have partnered with a number of professional education associations and agencies, legislators, and elected officials to build “Leadership, Trust, and Advocacy.” This partnership is vital to ensure we work collaboratively to support one another and most importantly, to support our students and staff.

Together, we were able to see new Executive Director Joel Aune and Executive Assistant Shari Parsons provide excellent leadership and a smooth transition in their first year. It didn’t take long for the WASA team to gel quickly. The WASA Board of Directors and Liaisons served with passion, professionalism, and a positive attitude and outlook.

As we continue to lead with courage and conviction, our work together to champion reasonable policy “fixes” is critical. Some decisions made at the legislative level have had a negative impact on school districts. We must stay vigilant in our efforts to ensure equity for all students and all school districts, and continue to emphasize for legislators to “Do No More Harm.” Every single child deserves our very best to be their advocate and their voice. WASA members take this responsibility very seriously, and we must protect the learning environment for our students, staff, and communities.

Our incoming WASA President Krestin Bahr, WASA President-elect Brian Talbott, the WASA Board of Directors, WASA Executive Director Joel Aune, and the entire WASA executive team and staff will continue to raise the bar and lead us to the next level. I’m excited for the WASA Leadership and for what lies ahead.

It has been an honor to serve as WASA President this past year. Thank you for the opportunity to lead and serve with all of you!

Sincerely,

Dr. Randy L. Russell
Superintendent, Freeman School District
WASA President 2018–19



FROM THE EXECUTIVE DIRECTOR

The 2018–19 year was filled with both challenges and opportunities for WASA and its members. Under President Randy Russell's leadership, the WASA staff engaged with members throughout the year to support their work and

steadfastly advocate for their school districts. Three strategic goals, established by President Russell and the WASA Board, provided the focus for the year:

Leadership: Cultivate transformative, equity-driven leaders to ensure each student in every school and community is college, career, and life-ready.

Trust: Develop and sustain trust to further the cause of equity and excellence in public education.

Advocacy: Champion the fundamental role of public education in an inclusive democracy.

This report captures the essence of our work during the past year. In it, you will find that last year was a productive one for WASA. The Legislature's *McCleary* solution has significantly disrupted K–12 education and was a primary driver in shaping our work as we strove to provide leadership, guidance, and support for school leaders charged with the implementation of these transformative changes.

Professional learning continues to be a focus for, and strength of, WASA. In addition to hosting several major conferences and academies last year, we expanded support for special education directors, women in leadership, and early career superintendents. Our efforts in providing professional learning that is both relevant to members and of the highest quality is critically important as we support superintendents and school district leaders currently engaged in work that has never been more complex or challenging. We appreciate the opportunity to support capacity-building among the WASA membership.

The challenges of the past year created an increased demand for member services. WASA strives to be responsive to members in need of information, counsel, advice, and support. Whether it be issues related to bargaining, budget, communications, legal matters, conflict, or a complicated problem, WASA stands ready to provide resources, assistance, advice, or a listening ear. It is our hope this assistance not only helps solve difficult problems but that WASA can also aid in building resiliency and sustaining

optimism among our members who are engaged in the important work of leading school districts.

The Legislature's *McCleary* solution has transformed the system for K–12 funding in Washington State. The immediate impact of this transformation has been disconcerting to say the least. While progress has been made with school funding, there remains a great deal of work to be done. Last year, WASA worked diligently to identify priorities of the membership, and then provide leadership to influence K–12 education policy. Our Legislative Platform provided a foundation for this effort, as we endeavored to develop and advance a common voice on a variety of legislative issues. During the past year, we also took a leadership role in collaborating with other education associations and district lobbyists to press for additional funding and much needed changes to the new system. This work will undoubtedly carry forward in the next few years as WASA continues the effort to secure full and equitable funding to meet the needs of all students and all school districts.

I look forward to working with President Krestin Bahr during the coming year to build upon the work of the past year in order to further advance WASA's strategic goals. Our team will be visible, engaged, responsive, and working to further strengthen and expand relationships with our members. We intend to support the regional leadership teams as they implement their plans for the coming year. And finally, we will continue to help you better "see around the corner" as you work to be proactive in leading your school districts into the future.

It is a distinct honor and a privilege for us to lead, serve, support, and work shoulder to shoulder with you in the effort to build great schools for children and young people. The leadership you are providing each day in your school districts is good and honorable work. We thank you for the opportunity to assist and support you in this great pursuit.

Respectfully,

Joel Aune

FINANCIAL OVERVIEW AND MEMBERSHIP REPORT

FINANCIAL OVERVIEW

WASA's financial position continues to be strong. This is due to increased participation in our professional learning programs, increased contract services to school districts, and careful control of expenses.

WASA MEMBERSHIP

Membership is more than just joining; it is engaging in the activities and leadership roles within WASA that support Washington State administrators, students, and public school education. Every member of WASA is important and valuable.

OPERATING BUDGET 2018–19: \$2,937,252

REVENUE SOURCES (BY PERCENT)

Professional Learning	21%
Contracts/Grants	31%
Dues	39%
Miscellaneous	9%

PERSONNEL EXPENDITURES (BY PERCENT)

Governance	15%
Legislative	34%
Contracts	13%
Professional Learning	38%

OBJECT EXPENDITURES (BY PERCENT)

Legal/Miscellaneous	3%
Office Expenses	17%
Contracts	5%
Personnel	49%
Board/Standing Committees/Component Groups	3%
Legislation	1%
Professional Learning	22%

2018–19 MEMBERSHIP BY MEMBER TYPE

Active	1159
Associate	60
Retired/Life	572
Student/Intern	6
Complimentary	10
Displaced	6
Total	1813

