Dear Colleagues:

The 2019 Legislative Session is underway and during the past month many of you have been communicating with legislators. While your efforts have served to initiate essential conversations, it will be critically important to sustain and bolster your voice and presence in the days and weeks to come. As you know, there are two huge problems with the Legislature’s “McCleary Solution.” State funding for schools is not sufficient (let alone ample), and perhaps more concerning are the inequities that EHB 2242 and E2SSB 6362 have brought forth.

WASA's 2019 Legislative Platform addresses both the state's failure to amply fund basic education, and the flagrant inequities that have emerged in the aftermath of the McCleary fix. While the changes in funding were well intended, EHB 2242 and E2SSB 6362 did not get the job done. And worse, the changes have resulted in significant inequities among school districts across the entire state.

Our focus will continue to be on a handful of key priorities as outlined in our platform:

**School Safety and Security**

The prototypical funding model, upon which state funding for staffing is based, is outdated and out of step with the needs in today's schools. WASA calls for additional funding to enhance program and staffing allocations for social and behavioral services, guidance counselors, and school security.

**Special Education**

Special Education is underfunded. This issue should have been addressed last year, but legislators chose to delay action on the Special Education funding problem. School districts have no choice but to backfill the revenue shortfall with levy funds (levy funds that are decreasing, by the way). We see this as a problem that should be fully addressed without further delay.

**SEBB**

This is yet another unfunded mandate. We hear that money is tight, yet it is estimated the state must find an additional $1 billion to implement the new School Employees' Benefits Board program. Implementation of a costly new health benefits program at a time when school districts desperately need more resources for school safety, student mental and behavioral health, and Special Education is contradictory. The estimated cost of the SEBB for those positions not included in the prototypical funding model is estimated to be in excess of $300 million (a cost to be borne by the school district). While health benefits for school employees is a positive thing for students in terms of your ability to attract and retain outstanding staff, both the state and local school districts will have a difficult time paying for it. WASA's position is the current tentative agreement should not be ratified until state funding is provided to cover the program costs for all eligible employees (approximately $1.3 billion).

**Equitable Funding for Schools**

The new funding model has created problems of fairness and equity among school districts. Elimination of the Salary Allocation Model (SAM) and the staff mix factor, coupled with a flawed regionalization solution for employee compensation, created winners and losers among school districts. As we learned all too well last summer, school districts have varying capacities to address employee compensation.

continued on page 2
**Levies**

The Legislature’s change to levies is problematic, to say the least. The new system for levies further exacerbates inequities among school districts. The funding shortfalls articulated in WASA’s legislative priorities have districts now looking to pay for unfunded basic education functions with local levy money—in direct conflict with the intent of McCleary.

The position of individual WASA members on the levy is not as consistent as with the other legislative priorities. Some districts desperately need additional dollars and are confident those funds could be raised through the local levy. Other districts, also in need of additional dollars, do not have the ability to raise additional funds through the local levy. WASA supports a modest increase in the levy cap, as long as it is accompanied by equivalent increases in Local Effort Assistance (LEA). Increasing the levy cap without addressing LEA will further expand the inequities between school districts. It is also imperative that any increase in levy capacity must have well-defined fences around the money to exclude it from collective bargaining.

The topic of levies is a sensitive one for WASA, as members have different views on what should be done. At WASA, our concern centers on equity and fairness. We believe that each and every student in the State of Washington, regardless of zip code, is entitled to equal access and opportunity for success. Changes in the levy, without additional LEA, compromises our commitment to pursuing equity and access to opportunities for all children.

We must continually remind ourselves that it is the Legislature’s responsibility to fully fund Special Education and SEBB. Asking for additional levy capacity to fund the revenue shortfall in Special Education and SEBB runs contrary to McCleary. WASA’s focus is to reinforce with legislators the problems with the current levy scheme, acknowledge that some districts need more capacity for the levy, and emphasize that any solution should include safeguards to ensure that all children have equal opportunity—regardless of where they reside.

I know the membership possesses a strong awareness of WASA’s legislative priorities. The intent of this message is to reiterate the particulars contributing to the funding shortfalls you are experiencing at this time. More importantly, I wanted to remind you of the inequities that have been exacerbated with the McCleary legislation.

As you engage with legislators to share your district’s priorities, I hope that you will also maintain a consideration for the inequities that exist within the McCleary solution itself. Here at WASA, we will be working diligently to advocate for more funding for schools. We will also be steadfastly dedicated to advocating for solutions that rectify current inequities, not further exacerbate them.

