

# WASA HOTLINE

MAY 2020

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## From the President



**Krestin Bahr**  
WASA President

Greetings,

This spring has been one of the strangest we have ever seen—both in the world and our respective lives. In any other year, we would herald the month of May as a time of celebration—spring sports, senior parties, and an eagerness to complete another year. This spring, we find ourselves living in a world we could have never imagined, and one, as educational leaders, we struggle to reconcile.

Within a month, schools were closed and we awkwardly attempted remote/distance learning without a dress rehearsal, while aligning our respective systems to the OSPI Guiding Principles. Hours are now spent Zooming, adapting to provide food and childcare to all who need the support, and navigating systems designed for daily face-to-face contact, while trying to provide equitable, quality instruction to successfully educate all students in our districts. All the while providing sustained quality professional development opportunities for certificated and classified staff in a remote learning setting. So how has it gone? Spectacular? 100 percent perfect? In my world, I certainly know that it has not been so.

In the face of these daunting odds, I have seen leaders throughout the state consistently transform a traditional school structure on a dime. I hear stories daily of childcare workers and food service heroes supporting and nourishing families in their communities. Central office staff and superintendents are connecting the dots for their administrators and teachers in these most difficult times. Without the willingness to align principles, use our voices, and to establish a calming influence during these rocky times, families would be lost in the public school system. I feel humbled and

proud of the efforts by staff members at all levels, as they attempt to make this uncertain time meaningful and focused on students and learning.

I am reminded of Glennon Doyle's book *Untamed*, which stresses that it is the people that matter. Do not forget that we belong to each other. And at tough times, just focus on doing the next right thing. Wild means breaking free from existing structures and not squandering our one precious leadership opportunity. We have been changed forever.

Some thoughts to consider regarding what comes next (next month, next year, next season, or post-pandemic):

- No child or adult will be untouched after this; therefore, we must all be different. Schools will be different forever.
- The vital importance of inclusivity and equity will not wait. We need to prioritize this lesson as it directly impacts our schools.
- These are anxious times. The dance of connection has been tested for schools. How have we managed the chaos? As anxiety is deeply contagious and spreads like wildfire, how do we develop our self-awareness to lead forward?
- How do we develop a calm leadership practice that is defined as having perspective and mindfulness, and the ability to manage emotional reactivity? (Brené Brown, 2020)
- How do we choose authenticity over having answers to questions we may or may not have any data on?
- How do we remain committed to a growth mindset at a time where returning to a system that we have traditionally known is comforting to staff and families?

WASA's three pillars—Leadership, Advocacy, and Trust have been tested this season. As your WASA president, I have been able to see the multiple ways WASA and our members have

*Continued on next page.*

served during this time in history. At no other time have the three ships—partnerships, relationships, and leadership been so crucial in our work. We have been ever-present, advocating, and consulting daily with our state partners, which has been invaluable. The Superintendency is a unique and challenging position and we have been well represented throughout this pandemic. Thank you to all those who worked tirelessly to provide answers, changes, and policies as we navigate this spring for our students. We are always better together. I am hopeful you will join me in renewing your WASA membership for the 2020–21 school year and staying engaged in the WASA professional learning opportunities.

It is truly an honor to serve with you all. Keep in the arena my friends, you look great “marred by dust and sweat.” Until we can see each other again, stay safe and healthy. I miss you all.

Sincerely,



## Become a WASA Retired/Life Member

As some of WASA's active members prepare to retire, not only does WASA wish you the very best, we also hope you will consider becoming a Retired/Life member.

Membership provides the opportunity to network with others and stay involved in educational issues. Although Retired/Life members do not have voting privileges, you would receive WASA publications and attend most WASA conferences at a reduced or complimentary rate.

Dues are a one-time fee of \$125. Complete the membership application by visiting our website at [bit.ly/1NEaFfC](http://bit.ly/1NEaFfC).