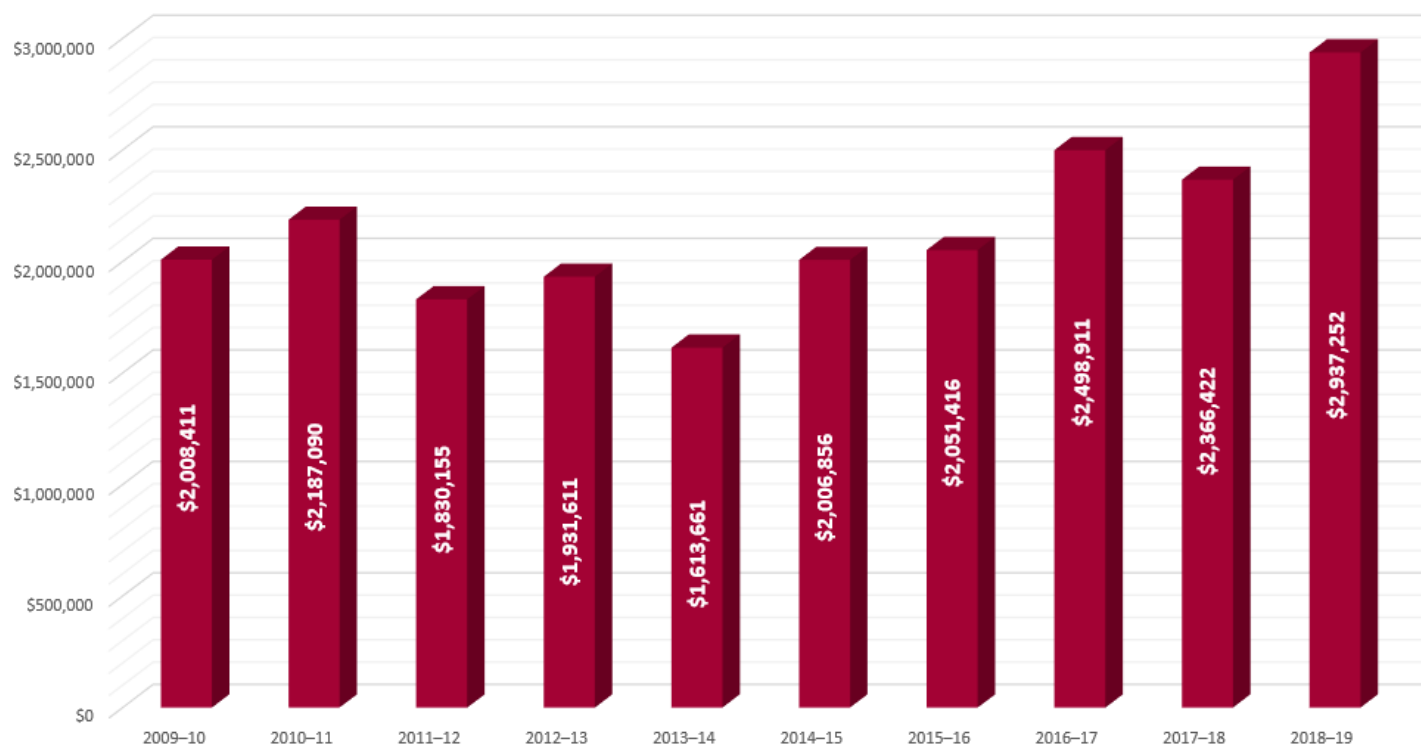
ACTIVE MEMBERSHIP BY REGION

NEWASA Region 101	110
South Central Region 105	70
SWIS Region 108	68
Sno-Isle Region 109	94
Metro Region 110	236
Pierce Country Region 111	148
Columbia River Region 112	102
Capital Region 113	113
Olympic Peninsula Region 114	70
SEWASA Region 123	86
North Central Region 171	66
Total	1163

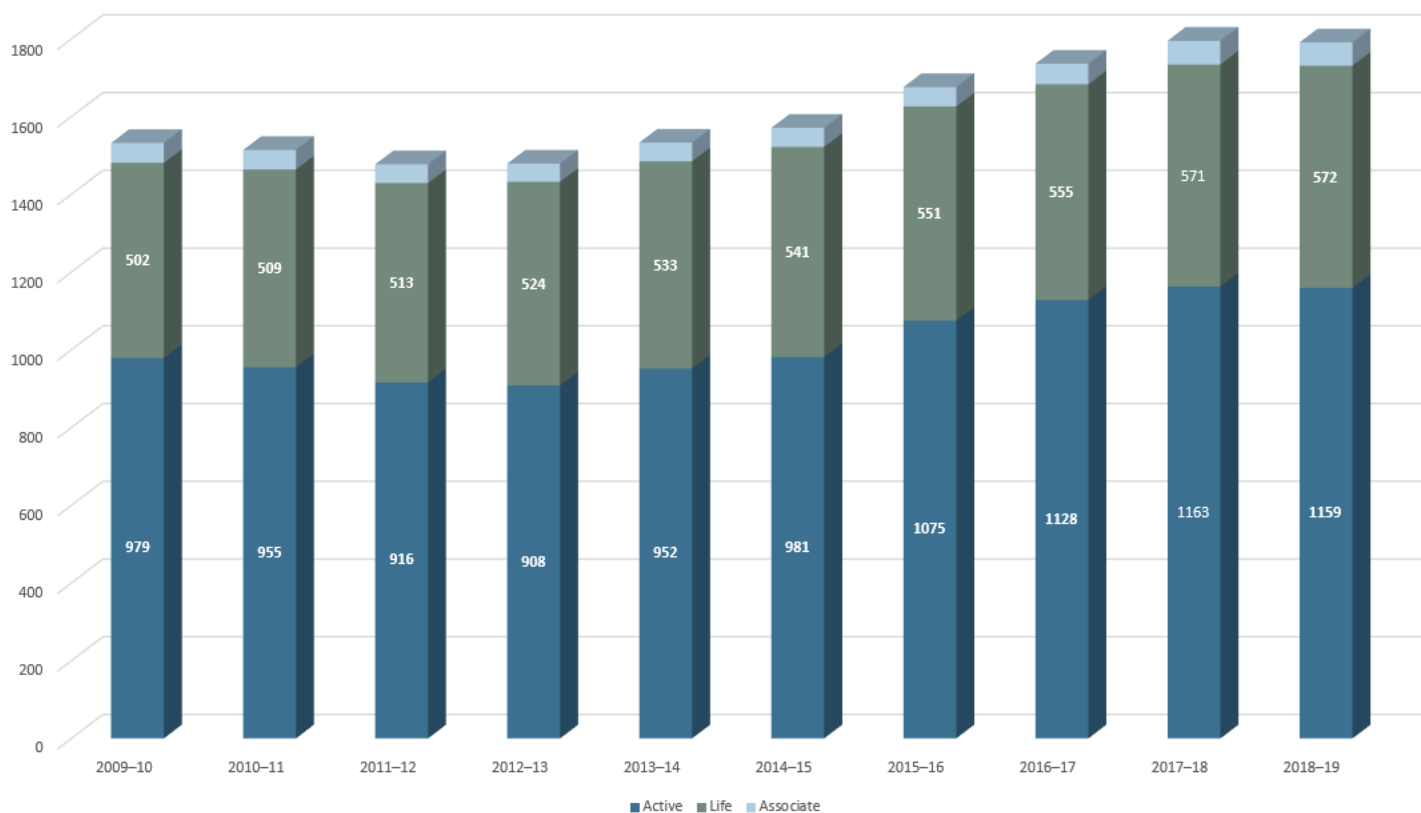
ACTIVE MEMBERSHIP BY COMPONENT

Business and Personnel Administrators	209
Instructional Program Administrators	386
Principals	47
Special Education Administrators	182
Superintendents	339

OPERATING BUDGET HISTORY



MEMBERSHIP TREND HISTORY



GOVERNMENT RELATIONS

The main focus of WASA's legislative activities in the last few years has been to push the Legislature to follow through on its commitment—and obligation—to comply with the Supreme Court's *McCleary v. State of Washington* education lawsuit ruling. The Legislature took action to address *McCleary* (EHB 2242 in 2017, and E2SSB 6362 in 2018) and succeeded in convincing the Court to purge its Contempt Order, eliminate sanctions, relinquish jurisdiction in *McCleary*, and terminate the case. Even though *McCleary* was done, administrators continued to be concerned about the state's funding of basic education—and the equity of that funding.

In 2018, WASA and many of our education association colleagues strongly advocated on behalf of necessary revisions to the original “*McCleary Solution*” (EHB 2242). Several “fixes” were adopted via E2SSB 6362; however, administrators continued to seek additional changes to the new education funding scheme in 2019. The core of WASA's 2019 Legislative Platform centered around advocacy for more equitable education investments, specifically regarding special education, levies, and Local Effort Assistance (LEA), the School Employees' Benefits Board (SEBB) insurance program, and regionalization.

While WASA and other education organizations fought hard for these necessary changes, it was an uphill battle. There was much so-called “*McCleary fatigue*” in 2018 while the case was still ongoing. With the conclusion of the case, however, legislators were even more eager to move onto issues other than K–12 education in 2019. There was much pent-up demand for issues beyond K–12 education among Democratic legislators, who retained (and increased) their majorities in both the House and Senate, and it was difficult to capture legislators' attention. Even so, we did have some success (with more work to be done).

Special education funding was high on the list of every major education association's legislative agendas and was one of the few K–12 issues that most legislators agreed needed to be addressed. Prior to session, OSPI calculated the underfunding of special education to be between \$300–\$400 million. This was a large ask, but with the heavy focus on the issue, we had high hopes of eliminating the underfunded need. That hope hit a major roadblock just prior to session, however, when State Superintendent Chris Reykdal released his 2019–21 Operating Budget request. Even though his office calculated the need at \$300–\$400 million, his request was \$87 million. Shortly after, Governor Jay Inslee unveiled his budget request and included \$89 million for special education

increases. There were multiple bills dealing with special education and several differing approaches to the issue. Ultimately, the Legislature provided \$77 million to increase the special education excess cost multiplier. Additional funding was provided to lower the threshold to access the special education safety net (\$16 million), account for projected safety net growth (\$33 million), and support professional development (\$25 million). In total, the final 2019–21 Operating Budget increased special education funding by \$151 million; however, the baseline excess cost multiplier received \$77 million, leaving an underfunded need of as much as \$323 million. WASA's 2020 Legislative Platform again includes a request for additional funding support for special education.