Thank you for the leadership and advocacy you provide to these important conversations. As an educational leader, you are a source of credibility, wisdom, and integrity. Your advocacy for students—whether it be those residing in your school community or those across the entire state—will make a difference.

Best Regards,
Joel Aune

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**WASA’s New Podcast**

In an effort to further enhance communications related to legislative issues, WASA will be posting a short podcast from Dan Steele on a regular basis throughout the remainder of the 2019 Legislative Session. This podcast will focus on key legislative issues to keep WASA members informed of hot topics and emerging conversations in Olympia. The podcast can be accessed here: [https://wasa-oly.org/LegPodcast](https://wasa-oly.org/LegPodcast). Be sure to subscribe using your preferred podcast app.

We encourage you to continue reading TWIO to keep abreast of legislative developments and the details associated with them. At the same time, we hope the podcast will be a quick and easy way for members to stay in tune with the most pertinent issues related to schools.
Upcoming Awards & Scholarships

Dr. Howard M. Coble Scholarship for Under-Represented Educational Leaders

Designed to assist talented, under-represented educators to pursue graduate studies that prepare for central office leadership positions.

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

Doyle E. Winter Scholarship for Administrative Leadership in Education

Designed to assist talented and committed educational administrators as they enhance those skills and abilities needed to serve as educational leaders in the field of K–12 public education.

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

PEMCO Robert J. Handy Most Effective Administrator Awards

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

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

WASA HONORARY AWARDS

State Awards

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

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

Region Awards

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

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

Superintendent of the Year

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

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

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

Dr. Howard M. Coble Scholarship for Under-Represented Educational Leaders

Last year, a scholarship was created in honor of Dr. Howard M. Coble, former WASA Executive Director, to assist talented, under-represented educators to pursue graduate studies that prepare for central office leadership positions. A $5,000 scholarship will be awarded by the Washington School Administrators Foundation in partnership with WASA to an educator pursuing graduate studies in education leadership by the fall of 2019. Applications will be available beginning February 19, on the WASA website. The deadline to submit an application is April 1, 2019.

Robert J. Handy Most Effective Administrator Awards

WASA is now accepting applications for the Robert J. Handy Most Effective Administrator Awards. Three awards are presented each year to a highly effective superintendent, central office administrator, or building administrator from a small, medium, and large school district. Nominees must be active members of AWSP or WASA to be eligible. The application deadline is March 21, 2019. For further information and the application, please visit the WASA website at [http://bit.ly/2FSApGG](http://bit.ly/2FSApGG). For questions, contact Shari Parsons at sparsons@wasa-oly.org or 360.943.5717.

Recruitment for WASA Board of Directors’ Positions

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

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

If you are interested in filling one of these WASA Board positions or nominating someone, please contact Joel Aune at jaune@wasa-oly.org for more information. The deadline for candidates to submit their interest is February 22, 2019.

Don’t forget to check out the latest news happening in Olympia every Friday during session! Your copy of This Week In Olympia is waiting in your email inbox and online at [www.wasa-oly.org/twio](http://www.wasa-oly.org/twio).
Event Calendar

2019 WASA/WSSDA/WASBO LEGISLATIVE CONFERENCE
February 10–11 | South Puget Sound Community College/Capitol Campus, Olympia

2019 AASA NATIONAL CONFERENCE ON EDUCATION
February 14–16 | Los Angeles, CA
Register at nce.aasa.org.

2019 ERNN REGIONAL WORKSHOP
February 19 | NCESD 171, Wenatchee

2019 ERNN REGIONAL WORKSHOP
February 20 | NEWESD 101, Spokane

2019 WASA MENTOR ACADEMY
February 25 | Four Points by Sheraton Seattle Airport South

2019 WASA EARLY CAREER SUPERINTENDENT ACADEMY
February 26 | Four Points by Sheraton Seattle Airport South

2019 ERNN REGIONAL WORKSHOP
February 26 | Capital Region ESD 113, Olympia

2019 WASA SPRING CONFERENCE FOR SMALL SCHOOLS LEADERS
March 4–5 | Wenatchee Convention Center, Wenatchee
Conference and exhibitor registrations are open at www.wasa-oly.org/Spring19.
Register now at www.wasa-oly.org/Spring19.