## 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.

## Welcome New Members!

Michael Nollan, Kittitas School District  
Bonnie Smith, Toppenish School District  
Melissa Stevenson, Wahluke School District  
Bonnie Haley, La Conner School District  
Cathy Woods, Everett Public Schools  
Baionne Coleman, Rainier Valley Leadership Academy  
Mike Hanson, Tahoma School District  
Cassie Porter, Renton School District  
Michael Baskette, Ridgefield School District  
Marah Gannaway, Hoquiam School District  
Cherlyn Pijanowski, North Thurston Public Schools  
Heidi Wagner, Othello School District  
Kellie Ribail, Wilson Creek School District



Do you know someone who wants to join WASA? Tell them to visit [online](#) and sign up today!

## WASA Board Minutes in Brief—April 20, 2020

The Board approved the following:

- Consent Calendar (WASA February 2020 Financials; February 9, 2020, Board Meeting Minutes; 2020 WASA/WSSDA/WASBO Legislative Conference Financial, and April 2020 Membership Report)

Informational items included:

- WASA Response to COVID-19
- WASA 2019–20 Goals, Actions, and Tasks Update
- WASA Budget Update
- AASA Governing Board Nominations
- 2020 WASA Leaders Workshop
- Reports by WASA Assistant Executive Directors
- Reports by WASA Liaisons

The next WASA Board of Directors meeting is June 24, 2020.



WASA offered a Mentor Academy and an Early Career Superintendent Academy during the 2019–20 year with support from OSPI’s Educator Growth and Development Office. Both academies provided support to those interested in increasing their skills and knowledge as well as their professional and personal connections. The academies were facilitated by Mike Nelson, Superintendent, Enumclaw School District; Kim Fry, Superintendent, Rochester School District; and Helene Paroff. Each session was designed to address just-in-time needs of early career superintendents as well as the leadership skills necessary for effective mentoring. Academy members also benefited from sharing with and hearing from colleagues about approaches and strategies for addressing leadership challenges applicable to their context.

In Kim’s words:

▶ *“As facilitators, we strive to fill our sessions with the exploration of topics superintendents are currently facing, using processes that promote the creation of strong professional networks. It is our hope that participants leave each gathering with new ideas, enhanced leadership skills, and a support system that will be in place throughout their careers.”*

The goals of both the Mentor and Early Career Academies include:

- Increase the ability of mentors and incoming superintendents to effectively use Washington’s eight leadership criteria in school leader supervision.
- Improve the ability of superintendents to support the professional growth of all school-level leaders in the district.
- Improve the ability of superintendents across the state to become effective systems leaders.

Agendas for the sessions, regardless of the academy, included topics like fostering strategic thinking, enhancing Board effectiveness, and building coherence in the district’s strategic plan. In addition, participants sharpened their ability to ask effective questions, structure learning-focused conversations, and lead and manage effective growth and evaluation practices.

The benefits of the Academies are best expressed by the participants:

From Michelle Kuss-Cybula, Superintendent, Cle-Elum School District; Early Career Superintendent Academy participant:

▶ *“Being a new superintendent can be overwhelming; especially when it comes to the invitations and meeting demands that seem to take hold of your work calendar.”*

*When I joined the WASA Early Career Superintendent Academy, I was a bit reluctant about being out of the office and taking time out of my already tightly packed work calendar. However, every meeting, be it in person or via Zoom, has been an incredible gift of time, resources, affirmation, self-care, and mentorship. I have never felt more supported by a team of people in my entire career! The WASA Early Career Superintendent Academy has been invaluable to me this year. I feel that whenever I have a dilemma, challenge, or question, I can pick up the phone or send a quick email and immediately get a response from a connection I made in the academy. I would highly suggest to any new superintendent the WASA ECSA, you will not be disappointed!”*

From Jerry Pugh, Superintendent, Colfax School District; Mentor Academy participant:

▶ *“The old adage that it is better to give than to receive is what we all strive to live by. It brings great joy and satisfaction to serve others, most especially in the opportunities to mentor new superintendents. WASA makes it a priority to support both new and the mentoring superintendents. This is done by selecting our very best superintendent practitioners in the field and teaming them up with WASA staff to provide professional learning opportunities and networking that is second to none. Mentees and mentors spend several days learning of their roles to better support new superintendents. Inevitably, I find myself benefiting greatly as a superintendent and as a mentor. Relationships are forged during these precious few days that enrich the mentoring experience and my career. In the end, I walk away rejuvenated and excited to return to my district with goals for my own improvement and excited to deepen my support and relationship with my mentee. I am humbled by being asked to support a new superintendent and participate in the WASA Mentoring training. In the end though, I am the one who receives so much from WASA and my mentee.”*

Plans are underway for offering the WASA Mentor Academy and Early Career Superintendent Academy in the upcoming year. All 2020–21 mentors will be invited to participate in Mentor Academy.



## WASA Leaders Workshop 2020

On April 21, WASA leadership from around the state logged in to participate in the 2020 WASA Leaders Workshop. The annual event is special as it is the only opportunity which includes collaboration time for the WASA Board, WASA President-elect candidates, Region Presidents and Presidents-elect, Component Chairs, and Standing Committee Chairs. During the three-hour Zoom session, participants received a basic presentation of the WASA association structure, trends, and budget. An overview of 2019–20 WASA Goals, Action Steps, and Tasks were given by the WASA executive team. Attendees took part in a video celebration of the work of districts statewide response to COVID-19. Assistant Executive Director Dan Steele provided an overview of the Prototypical Funding model and the OSPI recommendations, Legislative platform strategies, and shared a legislative advocacy plan and tips for testifying in a year-round effort. In addition, time was set aside to allow leaders to discuss region legislative advocacy efforts for 2020–21 to be inclusive of all component groups. Incoming President-elect Brian Talbott led this year's planning event and made a recommendation that WASA continue with last year's WASA Goals and Action Steps. WASA staff will now revisit the Goals and Actions Steps and make adjustments based on emerging issues that will impact WASA members and their work. The proposed Goals and Action Steps for 2020–21 will be presented to the Board at their June Board meeting. Following the adoption of these goals, staff will then develop the tasks related to each goal and submit a completed plan to the Board for action at the October meeting. More information will be provided as this work continues to develop.

## 2020 WASA Honorary Awards Nominations Suspended Until Fall

2020 WASA Honorary Awards applications/nominations are suspended until the fall. The awards program will move forward for both the State and Regional awards. State awards include the Golden Gavel, D.A. Davidson Barbara Mertens Legacy, Service to WASA, and WASA Leadership awards. The committee will reconvene in August to develop a plan for reopening the nomination process to celebrate the amazing work being done by individuals and districts around the state. Timelines for scholarship opportunities have also been affected but will be announced soon. Questions may be directed to [Shari Parsons](mailto:Shari.Parsons@wasa.org) at 360.943.5717.

## QUICK LINKS: COVID-19 RESOURCES

[WASA Coronavirus & Pandemic Resources](#)

[AASA Resources on COVID-19](#)

[OSPI Guidance & Resources](#)

## Labor and Management: Coming Together to Further Outcomes for All Students

### ONLINE LEARNING SESSIONS—MAY 19

Implementing inclusionary practices in school districts takes partnerships, leadership, and communications at all levels of the education system. This online learning session will focus on one particular important education partnership—labor and management. Participants will have an opportunity to hear Katie Novak, a district administrator and inclusion expert, and Keith Woods, a teachers' union leader, discuss the ways in which they've bargained, collaborated, and come together on a shared purpose and common mission for furthering outcomes for all students. Attendees will utilize a learning organizer to capture thoughts and ideas and leave with concrete takeaways that can be used in discussions and applied in their district context.

This workshop will be held twice on May 19—once in the morning and once in the afternoon. Both sessions will contain the same information, so participants should only register for one session. Space is limited to 200 participants for each session and there is no cost for registration. Three clock hours will be provided.

Register here: <https://www.eventbrite.com/e/labor-and-management-coming-together-to-further-outcomes-for-all-students-tickets-102818553060>.