Amending the new levy and Local Effort Assistance policies adopted in EHB 2242 was just as complicated and controversial as expected. Multiple plans were on the table throughout session, but a final solution was not adopted until literally the 11th hour: ESSB 5313 was passed by the House and Senate around 11 p.m. on *Sine Die* night. The bill increased levy capacity, enhanced LEA, and provided for somewhat loose limits on the use of levy funds. It also includes additional reporting requirements and provides the State Auditor's Office with additional auditing authority.

Understanding that WASA members had diverse opinions on increasing levy capacity—some desperately needing additional authority, with the ability to access higher levies if authorized, with others who may have funding needs, but likely would not have the ability to collect additional revenue, even if the lid was increased—the WASA Board of Directors adopted a compromise position on the issue. Rather than sit out the fight—and be conspicuous by our absence—the Board essentially took a neutral position on additional levy capacity. The position stated that WASA would support an increase in levy authority, so long as the increase was modest in size, it included clear limits to ensure any new money is not simply bargained away, and an enhancement in LEA was provided. ESSB 5313, as adopted, provided a reasonable increase in levy authority and improved LEA. As noted above, the bill also provided for limits on the use of levy funds; however, the language was not as firm or rigorous as we advocated for. Time will tell, but it does not appear the adopted levy limits will do much to change behavior.

WASA continued to strenuously request clear, specific limits on the use of levy funds and coupled that request with advocacy to include a statutory definition of teachers'

duties and expectations. The intent would be to eliminate the continuing use of “universal TRI,” requiring additional compensation to be tied to extra time or responsibilities that are uniquely associated with a specific assignment above and beyond the tasks of all other teachers. We had some success in moving language to achieve this goal; however, we ultimately fell short (other than the loose levy limits included in ESSB 5313). This issue will be a major part of WASA’s 2020 Legislative Platform.

Stalling or stopping implementation of the new School Employee’s Benefits Board (SEBB) insurance program was not to be had. For the entire length of the session, we regularly hammered home the potentially enormous costs to local school districts in implementing SEBB—and encouraged legislators to slow this train down. This was an uphill battle in a Legislature with strong Democratic majorities in both houses, but after a full session of pushing we finally convinced some key legislators to take a closer look at the program’s costs. Ultimately, we could not achieve the center of mass necessary to stop legislators from accepting the SEBB Collective Bargaining Agreement agreed upon last fall, thereby implementing SEBB beginning on January 1, 2020. There was enough concern about SEBB, however, that legislation was adopted to delay the implementation of SEBB in our nine ESDs. The bill also requires the Health Care Authority (HCA) to study the impacts of ESD enrollment in SEBB. Further, adopted budget language requires HCA to study the potential cost savings of consolidating SEBB with the current Public Employees’ Benefits Board insurance program. While we clearly lost a major battle with the implementation of SEBB, it appears the war is not yet over. WASA’s 2020 Legislative Platform includes the advocacy for a handful of “tweaks” to the SEBB program which would not eliminate, but could at least reduce, some of the fiscal burdens on school districts.

Regionalization continues to be a thorny issue, but there was virtually no conversation about revisiting regionalization this session. The only action was in the Vancouver and Evergreen school districts. These two districts are in a unique circumstance. Part of the districts’ major housing market is in Portland (a high cost area); however, the 15-mile “proximate school district” boundary to calculate housing values stops at the Washington border and does not include Portland’s assessed valuation. Legislators were unable to come up with a solution to this regionalization quandary and instead provided a one-time bump in the districts’ Local Effort Assistance.

Beyond the discussion of funding changes due to the *McCleary* legislation, a highlight of WASA’s 2019 advocacy efforts was the support for safe and secure schools. Our focus was on prevention, strongly supporting state-funded staff allocation enhancements (via the Prototypical School Funding Model) for school nurses, psychologists, social workers, and other mental health professionals, guidance counselors, and School Resource Officers.

It was clear mental/behavioral health issues and school safety would be one of the major topics in 2019 and we argued that schools, supporting over one million students, should be a key focus area in solving the current health crisis. Legislators, of course, had other ideas. An overhaul of Western State Hospital (the subject of a major lawsuit against the state—which Washington lost) was high on the agenda, as was the discussion of enhanced community-based treatment. There was little discussion of tackling mental/behavioral health issues in the early stages—in our schools, with troubled youth.

WASA’s priority to update the Prototypical School Funding Model to specifically enhance state support for additional staffing allocations for safety-related positions was a hot topic, with multiple bills to address the issue. Superintendent Reykdal requested legislation to phase-in increased allocations for nurses, guidance counselors, and family engagement coordinators (HB 1547/SB 5465), and Governor Inslee requested legislation to phase-in increased allocations for nurses, social workers, psychologists, and guidance counselors (SB 5315). Other legislation would have provided funding for additional guidance counselors (HB 1265), Educational Staff Associates at every school to promote a safe learning environment (HB 1943), and School Resource Officers (HB 1035). HB 2084 would have overhauled the entire Prototypical School Funding Model and would have updated allocations throughout the Model. Most of these bills were heard, but none of them were adopted. And most did not move very far through the process. While we couldn’t move the needle on this issue this year, we have laid the groundwork for what will likely be one of the focal points of a long-term solution to the ongoing underfunding of K–12 education—and will be a major part of WASA’s 2020 Legislative Platform.

Perhaps the most disappointing aspect of the 2019 Session was the 2019–21 Operating Budget. As noted before, it was clear that legislators wanted to move beyond *McCleary* and beyond K–12 education; however, with the Legislature’s final compliance (supposedly) with the constitutional paramount

duty to provide for ample funding for basic education, you would think K–12 education would be a highlight of the new two-year budget. Well, that simply was not the case.

The new 2019–21 Operating Budget appropriated \$52.8 billion for state programs and services. This is an increase of almost \$8 billion over the 2017–19 Operating Budget. Of that total increase, almost \$6 billion was for Maintenance Level costs (that is, costs to continue previous expenditures, with changes (up or down) related to inflation or caseloads). Policy Level increases (that is, spending on new or expanded programs/services) in this budget total \$1.9 billion. Of that \$1.9 billion increase in discretionary spending, just over \$600 million is dedicated to K–12 education—about one-third of the total increase. Whether or not that is a significant sum is debatable; however, when you take into account that \$330 million of that \$600 million increase will go to the implementation of the SEBB insurance program (which forces damaging unfunded mandates onto school districts), the K–12 increase is less than \$300 million. \$300 million for Washington’s paramount duty—out of a \$1.9 billion increase—is horribly disappointing.

Once again, school administrators were very active during the 2019 Legislative Session. And as noted, we had some successes—much of which would not have materialized if school administrators sat on their hands, waiting for someone else to step up. We also had some losses, but in many of

those losses, we took positive steps towards future success. Much of this work has laid the groundwork for the 2020 Session, as well as the next budget session in 2021.

A number of consultants worked closely with WASA throughout the 2019 Session (and the legislative interims before and after session):

- Fred Yancey and Michael Moran (The Nexus Group) are consultants for retirement and health benefits for WASA and AWSP,
- Mitch Denning represents administrators in the Alliance for Education Associations (AEA), comprised of the Washington School Nutrition Association (WSNA) and the Washington Association of Maintenance and Operation Administrators (WAMOA), and
- Melissa Gombosky represents the Association of Educational Service Districts.

These consultants regularly kept WASA’s Legislation & Finance Committee apprised of activities through oral and written updates and provided excellent service as they operated as liaisons between WASA and the Legislature.

PROFESSIONAL LEARNING

A major focus of WASA's mission is to provide leadership in the development of competent, ethical, and visionary leaders by offering professional growth opportunities for those in, or aspiring to, district office administrative roles. Professional learning offerings are aligned with WASA's goals and actions, set by the Board and others in leadership positions. This summary focuses on conferences and academies held from July 2018 through June 2019.

WASA continues to collaborate with various organizations and agencies to mutually meet professional learning needs while keeping an eye toward leveraging resources. This past year, WASA partnered with:

- Association of Washington School Principals (AWSP).
- Employee Relations and Negotiations Network (ERNN).
- Office of Superintendent of Public Instruction (OSPI).
- Washington Association of School Business Officials (WASBO).
- Washington State ASCD (WSASCD).
- Washington State School Directors' Association (WSSDA).

