From the Executive Director

Friends and Colleagues,

Last month, our 2018–19 Annual Report was distributed to nearly 1,900 WASA members. If you’ve not already done so, I encourage you to take a few minutes to peruse the report.

The document paints a picture of WASA, encapsulates the core of our work during the past year, and effectively illustrates the spirit of the association. The Annual Report is one way in which we are accountable to the membership. In another vein, it is a kind of “primer” for WASA members to learn more about their professional association and its core tenants of Leadership, Trust, and Advocacy. Much of what we do is visible and known to WASA members. However, there may be a good deal of activity occurring behind the scenes that WASA members are not aware of. The Annual Report provides more insight into WASA’s work, focus, and identity.

In one respect, WASA is a business with revenue, expenditures, and goals to be accomplished. In another view, we are an association for school leaders. WASA provides leadership and support in a variety of ways to its members who are engaged in the work of building great schools and great school districts.

The WASA membership is comprised of superintendents, principals, and central office administrators whose focus includes business, operations, personnel, instruction, and program. Regardless of the job focus, the overarching emphasis for WASA members is the student.

WASA shares that same focus, as our ultimate responsibility as an organization is to serve the best interests of the 1.1 million students who attend this state’s public schools. We believe that our support of your work will assist you in building great systems for kids. We take seriously our role in forcefully advocating for you and for students in school communities across the entire state of Washington.

I encourage you to learn more about your professional association by reviewing the WASA Annual Report. We want to ensure that you take full advantage of the services and support we have to offer. We also hope that you will either continue your level of involvement, or initiate a higher degree of engagement in WASA. Your involvement will enhance your capabilities as an educational leader, while strengthening the association. Both of these outcomes will help build your individual and collective capacity to effectively engage in work that has never been more complex or challenging. In spite of these challenges, I have no doubt that your collective capacity will achieve great things for kids. We look forward to working with you as the 2019–20 school year continues to unfold.

Best regards,

[Signature]

Joel Aune
WASA Executive Director
Upcoming Awards & Scholarships

**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 15–March 19, 2020

**Gallagher 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, 2020

**Piper Jaffray 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:** February 28–April 23, 2020

**WASA HONORARY AWARDS**

**State Awards**

The state awards include the Golden Gavel, D.A. Davidson Barbara Mertens Legacy, Service to WASA, and WASA Leadership.

**Application Process:** March 1–May 1, 2020

**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 2020 (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, 2020

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

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**2020 AASA National Conference on Education**

Registration is now open for the 2020 AASA National Conference on Education to be held at the San Diego Convention Center, February 13–15, 2020. The theme for this year’s conference is “The Personalization of Education.” To register for the conference, visit the AASA website at ncc.aasa.org.

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**2020 School Superintendents Salary and Benefits Survey**

AASA recently released its 2019–20 Superintendent Salary and Benefits Survey, which collects data of critical importance to AASA members and serves as one of the few reliable and comprehensive data sources on the working conditions of school system leaders in the nation. AASA would like for you to make your voice heard by participating in the 2020 School Superintendent Salary and Benefits Survey.

Since 2013, when AASA began collecting data on the workforce patterns of school system leaders, AASA's reputation for analyzing the working environments of superintendents has grown. However, they could not garner this reputation without your help. To keep this work alive, and build upon the progress from previous years, please complete the survey by 11:59 p.m. Pacific Time on November 11, 2019. If you have any questions, please contact Chris Rogers at crogers@aas.org.

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Are you connected to WASA?

Be sure to follow us on Facebook and Twitter for information on upcoming conferences and workshops, legislative news and updates, and school news.
Event Calendar 2019

- **WASA Mentor Academy Session One**
  October 14 | Crowne Plaza, SeaTac

- **WASA Early Career Superintendent Academy Session One**
  October 15 | Crowne Plaza, SeaTac

- **WASA Special Education Academy Cohort I**
  October 16 | Crowne Plaza, SeaTac

- **WASA Special Education Academy Cohort II Zoom Meeting**
  December 3 | Zoom

- **WASA Early Career Superintendent Academy Zoom Meeting**
  December 11 | Zoom

Event Calendar 2020

- **WASA Winter Conference**
  January 28 | Crowne Plaza, SeaTac
  Registration opens November 13.