Questions? Please contact Nasue Nishida at CSTP at [nasue@cstp-wa.org](mailto:nasue@cstp-wa.org).

## Upcoming Awards & Scholarships

### 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](#). Watch future editions of *Hotline* for further information on award opportunities.

## Region Events—May & June

Many region events are rescheduled as Zoom meetings or being cancelled due to the coronavirus. For the most up-to-date information regarding scheduled regional meetings and events, contact your ESD or Region President.

# 2020–21 WASA President-elect Candidates' Biographies

## Jeff Davis

Superintendent of the Onalaska SD

### PROFESSIONAL EXPERIENCE

- 2013–Present Superintendent, Onalaska SD  
2006–13 Superintendent, Central Curry SD, Gold Beach, Oregon  
2003–06 HS Principal, Colton SD, Colton, Oregon  
1998–03 Assistant Principal, Oregon City HS, Oregon City, Oregon  
1992–98 Assistant Principal, North Clackamas SD, Milwaukie, Oregon  
1985–92 Teacher/Head Football Coach, Clackamas HS, Milwaukie, Oregon



### EDUCATION

Continuing Administrative Certificate, Superintendent Certification, Portland State University, 1995  
Master's Degree in Education, Lewis and Clark College, 1986  
Bachelor of Science, Health/Physical Education, Oregon College of Education, Western Oregon University, 1978

### WASA SERVICE

- 2018–20 Capital Region 113, Chair  
2019–20 ERNN Board, Vice-Chair  
2015–Present ERNN Board Member  
2016–18 Capital Region ESD 113, Executive Committee, Vice-Chair  
2014–16 Capital Region ESD 113, Membership Chair  
2013–Present WASA Member

### OTHER PROFESSIONAL ACTIVITIES & RECOGNITION

- 2020 WASA Spring Conference for Small Schools, presenter  
2019–Present United Way of Lewis County, Board Member  
2018–Present Adjunct Instructor, Centralia College, Bachelor of Applied Science in Teacher Education (BAST-TE), Education and the Law  
2017–18 STEM Lighthouse Award: Onalaska HS  
2017 ERNN Conference, Presenter  
2017 WASA/AWSP Summer Conference, Presenter  
2016–Present Lewis County Special Education Cooperative, Executive Committee Member  
2016 WASA Spring Conference for Small Schools, presenter  
2015–16 Washington State Leadership Academy  
2015 Washington State Achievement Award: Onalaska Elementary School  
2015 Washington State Achievement Award: Onalaska MS  
2015 Washington State Achievement Award: Onalaska HS  
2014 Washington State Achievement Award: Onalaska MS  
2013–14 Spirit of Leadership Award: Onalaska MS  
2013–14 School of Distinction: Onalaska MS  
2010 Gold Beach Chamber of Commerce, Citizen of the Year  
2005 International Center for Leadership in Education Conference, Washington D.C., Presenter  
2001–06 National Football Foundation and College Hall of Fame, Portland, Oregon, Executive Director

## Aaron Leavell

Superintendent, Bremerton SD

### PROFESSIONAL EXPERIENCE

- 2013–Present Superintendent, Bremerton SD  
2012–13 Assistant Superintendent, Bremerton SD  
2009–12 Director of Secondary Education, North Kitsap SD  
2005–09 Principal, Bremerton HS  
2004–05 Assistant Principal, Bremerton HS Freshman Academy  
2002–04 Assistant Principal, Bremerton Junior High



### EDUCATION

Olympic Community College, Associates of Arts degree  
Central Washington University, Bachelors of Arts degree  
Seattle Pacific University, Masters of Arts degree  
University of Washington, Education Doctorate degree

### WASA SERVICE

- 2020 WASA Superintendent Component Chair-elect  
2019–Present WASA Board member, Region 114  
2018–19 WASA Region 114, President  
2015–Present WASA Ethics Committee Member  
2009–Present WASA member