With WASA's goals and actions in mind, and based upon input from members, each conference has a thoughtfully developed theme that impacts the keynote and breakout session topics.

In late July of each year, WASA conducts an Incoming Superintendent Conference. During the two days they were together, participants learned from their colleagues on topics ranging from leading with authenticity to strategic planning to fiscal management.

The WASA/OSPI Special Education Conference: *Systems. Services. Outcomes.*, held in early August, attracted over 300 special education administrators from around the state.

Based upon expressed needs by our membership, WASA held a Fall Conference that focused on legal Issues specific to matters related to human resources. This one-day conference provided an opportunity for participants to learn from a district-level attorney. This conference was so highly regarded that WASA's Winter Conference was focused on legal issues related to school district fiscal matters.

February 2019 brought significant amounts of snow and, subsequently, poor road conditions. For what was probably the first time ever, WASA, along with WSSDA and WASBO, made the decision to cancel the annual Legislative Conference. Once the decision was made, a herculean effort was taken on by WASA staff to alert every registrant of the cancellation and all potential problems were mitigated.

The WASA Spring Conference for Small Schools Leaders, held in Wenatchee, was built around the theme of *Small Schools Are a Big Deal*. Superintendents and other leaders from around the state attended, learning from and with each other, state leaders, and national keynoters.

A highly successful fourth annual conference developed for women leaders was held in early May. Over 75 current and/or aspiring women leaders, representing building and central office positions (including superintendents) from across the state, came together to learn, network, and develop systems to support each other in their respective roles.



2019 Women in Leadership attendees.

WASA's annual Superintendent Conference brought nearly 125 superintendents from around the state together for two days of learning and networking. In addition to learning from their colleagues and other statewide experts, those in attendance heard from nationally known keynote speakers around the theme of *Leadership: Rising to the Challenge*.

Partnering with WSSDA and AWSP, the third annual Equity Conference, *Equity: From the Boardroom to the Classroom*, designed for district and building leadership teams was held in mid-May. Based upon informative, powerful keynotes and breakout sessions from practitioners throughout our state, more than 450 participants had time to consider their own district's path towards equitable practices.

Over 700 building and district level administrators gathered in Spokane for the WASA/AWSP Summer Conference. The theme *Make a Difference* was addressed throughout the conference by keynoters and those who conducted concurrent sessions.



The opening keynote at the 2019 WASA/AWSP Summer Conference with Clint Pulver.

During the 2018–19 year, with support from OSPI, WASA launched the Early Career Superintendent Academy and continued the Mentor Academy. These initiatives were expressly designed to better support the mentors of incoming superintendents as well as those in their first through third year so that they are more effective leaders within their systems.

WASA was pleased to also request and receive funding from OSPI to support early career special education directors. Using a model like the one used for early career superintendents, the WASA Special Education Directors Academy was launched during the 2018–19 year. Over 30 directors in years one through three received professional learning that will help to support their success.

In existence since 2007, WASA, along with AWSP, co-sponsor the Washington State Leadership Academy (WSLA), which successfully completed another year of operations. With the addition of the 2018–19 cohort, the total number of school districts and/or Educational Service Districts participating increased to 121, serving a total of over 1,200 educators.

Throughout the year, WASA provides support to the Employee Relations & Negotiations Network (ERNN) and Washington State ASCD as they provide professional learning to educators across the state.

ADMINISTRATIVE OPERATIONS

WASA OPERATIONS

Focused on and dedicated to our members, the entire WASA team works hard to provide a wide array of quality services. Whether by phone, fax, email, Twitter, or Facebook, the WASA staff stands ready to respond to the needs of our members and our education partners.

MEMBER SERVICES

Quality service to members is our top priority. Throughout the past year, WASA actively assisted administrators with concerns regarding district policy, finance, personnel, governance, board/superintendent relations, preparation for hearings, career consulting, and employment contract analysis. WASA provides timely, technical, and administrative assistance.

The Incoming Superintendent Conference, Superintendent Mentor Program, and the Special Education Director Academy are examples of proactive member support. Members in transition receive resources and support in developing effective entry plans and tools needed to be successful in their new positions.

Every year, through a variety of professional learning programs, members are offered an opportunity to engage in the latest leadership strategies and are encouraged to network with colleagues to increase their own knowledge and expertise. These conference and program offerings are an excellent example of how the association and its members work together to support quality public education.

MANAGEMENT REVIEWS

2018–19 was another strong year for WASA Management Reviews. Several districts contacted WASA for assistance in evaluating their business practices, staffing levels, facilities, financial and program management, and student services programs. WASA offers customized studies and other services designed to meet the needs of individual districts.

WASA Management Reviews are conducted onsite by a team of expert practitioners utilizing a review of data and stakeholder perceptions to identify what is working and what needs improvement. Reviews offer specific commendations providing districts with a clear roadmap for success. WASA wishes to express our thanks to the following professionals for lending their knowledge and expertise to benefit districts across the state:

LEAD CONSULTANTS

Brian Benzel
Holly Burlingame
Harry Carthum
Cindy Duncan
Bill Jordan
Kathy Shoop

EXPERT PRACTITIONERS

Marc Bell
Jennifer Bethman
Kim Ferra
Emilie Hard
Carol Johnson
Camille Jones
Jan Lappien
Maureen Lyden
Christine Moloney
Andrea Staton
Kristi Thurston
Jennifer Trauffer
Andy Wolf
Cindy Wyborne

CONTRACT SERVICES

WASA supports a number of partner associations offering management and legislative services to enhance the benefits they offer their members. Those organizations include:

- Association of Educational Service Districts (AESD).
- Washington Association of Maintenance and Operations Administrators (WAMOA).
- Washington Association of School Business Officials (WASBO).
- Washington State Association for Supervision and Curriculum Development (WSASCD).
- School Information and Research Service (SIRS).
- Employee Relations and Negotiations Network (ERNN).
- Washington School Nutrition Association (WSNA).

THE WASHINGTON STATE EDUPORTAL® AND E-CONVENE®

In more than a decade as a statewide service, the EduPortal® document sharing network continues to provide a unique service to school and district leaders across the state. The site offers thousands of resources for leaders, including over 500 searchable collective bargaining agreements. The e-Convene® paperless meeting manager service includes support for collaboration, agenda, meeting packet, and minutes generators, saving time and expense. This product is currently saving districts thousands annually and integrates seamlessly with the district's website to share meeting and policy documents with the public. In addition to the e-Convene® meetings tools, the "table of contents generator" is designed to streamline the work of district-policy maintenance, making the hosting and updating of district policies and procedures quick and simple.

2018–19 AWARDS AND SCHOLARSHIPS

WASHINGTON STATE SUPERINTENDENT OF THE YEAR

MICHAEL NELSON, SUPERINTENDENT, ENUMCLAW SCHOOL DISTRICT

Sponsor: D.A. Davidson & Company



This program is designed to recognize the outstanding leadership of active, front-line superintendents and pay tribute to those who lead our public schools. Washington's Superintendent of the Year (SOY) automatically becomes a candidate for the AASA National Superintendent of the Year. In addition, D.A. Davidson & Company

provides \$1,000 for Washington's SOY to use towards an educational program of his or her choice.

Michael Nelson, Superintendent, Enumclaw School District, was selected 2019 Washington State Superintendent of the Year.

GALLAGHER HOWARD J. COBLE SCHOLARSHIP FOR UNDER-REPRESENTED ADMINISTRATORS

COURTNEY LEAR, MOUNT ADAMS SCHOOL DISTRICT

Sponsor: Gallagher, in partnership with the Washington School Administrators Foundation



The Gallagher Howard M. Coble Scholarship was designed to assist talented, under-represented educators to pursue graduate studies that prepare for central office leadership positions. The \$5,000 scholarship is awarded to an educator who is presently enrolled in or will begin graduate studies in educational leadership by the fall of 2019.