- **WASA/OSPI Student Scheduling for District and Building Teams**
  January 28 | Crowne Plaza, SeaTac

- **WASA Special Education Academy Cohort II**
  January 28-29 | Crowne Plaza, SeaTac

- **WASA/WSSDA/WASBO Legislative Conference and Day on the Hill**
  February 9–10 | South Puget Sound Community College and Capitol Campus
  Registration opens November 27.

- **WASA Mentor Academy Session Two**
  February 23–24 | Four Points by Sheraton Seattle Airport South

- **WASA Early Career Superintendent Academy Session Two**
  February 23–24 | Four Points by Sheraton Seattle Airport South

- **WASA Spring Conference for Small Schools Leaders**
  March 9–10 | Wenatchee Convention Center

- **WASA Special Education Academy Cohort II Zoom Meeting**
  March 17 | Zoom

- **WASA Special Education Academy Cohort I Zoom Meeting**
  March 17 | Zoom

- **WASA Early Career Superintendent Academy Zoom Meeting**
  March 25 | Zoom

- **WASA Women in Leadership Conference**
  April 25 | Campbell’s Resort, Chelan
  Registration opens February 5.

- **WASA Superintendent Conference**
  April 26–28 | Campbell’s Resort, Chelan
  Registration opens February 5.

- **WASA/AWSP/WSSDA Equity Conference**
  May 20 | DoubleTree by Hilton, SeaTac

- **WASA Early Career Superintendent Academy Zoom Meeting**
  May 20 | Zoom

- **WASA Special Education Academy Cohort II Zoom Meeting**
  May 27 | Zoom

- **WASA Special Education Academy Cohort I Zoom Meeting**
  May 27 | Zoom

- **WA State Leadership Association (WSLA) Special Education Academy Cohort II**
  May 27 | Zoom

- **WASA Special Education Academy Cohort II Zoom Meeting**
  May 27 | Zoom

- **WASA/OSPI Special Education Conference**
  July 30–31 | TBD, Tacoma

- **WASA/AWSP Summer Conference**
  June 28–30 | Spokane Convention Center
  Registration opens January 2020.

- **WASA/OSPI Special Education Conference**
  July 30–31 | TBD, Tacoma

- **WASA Women in Leadership Conference**
  April 25 | Campbell’s Resort, Chelan
  Registration opens February 5.

- **WASA Superintendent Conference**
  April 26–28 | Campbell’s Resort, Chelan
  Registration opens February 5.

- **WASA/AWSP/WSSDA Equity Conference**
  May 20 | DoubleTree by Hilton, SeaTac

- **WASA Early Career Superintendent Academy Zoom Meeting**
  May 20 | Zoom

- **WASA Special Education Academy Cohort II Zoom Meeting**
  May 27 | Zoom

- **WASA Special Education Academy Cohort I Zoom Meeting**
  May 27 | Zoom

- **WASA/WSSDA Legislative Conference and Day on the Hill**
  June 26 | Davenport Grand Hotel, Spokane

- **WASA/AWSP Summer Conference**
  June 28–30 | Spokane Convention Center
  Registration opens January 2020.

- **WASA Early Career Superintendent Academy Zoom Meeting**
  July 20–21 | TBD

- **WASA/WSSDA/WASBO Legislative Conference**
  January 28 | Crowne Plaza, SeaTac
  Registration opens November 13.

- **WASA Early Career Superintendent Academy Session Two**
  February 23–24 | Four Points by Sheraton Seattle Airport South

- **WASA Spring Conference for Small Schools Leaders**
  March 9–10 | Wenatchee Convention Center

Welcome New Members

Laura Allen, Tacoma PS
Colleen Anders, Hockinson SD
Heather Awbery, West Valley SD - Spokane
Dana Bailey, Issaquah SD
David Baker, Emerson Academy
Sara Baker, Hightline PS
John Balmer, Lake Stevens SD
Josie Bean, Central Kitsap SD
Ryan Beatty, Marysville SD
Patricia Beuke, Olympic ESD 114
Andrea Bowman, Central Kitsap SD
Diane Bradford, Mukilteo SD
Brad Brown, PSESD 121
Anne Carnell, Marysville SD
Sara Centanni, Lakewood SD
Amy Dahlberg, Pioneer SD
Monique Dayton, Centralia SD
Keila Dean, Hockinson SD
Greg Dennis, Marysville SD
Alisa DeSart, Federal Way PS
Brian Freeman, Klickitat SD
Robert Gallager, Riverview SD
Chris Granger, Blaine SD
Joli Valentino, PSESD 121
Kim Whitworth, Monroe SD
Andrea Wyatt, Marysville SD
Felisciana Peralta, PSESD 121
Meisha Robertson, Riverview SD
Jonathan Robinson, Kent SD
Amy Royster, University Place SD
Sara Siqueiros Thornburg, PSESD 121
Zach Thomas, Auburn SD
Joli Valentino, PSESD 121
Kim Whitworth, Monroe SD
Michael Williams, Kent SD
Andrea Wyatt, Marysville SD