2019 ERNN REGIONAL WORKSHOP
March 19 | ESD 105, Yakima

2019 WASA SPECIAL EDUCATION DIRECTOR ACADEMY
March 20 | Four Points by Sheraton Seattle Airport South

2019 ERNN REGIONAL WORKSHOP
March 20 | ESD 123, Pasco

2019 ERNN REGIONAL WORKSHOP
March 26 | NWESD 189, Anacortes

2019 WASA EARLY CAREER SUPERINTENDENT ACADEMY
April 2 | Zoom Meeting

2019 ERNN REGIONAL WORKSHOP
April 10 | ESD 112, Vancouver

2019 WASA SPECIAL EDUCATION DIRECTOR ACADEMY
May 1 | Zoom Meeting

2019 WASA WOMEN IN LEADERSHIP CONFERENCE
May 4 | Campbell’s Resort, Chelan
Registration opens February 28.

2019 WASA SUPERINTENDENT CONFERENCE
May 5–7 | Campbell’s Resort, Chelan
Registration opens February 28.

2019 WASA/WSSDA/AWSP EQUITY CONFERENCE
May 22 | DoubleTree by Hilton, SeaTac
Registration opens March 5.

2019 WASA/AWSP SUMMER CONFERENCE
June 30–July 2 | Spokane Convention Center, Spokane
Conference and exhibitor registration are open at www.wasa-oly.org/Summer19.

2019 WASA INCOMING SUPERINTENDENT CONFERENCE
July 22–23 | DoubleTree by Hilton, Olympia

2019 WASA/OSPI SPECIAL EDUCATION CONFERENCE
August 1–2 | Hotel Murano, Tacoma
The New Director Preconference will be held July 31.

2019 WASA FALL CONFERENCE
October 8 | Four Points by Sheraton Seattle Airport South

THE 2019 LEGISLATIVE SESSION GUIDE IS NOW AVAILABLE!

Engage with your legislators during this session of the 66th Washington State Legislature. Use this session guide to align your messages with WASA’s 2019 Legislative Platform and find up-to-date contact information.
Register now for the Spring Conference for Small Schools Leaders.

The WASA Spring Conference for Small Schools Leaders is designed for leaders in districts with 2,500 or fewer students. Throughout the conference, whether in general or concurrent sessions, you will hear from educational leaders on topics that are most important to you. The conference will remain focused on all the qualities and practices that make small schools a truly big deal while simultaneously not shying away from issues that are of concern to you.

KEYNOTE SPEAKERS

Dr. John Draper
National Consultant, NSPRA
Turning Negative Heat into Positive Energy

Small school districts face unique challenges and opportunities. Staff members often wear multiple hats and teachers must take on multiple subjects and duties. With limited resources and staffing, the challenge to provide or just maintain can be overwhelming. In many cases our own people undermine the changes needed and contribute, sometimes unwittingly, to maintaining a status quo that is leading to our demise. This presentation lays out a roadmap for leading effective change based on solid research. Dr. Draper translates that research into common-sense actions that will help you lead change without losing your job!

Kelly Johnston
Owner, Clarity Consulting
Hope Inspired Leadership

Hope is the leading predictor of satisfaction and happiness in life. Research across multiple sectors shows that hope is correlated to goal achievement, physical health, academic performance, and organizational productivity. Organizations with high hope leaders reach goals more often and sooner, experience higher productivity, have lower unplanned absences, and less turnover and are more resilient to burnout and stress. In this session, Kelly will provide the basics of hope theory, and how to develop both collective hope and individual hope when building your organization and utilizing hope theory in leadership.

Don't miss out! Register, view the breakout session lineup, and learn about all our speakers at www.wasa-oly.org/Spring19.

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

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

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

Northwest Reception

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

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

Hosted by:
Alaska Council of School Administrators
Idaho Association of School Administrators
Montana Association of School Superintendents
Confederation of Oregon School Administrators
Washington Association of School Administrators
Registrations are coming in strong—don’t miss our annual WASA/AWSP Summer Conference! Register and view full conference details at www.wasa-oly.org/Summer19.