Dr. Howard M. Coble led the Olympia School District from 1973 to 1980. He went on to serve as executive director of the Washington Association of School Administrators until 1991. In 2011, he received the American Association of School Administrators Distinguished Service Award. Coble dedicated his life to public education, shaping policy and practices across Washington State.

The recipient of the 2019 Gallagher Howard M. Coble Scholarship is Courtney Lear, Mount Adams School District.

PIPER JAFFRAY DOYLE E. WINTER SCHOLARSHIP FOR ADMINISTRATIVE LEADERSHIP IN EDUCATION

AMY MCLAUGHLIN, DIRECTOR OF SPECIAL PROGRAMS, FINLEY SCHOOL DISTRICT

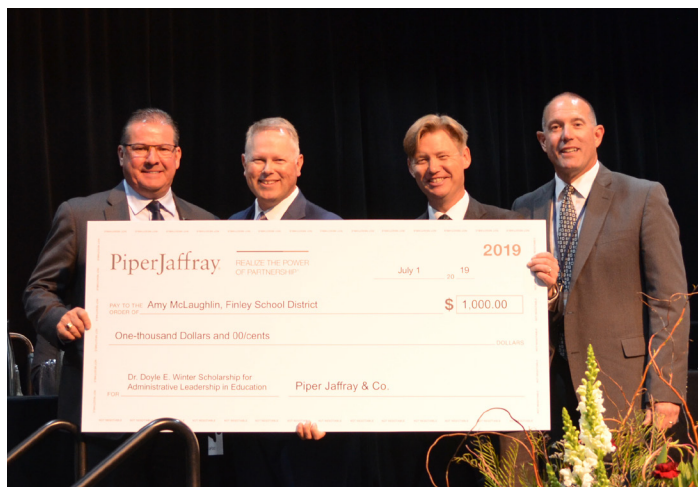
Sponsor: Piper Jaffray & Co



Established in honor of Dr. Doyle Winter, this \$1,000 scholarship is awarded to a Washington school administrator who is in or will begin a doctoral program in education in the year the award is presented. Dr. Doyle Winter, former executive director of WASA, retired in 2002 after completing 44 years of service for Washington

public schools. Dr. Winter received a national Distinguished Service Award from the American Association of School Administrators for exhibiting exemplary leadership ability and enhancing school administration throughout his career.

The recipient of the Piper Jaffray Doyle E. Winter Scholarship for 2019 is Amy McLaughlin, Director of Special Programs, Finley School District.



PEMCO ROBERT J. HANDY MOST EFFECTIVE ADMINISTRATOR AWARDS

Sponsor: PEMCO Insurance

The Handy Awards seek to recognize outstanding public-school administrators in Washington State. Robert J. Handy, the awards' namesake, founded the PEMCO Life Insurance Company. Handy was a Seattle schoolteacher during the Great Depression whose vision was to provide low-cost loans to schoolteachers. Three awards are presented each year with a \$10,000 award equally divided among the winners. The award can be used for personal or professional growth and/or support and disseminate information about a successful school or district program.

Those selected received the award for the role they play in actualizing the nine characteristics of high performing school/districts as identified by OSPI research. This year's outstanding recipients of a Robert J. Handy Most Effective Administrator Awards include:

SMALL SIZE DISTRICT

CHAD PREWITT, PRINCIPAL, DAVENPORT SCHOOL DISTRICT

MEDIUM SIZE DISTRICT

DR. KEN RUSSELL, SUPERINTENDENT, RIVERSIDE SCHOOL DISTRICT

LARGE SIZE DISTRICT

JANEL KEATING HAMBLY, SUPERINTENDENT, WHITE RIVER SCHOOL DISTRICT



STATE AWARDS

GOLDEN GAVEL AWARD

**DR. GENE SHARRATT, EXECUTIVE DIRECTOR,
OSPI/AESD NETWORK**

The Golden Gavel Award is WASA's most prestigious award and is presented to "an individual, group, association, or firm for making an outstanding contribution to public education in Washington"—a contribution that has "statewide application and is of lasting value." The recipient does not have to be a WASA member.

During Dr. Gene Sharrett's distinguished 47-year career, he has served as a teacher, principal, superintendent, and associate professor; he has led the Partnership for School Improvement, served the Washington Student Achievement Council, and is executive director of the AESD/OSPI Network. Gene's contribution to public education is significant, impactful, and lasting. Beyond his professional leadership, Gene has been a positive, inspirational role model for many who serve in public education today. Gene's legacy and impact on public education will carry on through the educational organizations he served and, more importantly, through all the lives that have been touched by his mentorship. Dr. Gene Sharratt is very deserving of the WASA Golden Gavel Award.



BARBARA MERTENS LEGACY AWARD

AMY BRAGDON, HAGAN FOUNDATION

Sponsor: D.A. Davidson & Company

The Barbara Mertens Legacy Award was established in honor of Barbara Mertens, a former assistant executive director of Government Relations at WASA, who retired in 2010. The award is presented to “an individual or group who has had a significant impact on public education in Washington—a legacy that has a lasting influence.” The person or group does not have to be a member of WASA. The award comes with a \$1,000 gift from D.A. Davidson & Company, which is awarded to a school, foundation, etc., in the awardee’s name and at his/her direction.

Barbara Mertens dedicated a good portion of her career to the authorization of a Simple Majority to pass a School Levy. Similarly, Amy Bragdon, a longtime school administrator and former State Board of Education Member, and Dr. Cornelius Hagan have dedicated their careers to ensuring every child in North East Washington, and across the state, has had the best educational opportunity possible. They have done this through dedicated careers, the formation of a foundation, and through channeling hundreds of thousands of dollars in education.



WASA LEADERSHIP AWARD

DR. RANDY RUSSELL, SUPERINTENDENT, FREEMAN SCHOOL DISTRICT

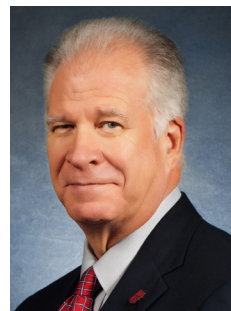
The WASA Leadership Award is given to select WASA members who “demonstrate and exemplify outstanding leadership abilities and who have made significant contributions to the field of education.”

WASA’s Leadership Award was presented to Dr. Randy Russell. Since assuming the role of Superintendent of the Freeman School District seven years ago, Dr. Russell has been actively involved in WASA at both the regional and state levels. A collaborative leader, Randy has served as President of Region 101’s Board, a number of committees, the WASA Board, and as President of WASA for 2018–19. Colleagues respect, revere, and benefit from Dr. Randy Russell’s leadership.



WASA SERVICE AWARD

MIKE COLBRESE, EXECUTIVE DIRECTOR, WIAA



The criteria for the Service to WASA Award states that “the recipient shall have contributed in an outstanding way toward the goals of WASA and shall not be a voting member of WASA.”

Mike Colbrese, twenty-six-year Executive Director of the Washington Interscholastic Activities Association

(WIAA), was presented the WASA Service Award for the impact he made in the lives of literally thousands of Washington students, many of whom are now upstanding citizens and leaders. Mike promoted the value of educational athletics, activities, and fine arts programs as the means to develop better citizens for our future. His nominator shared that Mike’s core beliefs and service matched perfectly with the goals of WASA.