Do you know someone who wants to join WASA? Tell them to visit online and sign up today!
West Valley High School: From Boeing Internship to AJAC Apprenticeship

Source: Mike Brophy, Superintendent, West Valley School District

This summer, Korlee Butler-Mittlieder of West Valley High School took her Core Plus Aerospace skills to the Boeing Everett Campus where she worked and lived in a five-week summer internship. During her internship she worked in drilling, riveting, and installing high-lock and lock bolts.

Korlee said the best experience was working on the complete structure of a Boeing 747. “I got to install the pressure dome of the plane by connecting the forty-eight (the back cap of the plane) and forty-six (the back-half of the plane excluding the cap). The pressure dome is incredibly important to trust me with—if the dome breaks the plane goes down.”

Korlee’s competencies while at Boeing included:

• Rivet Installation
• Drill and Debur
• Routing and Clamping
• Splice Hook-up
• Burndy block and plug hookup
• Clean for seal
• Seal fasteners

When Korlee returned to West Valley High School in Yakima, she began her AJAC (Aerospace Joint Apprenticeship Committee) apprenticeship at Magic Metals. She was able to transfer 200 hours from her Boeing internship, putting her further down the road to completing her Journeyman.

Magic Metals has Korlee working in engineering where she is apprenticing under the head engineer. She is learning how to use 3D modeling software: taking parts and rendering them, virtually assembling multiple parts together, and producing engineering plans used on the shop floor. Korlee’s art skills have made her highly effective at producing drawings needed for people on the shop floor to clearly and consistently build parts.

This week Korlee will be on the welding floor where she will learn about welding in assembly. She will be taking the skills she learned in engineering, designing and modeling parts, to following the instructions on the welding floor. The best part about Magic Metals is the culture. Everyone tells each other hello and goodbye everyday. Everyone is a team working towards the same goal. “The apprenticeship is worth it,” Korlee says. “Be on time and be motivated. This is a job where you work with other people.”

Want to Tell Your Story?

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.

PLEASE UPDATE YOUR WASA PROFILE

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.
Spotlight on a WASA Diamond-Level Sponsor:

HILL

Hill International

Planning Your School District’s Capital Improvement Bond Campaign

Education administrators and school boards looking to begin a capital bond campaign may feel overwhelmed or unsure of where to start. In the face of million-dollar construction planning in addition to the normal pressures of delivering high quality curriculum, this is understandable. But there are several ways to approach such a large undertaking more confidently. For a successful bond campaign, your goals and vision must be clearly stated at the outset. A coalition of support, including the right professionals and peers, staff, and communities, should be built early. You must assess your specific district building needs and spread any planned benefits around the entire district. Finally, the messaging to the voting community stakeholders should be factual and specifically address the support that capital improvements will provide for student success. David Zeitlin, Hill International’s Senior PK–12 Program Consultant adds, “School professionals understand the needs of their student scholars, Hill understands school capital improvement and bond campaigns.”

Hill professionals in the Washington area, such as David Zeitlin, are capable of addressing the many complex needs of school districts pursuing capital bond campaigns. They understand that districts often have widely differing needs and goals. David says: “Even though the goal of every school district is to support the learning of its students, we’re very aware that not all roads to that goal are the same. Some schools require state-of-the-art technology upgrades for their facilities, others need physical expansions to support increasing enrollment. Most districts require periodic updates to meet student safety and environmental standards.” However variant the needs of a given school district, Hill can tailor its services to support even the most ambitious of capital campaigns.

David Zeitlin and the other members of Hill’s Washington School Improvement Team have proven their capabilities on large and complex jobs, such as phase one of the Wenatchee School District’s Capital Construction Program. For this $82 million capital improvement program, Hill participated in pre-bond activities and the successful bond campaign, oversaw major construction on five schools in the district, and led phase one to its successful completion while saving several million dollars for the Phase 2 High School Capital Improvement planning phase.