### OTHER PROFESSIONAL ACTIVITIES & RECOGNITION

- 2019–Present Rotary Club of Bremerton President  
2018–Present OSPI/Superintendent Roundtable member  
2018–Present AVID National Superintendent Collaborative member  
2017–Present College Board Superintendent Council member  
2007–09 AWSP Board member  
2009 Washington State HS Principal of the Year

# Professional Learning and Academies Updates

As you are likely aware, several upcoming events have been cancelled in response to the COVID-19 pandemic. We are working to find alternate avenues for delivering our Professional Learning over the coming months and look forward to connecting with you again soon. Following are our available updates. Stay tuned for more information coming in the near future.

Please contact Helene Paroff at 509.953.9512 or [hparoff@wasa-oly.org](mailto:hparoff@wasa-oly.org), or Jamie Chylinski at [jchylinski@wasa-oly.org](mailto:jchylinski@wasa-oly.org) with academy or professional learning questions.

## Professional Learning

### WASA BROWN BAG LUNCH SERIES: THINKING AND LEADING INTO THE FUTURE

Without a doubt, the current set of circumstances compels us to reflect on how we, as leaders, will move our systems into a yet unknown future. Each session will provide the opportunity to consider aspects of breaking with traditional ways! Please join us for this leadership series, hosted on Fridays, 11:30 a.m.–1 p.m., to feed your mind, heart, and soul as you move into the weekend.

#### Session Speakers

Dr. Gene Sharratt  
Jeff Utecht  
Dr. Douglas Reeves and Janel Keating Hambly  
Jahmal Canley  
Moe Carrick

Visit [www.wasa-oly.org/BrownBag](http://www.wasa-oly.org/BrownBag) to learn more and register for this timely leadership series.

### WASA/AWSP SUMMER CONFERENCE

Summer is going virtual! Visit [www.wasa-oly.org/Summer20](http://www.wasa-oly.org/Summer20) or view the email delivered on May 5, for full details. Please note: Visit Spokane will process all cancellations of housing reservations made *in the conference room blocks* in the coming week(s).

### WASA INCOMING SUPERINTENDENT CONFERENCE

Conference planning for July 19–21 continues. Registration will open in late May. Watch your email for future communications from the WASA team.

### WASA/OSPI SPECIAL EDUCATION CONFERENCE

We continue to hold hope that our conference will proceed as scheduled July 30–31, at Hotel Murano, Tacoma. The Call for Presenters (C4P) would typically open in April but given the ever-changing landscape of the COVID-19 crisis, we will postpone the C4P until late May.

## Academies

### WASA EARLY CAREER SUPERINTENDENT ACADEMY

Early career superintendents will gather again on May 18, for continued hot topics discussion. Watch your email for the Zoom invitation.

### WASA SPECIAL EDUCATION ACADEMY

The Special Education Academy Cohorts will convene by Zoom on May 27. Watch your email for the Zoom invitation.

### WASA/AESD/AASA ASPIRING SUPERINTENDENTS ACADEMY

Do you (or someone you know) aspire to become a superintendent?

Apply now! Visit [www.wasa-oly.org/ASA](http://www.wasa-oly.org/ASA) to learn more and apply. Applications are accepted through May 29.

## Inclusionary Practices

### WASA INCLUSIONARY PRACTICES PROJECT

The Statewide District Team Convening is just around the corner, May 20–21. Details for the virtual workshop will be provided to district team facilitators.

Ready to join WASA's Inclusionary Practices Project? Apply at [www.wasa-oly.org/Inclusion](http://www.wasa-oly.org/Inclusion). Applications will be accepted May 15–June 12. Contact Helene Paroff at 509.953.9512 or [hparoff@wasa-oly.org](mailto:hparoff@wasa-oly.org) to learn more about the project.

## TO OUR SPONSORS:

Sincere thanks for the continued support of WASA! Your investment in our membership is deeply appreciated.