REGIONAL AWARDS

AWARD OF MERIT

Region 101	Jerry McDermott, NEWESD 101
Region 105	Henry Strom, Grandview
Region 108	Dr. Jeff Drayer, Burlington-Edison
	Dr. Mark Wenzel, Anacortes
Region 109	Dr. Gary Cohn, Everett
Region 112	Doug Dearden, Trout Lake
Region 114	David McVicker, Central Kitsap
Region 171	Matt Charlton, Manson

STUDENT ACHIEVEMENT AWARD

Region 101	Dr. Tom Rockefeller, Mead
Region 105	Becky Imler, Wapato
Region 111	Dr. Jennifer Bethman, Bethel
Region 112	Bill Oman, Evergreen
Region 113	Lisa Cadero-Smith, Yelm
Region 171	Steve McCullough, Tonasket

TWENTY-YEAR AWARD

Region 101	Dr. Michael Dunn, NEWESD 101
	Douglas Matson, West Valley, Spokane
Region 112	Loy Dale, ESD 112
	Scott Fenter, Ocean Beach
	Michael Green, Woodland
	Thomas Hagley, Vancouver
	Richard Hauan, WA State Center for Deafness and Hearing Loss
	Tim Merlino, ESD 112
	Karla Schlosser, Vancouver
	Mary Beth Tack, Kelso
	Dr. Ann Varkados, Centerville/Lyle
Region 113	Dr. Pamela Farr, Shelton
Region 123	Diane Hull, Bridgeport

RETIREMENT AWARD

Region 101	Jerome McDermott, NEWESD 101
	Dr. Tom Rockefeller, Mead
Region 105	Becky Imler, Wapato
	Dr. Jack Irion, Yakima
	Duane Lyons, Naches Valley
	Gary Wargo, Cle Elum-Roslyn
Region 108	Andy Muntz, Mukilteo
Region 109	Ginnie Ayres, Monroe
	Dr. Gary Cohn, Everett
	Dr. John Gebert, Lake Stevens
	Linda Hall, Granite Falls
	Dr. Cynthia Jones, Everett
	Dr. Michael Mack, Lakewood
	Dr. Joyce Stewart, Everett
Region 112	Linda Allen, Battle Ground
	Doug Dearden, Trout Lake
	Jim Mabbott, Castle Rock
	Laurie Sundby, Battle Ground
Region 113	Mary Lou Bissett, Chehalis
	Nancy Faaren, Olympia
	Dr. Pamela Farr, Shelton
Region 114	Karst Brandsma, South Kitsap
	David McVicker, Central Kitsap
	Jeff Sweeney, North Kitsap
Region 123	Susan Bell, Touchet
	Rick Puryear, Star/Richland
	John Seaton, Paterson
	Dr. Rick Schulte, Richland
Region 171	Bill Motsenbocker, Cascade

WITH SINCERE APPRECIATION TO WASA'S 2018–19 CORPORATE PARTNERS AND EVENT SPONSORS

WASA is grateful to the companies that support our professional learning conferences, workshops, and specific events. During the past year, over \$270,000 were realized to support activities serving WASA membership thanks to our corporate partners. Cost containment for conference expenses is critical to our members' ability to participate. Thanks to those companies that partnered with WASA during the timeframe of July 2018 to June 2019 for helping to make our events a huge success!

DIAMOND LEVEL



Servicing and supplying floor coverings to over 180 Washington schools and districts for the past 50 years, Beresford considers their advocacy for public education a stewardship responsibility. Offering full customer service and no-risk carpet plans with single-source responsibility, The Beresford Company not only measures and supplies the necessary materials and labor, they take responsibility for installation and wearability. Leaving every transaction with a satisfied customer is something for which The Beresford Company strives.

The Beresford Company consistently supports various activities and keynote speakers at WASA conferences and workshops. In addition to their generous sponsorship of WASA events, the company also advocates for other education associations statewide and annually sponsors the "Washington State Teacher of the Year." The Beresford Company is a long-time supporter of WASA.

BLRB architects

BLRB Architects has specialized in K–12 facility planning and design for nearly six decades. With offices in Tacoma, Spokane, Portland, and Bend, the firm has served more than 70 distinct school district clients throughout the Pacific Northwest on projects worth more than \$3.6 billion in construction value. Committed to collaborative and inclusive planning and highly personalized facility design, BLRB works with its educational clients to maximize capital funding investment in pursuit of high performance learning environments that foster achievement, inspire creativity, and enhance excellence in both students and staff.



Clear Risk Solutions is more than just a standard insurance provider, they are an industry leader in both insurance and risk management services and solutions. Their mission is to make their services your asset by delivering customizable results that you can trust and will better equip you to succeed in an unpredictable future.



The College Board is a mission-driven not-for-profit organization that connects students to college success and opportunity. Founded in 1900, the College Board was created to expand access to higher education. Today, the membership association is made up of over 6,000 of the world's leading educational institutions and is dedicated to promoting excellence and equity in education. Each year, the College Board helps more than seven million students prepare for a successful transition to college through programs and services in college readiness and college success—including the SAT and the Advanced Placement Program. The organization also serves the education community through research and advocacy on behalf of students, educators, and schools.



The D.A. Davidson name is synonymous with education funding throughout the Pacific Northwest. They are proud to serve school districts large and small, and offer a full range of services including bond-issue planning, tax-rate management, and bond-rating assistance. D.A. Davidson's niche lies in expertise and exceptional client service.

D.A. Davidson, founded in 1935, is the largest full-service investment firm based in the Northwest. D.A. Davidson has built a solid reputation of integrity and professionalism with their full-service banking capabilities, broad distribution, experienced professionals, and a long-term approach to business. They maintain an independent, employee-owned-and-operated business environment, placing client needs at the forefront of their business decisions.



Gallagher

Since 1984, the VEBA Plan has given Washington school districts a means of providing employees with a health reimbursement arrangement (HRA), primarily for post-employment (retiree) medical premiums. The plan covers 72,000 public employees and retirees from more than 400 school districts, community and technical colleges, higher education institutions, and state agencies in Washington.

The program was founded and is governed by WASA, AWSP, and WASBO. Plan consulting, local service, and customer care are provided by Gallagher.



Hill International

Hill is a leading international construction consulting firm that provides program and project management, construction management, cost engineering and estimating, quality assurance, inspection, scheduling, claims analysis, innovative dispute resolution, and staff augmentation services. Since 1986, Hill has successfully maintained offices in Seattle, Spokane, and Portland to provide those services and others, such as pre-bond/capital levy program/project planning, long-range facility planning, fixtures, furnishings and equipment (FF&E) planning and procurement, commissioning, and retro commissioning services to our valued Washington State K–12 school districts.



Inspirus is a not-for-profit credit union that is proud to support local schools and educational programs across Washington. It all started in 1936, when math and journalism teacher Robert J. Handy, along with a few others, founded the credit union to serve teachers. Today, Inspirus continues the traditions of the credit unions' founding principles by offering more free services, lower loan rates, and better return on deposits than most big banks, and now serve all of those who are passionate about education. Together, they're donating their time, talents, and dollars to make a difference in the education community.



McKinstry is a privately held, full-service, design-build-operate-and maintain (DBOM) firm specializing in consulting, construction, energy, and facility services. The firm's innovative, integrated delivery methodology provides clients with a single point of accountability that drives waste and redundancy out of the design/build process. With over 1,900 professional staff and tradespeople throughout the United States and operations in more than 15 states, McKinstry advocates collaborative, sustainable solutions designed to ensure occupant comfort, improve systems efficiency, reduce facility operational costs, and optimize profitability "For The Life of Your Building."



OAC EDU is the region's premier education program and project management firm. OAC EDU partners with school districts by offering a full range of services, from pre-bond planning through project closeout and warranty management. OAC EDU's sole focus is school projects. They understand the dynamics of school design and construction, from the complexities of funding to the critical need to minimize disruptions to teaching and learning as your district journeys through construction projects. Since 2002, their dedicated staff has managed the planning, design, and construction of more than \$2 billion in K–12 facilities, changing the educational lives of over 500,000 students. OAC EDU understands how important schools are to our communities and focus on providing optimal delivery methodologies that enhance teaching and learning while providing state-of-the-art, energy efficient, safe, and healthy schools.



PEMCO Insurance is proud to be an official partner of WASA, providing support for superintendents at every stage of their professional development and serving as the title sponsor of the WASA Administrator of the Year awards. PEMCO was founded by a teacher in 1949 and is committed to supporting the education community.

All school employees receive a special discount on their personal home and auto insurance. PEMCO also offers umbrella and boat coverage.

Piper Jaffray®

Piper Jaffray assists local school districts with the implementation of bond sales and management of debt service funds. Piper Jaffray demonstrates how districts can manage their tax rates to stabilize the impact of taxes for levies and bonds, and helps many districts improve bond ratings.