Hill continues to effect success on phase two of Wenatchee’s capital program by managing a long-range planning study and facilitating the work of the Capital Improvement Committee. The 18-month study considered all aspects of long range capital improvements including twenty-first century learning environments, financial feasibility, anticipated student growth, facility condition assessments, and various operations to modernize the Wenatchee High School. Hill’s work culminated in the Committee’s recommendation of a capital campaign to the School Board.

Given the utterly priceless value of our students’ education, Hill understands how critical it is for school districts to appropriately manage their capital assets in support of that education. With that understanding, Hill proudly provides its comprehensive long-range facility planning services to PK–12 education clients in the state of Washington. For over 19 years, Hill’s multidisciplinary teams have supported projects for more than 30 school districts in Washington. The local teams draw upon institutional talent and expertise cultivated on over 10,000 international projects with a total value of $500 billion to deliver projects on time, within budget, and without surprises.

For more information about the ways in which Hill has supported the program goals of its educational clients, please visit www.hillintl.com.

UPLOAD YOUR MEMBERSHIP PHOTO!

If you haven’t already, please help us keep our membership directory up to date by taking a moment to upload your photo to your WASA member profile page. If you have questions or need assistance, please contact Tricia McCosh at pmccosh@wasa-oly.org.
### Region Events—October & November

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</th>
<th>Time</th>
<th>Event Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>101</td>
<td>Rob Roettger</td>
<td>October 17</td>
<td>8:30 a.m.–12 p.m.</td>
<td>NEWESD 101, Talbott Event Center, Spokane; Lunch and Learn Sessions, 12–1:30 p.m.</td>
</tr>
<tr>
<td>105</td>
<td>Roger Trail</td>
<td>October 17</td>
<td>8:00–11:30 a.m.</td>
<td>November 14, 8:00–11:30 a.m.</td>
</tr>
<tr>
<td>108</td>
<td>Whitney Meissner</td>
<td>November 1</td>
<td>12–1 p.m.</td>
<td>NWESD 189, Anacortes; Lunch and Learn after each Superintendent Advisory Committee Meeting</td>
</tr>
<tr>
<td>109</td>
<td>Daniel Lee</td>
<td>October 8</td>
<td>9:30–11:30 a.m.</td>
<td>Topic: Equity and Access in Our Schools, Lake Stevens District Office, Lake Stevens</td>
</tr>
<tr>
<td>109</td>
<td>Donna Colosky</td>
<td>October 18</td>
<td>12–1 p.m.</td>
<td>PSESD, Renton</td>
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<tr>
<td>110</td>
<td>Marci Shepard</td>
<td>October 18</td>
<td>7:30–8:30 a.m.</td>
<td>General Member Meeting, Topic: Levy Communications, Fife Administrative Center, Fife</td>
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<tr>
<td>112</td>
<td>Mark Ross</td>
<td>November 15</td>
<td>10 a.m.–1 p.m.</td>
<td>General Member Meeting, Topic: Legislative Forum, ESD 112, Vancouver</td>
</tr>
<tr>
<td>113</td>
<td>Jeff Davis</td>
<td>October 23</td>
<td>9:30 a.m.–12 p.m.</td>
<td>SAC Meeting, Capital Region ESD 113, PAC/GH/T Room, Tumwater</td>
</tr>
<tr>
<td>114</td>
<td>Diane Reaume</td>
<td>October 25</td>
<td>9 a.m–12 p.m.</td>
<td>SAC Meeting, ESD 114, Room 202, Bremerton</td>
</tr>
<tr>
<td>123</td>
<td>Wade Smith</td>
<td>October 10</td>
<td>12–3 p.m.</td>
<td>SAC Meeting, ESD 123, Pasco</td>
</tr>
<tr>
<td>171</td>
<td>Barry DePaoli</td>
<td>October 17</td>
<td>9:30 a.m.–2 p.m.</td>
<td>SAC Meeting, NCESD 171, Cottonwood Retreat Center, Wenatchee</td>
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</tbody>
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### Contact WASA

**General Information**
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**2019–20 WASA Officers**
- President: Krestin Bahr, Eatonville
- President-elect: Brian Talbott, Nine Mile Falls
- Past President: Randy Russell, Freeman
- Secretary: Jennifer Bethman, Bethel
- Treasurer: TBD