Keynote presentations and breakout sessions will support at least one of the following conference learning strands:

- Culture
- Diversity and Equity Practices
- Instructional and Assessment Strategies
- Leadership
- SEL and Self-Care
- SPED and Interventions
- School Safety and Security
- Other

Districts went through a season of difficult negotiations in 2018, so it is only logical to ask, what comes next? This workshop will focus on what was learned during the 2018 bargaining year, including summary data from districts and discussion of tactics and strategies used by labor groups and locals. Presenters will share details about how to prepare for bargaining in the future—specifically how to deal with difficult bargains, when to get help from PERC, how to explain your fiscal position to the Association, when to use social media, and more. This will be an interactive workshop intended for superintendents, business managers, and bargaining team members. Districts are encouraged to bring their whole bargaining team if possible.

Visit www.wasa-oly.org/ERNN19 for dates and locations, and registration.

Save the Date!

Women administrators are invited to come together to converse, network, and brainstorm possible ways to address the issue of attracting, mentoring, and retaining women in administrative leadership roles.

Registration opens February 28.

Superintendent Conference

May 5–7, Campbell’s Resort, Lake Chelan

Superintendents, save the date!

Registration opens February 28.

Welcome new members

Marilyn Boerke, Camas SD
Richard Bonner, Centralia SD
Shelley Boten, Marysville SD
Teena Brady-Barnes, North Thurston PS
Jill Diehl, Longview PS
Jason Franklin, Renton SD

Wade Frogley, Chief Leschi School
Kevin Hebdon, Pasco SD
Matthew Henshaw, Spokane PS
Victoria Leifer, West Valley SD-Spokane
Brynn Marcum, Marysville SD
Rodrick Merrell, Marysville SD
Caleb Oten, Matton SD
Tracy Souza, Marysville SD

Tyler Stiner, Tacoma PS
Susanne Whitlock, Renton SD
Patrice Woods, Vancouver PS

Do you know someone who wants to join WASA? Tell them to visit online and sign up today!
## Region Events—February & March

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

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<thead>
<tr>
<th>Region</th>
<th>President</th>
<th>Event Dates</th>
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<tr>
<td>101</td>
<td>Kyle Rydell</td>
<td>February 21, 8:30 a.m.–12 p.m.</td>
<td>NEWESD 101, Spokane</td>
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<td>March 21, 8:30 a.m.–12 p.m.</td>
<td>NEWESD 101, Spokane</td>
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<tr>
<td>105</td>
<td>Henry Strom</td>
<td>February 21, 8–11:30 a.m.</td>
<td>Topic: Improvement Science—SCWIN, ESD 105, Yakima</td>
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<td>March 21, 8–11:30 a.m.</td>
<td>Topic: Threat Assessment, ESD 105, Yakima</td>
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<tr>
<td>108</td>
<td>Mark Wenzel</td>
<td>March 15, 12 p.m.</td>
<td>NWESD 189, Anacortes</td>
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<td>109</td>
<td>Ken Collins</td>
<td>March 5, 9–11 a.m.</td>
<td>Lake Stevens Educational Service Center</td>
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<td>110</td>
<td>Rebecca Miner</td>
<td>March 15, 12–1:30 p.m.</td>
<td>General Member Meeting, PSES, Renton</td>
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<tr>
<td>111</td>
<td>John Hellwich</td>
<td>February 6, 3–5 p.m.</td>
<td>Mini-Conference, Pierce County Skill Center</td>
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<td>March 15, 7:30–8:30 a.m.</td>
<td>General Member Meeting, Fife School District Admin Center</td>
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<tr>
<td>112</td>
<td>Nathan McCann</td>
<td>March 15, 10 a.m.–12 p.m.</td>
<td>General Member Meeting, ESD 112, Vancouver</td>
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<tr>
<td>113</td>
<td>Jeff Davis</td>
<td>February 27, 8–9:30 a.m.</td>
<td>General Member Meeting, Capitol Region ESD 113, Tumwater</td>
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<td>114</td>
<td>Aaron Leavell</td>
<td>February 22, 9 a.m.–12 p.m.</td>
<td>General Member Meeting, Olympic ESD 114, Room 202, Bremerton</td>
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<td>March 29, 9 a.m.–12 p.m.</td>
<td>General Member Meeting, Olympic ESD 114, Room 202, Bremerton</td>
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<tr>
<td>112</td>
<td>Steve McCulloough</td>
<td>March 15, 10 a.m.–12 p.m.</td>
<td>General Member Meeting, ESD 112, Vancouver</td>
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<tr>
<td>113</td>
<td>Wade Smith</td>
<td>February 27, 8–9:30 a.m.</td>
<td>General Member Meeting, Capitol Region ESD 113, Tumwater</td>
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</table>

## Contact WASA

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