Piper Jaffray is a leading full-service investment bank and asset management firm serving clients in the U.S. and internationally. Their proven advisory teams combine deep product and sector expertise with ready access to global capital. They are a leading underwriter and market maker of fixed-income securities in the Northwest, and a leading financial advisor to Northwest bond issuers. Piper Jaffray's expertise reaches from the smallest public finance clients to the largest institutional investors in the country. They support their public finance platform with a strong primary and secondary trading effort. Through their regional trading desks, clients have access to underwriting, sales, and trading experts who work with bond issuers to structure both taxable and tax-exempt fixed-income securities.

Piper Jaffray takes great pride in its reputation; it is the reason investors and issuers have trusted the firm since 1895.



The Washington Schools Risk Management Pool (WSRMP) is a self-funded non-profit risk pool composed solely of 93 public schools, seven ESDs, and their inter-local cooperatives. WSRMP exists in partnership with its members to provide their staff and student communities a safe and protected educational environment, while protecting member resources.

The founding of WSRMP was driven by a need for stable and strong risk management leadership, controlled by its members and able to constructively meet the unique needs for coverage and risk management services. Together, they keep over 500,000 students safe.

PLATINUM LEVEL

Foster Pepper PLLC
Renaissance Learning, Inc.
WSIPC

GOLD LEVEL

Better Lesson
Chartwells
DLR Group
Edgenuity
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ReThink Ed
Rural Education Center
Thoughtexchange

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MEMBER ACKNOWLEDGMENTS

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President	Randy Russell, Freeman
President-elect	Krestin Bahr, Eatonville
Past President	Steve Webb, Vancouver
Secretary	Vicki Bates, Auburn
Treasurer	Corine Pennington, Puyallup

REGION REPRESENTATIVES

Region 101	Kelly Shea, East Valley, Spokane
Region 105	Henry Strom, Grandview
Region 108	Jim Frey, Lynden
Region 110	Anthony Smith, Riverview
Region 111	Jeff Chamberlin, University Place
Region 112	Mike Stromme, Washougal
Region 113	John Bash, Tumwater
Region 114	David McVicker, Central Kitsap
Region 123	Wade Smith, Walla Walla
Region 171	Matt Charlton, Manson

COMPONENT REPRESENTATIVES

BPAC	Corine Pennington, Puyallup (Chair)
IPAC	Jennifer Bethman, Bethel (Chair)
	Jennifer Kindle, Selah (Chair-elect)
	Vicki Bates, Auburn (Past Chair)
Principals	Devin McLane, Mukilteo (Chair)
Special Education	Jennifer Trauffer, Tacoma (Chair)
Superintendents	Shane Backlund, Selah (Chair)
	Debra Clemens, North Thurston (Chair-elect)
	Carl Bruner, Mount Vernon (Past Chair)

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AASA	Krestin Bahr, Eatonville
	Michelle Price, NCESD 171
	Randy Russell, Freeman
	Anthony Smith, Riverview
ESDs	Michelle Price, NCESD 171
Higher Education	Marge Chow, City University
OSPI	Michaela Miller
Retirees	Rick Anthony
SBE	Ricardo Sanchez
WIAA	Kevin McKay, Sunnyside



WASA COMMITTEE CHAIRS

Honorary Awards	Jeff Drayer, Burlington-Edison
Legislation & Finance	Mike Brophy, West Valley, Yakima
Membership	Marci Shepard, Orting
Professional Learning	Brian Hart, Granger
Prof. Standards & Ethics	Sarah Thornton, Pasco
School Construction	Steve Story, Tacoma
Small Schools	Marcus Morgan, Reardan-Edwall

REGION PRESIDENTS

Region 101	Kyle Rydell, Liberty
Region 105	Henry Strom, Grandview
Region 108	Mark Wenzel, Anacortes
Region 109	Ken Collins, Lake Stevens
Region 110	Rebecca Miner, Shoreline
Region 111	John Hellwich, Peninsula
Region 112	Nathan McCann, Ridgefield
Region 113	Jeff Davis, Onalaska
Region 114	Aaron Leavell, Bremerton
Region 123	Wade Smith, Walla Walla
Region 171	Steve McCullough, Tonasket

HONORARY AWARDS COMMITTEE

Region 101	Sue Shields, West Valley, Spokane
Region 105	Shane Backlund, Selah
Region 108	Jeff Drayer, Burlington-Edison (Chair)
Region 109	Ken Collins, Lake Stevens
Region 110	Janine Thorn, PSESD 121
Region 111	Chad Honig, Bethel
Region 112	Mike Nerland, ESD 112
Region 113	Dana Anderson, ESD 113
Region 114	Susan Lathrop, ESD 114
Region 123	Susan Bell, Touchet
Region 171	John Boyd, Quincy

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Region 108	Phil Brockman, Sedro-Woolley
Region 109	Marci Larsen, Mukilteo
Region 111	Tom Seigel, Bethel
Region 112	Jeff Snell, Camas
Region 113	Cal Brodie, ESD 113
Region 114	Dana Rosenbach, North Mason Monica Hunsaker, ESD 114
Region 123	David Bond, Kennewick

Region 171	Tom Venable, Methow Valley
BPAC	Corine Pennington, Puyallup
IPAC	Jennifer Bethman, Bethel
Special Education	Jennifer Trauffer, Renton
Principals	Devin McLane, Mukilteo
Superintendents	Shane Backlund, Selah
ESDs	John Welsh, PSESD 121
Small Schools	Krestin Bahr, Eatonville
Federal Liaison	Krestin Bahr, Eatonville Michelle Price, NCESD 171 Randy Russell, Freeman Anthony Smith, Riverview
At-Large	Stephen Nielsen, Seattle Jim Kowalkowski, Davenport, Rural Education Center
WASA President	Randy Russell, Freeman

Consultants:

Pension/Health Benefits	Fred Yancy
AESD	Melissa Gombosky
AEA	Mitch Denning

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Region 108	Lance Gibbon, Oak Harbor
Region 111	Marci Shepard, Orting (Chair) Jennifer Bethman, Bethel
Region 113	Jeff Davis, Onalaska
Region 114	Karst Brandsma, South Kitsap
Region 123	Wade Smith, Walla Walla Tim Payne, College Place
Region 171	Spencer Taylor, Eastmont

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Region 112	Nathan McCann, Ridgefield
Region 113	Ellen Perconti, Mary M. Knight
Region 114	Tim Garrison, North Kitsap
Region 123	Wade Smith, Walla Walla Tim Payne, College Place
Region 171	Scott Sattler, Bridgeport

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Region 108	Laurel Browning, Burlington-Edison
Region 109	Mike Mack, Lakewood
Region 110	Ron Thiele, Issaquah
Region 111	Tim Yeomans, Puyallup
Region 112	Jerry Lewis, White Salmon Valley
Region 113	Deb Clemens, North Thurston
Region 114	Aaron Leavell, Bremerton
Region 123	Sarah Thornton, Pasco (Chair) Wade Smith, Walla Walla
Region 171	Steve McCullough, Tonasket

SCHOOL CONSTRUCTION COMMITTEE

Region 101	Marcus Morgan, Reardan-Edwall
Region 105	John Schieche, East Valley, Yakima
Region 108	Bill Nutting, Mount Vernon
Region 111	Steve Story, Tacoma (Chair)
Region 113	Lisa Grant, Mossyrock
Region 114	Gary Neal, Sequim
Region 171	Glenn Johnson, Cashmere

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Region 108	Mary Sewright, Mount Baker
Region 111	Kristin Bahr, Eatonville (Chair)
Region 112	Karen Douglass, Stevenson-Carson
Region 113	Chris Rust, Toledo
Region 114	Patricia Beathard, Brinnon
Region 123	Lance Hahn, Finley
Region 171	Tom Venable, Methow Valley

BPAC COMPONENT REPRESENTATIVES

Region 101	Linda McDermott, Spokane
Region 105	Tom Fleming, ESD 105
Region 111	Corine Pennington, Puyallup (Chair)
Region 114	Paula Bailey, Central Kitsap
Region 171	Debby Sharp, Bridgeport

IPAC COMPONENT REPRESENTATIVES

Region 101	Shauna Schmerer, Almira
Region 105	Jennifer Kindle, Selah (Chair-elect)
Region 108	K.C. Knudson, Anacortes
Region 110	Vicki Bates, Auburn (Past Chair)
Region 111	Michael Farmer, Eatonville Jennifer Bethman, Bethel (Chair)
Region 112	Chris Griffith, Ridgefield