# Event Calendar

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## BROWN BAG LUNCH SERIES SESSION 1: DR. GENE SHARRATT

May 8 | Zoom

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## BROWN BAG LUNCH SERIES SESSION 2: JEFF UTECHT

May 15 | Zoom

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## WASA EARLY CAREER SUPERINTENDENT ACADEMY ZOOM MEETING

May 18 | Zoom

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## INCLUSIONARY PRACTICES STATEWIDE DISTRICT TEAM CONVENING

May 20–21 | Virtual Event: Details coming soon.

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## BROWN BAG LUNCH SERIES SESSION 3: DR. DOUG REEVES & JANEL KEATING HAMBLY

May 22 | Zoom

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## WASA SPECIAL EDUCATION ACADEMY COHORT I ZOOM MEETING

May 27 | Zoom

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## WASA SPECIAL EDUCATION ACADEMY COHORT II ZOOM MEETING

May 27 | Zoom

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## BROWN BAG LUNCH SERIES SESSION 4: JAHMAD CANLEY

May 29 | Zoom

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## BROWN BAG LUNCH SERIES SESSION 5: MOE CARRICK

June 5 | Zoom

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## INCLUSIONARY PRACTICES DISTRICT LEADERSHIP WEBINAR SERIES

June 22 | Zoom

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## WSLA SUMMER STATEWIDE WORKSHOP

June 26 | Davenport Grand Hotel, Spokane

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## WASA/AWSP SUMMER CONFERENCE

June 28–30 | **Now virtual!**

Registration is open [here](#).

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## WASA INCOMING SUPERINTENDENT CONFERENCE

July 19–21 | TBD

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## WASA/OSPI SPECIAL EDUCATION CONFERENCE

July 30–31 | Hotel Murano, Tacoma

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## INCLUSIONARY PRACTICES YEAR 1 STATEWIDE DISTRICT TEAM CONVENING

August 12 | TBD

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## INCLUSIONARY PRACTICES YEAR 2 STATEWIDE DISTRICT TEAM CONVENING

August 12–13 | TBD

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## WASA FALL CONFERENCE

October 6 | Four Points by Sheraton Seattle Airport South

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## WASA WOMEN IN LEADERSHIP CONFERENCE

December 6–7 | SeaTac Location TBD

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## Contact WASA

### GENERAL INFORMATION

360.943.5717 / 800.859.9272

### EXECUTIVE OFFICE

360.489.3641 / 360.352.6873 (fax)

- Joel Aune, Executive Director  
[jaune@wasa-oly.org](mailto:jaune@wasa-oly.org)
- Shari Parsons, Executive Assistant  
[sparsons@wasa-oly.org](mailto:sparsons@wasa-oly.org)

### GOVERNMENT RELATIONS

360.489.3642

- Dan Steele, Assistant Executive Director  
[dsteele@wasa-oly.org](mailto:dsteele@wasa-oly.org)
- Sheila Chard, Administrative Assistant  
[schard@wasa-oly.org](mailto:schard@wasa-oly.org)

### PROFESSIONAL LEARNING

#### & MEMBERSHIP SERVICES

360.489.3640 / 360.352.6873 (fax)

- Helene Paroff, Assistant Executive Director  
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- Jamie Chylinski, Professional Learning Coordinator  
[jchylinski@wasa-oly.org](mailto:jchylinski@wasa-oly.org)
- Lisa Gehman, Professional Learning/Membership Assistant  
[lgehman@wasa-oly.org](mailto:lgehman@wasa-oly.org)
- Tricia McCosh, Communications  
[pmccosh@wasa-oly.org](mailto:pmccosh@wasa-oly.org)

### ACCOUNTING

360.489.3643 / 360.352.6873 (fax)

- Eve Johnson, Accountant  
[ejohnson@wasa-oly.org](mailto:ejohnson@wasa-oly.org)

### MEMBER SUPPORT & ADMINISTRATIVE OPERATIONS

360.489.3646

- Andy Wolf, Assistant Executive Director  
[awolf@wasa-oly.org](mailto:awolf@wasa-oly.org)

### 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: Corine Pennington, Puyallup