Region 113	Andrew Eyres, ESD 113
Region 114	Shannon Thompson, South Kitsap
Region 171	Linda McKay, NCESD 171

PRINCIPALS COMPONENT REPRESENTATIVES

Region 101	Jake Dingman, Oakesdale
Region 105	Nikki Cannon, ESD 105
Region 109	Devin McLane, Mukilteo (Chair)
Region 111	Matt Yarkosky, Bethel
Region 113	Shawn Batstone, Hoods Canal
Region 114	Chad Collins, North Mason
Region 171	Roy Johnson, Okanogan

SPECIAL EDUCATION COMPONENT REPRESENTATIVES

Region 101	Mo Lyden, East Valley, Spokane
Region 105	Lori Gylling, Naches Valley
Region 108	Fran McCarthy, Anacortes
Region 110	Diana Thomas, Federal Way
Region 111	Jennifer Traufler, Renton (Chair)
Region 113	Steve Bigelow, ESD 113
Region 114	Andrew Rogers, South Kitsap
Region 123	Tracy Wilson, Pasco
Region 171	Tricia Craig, Wenatchee

SUPERINTENDENTS COMPONENT REPRESENTATIVES

Region 101	Jerry Pugh, Colfax Randy Russell, Freeman
Region 105	Shane Backlund, Selah (Chair)
Region 108	Carl Bruner, Mount Vernon (Past Chair)
Region 110	Rebecca Miner, Shoreline
Region 111	Kathi Weight, Steilacoom
Region 112	Michael Green, Woodland
Region 113	Deb Clemens, North Thurston (Chair-elect) John Hannah, Morton
Region 114	Rick Thompson, Chimacum
Region 171	Bill Motsenbocker, Cascade

WASHINGTON'S AASA REPRESENTATIVES

Governing Board	
Westside	Krestin Bahr, Eatonville Anthony Smith, Riverview
Eastside	Michelle Price, NCESD 171 Randy Russell, Freeman
Executive Committee Rep.	Michelle Price, NCESD 171

VEBA BOARD

VEBA Trustee	Tom Seigel, Bethel
VEBA Trustee	Mike Dunn, NEWESD 101

WASHINGTON STATE LEADERSHIP ACADEMY (WSLA)

SUPPORTING LEADERSHIP DEVELOPMENT TO IMPROVE STUDENT ACHIEVEMENT

The positive impact on system-wide leadership in school districts continues to be the focus of WSLA. The 2018–19 cohorts increased the number of those participating in WSLA to 121 school districts or Educational Service Districts, with over 20 districts participating multiple times. This has resulted in an impressive total of 1,267 professional educators having developed leadership skills through a uniquely designed curriculum rooted in the premise that quality school and district leadership impacts student achievement.

Thirteen districts from ESDs 105 (Yakima) and 113/114 (Olympia and Bremerton) became the eleventh cohort of the Leadership Academy. Seven district teams completing their second year from ESDs 171 (Wenatchee) and 189 (Anacortes) made up the 2018–19 roster of participants.

The researched best practices curriculum that WSLA teams focus on to build collaborative, accountable learning systems is newly updated. These best practices promote highly effective teaching and learning and are understood and practiced in every classroom and in adult interactions. Each participating team uses student data to develop a *Problem of Practice* and *Theory of Action* aimed to create sustainable aligned systems that ensure equity and high levels of learning. WSLA participants examine their district student achievement data, dig deeply into system issues that needed to be addressed, and write system improvement plans based on researched best practices.

WSLA TEAMS 2018–19

COMPLETING YEAR ONE

FROM ESD 105	FROM ESD 113/114
Kittitas	Hoquiam
Mt. Adams	North Mason
Royal	Quinault
Selah	Rainier
Mabton	Rochester
Ellensburg	Winlock
	Yelm

COMPLETING YEAR TWO

FROM ESD 171	FROM ESD 189
Oroville	Arlington
Pateros	La Conner
Tonasket	Orcas Island
Waterville	

The updated curriculum was fully implemented and included new strands aligned to clear rubrics. They are designed to support districts in their goal to create sustainable aligned systems that ensure equity and high levels of learning.

Multiple agencies and partners continue to collaborate to make the Leadership Academy successful. The WSLA skilled coaches and instructors, updated research best practices curriculum, and regionally delivered workshops are valuable resources to districts and are essential components of WSLA.



The Washington State Leadership Academy continues to be successful because of the ongoing partnership between WASA and AWSP, as well as the strong support from all nine Educational Service Districts, the Office of Superintendent of Public Instruction, the Governor's Office, state legislators, and valued advisement from the WSLA Board.

More information about the Washington State Leadership Academy can be found on the program's website at www.waleadershipacademy.org.

SCHOOL INFORMATION AND RESEARCH SERVICE (SIRS)



School Information
and Research Service

SIRS is a non-profit organization that provides data and information on school organization, administration, operation, finance, and instruction to specifically meet the needs of superintendents, central office administrators, principals, and school board members. SIRS contracts with WASA for management services. Since

2016, when Andy Wolf joined WASA as Assistant Executive Director for Administrative Operation, he has served as the SIRS Executive Director. SIRS provides member districts with *Leadership Information*, the *Legislative Handbook*, and the *SIRS Salary Survey* in addition to occasional special reports.

LEADERSHIP INFORMATION

SIRS has collaborated with the Hanover Research Institute since 2016 to provide eight electronic articles that are pertinent to the ever-changing educational landscape. In addition, Hanover provides four research articles a year that take a deeper dive into a topic specific to our state and provide greater understanding utilizing data and best practices from Washington school districts.

LEGISLATIVE HANDBOOK

The *Legislative Handbook* is an annual guide to the Washington State Legislature. It provides school administrators and professional associations with information about our state government including directories, website links and email addresses, legislative maps, and much more. The handbook is a valuable tool for participating effectively in the legislative process. It is also an excellent addition for social studies classrooms and school libraries. The handbook is available online to SIRS members and can be downloaded and distributed to staff.

SIRS SALARY SURVEY

SIRS annually compiles and publishes the *SIRS Salary Survey* report, a timely salary and benefits report of Washington's school employees, in three parts: administrators, classified personnel, and teachers. Only SIRS members can access the full online surveys, which are published in fully customizable Excel workbooks.

In recent years, we have updated the survey reports and provided video tutorials. We continue to fine-tune the survey reports to ensure they are as useful and user-friendly as possible.

To find out more about the benefits of becoming a SIRS member district, please visit www.wasa-oly.org/SIRSBenefits.

LOOKING TO THE FUTURE: WASA GOALS AND ACTION STEPS FOR 2019–20

GOAL I—LEADERSHIP

Cultivate transformative, equity-driven leaders to ensure each student in every school and community is college, career, and life-ready.

ACTION A

Recruit and retain effective leaders in all district-level positions who represent the student demographics of Washington State.

ACTION B

Provide professional learning designed to support individual and systems-level improvement.

ACTION C

Promote engagement among WASA members from all component groups in order to share knowledge, learnings, and expertise.

GOAL II—TRUST

Develop and sustain trust to further the cause of equity and excellence in public education.

ACTION A

Build strong relationships with and among WASA members and other stakeholders to develop and sustain a shared voice in support of our public schools.

ACTION B

Mobilize and provide support for WASA members, state agencies, educational organizations, and other stakeholders to provide equitable educational access for each child that eliminates opportunity and achievement gaps.

ACTION C

Communicate with a unified message among WASA members, partner organizations, and the general public regarding the value of an equitable, world-class public education.

GOAL III—ADVOCACY

Champion the fundamental role of public education in an inclusive democracy.

ACTION A

Cultivate ongoing relationships with legislators and other policymakers to influence legislation and education policy for equity of access and opportunity for each child.

ACTION B

In a unified, compelling voice, hold the Legislature accountable for providing consistent and equitable resources to school districts that will positively impact opportunities and learning of all K–12 children.

ACTION C

Actively influence federal policy to positively impact each student.